

CAMOGIE ASSOCIATION CODE OF CONDUCT

RATIFIED BY ARD CHOMHAIRLE 20/09/2023

1.0 SCOPE OF CAMOGIE ASSOCIATION'S CODE OF CONDUCT

1. This Code of Conduct (henceforth referred to as 'the Code') sets out the basic principles that establish standards of behaviour for all who attend our events or participate in Camogie activities.

2.0 PURPOSE OF CODE OF CONDUCT

Ard Chomhairle has adopted this Code of Conduct which is thereby the approved Code of Conduct for the Camogie Association. The Code applies to all members (playing and non-playing), teams and units of the Camogie Association. It sets out to define the appropriate standards, accepted behaviour, practices and actions for our members and those who participate / attend camogie activities.

The Code forms part of the official guide i.e. An Treoir Oifigiúil (Official Rules of the Camogie Association).

The Code shall specify the disciplinary procedures to be applied for breaches of the Code. This shall give and constitute authority for the carrying out of all functions and actions in accordance with the Code.

1. Compliance with the Code is binding on all camogie participants and attendees at camogie related events.

2.2 The Code sets out the standards of behaviour and conduct for all who attend our events / activities or who participate in Camogie including but not limited to those listed below:

2.2.1. Officers¹

¹ **Official Guide Part 3** Code of Practice for all Officers of the Association, Ard Chomhairle and its Sub-Committees which specifically deals with issued of compliance with the Association's confidentiality policy.

- 2.2.2. Members
 - 2.2.3. Players and Teams
 - 2.2.4. Mentors
 - 2.2.5. Match Officials
 - 2.2.6. Parents/Guardians
 - 2.2.7. Supporters
 - 2.2.8. Association's Units
- (Collectively titled 'the Camogie Participants')

3.0 POLICY STATEMENT

- 3.1. The objective of the Code is to promote and encourage good behaviour and practice by all camogie participants and to promote and encourage a culture of respect, integrity, equality and inclusion within the Camogie Association.
- 3.2. All camogie participants are required to abide by, and implement the Code.
- 3.3. All camogie participants are required to report any suspected breaches of the Code to the relevant Unit Executive for consideration.

4.0 SCOPE AND INTERPRETATION

The Code sets out the conduct expected and required of each camogie participant:

- 4.1.1. In the exercise of their camogie duties or activities;
- Or
- 4.1.2. In their participation or attendance at camogie events.
- 4.2. The term 'rule' shall encompass, where the context requires, any of the Association's rules, bye-laws, regulations, directives and codes. Should any conflict arise between such provisions and the text of An Treoir Oifigiúil, the text of An Treoir Oifigiúil shall prevail.
- 4.3. The headings ²in the Code are included for convenience only and shall not affect the interpretation or construction of the Code.

² An Treoir Oifigiúil sets out the Official rules of the Camogie Association which can be accessed on the Camogie Association Official Website. An Treoir Oifigiúil consists of a number of parts including playing rules and Codes.

4.4. The use of particular examples of behaviour shall not restrict the interpretation of the conduct required of camogie participants as set out in the Code.

5.0 CODE OF CONDUCT

In respect of any Camogie activity / participation, each Camogie participant shall:

5.1. Guiding Principles

5.1.1. Integrity - Maintain, demonstrate and promote the highest standards of integrity

5.1.2. Respect-

5.1.2.1. Maintain, demonstrate and promote the highest standards of respect

5.1.2.2. Respect the decisions of all referees, match officials, committees, councils and officers

5.1.2.3. Respect all camogie participants and Committees, Councils and officers

5.1.2.4. Respect all property and equipment owned or used by the Camogie Association

5.1.3. Loyalty - Demonstrate loyalty to their unit(s) and team(s)

5.1.4. Values of Camogie– Behave in a manner that upholds the objectives, values and standards of the Camogie Association

5.2. Law and Rules:

5.2.1. Comply with the law

5.2.2. Comply with the rules in all parts of An Treoir Oifigiúil

5.2.3. Implement, support and promote the Code

5.2.4. Cooperate with any investigation in respect of an alleged breach of the Code

5.2.5. Cooperate with any investigation into alleged breaches of the law by a Camogie Participant arising out of a Camogie Activity

5.2.6. Report breaches of the rules to the appropriate camogie personnel or Unit in accordance with the relevant rule

5.2.7. Submit to the authority of the relevant Unit in accordance with the relevant rule

5.3. Conduct

5.3.1. Promote the highest standards of personal conduct

5.3.2. Promote and support fair play

5.3.3. Demonstrate a positive attitude to the games and activities of the Camogie Association

5.3.4. Refrain from the following:

5.3.4.1. Use of foul or abusive language

5.3.4.2. Use of any other forms of abuse

5.3.4.3. Provision of any form of character reference for an individual as part of any legal or Court Proceedings, in their capacity as an Officer of the Camogie Association (if applicable). For the avoidance of doubt, camogie participants may not use a camogie-related letterhead nor sign any such character reference in their capacity as an Officer of the Camogie Association. Furthermore, any character reference, whether provided by an Officer or a Member should specify that it is being provided in a personal capacity and not in any way on behalf of or as an Officer or a Member of the Camogie Association.

5.3.4.4. Participation in any match-fixing activity.

6.0 DEALING WITH AN ALLEGED BREACH OF THE CODE

6.1. Conduct giving rise to an alleged breach of the Code shall be judged according to the Code in effect at the time the alleged breach occurred. The applicable disciplinary procedure shall be that in effect at the time the disciplinary action is commenced.

6.2 Disciplinary procedures

In dealing with alleged breaches of this code, the procedures as set out in An Treoir Oifigiúil and Part IV Disciplinary Code and THDC Mandatory Procedures shall apply to alleged breaches within the respective jurisdictions of the THDCs and An Treoir Oifigiúil.

6.3 The respective jurisdictions referenced in 6.2 (above) refer to all Units of the Camogie Association i.e. Club, County, Provincial, Education, and International Boards.

7.0 EXCLUSIONS FROM APPLICATION OF THE CODE OF CONDUCT

7.1 The Code of Behaviour (Underage) specifies rules and procedures for dealing with

allegations and breaches relating to underage players/members.

7.1.1 THDCs do not have jurisdiction in administering the Code of Behaviour (Underage) under Rule 1.1.3 of An Treoir Oifigiúil Part IV.

7.2 The Code of Practice for all Officers of the Camogie Association (Official Guide Part III) specifies rules and procedures for dealing with allegations made of breaches of conduct of this code.

7.2.1 THDCs do not have jurisdiction in administering the Code of Practice for all Officers under Rule 1.1.3 of An Treoir Oifigiúil Part IV.

8.0 COMPLAINTS UNDER CODE OF CONDUCT - CLUB

8.1 Under Rule 27.1(c), Ard Comhairle and all units have, within their respective jurisdictions, the power to *'investigate misconduct considered to discredit the Association'*.

8.2 Where an allegation is made at Club Unit level the written complaint must be received within 7 working days of the date of the alleged breach of the code is alleged to have occurred.

8.3 The written complaint must contain details of the Section(s) of the Code of Conduct allegedly breached. In addition, the time, date, and location of the alleged breach; names of person(s) involved in the alleged breach; names of any witness(s) and name and contact details of the complainant must be included.

9.0 INFORMAL PROCEDURE FOR DEALING WITH AN ALLEGED BREACH OF THE CODE OF CONDUCT - CLUB

9.1 It is acknowledged that certain breaches of the Code of Conduct that occur at Club level may be instances of poor practice which may be appropriately dealt with in an informal manner.

9.2 A complaint must be lodged in writing within 7 working days of the alleged breach to the secretary of the Unit Executive.

9.3 Where the Club Executive is satisfied that the complaint may be processed informally, two Officers nominated by the Executive shall meet and liaise with the parties

involved and endeavour to resolve the matter amicably and with the agreement of all the parties.

9.4 The time limit for the Unit Executive to resolve a complaint made under the Code shall be two weeks from the date the complaint is received by the Secretary of the Unit.

9.5 If the complaint cannot be resolved amicably and with the agreement of all the parties (see 9.3 above) the complaint must be dealt with under formal procedures as set out in Section 10 of the Code.

10.0 FORMAL PROCEDURE FOR DEALING WITH AN ALLEGED BREACH OF THE CODE OF CONDUCT - CLUB

10.1 Where resolution by informal means is not possible, the Club Executive may establish a Committee consisting of not fewer than three members, all of whom must be Club members and members of the Camogie Association. This Committee will be established in accordance with the rules and procedures as contained in An Treoir Oifigiúil (Parts I and IV).

10.2 In the event of a shortage of resources or potential conflict of interest, a Club may co-opt personnel from a sister club to sit on this Committee in which case they must be members of the Camogie Association and their respective club.

10.3 In the case of a One Club, committee members may also be sourced from GAA / LGFA club members who must be members of their respective Association.

10.4 The Committee will hold a hearing in accordance with the rules as outlined in An Treoir Oifigiúil (Parts I and IV).

10.5 On conclusion of the hearing the Committee may:

(i) find that no further action be taken, documenting the reason(s) why,

Or

(ii) enforce penalties as may be prescribed under Rule 27.1(d) of An Treoir Oifigiúil (Part I),

Or

(iii) where a definite penalty is not prescribed, enforce proportionate penalties under Rule 27.1(e) and Rule 45 of An Treoir Oifigiúil (Part I)

11.0 BREACHES OF THE CODE OF CONDUCT - COUNTY, PROVINCIAL, EDUCATION COUNCILS, NATIONAL AND INTERNATIONAL BOARDS

11.1 Alleged breaches of the Code of Conduct at County, Provincial, National or International Boards level shall be formally processed in accordance with the rules and procedures as outlined in An Treoir Oifigiúil (Parts I and IV).

11.2 Where the County, Provincial, National, International Board, Executive is satisfied that the complaint may be processed informally, two Officers nominated by the Executive shall meet and liaise with the parties involved and endeavour to resolve the matter amicably and with the agreement of all parties.

12.0 INFORMAL PROCEDURE FOR DEALING WITH AN ALLEGED BREACH OF THE CODE OF CONDUCT – COUNTY, PROVINCIAL, EDUCATION COUNCILS, NATIONAL, INTERNATIONAL BOARDS

12.1 It is acknowledged that certain breaches of the Code of Conduct that occur at County, Provincial, Education Councils, National and International Board level may be instances of poor practice which may be appropriately dealt with in an informal manner.

12.2 Where the Executive of the Unit is satisfied that the complaint may be processed informally, two Officers nominated by the Executive shall meet and liaise with the parties involved and endeavour to resolve the matter amicably and with the agreement of all parties.

12.3 If the complaint cannot be resolved amicably and with the agreement of all the parties (see 11.2 above), the complaint must be dealt with under formal procedures as set out in Section 13 of the Code.

13.0 FORMAL PROCEDURE FOR DEALING WITH AN ALLEGED BREACH OF THE CODE OF CONDUCT - COUNTY, PROVINCIAL, EDUCATION COUNCILS, NATIONAL, INTERNATIONAL BOARDS

13.1 Where resolution by informal means is not possible, the Unit Executive may establish a Committee consisting of not fewer than three members, all of whom must be

members of the Camogie Association with one member drawn from the Unit Executive. This Committee will be established in accordance with the rules and procedures as contained in An Treoir Oifigiúil (Parts I and IV).

13.2 In the event of a shortage of resources or potential conflict of interest, the unit Executive may co-opt personnel from a sister Board / Council to sit on this Committee in which case they must be members of the Camogie Association.

13.3 The Committee will hold a hearing in accordance with the rules as outlined in An Treoir Oifigiúil (Parts I and IV).

13.4 On conclusion of the hearing the Committee may:

(i) find that no further action be taken, documenting the reason(s) why,

Or

(ii) enforce penalties as may be prescribed under Rule 27.1(d) of An Treoir Oifigiúil (Part I),

Or

(iii) where a definite penalty is not prescribed, enforce proportionate penalties under Rule 27.1(e) and Rule 45 of An Treoir Oifigiúil (Part I)

14.0 APPEALS PROCESS (AT ALL STAGES) ARE AS SET OUT IN SECTION 5 OF AN TREOIR OIFIGIÚIL (PART IV)

14.1 An appeal may be made under Rule 5.2(b) of An Treoir Oifigiúil (Part IV) within seven (7) days of receipt in writing of the decision to be challenged.

14.2 Under Rule 5.2 and 5.2(e) of An Treoir Oifigiúil (Part IV), an appeal to the County Board must be forwarded to the County Secretary and must be accompanied by the relevant appeal fee set out in An Treoir Oifigiúil (Part I).

14.3 Where the criteria outlined in Sections 5.1 and 5.2 of An Treoir Oifigiúil (Part IV) are met, the Transfer, Hearing and Disciplinary Committee shall conduct an appeal hearing as per Sections 5.3, 5.4 and 5.5 of An Treoir Oifigiúil (Part IV).

14.4 Timelines in respect of appeal under the Code is as set out in An Treoir Oifigiúil (Part IV).

15.0 The formal procedure for dealing with alleged breach of the Code of Conduct at county, education councils, provincial, international boards and national level are as set out in Section 11 to 13 above.

Please note that all rules, regulations and codes referred to in the above Code of Conduct may be accessed at <https://camogie.ie/administration/official-rules/>

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