



## GPC NEW ZEALAND CODE OF CONDUCT FOR ATHLETES AND MEMBERS

### PREAMBLE

It is the aim of the Global Powerlifting Committee of New Zealand (GPC NZ), its officers and the entire Powerlifting family to promote the highest possible values within the sport of Powerlifting. In furtherance of this aim the GPC NZ Executive on 30th August 2017 adopted the following GPC NZ Code of Ethics:

### APPLICABILITY

This Code shall apply to all GPC NZ staff, persons elected or appointed to any position within the GPC NZ and to any other person in any position of trust within the GPC or to any consultants, agents or similar when acting for or on behalf of the GPC NZ. Such persons are referred to in this Code as Officials. This Code shall also apply to athletes, athlete support personnel, coaches, managers, referees and any other persons accredited to attend or participate in a competition. Such persons are referred to in this Code as Participants.

### DEFINITION

Words used in this Code shall have the same meaning as set out in the GPC NZ Constitution, By-Laws and Technical Rules.

### ETHICAL PRINCIPLES IN POWERLIFTING

- Equality
  1. No discrimination on the basis of gender, race, religion or political opinion shall be tolerated.
  2. When electing or appointing persons in a position of trust, all gender identities should be considered.

- Dignity

3. The governance of the GPC NZ shall have due regard to the physical and mental wellbeing of all Participants. Any form of harassment, be that physical, psychological, professional or sexual, is strictly prohibited. Such behaviours include in person and online.

- Fair Play

4. Fair play is the basic guiding principle in the sport of Powerlifting.
5. Any person subject to this Code shall exercise due care and diligence in fulfilling their roles for or on behalf of the GPC NZ. Such persons must not act in a manner likely to tarnish the reputation of the GPC NZ or Powerlifting generally, nor in a manner likely to bring the sport into disrepute. Officials and Participants shall not disclose information received by them, if such disclosure is made maliciously in order to damage the interests of the GPC NZ, especially when it is made for personal gain or benefit.
6. Membership will not be accepted by the Committee from any persons/organizations banned from any federation for cheating for the period of their ban or one year, whichever is shorter. This includes misconduct, use of banned substances in a tested federation etc. In the event that the suspension was for a reason other than an intention to cheat, then the Executive Trustees and the Executive Board will consider the application.

- Integrity

7. No Official shall, directly or indirectly, solicit, accept or offer any concealed remuneration, commission, benefit or service of any nature connected with their participation in or with their function as an Official.
8. No Official shall solicit or accept benefits, entertainment or gifts in exchange for, or as a condition of, the exercise of their duties, or as an inducement for performing an act associated with their duties or responsibilities, except that gifts, hospitality or other benefit associated with their official duties and responsibilities may be accepted if such gifts, hospitality or other benefits:
  - a. are within the bounds of propriety, a normal expression of courtesy, or within the normal standards of hospitality;
  - b. would not bring suspicion on the Official's objectivity and impartiality; and
  - c. would not compromise the integrity of the GPC.
9. No Official may be involved with any company, association, firm or person whose activity is inconsistent with the objectives of interest of the GPC NZ. If it is unclear, whether this kind of connection exists in any given situation, the matter shall be submitted to the GPC NZ Executive board and Executive Trustees for consideration and final ruling.

- Neutrality

10. Officials shall remain politically neutral, in accordance with the principles and objectives of the GPC NZ and generally act in a manner compatible with their function and integrity.
- Conflicts of Interest
    11. In discharging their duties to the GPC NZ, all officials shall act for the benefit of the GPC NZ when making decisions that affect, or may affect, the GPC NZ and shall do so without reference to their own personal interests, either financial or otherwise. Should a conflict of interest, or the appearance of a conflict of interest, between the GPC NZ and any GPC NZ Official arise, or if there is a danger of such conflict arising, the individual concerned must refrain from taking any further part in the handling of the matter. If there is any doubt as to whether such a conflict of interest exists in any given situation, the matter shall be submitted to the GPC NZ Executive board and Executive Trustees for a decision as to the appropriate handling of the matter.
    12. Officials shall avoid any situation that could lead to conflicts of interest. Potential conflicts of interest arise:
      - a. if Officials have, or appear to have, private or personal interests that detract from their ability to perform their duties with integrity in an independent and purposeful manner. Private or personal interests include gaining any possible advantage for the persons bound by this Code themselves, their family, relatives, friends and acquaintances;
      - b. if the opinion or decision of an Official, acting alone or within an organization, is influenced by, or may be reasonably considered as liable to be influenced by relations that such Official has, has had or is on the point of having, with another person or organization that would be affected by the person's opinion or decision.
    13. If a situation arises that may represent a conflict of interest, the Official or Officials concerned shall report it immediately to the GPC NZ Executive Board and Executive Trustees for appropriate measures. If an objection is made concerning an existing or potential conflict of interest of an Official, it shall be brought to the GPC NZ Executive Board and Executive Trustees for appropriate measure.
  - Resources
    14. The resources of the GPC NZ may only be used for Powerlifting purposes.
    15. The GPC NZ recognizes the significant contribution that sponsors, partners and other supporters of sports events make to the development and prestige of Powerlifting. However such support must be in a form consistent with the GPC NZ Constitution and its Rules and By-Laws as well as the principles set out in this Code of Ethics. By virtue of their position they must not be allowed to interfere with the running of the sport by the GPC NZ.
  - Confidentiality
    16. No GPC NZ Official or Participant shall improperly disclose any documents or information entrusted to them in confidence.

- Implementation
  17. It is the duty of all persons falling under this Code to conduct themselves according to the Code and to ensure to the best of their ability that the Code is applied within the GPC NZ.
  18. All persons bound by this Code shall immediately report any seeming or potential violation of the Code to the GPC NZ Executive Board and the Executive Trustees. At the request of the GPC NZ Executive board, persons bound by this Code are obliged to contribute to clarifying the facts of the possible violation.
  19. The GPC NZ Executive Board may make recommendations to the GPC NZ Federation for the modification, amendment or deletion of provisions in this Code of Conduct.
- GPC NZ Executive Board and Executive Trustees
  20. The GPC NZ Executive Board, via the President, may refer matters involving a possible breach of this Code of Ethics to the GPC NZ Executive Trustees. In the event that a matter concerns the GPC NZ President, this matter shall be transferred to the Executive Trustees by one of the members of the GPC NZ Executive board, as appointed by that Executive. If the GPC President is also an Executive Trustee then he/she will be excused from any discussion and/or decision making.
  21. The GPC NZ Executive Board, in handling a matter arising from this Code of Conduct, shall conduct itself according to the GPC NZ Constitution and By-Laws, but shall act in accordance with the principles of natural justice.
- Effective date:
  22. This code came into force on the 30<sup>th</sup> of July 2017 at the Annual General Meeting of the GPC NZ.