



# **Pembrokeshire Weightlifting Code of Ethics Policy**

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## Pembrokeshire Weightlifting Code of Ethics

Inherent within all professional organisations is the potential for conflicts of interest, harassment, abuse of power, and other forms of unethical practice. Through the establishment of a Code of Ethics, Pembrokeshire Weightlifting has defined a set of guidelines to promote and protect the spirit of the sport, safeguard the best interest of the participants, and establish and maintain standards of behavior. The Code is not intended to serve as a set of rules, but rather, to outline general principles and guidelines of aspirational virtues and proper ethical behavior for all members, volunteers, staff and any other individuals and organisations that chose to be members of Pembrokeshire Weightlifting.

The definition of ethical behavior is having an understanding of the difference between right and wrong and at all times choosing to do what is right. This definition should be applied at the *individual* level to those within the Pembrokeshire Weightlifting umbrella: employees, volunteers or individuals who represent Weightlifting Wales within the community at large, as well as the *corporate* level pertaining to the actions of Pembrokeshire Weightlifting, as an organisation. Ethical considerations are **integral**, not optional, elements of all sports activities and apply to all levels of participation. Pembrokeshire Weightlifting encourages all members to acknowledge and follow ethical guidelines and demonstrate integrity by voluntarily agreeing to adhere to this code.

Participation in the sport of Weightlifting and Powerlifting is a powerful vehicle for a participant's personal growth and development, teaching the value of respect, fairness, teamwork, communication, responsibility, truthfulness, non-discrimination, honesty and integrity. These values serve as the core ideals for the Pembrokeshire Weightlifting Code of Ethics.

### Respect

A key component of ethical behavior is **respect**, which is defined at the individual, team and corporate levels. Individuals should value the opinions, views and roles of others who work to further the aims of the organisation. All should safeguard the dignity, privacy and freedom of individuals regardless of their race, color, creed, socio-economic status, age, gender, religion, sexual orientation, disability or nationality.

Respect defines the value that Pembrokeshire Weightlifting, as an organisation, places on honoring the history of the sport, and demonstrates the regard it shows to the partners that have come together to form Pembrokeshire Weightlifting to further the growth and development of the sport.

### Fairness

Fairness is making decisions without favoritism or prejudice. Pembrokeshire Weightlifting firmly believes that the concept of fairness is fundamental to sport. Anything that creates an unfair advantage violates the spirit, as well as the integrity, of the sport of Weightlifting.

## **Teamwork**

Teamwork is defined as a cooperative or coordinated effort on the part of a group of individuals who work collectively in the interest of a common goal.

## **Communication**

Communication is an attempt by individuals to create shared understanding. Communication is an active 'two-way street,' requiring a balance of articulating, listening, writing, reading, observing, questioning, analyzing, and evaluating. Communication is verbal, nonverbal, or written, sent through various media, and transmits a thought provoking idea, gesture, or action. Pembrokeshire Weightlifting members, employees and those individuals or groups representing Pembrokeshire Weightlifting, should communicate with clarity, honesty, timeliness, and openness. Communication should include all pertinent information shared transparently with all appropriate recipients. Clear, honest, timely communication allows collaboration and cooperation to occur, building a stronger game and community for sport.

## **Conflict of Interest**

A conflict of interest is present in any instance in which the actions or activities of an individual representing or acting on behalf of Pembrokeshire Weightlifting could result in actual or perceived personal gain or advantage, and/or have an adverse effect on the interests, aims or integrity of Pembrokeshire Weightlifting. Individuals who represent and serve Pembrokeshire Weightlifting, at all levels have a duty to disclose any business or financial interest or personal obligation that may, actually or perceptually, affect the independence of their judgment. There are more specific guidelines on conflict of interests in Weightlifting Wales policies and procedures.

## **Legality**

All members of Pembrokeshire Weightlifting, its staff, and volunteers are obligated to comply with all applicable rules and policies. Violation is not tolerated. Pembrokeshire Weightlifting reserves the right to review such violations, which may result in disciplinary action or withdrawal of member status.

Pembrokeshire Weightlifting has a duty to provide positive influence over sports administrators, programmes, officials, coaches, and lifters. The goal of Pembrokeshire Weightlifting, in creating the Code of Ethics is to promote sportsmanship and character by teaching, advocating, modelling and enforcing ethical principles, while preserving the integrity of the sport.

By becoming members of Pembrokeshire Weightlifting, individuals and organisations agree to comply with the aspirational guidelines set out in the Code of Ethics. Pembrokeshire Weightlifting encourages others involved with the sport of Weightlifting to adopt and follow these important guidelines.

