



## Pulman Recreation Centre Code of Ethics

At Pulman Recreation Centre we aim to ensure that our training culture is a supportive and inclusive one, thus providing a safe and enjoyable environment for all our members, Athletes, Employees and Supporters. Our Centre values of Respect, Accountability, Positivity, Integrity, and Trust guide the behavioural expectations of our training and competitive environments which are outlined below. It guides how our employees behave and our support for the staff we have on site. It also guides all those who visit our premises for sport, events, or spectatorship. Thanks for your contribution to making our Centre a wonderful place to enjoy gymnastics.

### Athletes

#### Respect:

- **Respect for Others:** Our athletes are expected to treat all individuals, including fellow athletes, coaches, staff, and spectators, with dignity and courtesy, regardless of their background, abilities, or beliefs.
- **Respect for Equipment and Facilities:** Athletes should handle all equipment and facilities with care, ensuring they are used appropriately and not subjected to intentional damage.
- **Respect for Rules and Officials:** Athletes must adhere to the rules of each sport and show respect towards officials, accepting their decisions with grace, even if they disagree.

#### Accountability:

- **Personal Conduct:** Athletes are responsible for their actions both within the facility and outside while representing our organisation. They must avoid any behaviour that may bring disrepute to the facility or the sport they participate in.
- **Commitment to Training:** Athletes should commit to regular training sessions, as it not only helps them improve but also demonstrates their dedication to the sport and their team.
- **Punctuality:** Athletes are expected to be punctual for training and events, showing respect for their teammates and coaches' time.

#### Positivity:

- **Sportsmanship:** Our athletes should exemplify good sportsmanship, displaying grace in victory and defeat.
- **Encouragement:** Athletes should actively encourage and support their teammates, fostering a positive and collaborative team atmosphere.
- **Positive Communication:** Athletes must refrain from using offensive language or engaging in bullying, harassment, or negative communication with others.

#### Integrity:

- **Honesty:** Athletes should always be honest in their actions and communications, whether during competitions, training, or in their interactions with others.
- **Fair Play:** Our athletes are expected to compete fairly and follow the rules of the sport
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without resorting to cheating or engaging in unsportsmanlike conduct.

- **Ethical Decision Making:** Athletes should make ethical choices both on and off the field, considering the consequences of their actions on themselves and others.

#### **Trust:**

- **Trustworthiness:** Athletes should strive to be reliable and trustworthy, fulfilling their commitments to the best of their abilities.
- **Team Trust:** Trust is the foundation of effective teamwork. Athletes should work to build trust within their team by being supportive, dependable, and respectful of their teammates.
- **Trust in Coaches and Staff:** Athletes should have confidence in their coaches and the facility's staff, knowing that they have their best interests at heart.

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### **Employees**

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**Respect:** We believe in treating everyone with respect, dignity, and courtesy. Our employees will:

- Demonstrate respect towards colleagues, supervisors, subordinates, and customers, regardless of their background, culture, or abilities.
- Refrain from using offensive language, discriminatory remarks, or engaging in any form of harassment.
- Acknowledge and appreciate the individuality and unique perspectives of all individuals.

**Accountability:** We value responsibility and transparency in our actions. Our employees will:

- Take ownership of their responsibilities and strive to fulfil their duties to the best of their abilities.
- Be punctual and maintain professional standards when conducting programs or dealing with the public.
- Adhere to safety guidelines and ensure the well-being of participants and visitors.
- Report any concerns or ethical violations they encounter promptly and truthfully.

**Positivity:** We promote a positive and inclusive environment for all. Our employees will:

- Encourage a supportive and motivating atmosphere during training and programs.
- Foster a positive attitude while dealing with members of the public, aiming to enhance their experience at the facility.
- Resolve conflicts constructively and promote open communication among colleagues and participants.

**Integrity:** We uphold honesty and ethical conduct in all interactions. Our employees will:

- Act ethically, without compromise, and in the best interests of the participants and the public.
- Avoid conflicts of interest and refrain from accepting any form of personal gain that could compromise their judgment.
- Maintain the confidentiality of sensitive information related to participants and the organisation.
- Represent qualifications and expertise truthfully and accurately.

**Trust:** We understand that trust is the foundation of our relationships with participants and the public. Our employees will:

- Strive to build and maintain trust with all stakeholders through consistent and reliable actions.
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- Communicate transparently and honestly with participants, colleagues, and the public.
- Safeguard equipment and resources, using them responsibly and for their intended purposes.

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## **Supporters (volunteers, parents, club members)**

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### **Respect:**

- We value the dignity and worth of every individual. Treat all individuals with courtesy, kindness, and consideration, regardless of their background, abilities, or beliefs.
- Demonstrate respect for personal space, boundaries, and possessions of others. Avoid engaging in behaviour that could be perceived as disrespectful or harassing.
- Listen actively and attentively to the concerns and feedback of others, fostering an atmosphere of open communication and understanding.

### **Accountability:**

- Take responsibility for your actions and decisions. Acknowledge and learn from mistakes, and work towards rectifying them to the best of your ability.
- Comply with all rules, policies, and guidelines set forth by the Recreation Centre. Adhere to safety protocols and procedures for the benefit of everyone's well-being.
- Encourage others to be accountable for their conduct and actions, promoting a sense of responsibility throughout the community.

### **Positivity:**

- Cultivate an environment that promotes positivity, support, and encouragement. Be mindful of your words and actions, striving to uplift others and create an atmosphere of happiness and enthusiasm.
- Engage in constructive dialogue and conflict resolution. Disagreements should be approached respectfully, with the goal of finding mutually beneficial solutions.
- Celebrate achievements and contributions made by individuals within the Recreation Centre, recognising their efforts and fostering a culture of appreciation.

### **Integrity:**

- Act ethically and honestly in all interactions. Avoid deceptive or manipulative behaviour, upholding the principles of integrity in every aspect of the Recreation Centre's operations.
- Preserve confidentiality and respect the privacy of others, not disclosing sensitive information without proper authorisation.
- Avoid conflicts of interest that may compromise the fairness and impartiality of decision-making processes.

### **Trust:**

- Build and maintain trust with members of the public and other Recreation Centre users through consistent and reliable conduct.
- Honor commitments and promises made, ensuring that expectations are met to the best of your abilities.
- Report any misconduct, violations, or concerns related to this Code of Ethics promptly and confidentially, enabling appropriate actions to be taken.