



Code of Conduct

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Version Control

VERSION	DATE	Doc Value	Doc Status	Access Status	AMENDMENTS
1.0	Jun 2017				Code of conduct reviewed
2.0	Apr 2026	Business	Important	Confidential	Full rewrite – Update to new format
2.1	April 2026	Business	Important	Public	Annual Review – Template updated, Version Control added

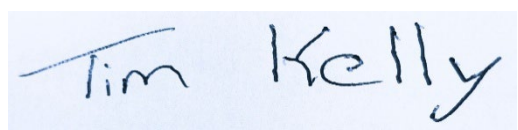
Approved at Board of Directors meeting of **26/04/2026** and amendments thereafter as indicated.

Chair:



Sylvia O'Flynn

Secretary:



Timothy Kelly

Introduction

The Irish Judo Association (IJA) is the National Governing Body (NGB) for Judo in Ireland. Our mission is to develop, foster, promote and organise judo activities and offer guidance and leadership whilst preserving the integrity and principles of the sport of judo on the island of Ireland. The Irish Judo Association is committed to providing an environment that will result in an increase in the level of participation and performance in Irish Judo. Our mission is supported by the Judo moral code, courtesy, courage, honesty, honour, modesty, respect, and self-control.

Objectives

The Irish Judo Association (IJA) is committed to the pursuit of excellence in all aspects of Judo. Maintaining the highest standards of integrity, transparency, and accountability across all governance, operational, sporting, and commercial activities is a key objective. This Code of Conduct establishes mandatory standards of conduct for all personnel acting on behalf of the IJA.

Scope

This policy applies to all Irish Judo Association members including athletes, coaches, referees, table officials, as well as parents/guardians, supporters and all affiliated Judo clubs. It also applies to all officers representing the Association to include Board members, Commission members, volunteers and staff.

Policy Statement

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.

Code of Conduct

This code of conduct outlines the expected conduct of the individuals in scope (as outlined above) regardless of what role they may play within the sport of Judo. 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 environment.

Positive Conduct - Governance

- 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 responsibility and accountability for conduct in accordance with the policies, procedures, and other further codes of conduct in judo.
- 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.
- Ensure complaints, including rumours are not ignored and are dealt with appropriately, following the relevant procedures.
- Manage disciplinary matters appropriately.
- 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.

Positive Conduct - Competition

- 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.
- Listen to coaches, referees, and table officials.
- 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.
- Work as a team with other referee/table officials when required.
- Only enter the sporting environment with the referee's/table official's permission.
- Actively discourage participants from abusing referees, table officials, fellow members, opponents, or staff.
- Promote Fair Play and encourage all participants to always play by the rules of the sport of judo.
- Encourage and applaud good performances and effort from participants and opponents alike, regardless of the result.
- Show appreciation to volunteers, coaches, clubs, and officials.
- Thank opponents and officials at the end of events and seminars.
- 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.

Positive Conduct – Individual Behaviour

- Maintain, demonstrate, and promote the highest standards of respect.
- Demonstrate a positive attitude to the sport of judo and its activities.
- 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.
- Act with integrity and objectivity in the sport of judo.
- Maintain, demonstrate, and promote the highest standards of integrity.
- Show respect to your fellow Club's and their members. Without them there would be no sport or competitions.

Positive Conduct – Clubs

- Ensure that all activities are inclusive and allow all players to participate in an enjoyable way.
- Involve parents/guardians and other club members in a culture of promotion of best practice.
- Ensure safe induction and supervision of volunteers/employees.
- 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.
- Comply with the IJA Safeguarding, vetting and coaching policies.
- Comply with the policies and procedures within the Association.
- Implement, support, and promote the code of conduct in judo.
- Report breaches of the code of conduct to the appropriate person or committee.
- 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.
- Maintain composure regardless of the circumstances.
- 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).

Negative Conduct – Governance

- Publish or cause to be published criticism of the way 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.
- Failing to 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.
- Failing to 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.
- Failing to promote responsibility and accountability for conduct in accordance with the policies, procedures, and other further codes of conduct in judo.
- Understand and implement the complaints and disciplinary procedures within the sport of judo.
- Failing to ensure that complaints, including rumours are not ignored and are dealt with appropriately, following the relevant procedures.
- Failing to manage disciplinary matters appropriately.

- Failing to keep and store securely all documentation in a confidential manner with respect to meetings, correspondence, and minutes of committee meetings.
- Failing to 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.

Negative Conduct – Competition

- Shout, argue, abuse physically or verbally referees/table officials, at any time.
- Shout, argue, abuse physically or verbally fellow judoka, supporters, parents/guardians, volunteers, IJA Staff members or any other member or person at any time.
- Shout at or argue with their coach or their opponents.
- 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.
- Ridicule or scold a judoka or participant for making a mistake during a competition or event.
- Behave or act in any way that infringes the rules of the sport or that seeks to gain an unfair advantage.
- Berate your own child or any other child for their standard of play. Use of unfair or bullying tactics to gain advantage or isolate other members/participants.
- Use of 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 of foul language or provocative language/gestures or behaviour towards any judoka, coach, referee/table official or supporter.

Negative Conduct – Individual Behaviour

- Abuse, threaten or intimidate a referee/official/participant /volunteer/IJA staff member, on or off the Tatami.
- Embarrass a child or use sarcastic remarks towards a player, official, volunteer, or other individuals involved in your sport on or off the Tatami.
- Undertake any other unsporting like behaviour.
- Do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person within the sport of Judo on the grounds of their gender, civil status, family status, sexual orientation, age, disability, race, religion, and membership of the Travelling community.
- Use social media to abuse participants, opponents, coaches, referees/table officials, volunteers or other individuals within the sport of Judo.
- Use social media for the distribution of offensive content, to taunt, bully or racially abuse others within the sport of Judo.
- Use social media to undermine opponents, coaches, referees/table officials, volunteers or other individuals within the sport of Judo.
- Use of violence towards fellow judoka, coaches, officials, opponents, or supporters.
- Use of any other forms of abuse.
- Lose their temper.

Negative Conduct – Club

- Failing to comply with the policies and procedures within the Association.
- Failing to implement, support, and promote the code of conduct in judo.
- Failing to report breaches of the code of conduct to the appropriate person or committee.
- Failing to cooperate with any investigation in respect of an alleged breach of the code of conduct.

Breaches of the Code

All breaches of the Code of Conduct should be reported to the Board immediately and the board will take such action as required, including, where appropriate, disciplinary action to address the breach.

All breaches of the code of conduct by members, officers whether directors, Commission members, voluntary officers, or staff members, shall be dealt with in accordance with the IJA Disciplinary Procedures.

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

“Whistle blowing”

The practice of reporting incidents in good faith, evidence based, incidents of wrongdoing shall be an exception to the core principle of confidentiality applicable to all information obtained in respect of the associations business and those with whom the Association does business and shall be operated in accordance with the association’s **Whistleblowing Policy** as set out in the association’s Policies Manual.

All Officers are encouraged to approach the CEO where they have concerns about suspected misconduct by any other Officer. Such approaches shall be responded to sensitively & as far as possible in strict confidence. In particular, Officers who raise such concerns in good faith shall be assured that the Association will not discipline or disadvantage them in any way and will do its utmost to prevent their actions from leading to any other negative consequences.

Related Policies

This policy should be read in conjunction with:

- IJA Complaints Policy
- IJA Ethical Behaviour Policy
- IJA Safeguarding Policy
- Sport Ireland Safeguarding Guidance
- Sport Ireland Governance Code for Sport

Review

This policy shall be reviewed by the Board of Directors at least every three years.

End of Policy

Appendix 1: Disciplinary Procedures

1. Purpose

This Disciplinary Procedure sets out the framework by which the Irish Judo Association (IJA) addresses alleged breaches of its Codes of Conduct, policies and rules.

The procedure is designed to ensure that all disciplinary matters are dealt with fairly, transparently, promptly and in accordance with the principles of natural justice and Sport Ireland's Governance Code for Sport.

2. Scope

This procedure applies to all members of the Irish Judo Association, including athletes, coaches, officials, volunteers, employees, parents/guardians, clubs and affiliated bodies.

It applies to conduct occurring at training, competition, events, meetings, online activity, or any activity under the auspices of the IJA.

3. Principles

All disciplinary matters shall be conducted in accordance with the principles of fairness, confidentiality, proportionality and consistency.

The respondent shall be presumed innocent until any breach is established.

All parties shall be given a reasonable opportunity to present their case and to respond to any allegations made against them.

4. Relationship with Safeguarding

Where a complaint involves a safeguarding concern, the matter shall be managed in accordance with the IJA Safeguarding Policy and the Sport Ireland Safeguarding Guidance for Children and Young People in Sport.

Safeguarding matters take precedence over disciplinary processes and may be referred to statutory authorities where required.

The disciplinary process may be suspended pending the outcome of safeguarding or statutory investigations.

5. Misconduct

Misconduct includes but is not limited to: breaches of the IJA Code of Conduct; poor behaviour; abuse or harassment; discrimination; bringing judo or the IJA into disrepute; non-compliance with policies; and failure to follow the lawful instructions of officials.

Serious or gross misconduct may result in immediate temporary suspension pending investigation.

6. Complaints and Reporting

Complaints should be made, in writing, to the designated Complaints Officer and should include details of the alleged misconduct, dates, times and any supporting information.

Anonymous complaints will not be considered unless they are within the scope of the Whistleblowing policy.

All complaints shall be acknowledged in writing within 7 working days but no more than 14 working days. Working days are Monday to Friday.

7. Preliminary Assessment

On receipt of a complaint, the Complaints Officer shall conduct a preliminary assessment to determine whether there is a case to answer.

The complaint may be resolved informally or progressed to formal investigation in line with the member complaints policy.

The complainant and the respondent shall be informed in writing within 14 days of acknowledgement of receipt of the complaint if the matter proceeds to investigation.

8. Investigation

An investigator or Disciplinary Panel shall be appointed by the board who is independent and has no conflict of interest.

The respondent shall be informed of the allegations and invited to provide a written response.

The investigator / Disciplinary panel shall gather relevant information, interview relevant parties and witnesses.

9. Disciplinary Hearing

All complaints that progress to formal investigation will include a disciplinary hearing.

The respondent shall be given reasonable notice of the hearing, details of the allegations, and any evidence to be relied upon.

The complainant and the respondent may be accompanied by an appropriate individual. Legal representation is not normally permitted unless approved by the Panel.

Both parties may present evidence, call witnesses and make submissions.

10. Decisions and Sanctions

The Disciplinary Panel shall decide, on the balance of probability, whether a breach has occurred and will compile a written report of its findings.

The Disciplinary Panel will inform the complainant and the respondent of its findings in writing within 14 days of reaching its conclusion.

Possible sanctions include:

- no action;
- advice or warning;
- reprimand;
- education/training requirement;
- suspension;
- exclusion; or
- termination of membership.

Sanctions shall be proportionate to the seriousness of the misconduct and take account of any mitigating or aggravating factors.

11. Appeals

The respondent has the right to appeal a disciplinary decision within 3 days of notification.

Appeals may be made on the grounds of procedural irregularity, new evidence, or that the sanction was disproportionate. Any sanction imposed by the disciplinary panel will be suspended pending the outcome of the appeals process.

An Appeals Panel, independent of the original process, shall consider the appeal and its decision shall be final.

12. External Appeal

After the above internal procedures have been exhausted, the appellant may refer the findings of the Appeals Commission 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 can be referred to SDSI for binding arbitration in accordance with the SDSI Arbitration Rules.

The arbitral award issued by SDSI may also 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.

13. Confidentiality and Records

All disciplinary matters shall be handled with appropriate confidentiality.

Records shall be maintained securely in accordance with data protection legislation.

Information shall only be shared on a need-to-know basis.

14. Review

This Disciplinary Procedure shall be reviewed periodically by the IJA Board or sooner if required by changes in legislation, Sport Ireland guidance, or organisational needs.

End