



SDS ATHLETE / COACH CODE OF CONDUCT

Scottish Disability Sport (SDS): SDS is committed to the highest standards in sport and expects all athletes, players and coaches to honour and observe the following code.

Respect for Others

- I will respect the rights, dignity and worth of other athletes, players, volunteers, coaches, friends, families and spectators while representing SDS.
- I will treat everyone equally regardless of disability, gender reassignment, sex or sexual orientation, ethnic origin, marriage and civil partnership, pregnancy or maternity, religion or race.
- I will be a positive role model for other athletes, players and coaches.

Be Professional and Responsible

- My manner, language, punctuality and preparation will be of the high standard expected by SDS.
- I will be aware that I am representing SDS while training and competing and will ensure that I do not bring SDS or my sport into disrepute. This includes personal behaviour and communication including social media.
- I shall communicate in advance to SDS if I am ill or unable to attend any training session, competition or event.
- I will display control, respect, dignity and professionalism to all involved and associated with SDS (other athletes, players, opponents, teammates, officials, coaches, administrators, parents and spectators).
- I will encourage other athletes, players and coaches to demonstrate the same qualities.
- I will refrain from any form of personal abuse towards athletes, players, coaches and others, including verbal, physical and emotional abuse.
- I will be knowledgeable about the sports rules required for each sport I am involved.
- I shall set exemplary standards in dress and uniform for the sports with which I am involved.
- I will try at all times to ensure that I am ready to compete and, in a position, to perform to my full potential.
- I shall practice and play within the spirit of the game and always uphold the highest standards of fair play.
- I will comply with relevant SDS policies and procedures and confirm that I have read and understood the following:
 - Anti-Corruption (Bribery) Policy
 - Anti-Corruption (Sports Betting) Policy
 - Anti-Doping Policy
 - Data Protection Policy

Health and Safety for Athletes, Players and Coaches

- I will ensure as far as I am able that any equipment I use and facilities I access are safe to use.
- I will be aware of my limitations as an athlete or coach that are highlighted on any medical information I provide for SDS.
- I will maintain the same interest and support to any injured or sick athletes, players and coaches.

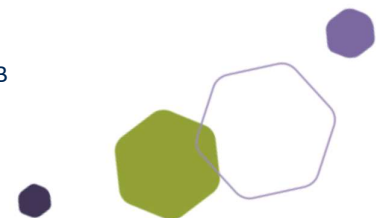
I understand that if this Code of Conduct is violated in any way, it could prohibit me from being involved with Scottish Disability Sport.

Signed: _____

Print Name: _____

Event: _____

Date: _____





Anti Doping Policy

Scottish Disability Sport is committed to protecting the fundamental rights of athletes to participate in drug-free sport and in so doing promote health and well-being and fairness for athletes and players competing in disability sport in Scotland.

Scottish Disability Sport (SDS) is a member of World Ability Sport, International Federation Cerebral Palsy Football (IFCPF), Paralympics GB, Sport Excel UK, Great Britain Disability Football Association and Boccia UK, Commonwealth Games Scotland and Scottish Sports Association. Furthermore, we are an associate member of World Boccia. As such all athletes, coaches, carers and volunteers associated with SDS must abide by the UK Anti-Doping Rules.

You can find the UK Anti-Doping Rules here:

<https://www.ukad.org.uk/resources/document/uk-anti-doping-rules>

SDS commits to adopt and implement updates to UK Anti-Doping rules as published by UK Anti-Doping (or its successor).

Therapeutic Use Exemption is a means by which an athlete can obtain approval to use a prescribed prohibited substance or method for the treatment of a legitimate medical condition. Athletes should advise all medical personnel of their obligation to abide by the anti-doping rules of their sport and that any medical treatment received must not violate these rules. When prescribed a substance or method, athletes should find out whether the medication is prohibited by checking the [Global DRO](#). If the medication is not prohibited, athletes can start using the prescribed medication or treatment.

For more information on Anti-Doping procedures please contact Jennifer Barsby SDS Performance Manager, on jennifer.barsby@scottishdisabilitysport.com

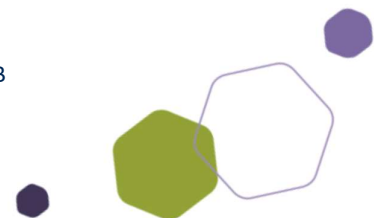
Anti-Corruption & Bribery Policy

This policy applies to all persons working for SDS or on behalf of the Association in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

Bribe means a financial or other inducement or reward for action which is illegal, unethical, a breach of trust or improper in any way. All forms of bribery are strictly prohibited. If you are unsure about whether a particular act constitutes bribery, raise it with the CEO. You must not threaten or retaliate against another person who has refused to offer or accept a bribe or who has raised concerns about possible bribery or corruption.

SDS will maintain a central Register of Interests. This register will be maintained by the SDS Company Secretary. All gifts and offers of hospitality with a value in excess of £100 should be recorded on the register. This applies whether they have been accepted or declined. The register will be inspected annually.

You must also submit all expenses claims relating to hospitality, gifts or payments to third parties and record the reason for expenditure.





Anti-corruption (Sports Betting) Policy

This policy applies to all individuals working for and representing SDS which includes SDS Board members and all employees, contractors, consultants, and/or related personnel of SDS acting in any capacity or activity sanctioned by SDS as determined by one of SDS's Executive Directors in writing (referred to collectively as "Staff").

If you are directly involved with a sport you cannot:

- bet on the sport, anywhere in the world;
- ask someone to bet on your behalf on the sport anywhere in the world;
- share any "Inside Information" with anyone which could enable them to gain an advantage through corrupt betting activity; and
- become involved in any other activity associated with corrupt betting which could reasonably be deemed as suspicious and detrimental to the image and reputation of SDS and the sport;

"Directly Involved" means working with a sport as a representative of SDS. The following offences are also prohibited:

- fixing a match or attempting to fix a match;
- benefiting from failing to perform;
- soliciting, inducing, encouraging, offering a bribe (or attempting to) any other party to do any of the above offences;
- receiving, seeking a bribe (or attempting to) in order to fix a match or attempt to fix a match;
- posing a threat to the integrity of the sport;
- destruction of evidence in relation to a potential breach; and
- failing to report suspicions or approaches.

Data Protection Policy

Data processing means collection, storage, organising, amendment, deletion and sharing information about an individual. For SDS purposes this covers: name; address; telephone number; email address; racial or ethnic origin; religious or similar beliefs; and physical or mental health condition including disability.

Data must only be processed fairly and legally, for specified purposes, and be kept accurate, be kept to longer than necessary and be kept secure.

If you believe in any way that SDS is not processing personal data in accordance with these principles, please contact SDS Chief Executive Officer Gavin Macleod at gavin.macleod@scottishdisabilitysport.com or on 0131 317 1150.

Individuals must be adequately informed, in a manner appropriate to their age and understanding, of how SDS will process any personal data collected. If there is an intention to share any personal data with third parties, e.g. sponsors, SGBs, etc. this must be clearly explained to the individual.

Before passing personal data to third parties, consent of the individual must be obtained other than those involved in the co-ordination of SDS programmes. Personal data must not be shared with external parties for marketing purposes or host mailings on behalf of third parties.

Any breach of data protection must be reported immediately to Gavin Macleod, CEO, or in his absence a nominated representative. Breaches are loss or damage, or potential loss or damage, to data and include such circumstances as loss or damage to a computer or smartphone.

