

CODE OF BEHAVIOUR

This code of behaviour will be used by ISA, IODAI, the coaches, the sailors and sailors' parents and to guide their behaviour and actions. In addition it will help all parties to regulate their relationships with others at championships, regattas and in training both domestically and abroad.

As a participant in sailing you should:

- Be happy, have fun and enjoy taking part and being involved in your sport
- Be treated fairly by everyone, adults and other athletes
- Feel safe and secure when you are taking part in your sport
- Be listened to and allowed to reply
- Be treated with dignity, sensitivity and respect
- Have a voice in the decisions that affect you within the team/squad
- Say no to something which makes you feel uncomfortable
- Train and compete at a level that is suitable for your age, development and ability
- Know that any details that are about you are treated with confidentiality

Obligations to other squad/team members

- Members undertake to work hard at improving all aspects of their sailing, and to practise to the best of their ability, as this will help them to reach the limits of their talent.
- Members agree to be open and honest in their communication at briefings so that learning is improved.
- Members will try to develop a sense of loyalty and trust between themselves, and a sense of shared responsibility.
- Members agree to take personal responsibility for their own actions and their consequences, and to understand that they have a responsibility to the squad/team in this respect.
- Members agree to show sensitivity towards one another. Remember not everybody will have had a good day!
- No gossiping about squad/team sailors to other squad/team sailors.
- Members agree that any form of bullying is not acceptable.
- Members shall be sensitive to others when posting on social network sites
- Members agree to be punctual (= on time to various activities).

Recognise and ensure the welfare of children by:

- Keeping attendance records
 - Not exposing a child to criticism, hostility or sarcasm
 - Never swearing at, ridiculing, shouting unnecessarily or arguing with a child
 - Being aware of a child's developmental needs and how a child may be psychologically or physically affected (if relevant for your role)
 - Working in an open environment
 - Ensuring there is adequate supervision
 - Involving and updating parents, especially if a problem has arisen
 - Respecting a child's sensitivity to their height and weight
 - Never using physical punishment or force
 - Not using verbal or physical punishments or exclusion for mistakes
-
- Do not allow or engage in bullying behaviour, rough physical games, sexually provocative games, never allow or engage in inappropriate physical contact of any kind or make sexually suggestive comments about or to a child

Co-operate with the recommendations from medical and ancillary practitioners in the management of a child's medical or related problems . You may request a certificate of medical fitness to ensure safe continued participation

- Avoid carrying out any medical testing or giving advice of a personal or medical nature if not qualified to do so or undertake any form of therapy (hypnosis etc.) in the training of children. Any such activity, if qualified, must only be with parent/guardian consent and the understanding of the child.
- Keep any information in relation to a sailor of a personal or medical nature strictly confidential unless the welfare of the child requires the passing on of this information.
- Never exert undue influence over a participant in order to obtain personal benefit or reward.
- Acknowledge the use of drugs, alcohol and tobacco is incompatible with a healthy approach to sporting activity and must be discouraged. Avoid the use of alcohol at all times whilst responsible for young people e.g. training sessions, events and on trips with young people.

Relationships with Optimist Coaches and Team Assistants

- The Coaches and Team Assistants undertake to coach / manage the Optimist squad/team, and aim to develop an environment from which sailors can have FUN !!, advance their skills and be better prepared for international competition. In return, members agree to let their coach know, the nature of their personal goals, so that the coach, can help them to achieve these goals.
- In relationships with the coach and sailors lines of communication will be kept open and honest. Particularly in a briefing environment so that the whole group is able to learn from one another.
- RESPECT will be an integral part of squad membership. This means respect for each other, respect for coaches, respect for parents, respect for host clubs and hotels and respect for equipment and property. It is expected that respect will be a two way process.
- No slagging of team members:
 - who want to train longer
 - who participate a lot at briefing and debriefing
 - who are part taking in other training groups

Attendance at pre- event training

Attendance at ALL pre-event training is compulsory. Failure to do so will result in your place in the team being forfeited and your place will be offered to the next ranked sailor at trials

Behaviour at Championships, Regattas and in Training

As Optimist Squads/Teams will have an important role to play in international sailing circles, and to some extent will be seen by others as ambassadors for Irish Sailing, members will attempt to behave properly and project a favourable image.

This means:

- No offensive swearing on the water, Dinghy Park, beach etc...
- No Racism
- The main living area in Squad/Team accommodation should be kept tidy and chores carried out effectively.
- Optimist Squad/Team or sponsors clothing shall be worn at prize-giving and other agreed functions. Team Bib must be worn at all times while on the water be it training or racing.

- BED TIME: In Rooms at 9.30pm. Phones handed over to coaches/team assistants at 9.30pm. Lights out 10.00pm (no talking, go to sleep)

Time is adjustable if very early start. Objective is 10 hours sleep minimum when at an event or active training. Time is also adjustable if sailors are very young and require more sleep.

Benefits

- Improved performance
- More energy, better recovery
- Improved concentration
- Nutrition
 - 3 healthy meals a day – breakfasts, lunch, dinner
 - No fizzy/caffeine-based drinks
 - Preferring longer acting carbohydrate to sweets (sugar)

Benefits

- Reduces hyperactivity
- Improves concentration
- Increases energy = better hiking
- Improved recovery, especially over multiple days racing
- Parental Involvement
 - Transport to events/training
 - No negative thoughts or comments, especially when just off the water
 - No closed questions
 - Defined meeting area pre and post racing to be agreed with sailors, parents and support team and suiting the routine

Benefits

- Clear understanding of roles
 - Designated Time in Evenings

Benefits

- Chance to chill out amongst one another

Disciplinary Action

The whole area of discipline should be conducted quickly rationally and through a standard approach that is both understanding and representative of all parties concerned.

If possible the sailor should have the situation explained to them with two adults present and confirm that they understand why a stage of discipline process has been undertaken.

If any squad member fails to comply with the Code of Behaviour or transgresses in some other way by acting contrary to the best interests of the Optimist Squad/Team, that member shall be liable to disciplinary action under the stages defined below. Acceptance of this Code of Behaviour indicates that sailors and parents agree to misconduct being handled in the following stages at the discretion of coaches, team managers or assistants.

Should there be any breach of the code of behaviour, the sailor will be reported to the ISA and the misconduct will be taken into consideration for places in future ISA teams and ISA squads, including moving to other classes.

A. Stages of discipline

Stage 1 -Reprimand / Warning

Stage 2- Immediate sanction on the sailor such as suspension from social activity or sailing/training the next day/morning/afternoon (including racing). The actual sanction will be agreed between coaches, team manager and assistants.

Stage 3 – Suspension (Yellow Card). Means suspension from training or racing for a period at the discretion of the team manager, coach, and team assistant.

Stage 4 – Expulsion (Red Card). Means expulsion from the team or squad for the duration of that team or squad.

If the offence is of such a serious nature the coach and team assistants may implement any stage of the process regardless of previous stages being issued or not.

Within five working days of the ISA's/ IODAI's decision to discipline an Optimist Squad/Team member the member in question shall receive a copy of the decision in writing or by e-mail. The chairman of IODAI or the ISA HP Director will send a copy of this communication to the coach and manager of the squad to which the member belongs.

In cases where any stage of the disciplinary process are made abroad parents will be notified as soon as possible. Notification will take place using the most efficient means available.

B. Appeals

- 1) Disputes regarding the enforcement of the stages of disciplinary action should be directed to the ISA and/or IODAI in writing and should not be disputed with team managers, coaches or team assistants.
- 2) Any National Optimist Squad member disciplined under clause Stage 4 above, shall be entitled to appeal against that decision, and shall be entitled inform the ISA/IODAI in writing or to appear before the ISA/IODAI to voice that appeal.
- 3) Such an appeal must be received in writing, within twenty days of receiving notice of the original decision.
- 4) IODAI Committee shall determine the procedure to be followed.

The Code for Coaches and Team Assistants

Create a safe and enjoyable environment for children by:

- Planning and preparing appropriately and be positive during sessions
- Making sure all levels of participation should be enjoyable and fun, prioritising skill development and personal satisfaction over highly structured competition.
- Setting age appropriate and realistic goals
- Avoiding favouritism – each child will need attention according to their sporting needs
- Praising and encouraging effort as well as results
- Showing respect for all involved, children and adults

Sign by sailor & parent & original will be kept by IODAI on acceptance of team /
squad place

I _____ **(sailor)** agree that I will abide by the
code of behaviour. I accept the disciplinary procedure outlined in this document.

Signed Sailor: _____

Date _____

I _____ **(parent/guardian)** agree that I will
abide by the code of behaviour. I accept the disciplinary procedure outlined in this
document.

Signed Parent / Guardian _____

Date _____