



Irish Judo Association – Code of Conduct

Introduction

The mission of Irish Judo Association is to encourage participation and the pursuit of excellence in all aspects of judo. Irish Judo Association grants the privilege of membership to individuals and clubs committed to that mission. Irish Judo Association may, therefore, withdraw the privilege of membership or discipline a member where Irish Judo Association determines that an individual or club's conduct is inconsistent with the mission of Irish Judo Association or the best interest of the sport and those who participate in it.

To better serve the interests of those who participate in judo, the Irish Judo Association has adopted the Code of Conduct introduced by Sport Ireland in November 2023. The development of this national code of conduct template across Irish sport, is to incorporate the respect for, and the elimination of abuse towards referees, officials, coaches, and judoka and to help promote good practice within all sport, therefore the Irish Judo Association will implement this code for our members and clubs.

This code of conduct outlines good practice procedures required of those participating in judo, regardless of what role they may play in doing so. It also aims to create an atmosphere of fairness, integrity, and respect among referees, table officials, coaches, judoka, and supporters in judo. It covers the behaviour of all involved before, during and after judo events, at seminars, at training or whatever judo activities are being conducted, no matter the sporting environment.

Judoka, Coaches, Supporters, Parents/Guardians, Referees/Table Officials, Clubs, and other personnel should recognise the pivotal role that each and many others, play in the development of judo, and should always support one another when fulfilling their roles.

This code of conduct addresses the minimum levels of behaviour, conduct and good practice procedures. Outlined within the code of conduct template, are the following relevant roles:

- Judoka
- Coaches
- Referees/Table Officials
- Clubs & Club Members
- Parents/Guardians
- Supporters

It also emphasises the role of parents/guardians & supporters in supporting the positive development of young participants and avoiding actions that can have a lasting emotional effect on them.



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Code Of Conduct – Positive Conduct

All participants (Judoka, Coaches, Supporters, Parents/Guardians, Referees/Table Officials, Clubs, and any other personnel) should:

- Adopt the code of conduct as the basic level of agreement between the Association and the participants, the coaches, referee/officials, parents/ guardians and supporters and others who may be involved in judo.
- Ensure that judo is played and conducted in accordance with disciplined and sporting behaviour and acknowledge that it is not sufficient to rely solely upon the referees/table officials to uphold the code of conduct.
- Promote the responsibility and accountability for their conduct in accordance with the policies, procedures, and other further codes of conduct in judo.
- Respect fellow participants, members, officials, volunteers, and opponents regardless of gender, civil status, family status, sexual orientation, age, disability, race, religion, and membership of the Traveller community.
- Respect the decisions of all referees/table officials, Committees and Commissions.
- Maintain, demonstrate, and promote the highest standards of respect.
- Demonstrate a positive attitude to the sport of judo and its activities.
- Listen to coaches, referees, and table officials.
- Actively discourage participants from abusing referees, table officials, fellow members, opponents, or staff.
- Promote the reputation of the sport of judo and take all steps to prevent it from being brought into disrepute.
- Respect the rights, dignity and worth of every person.
- Act as good role models.
- Implement, support, and promote the code of conduct in judo.
- Maintain, demonstrate, and promote the highest standards of integrity.
- Promote the highest standards of personal conduct.
- Comply with the policies and procedures within the Association.
- Promote and support fair play.
- Encourage and applaud good performances and effort from participants and opponents alike, regardless of the result.
- Thank opponents and officials at the end of events and seminars.
- Show respect to your fellow Club's and their members. Without them there would be no sport or competitions.
- Only enter the sporting environment with the referee's/table official's permission.
- Promote Fair Play and encourage all participants to always play by the rules of the sport of judo.
- Ensure that all activities are inclusive and allow all players to participate in an enjoyable way.



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- Involve parents/guardians and other club members in a culture of promotion of best practice.
- Ensure safe induction and supervision of volunteers/employees.
- Act with integrity and objectivity in the sport of judo.
- Encourage fair play and ensure safety is paramount in judo.
- Put the welfare of participants first.
- Be qualified and up to date with the latest judo rules, coaching knowledge, and skills.
- Avail of assessments, participate in continuous professional development when required and other supports to maintain and improve performance.
- If working with under 18's you must undertake agreed Garda Vetting and/or background Police checks within the jurisdictions in which they officiate and attend relevant child safeguarding training where specified and required by the Irish Judo Association as part of the relevant legislation and Sport Ireland best practice guidance.
- Demonstrate appropriate good behaviour by not using foul language, and by not engaging in abusive language or deeds or by harassing participants, supporters, coaches, or referees/table officials.
- Show appreciation to volunteers, coaches, clubs, and officials.
- Communicate decisions to participants in an effective and constructive manner in consideration of the age groups taking part.
- Deal with dissent firmly and fairly.
- Remain positive when dealing with participants and/or coaches, parents/guardians, and supporters.
- Work as a team with other referee/table officials when required.
- Maintain composure regardless of the circumstances.
- Report breaches of the code of conduct to the appropriate person or committee.
- Cooperate with any investigation in respect of an alleged breach of the code of conduct.
- Understand and implement the complaints and disciplinary procedures within the sport of judo.
- Manage disciplinary matters appropriately.
- Report misconduct of participants or supporters' conscious of the fact that such matters may be followed up in accordance with rules set by the Association.
- Ensure complaints including rumours are not ignored and are dealt with appropriately, following the relevant procedures.
- Report incidents/accidents to the relevant persons.
- Report incidents/accidents to the parents or guardians (if a child under the age of 18 is involved).
- Keep and store securely all documentation in a confidential manner with respect to meetings, correspondence, and minutes of committee meetings.
- Set up, maintain, revise, and implement policies and procedures in the best interests of members and take into consideration the best interest of the club/committee and/or the Association.



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Code of Conduct – Negative Conduct & Breaches

All participants (Judoka, Coaches, Supporters, Parents/Guardians, Referees/Table Officials, Clubs, and any other personnel) must not:

- Shout, argue, abuse physically or verbally referees/table officials, at any time.
- Shout, argue, abuse physically or verbally fellow judoka, supporters, parents/guardians, or any other member or person at any time.
- Shout at or argue with their coach or their opponents.
- Use violence towards fellow judoka, coaches, officials, opponents, or supporters.
- Use unfair or bullying tactics to gain advantage or isolate other members/participants.
- Use unacceptable language or racial and/or sectarian or homophobic references towards a fellow judoka, an opponent, coach, official or supporter by words, deeds, or gestures.
- Use foul language or provocative language/gestures or behaviour towards any judoka, coach, referee/table official or supporter.
- Use any other forms of abuse.
- Lose their temper.
- Abuse, threaten or intimidate a referee/official/participant /volunteer, on or off the sporting environment.
- Do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of their gender, civil status, family status, sexual orientation, age, disability, race, religion, and membership of the Traveller community.
- Ridicule or scold a judoka or participant for making a mistake during a competition or event.
- Use social media to abuse participants, opponents, coaches, referees/table officials, volunteers or other individuals.
- Use social media or social media apps for the distribution of offensive content, to taunt, bully or racially abuse others.
- Use social media to implicate or undermine opponents, coaches, referees/table officials, volunteers or other individuals.
- Publish or cause to be published criticism of the way or any other club or committee or association handled or resolved any dispute or disciplinary matter resulting from a breach of the code of conduct or rules of the sport.
- Behave or act in any way that infringes the rules of the sport or that seeks to gain an unfair advantage.
- Aggressively challenge a referees/table officials' decision or integrity.
- Enter, before, during or after the sporting environment where judo is being conducted, unless authorised to do so.
- Berate your own child or any other child for their standard of play.
- Embarrass a child or use sarcastic remarks towards a player, official, volunteer, or other individuals involved in your sport.
- Undertake any other unsporting like behaviour.



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SELF-DECLARATIONS

I acknowledge that I have read, understand, and accept the code of conduct and I agree to be bound by the areas set out in the code of conduct while participating or attending the sport of judo in any capacity.

Signed:

Role(s):

Date:

REPORTING & SANCTIONS

Judoka, Coaches, Supporters, Parents/Guardians, Referees/Table Officials & Clubs should report negative conduct & breaches of the code of conduct to the Honorary General Secretary within the Association.

Any negative conduct or breaches of the above-mentioned points within the code of conduct will be investigated by the Irish Judo Association and disciplinary proceedings in respect of a breach shall be conducted in accordance with Association's disciplinary procedures set out below.

The following is a short list of recommended sanctions, for consideration by the responsible Disciplinary/Appeals Committee within the Association:

- ❖ A caution, a warning as to future conduct, or a reprimand
- ❖ The suspension, in part or in full, of the member, for such period as may be deemed appropriate
- ❖ The expulsion, in part or in full, of the member, for such period as may be deemed appropriate
- ❖ The banning of individual members or club personnel from an event, seminar, or activity
- ❖ The withdrawal of grant funding (if applicable)
- ❖ Such other penalty or sanction as may be deemed appropriate by the Hearing Commission
- ❖ If a Member requests an appeal hearing, it is with the understanding that if this Appeal Committee finds in favour with the decision made by the Disciplinary Committee the sanction imposed can be increased by up to 50%

Any negative conduct or breaches set out in the code of conduct will be investigated by the Association. Disciplinary proceedings in respect of any negative conduct or breach shall be conducted in accordance with the disciplinary procedures set out below.

Conduct giving rise to an alleged breach of the code of conduct shall be reviewed accordingly at the time the alleged negative conduct/breach occurred. The applicable disciplinary procedure shall be that in effect at the time the disciplinary action is commenced.

Incidents of alleged criminal behaviour or suspected criminal behaviour should be reported to the relevant authorities.



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Disciplinary Procedures

The disciplinary procedure is as follows and at all stages of the procedure, an investigation will be carried out.

Stage 1: Notification of Allegations

The Honorary General Secretary within the Irish Judo Association will notify the Member in writing of the allegations against him/her/they and will invite the Member to a disciplinary hearing to discuss the matter. The Irish Judo Association will also notify the Member of the basis for the complaint of alleged misconduct or behaviour.

Stage 2: Disciplinary Meeting

Having given the Member a reasonable period to consider the allegations against him/her/they, a disciplinary hearing will then take place at which the Member will be given the opportunity to state their case (reasonable period will be no more than 14 days). The Member may be accompanied, if requested, by an appropriate individual. The Member must take all reasonable steps to attend that meeting. Following the meeting, the Member will be informed of the Irish Judo Association's decision in writing within 14 days and notified of his/her right to appeal against it.

Stage 3: Appeals

If the Member wishes to appeal against the Irish Judo Association's disciplinary hearing decision, he/she/they can do so to the Appeals Commission. The Appeals Commission will hear the appeal at which the Member will be given the chance to state their case for appeal. The Member may be accompanied, if requested, by an appropriate individual. The Member must attend that appeal. Following the appeal hearing, the Member will be informed of the Irish Judo Association's decision in writing within 7 days. There is no further appeals mechanism within the Irish Judo Association.

Stage 4: Further Disputes

After the above procedures set out in the Association's Code of Conduct have been exhausted, a further dispute from the finding of the Appeals Commission can be referred to Sport Dispute Solutions Ireland (hereinafter "SDSI") for resolution in accordance with the SDSI Mediation Rules. If the dispute remains unresolved at the conclusion of the mediation process, the dispute shall be referred to SDSI for binding arbitration in accordance with the SDSI Arbitration Rules. The arbitral award issued by SDSI may be appealed exclusively by referral to the Court of Arbitration of Sport (hereinafter "CAS") in Lausanne, Switzerland, within 21 days from receipt of such arbitral award for final and binding arbitration in accordance with the CAS Code of Sports Related Arbitration. The appellant must pay their own costs should they wish to refer to SDSI or CAS.



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Disciplinary Committees

IJA Disciplinary Hearing

This Hearing Committee will be made up of three members of the IJA Executive Committee.

IJA Appeals Hearing

An Appeals Commission shall consist of five (5) members. Two of the members, (Independent), must not be current members of the IJA, nor have held IJA membership within the previous five (5) years.

Three (3) of the members must be compliant members of the IJA but cannot currently serve on any IJA Board, Commission or Committee. There must be a minimum of three (3) members present at any Appeal. One (1) of the three (3) members must be an 'Independent' member.

A handwritten signature in cursive script that reads 'Sean Fleming'.

Signed:

Mr. Sean Fleming

President

Irish Judo Association

Policy Updated: 02.02.2024

Next policy review: 02.02.2027