



CODE OF CONDUCT & ETHICS

Our Codes of Conduct require the highest standards of conduct from everyone involved in Modern Pentathlon to ensure that their behaviour and actions meet the values and standards expected at all times.

Everyone must conduct themselves in an honest, fair, impartial and transparent manner and adhere to the below requirements:

- All members and employees of Pentathlon GB must conform to the requirements of this Code. Its basic principle is that the underlying ethical considerations are integral, and not optional elements, of all our activity, policy and management, and apply to all levels of ability and commitment, including recreational as well as competitive sport.
- In dealings with and by Pentathlon GB individuals must:
 - Act with honesty and integrity.
 - Not abuse any position or exploit the vulnerability or lack of knowledge of others.
 - Avoid conflicts of interest and declare any relevant personal or professional interests.
 - Not to ask for, offer or accept gifts, rewards or hospitality that may affect, or be seen to affect, any professional judgement.
 - Be accurate and impartial when providing information.
 - Not to mislead or make unjustifiable claims.
 - Comply with legal and professional requirements, accepted guidance on good practice and generally accepted standards of personal conduct.
 - Keep to commitments, agreements and arrangements.
 - Respond honestly, openly and politely to complaints and criticism.
 - Promptly tell Pentathlon GB and if appropriate any relevant authorities about misconduct.
 - Not unjustifiably discriminate, ensuring that personal views about lifestyle, religion or belief, race, gender reassignment, identity, sex and sexual orientation, age, disability, marital status or any other factors, do not affect dealings with others.
 - Recognise diversity and respect people's cultural differences and their right to hold their personal values and beliefs.
 - Take steps to prevent accidental disclosure or unauthorised access to confidential information.
 - Behave in a way which sets a good example and presents a positive role model for children and young people; not in any way to reward, to demonstrate personally, nor to condone in others unfair play and to take appropriate sanctions against poor behaviour.
 - Ensure that their own level of training and qualification is appropriate to the needs of the child as they move through different stages of sporting commitment.

Fair play

- Fair play is more than playing within the rules. It incorporates concepts of friendship, respect for others and always playing in the right spirit. Fair play is a way of thinking, not simply a way of behaving. It is concerned with the elimination of cheating, gamesmanship, doping, violence (physical or verbal), sexual harassment, abuse of young people, exploitation, unequal opportunities, excessive commercialisation and corruption.
- Fair play must be given the highest priority by all those who, directly or indirectly, influence and promote sporting experiences for children and young people.
- In setting a proper context for Fair Play we will not tolerate unethical behaviour. At all levels of participation and involvement, consistent and appropriate incentives and/or sanctions will be applied.

I will endeavour to abide by this code of conduct and promote it to others.

I understand that if I fail to follow the code, Pentathlon GB may take action against me which may result in Sanctions including fines and suspension.