

<b>Version</b>	<b>Date</b>	<b>Author</b>	<b>Changes</b>
1.0	30/01/2019	Moira Aston	New Version

### **Integrity, Equality and Dignity**

Volunteers form an integral part of Canoeing Ireland everyday operations. Canoeing Ireland values the contribution, commitment and skills of all its volunteers. It is committed to ensuring a safe and fair environment for all.

A volunteer is defined as a person engaged in voluntary activities on behalf of Canoeing Ireland. It is acknowledged that volunteers give freely of their time and are required to follow the guidelines set out in the Code of Conduct.

Canoeing Ireland is committed to the principles of the Employment Equality Act, 2004, which prohibits discrimination on the following grounds; Gender, Civil Status, Family Status, Sexual Orientation, Religious Belief, Age, Disability, Race and Membership of the Traveller Community.

Canoeing Ireland recognises that each volunteer has a unique contribution to make and seeks to develop the full potential of all its volunteers. Canoeing Ireland is committed to a policy of treating all volunteers with dignity and respect and providing a safe environment which is free from harm, including all forms of bullying and harassment.

### **Canoeing Ireland Volunteers Code of Conduct**

Volunteers are obliged to:

- Consider the wellbeing and safety of participants before the development of performance.
- Develop an appropriate working relationship with participants, based on mutual trust and respect.
- Make sure all activities are appropriate to the age, ability and the experience of those taking part.
- Promote the positive aspects of the sport (e.g. fair play)
- Display consistently high standards of behaviour.
- Follow all guidelines laid down by the national governing body.
- Hold appropriate qualifications and insurance cover.
- Never exert undue influence over participants to gain personal benefit or reward.
- Never condone rule violations, rough play or the use of prohibited substances.
- Encourage participants to value their performances and not just results.
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- Never use foul or inappropriate language.
- Never engage in any form of sexual relations with anyone under the age of 18, or vulnerable adults.

I have read and accept the above code of conduct for volunteers

Signed: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_