



WDGF Code of Conduct for Championships Support Personnel

This policy was approved and adopted by the WDGF Board on 24 October 2023.

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OBJECTIVES OF THE CODE

The aim of this code (the “**Code**”) is to ensure all Championships Support Personnel of any IGF Event or Competition conduct themselves in accordance with the IGF values and regulations.

DEFINITIONS

“**Championships Support Personnel**” refers to any tournament director, owner, operator, employee, volunteer, referee, technical official, and any of their respective agents, delegates, commissioners, or contractors, and any similarly situated person at any WDGf Event and any other person who receives accreditation for an WDGf Event at the request of Championships Support Personnel.

“**WDGF**” means the World Deaf Golf Federation.

“**WDGF Event**” means any golf competition sanctioned by the WDGf including the World Deaf Golf Championships.

A. INTRODUCTION

1. This Code applies to all Championships Support Personnel of any WDGf Event.
2. “Championships Support Personnel” refers to any tournament director, owner, operator, employee, volunteer, referee, technical official, IGF employee, and any of their respective agents, delegates, commissioners, or contractors, and any similarly situated person at an IGF Event or Competition and any other person who receives accreditation for an IGF Event or Competition at the request of Championships Support Personnel.
3. The Code is aligned to the WDGf values and regulations.
4. The Code acknowledges that all Championships Support Personnel, through their actions and behaviours, are essential to the effectiveness and reputation of the WDGf and the sport of deaf golf.
5. Any breaches of this Code shall be reported to the Head of the WDGf Integrity Unit.

B. OBLIGATIONS OF CHAMPIONSHIPS SUPPORT PERSONNEL

6. All Championships Support Personnel during the WDGf Event and / or while they are on or off the course:
 - (a) Must adhere to all WDGf Policies and Codes such as but not limited to:
 - (i) WDGf Code of Ethics;

- (ii) WDGf Safeguarding Participants from Harassment and Abuse Policy;
- (iii) WDGf Anti-Doping Policy;
- (b) Must behave professionally, honestly and with integrity, and in a way that upholds the WDGf values and the good reputation of the WDGf and deaf golf at all times;
- (c) Must not participate in any betting and/or manipulation of results' activity in connection with any WDGf Event;
- (d) Must give priority to the Championships schedule and adjust his/her own personal schedule accordingly;
- (e) Must advise the WDGf Technical Delegate as soon as possible if taken ill or becoming otherwise unfit to perform his/her duties during the event or competition under the jurisdiction of the WDGf;
- (f) Must treat everyone with respect, courtesy, and without harassment;
- (g) Must reject discrimination of any kind on whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status;
- (h) Must act with care and diligence and perform work duties in a manner that is conducive to the health and safety of both himself/herself and others;
- (i) Must be accountable for his/her own behaviour and actions when dealing with members of the public, athletes, stakeholders, other employees or volunteers of the WDGf and others involved with the organisation of a WDGf Event;
- (j) Must not verbally abuse or intimidate in any form such as shouting or making gestures, or in any other way distract any spectator, team official, caddy, athlete, any other Championships Support Personnel or anyone involved in the organisation of a WDGf Event;
- (k) Must not make, or attempt to make, any unwelcome, abusive or intimidating physical contact in any way with any spectator, athlete, caddy, team official, any other Championships Support Personnel or anyone involved in the organisation of an WDGf Event;
- (l) Must, at all times, respect the athletes' right to privacy. On no account should he/she attempt to talk to any athlete while the athlete is physically or mentally preparing for his/her competition, nor immediately after the competition;
- (m) Must not make improper use of inside information, nor of his/her status, power or authority;

- (n) Must ensure all non-public information and documentation he/she is provided with, works with or generates in the course of his/her duties, is confidential and at all times remain the property of the WDGf;
- (o) Must disclose and take appropriate steps to avoid any conflict of interest (real or apparent) with his/her employment or engagement by the WDGf;
- (p) Must not, directly or indirectly, solicit, accept or offer any concealed remuneration, commission, benefit or service of any nature connected with the organisation of the WDGf activities and/or the WDGf Event;
- (q) With respect to gifts given or received to or from any actual or potential competitor in the WDGf Event, or any person or entity that could reasonably be expected to have a direct or indirect business or financial interest in the outcome of the WDGf Event, or any person or entity that could reasonably be expected to give or require influence to or from any Championships Support Personnel in connection with the WDGf Event (together, the "Sensitive Persons"), Championships Support Personnel may accept or give only gifts of nominal value from or to Sensitive Persons, in accordance with prevailing local customs, as a mark of respect or friendship;
- (r) Must use WDGf resources and facilities in a correct and responsible manner;
- (s) Must comply with any lawful and reasonable directions given by anyone in the WDGf who has authority to give the direction.

C. PROCEDURES FOR DETERMINING BREACHES OF THE CODE OF CONDUCT

- 7. Any allegation or suspicion of a Violation of the Code shall be reported to the Head of the IGF Integrity Unit.
- 8. The procedure used will be determined by the nature and the seriousness of the breach.
- 9. Not every breach of the Code must be the subject of a formal investigation and determination.
- 10. In some cases, the Head of the WDGf Integrity Unit will appoint the WDGf Integrity Unit to investigate the facts and material relevant to the allegation(s).
- 11. In other cases, the Head of the WDGf Integrity Unit may determine the sanction and/or may decide to refer, at his/her sole discretion, the case to the WDGf Tribunal for Hearing and/or to the relevant Organisation of which the Championships Support Personnel is a member.

D. SUSPENSION FROM DUTY OR RE-ASSIGNMENT TO OTHER DUTIES

12. A Championships Support Personnel who is alleged to have committed a serious breach of the Code may be suspended from duty until such times as the Head of the WDGf Integrity Unit has determined the matter following completion of a formal investigation.
13. A decision to suspend a person from duty or to re-assign them to other duties during an investigation will be exercised by the Head of the WDGf Integrity Unit in writing to the Championships Support Personnel(s) concerned.
14. Serious misconduct may result in removal from the WDGf Event and/or withdrawal of accreditation and/or re-assignment of job responsibilities, and/or dismissal from the WDGf.