

## **Code of Ethics and Conduct**

All members of the BJA's World Class Performance Programme must agree to abide by the BJA's Code of Ethics and Conduct and are required to:

- conduct themselves in a manner appropriate to a representative of Great Britain and comply with the rules and bylaws of the BJA, including the BJA Code of Conduct
- exercise self-control, responsible behaviour, consideration of others, courtesy and good manners at all times
- comply with all rules, regulations and procedures relating to Drug control
- neither possess or use prohibited drugs, and resist any temptation to take banned substances
- be committed to the attainment of sporting excellence, making every effort to develop their sporting abilities to full potential in terms of skill, technique, tactics and fitness
- strive to produce their best possible performance in competition, giving maximum effort at all times
- abide by all curfew instructions when participating in events which include overnight stays
- abide by BJA's Alcohol Policy
- abide by BJA's Weight Control Policy
- carry out all reasonable instructions requested by the High Performance Staff
- meet to the best of their ability, training requirements laid down by High Performance Staff, while accepting and responding in a positive manner to any constructive criticism they may provide
- attend squad training, tournaments and meetings punctually, as well as ensuring they are equipped with sufficient, appropriate and acceptable attire to participate fully
- encourage their personal coach to attend WCPP activities when invited, passing on all relevant information regarding their programme and development to them
- keep an appropriate diary to record all aspects of their development, this should also be used as a communication aid between them and their support staff
- be prepared to submit their diary to the High Performance Personnel and/or support staff upon request
- keep High Performance Personnel fully informed of their whereabouts at events where they are under the jurisdiction of the BJA
- maintain personal habits of health conducive to sporting excellence
- set a positive example (particularly to young players and supporters) at all times, this includes physical appearance, language and demeanour in public, training, coaching, competing and especially in defeat
- always show regard for the best interest of the sport when publicly expressing an opinion of the sport, or any particular aspect of a tournament or incident
- abide by the spirit, as well as the letter, of the rules of sport
- accept the decisions of tournament officials and show respect for these officials at all times, this includes accepting victory and defeat in an appropriate manner
- safeguard the physical fitness of opponents, avoid deliberate injuries and assist injured opponents when necessary
- never participate in any practices prohibited by the BJA
- strive to maintain the philosophies and traditions of Judo

## **Discipline**

The World Class Performance Programme (WCPP) is the BJA's 'flagship' programme and is given the highest priority within the governing body. The British National Squads are the core element of the WCPP and all players selected from the Squads for this programme must, at all times, be prepared to act and behave in a manner befitting a member of this elite group. The BJA takes all disciplinary matters seriously and bad behaviour of any kind will not be condoned.

## **Procedure**

The appropriate member of staff/support staff will report all offences to the Performance Directorate and, depending on the level of the offence, take the appropriate action. The Performance Directorate will record the offence and, if necessary, refer it to the Disciplinary Panel. To note the Performance Directorate consists of the Performance Director, Head Coach and the World Class Operations Manager and any offence should be reported immediately to one of these individuals.

## **Offences**

There are three levels of offences.

**Level One – Minor:** Note in file and a verbal warning to the player.

**Level Two – Medium:** Note in file, written warning and possible further disciplinary action.

**Level Three – Serious:** Suspension from all high performance activity and, for the most serious or repeat offences, recommendation to the Board of Directors suspension of BJA individual membership. Level three offences will be referred to the Disciplinary Panel.

The Disciplinary Panel will be comprised of the Chief Executive, who will act as the Chairman of the Panel, and the appropriate High Performance Staff. The decision of the Panel will be binding. If for any reason any of the above cannot attend, the Chief Executive or BJA Chairman will appoint an appropriate substitute.

During investigation of level three offences, the player may be suspended from all high performance activity.

At each level the player will have the opportunity to defend him/herself either in person or in the form of a written submission. Each and every infringement will be treated individually. Each infringement will be recorded and the punishment levels will be cumulative (i.e. for each subsequent infringement the penalty will may be increased).

## **Right of Appeal**

In the event that a player believes that a punishment is either undeserved or unnecessarily severe there will be a right of appeal to a nominated sub-committee of the Board of Directors of the BJA.

The appeal must be lodged by means of a signed statement of appeal to the Chairman of Disciplinary Panel within seven days of the penalty being imposed. This statement of appeal should set out all the facts on which the appeal is based.

The statement of appeal must include the appellant's address and be accompanied by an appeal fee of fifty pounds (£50). The appeal fee should be paid by cheque, made payable to the British Judo Association. Where an appeal is successful, the appeal fee will be refunded.

## **Anti-Doping**

Players must:

- comply with the World Anti Doping Agency (WADA) Code and where required supply accurate to the Anti-Doping Administration & Management System (ADAMS)
- comply with the BJA, IJF and EJU Doping Rules and Procedures
- ensure that any medication or substance taken in any form is not prohibited for use
- neither possess, supply, nor use illegal or prohibited drugs or techniques
- make themselves available for testing in accordance with the BJA Doping Rules
- support drug-free and ethical, practices and where possible promote Anti-Doping educational programmes in relation to Doping control and related matters
- ensure that BJA are aware of their whereabouts for the purposes of Out of Competition testing as laid out in the BJA Doping Rules
- ensure that any Therapeutic Use Exemptions (TUEs) are fully documented as detailed in the BJA Doping Rules
- cooperate fully with the Doping programme both in and out of competition
- keep the BJA informed of their whereabouts in accordance with the BJA Doping Rules. This includes notifying the BJA of any changes in address as well as the name of their coach and the identity of the player's personal representative if any
- keep the BJA informed of any other personal circumstances that may affect their ability to adhere to the out-of-competition testing programme

## **Weight Control**

It is the responsibility of each player to manage their weight in a controlled and safe manner.

Players on the performance programme will receive performance nutrition education at their respective Institute and where a player has been 'prioritised,' additional performance nutritional support and an individualised plan. This plan will include specific goals and actions for players to maximise training at their respective weight. It is the player's responsibility to ensure they prepare appropriately to manage their weight when moving into a competition phase.

It is accepted that players may move up or down weight categories throughout their competitive careers. Where this situation occurs the relevant high performance coach will work with an accredited performance nutritionist, the player, their coach and the player's parents (where appropriate) to assess the most appropriate weight category for the player at any particular time.

The relevant high performance staff may weigh all performance players at squad training sessions. If a player's weight causes concern percentage body fat and/or hydration levels may also be assessed

Should a player have problems with making their weight or adhering to their weight management strategy, they should make this known to the relevant high performance coach as soon as possible. The high performance coach will contact the Performance Directorate to report the case. In such a situation the BJA *may* provide the player with support from an accredited performance nutritionist, if the resource is available. Decisions with regard to the best action to take for any forthcoming major competitions will be made by the Performance Directorate

If a player fails to make weight at the official weigh-in for a competition, the relevant high performance coach will report this to the Performance Directorate who will consider the evidence to assess the appropriate course of action. All infringements will be treated individually.

## **Alcohol**

Alcohol Policy for players under the legal drinking age:

While representing Great Britain players under the legal drinking age in the country in which the event is being held will not be allowed to drink alcohol at any time.

Alcohol Policy for players over the legal drinking age:

While representing Great Britain players and members of the support staff team over the legal drinking age in the country in which the event is being held will be required to refrain from drinking any alcohol for the duration of the competition or training period.

The BJA would advise players not to drink at any time during international representation and to drink with moderation during main preparation and competition phases. However, in exceptional circumstances, the designated Team Leader ie member of Performance Directorate or nominated coaching staff may give permission for players and/or members of the support staff team over the legal drinking age to have a recreational drink, if they so choose. .

This permission may only be granted after all of the fights for all of the players in the delegation are completed and/or after all training sessions are completed for the whole team. It would be expected that any alcohol consumed at this time would be in moderation.

Any players or member of the support staff team found to be drinking alcohol during a competition/training camp will be withdrawn from the competition/training camp and, at the discretion of the designated Team Leader, may be sent home and may be required to refund all incurred costs to the BJA.

If a player and/or member of the support staff team become inebriated in the opinion of the designated Leader at a competition/training camp they will be withdrawn from the competition/training camp and at the discretion of the Leader may be sent home.

All such incidents must be reported to the Performance Directorate who will consider evidence and assess the appropriate course of action. Any sanction will be dependent upon the severity of the infringement. All infringements will be treated individually.

### **Note:**

- Team Leader – In this instance the Team Leader refers to the member of the support staff team placed in ultimate charge of the welfare of the team for the particular camp/competition in question.
- Support Staff – In this instance the support staff refers to any named member of the support staff team delegation representing Great Britain at the particular camp/competition in question. This includes, but is not limited to the Performance Director, Head Coach, World Class Operations Manager, Head of Delegation, High Performance Coaches, Doctors, Physiotherapists, Support Coaches and any other support personnel travelling with the delegation that have direct contact with the players.

## **Curfew**

A curfew may be in place for players representing Great Britain at competitions and training camps. Curfews will be set for safety reasons and to ensure the best possible preparation for competition and/or training. The curfew time will be determined by the member of staff responsible and communicated to players at the beginning of the event. For major events the curfew may be relaxed subject to the discretion of the Performance Directorate or staff member responsible.

If a player fails to adhere to the curfew policy, the member of staff responsible will report this to the Performance Directorate. The Performance Directorate will then consider the evidence from the coach and player to assess the appropriate course of action. Any sanction will be dependent upon the severity of the infringement. All infringements will be treated individually.