



WEIGHTLIFTING WALES
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Code of Ethics Policy

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Review: 2027

CODE OF ETHICS
WALES WEIGHTLIFTING FEDERATION LTD

Inherent within all professional organisations is the potential for conflicts of interest, harassment, abuse of power, and other forms of unethical practice. Through the establishment of a Code of Ethics, Weightlifting Wales has defined a set of guidelines within this policy to promote and protect the spirit of the sport, safeguard the best interest of the participants, and establish and maintain standards of behaviour expected from all members, including athletes, coaches, officials, volunteers, and staff, in their interactions within Weightlifting Wales. This will allow Weightlifting Wales to flourish in the organisational goal to promote a safe, respectful, and inclusive environment for all participants in weightlifting and para powerlifting activities and events.

The Code of Ethics is not intended to serve as a set of rules, but rather, to outline general principles and guidelines of aspirational virtues and proper ethical behavior for all members, volunteers, staff and any other individuals and organisations that chose to be stakeholders of Weightlifting Wales. The aim of Weightlifting Wales in creating the Code of Ethics is to promote sportsmanship and character by teaching, advocating, modelling and enforcing ethical principles, while preserving the integrity of the sport.

Weightlifting Wales will aim to conduct all of its business activities honestly and ethically in all aspects of the operations of the governing body. There will be a constant strive for improvement in the services, products, and operations that the organisation delivers, whilst creating a reputation for honesty, fairness, respect, responsibility, integrity, trust, and sound business judgement. Any conduct within the organisation that is found to fall outside of these values will not be in the best interests of Weightlifting Wales, and therefore this policy will in particular help outline the expectations for everyone associated with the governing body to adhere to the highest standards of personal integrity.

The ethical performance of the organisation relies upon the sum of the individual level to those within the Weightlifting Wales umbrella: employees, volunteers, athletes, or individuals who represent Weightlifting Wales within the community at large, as well as the corporate level pertaining to the actions of Weightlifting Wales, as an organisation. The definition of ethical behaviour is having an understanding of the difference between right and wrong, and always choosing to do what is right. In the context of Weightlifting Wales, there is an expectation for members to have the following ethical behaviour standards:

- Demonstrate respect for each individual's rights, dignity, and worth;
- Uphold integrity, honesty, and sportsmanship in all Weightlifting/Para Powerlifting activities;
- Adhere to rules, regulations, and procedures set by Weightlifting Wales and relevant weightlifting governing bodies;
- Act in a manner that reflects positively on Weightlifting Wales and its fellow members.

Ethical considerations are **integral**, not optional, elements of all sports activities and apply to all levels of participation. Weightlifting Wales encourages all members to acknowledge and follow ethical guidelines and demonstrate integrity by voluntarily agreeing to adhere to this code.

Participation in the sport of Weightlifting and Para Powerlifting is a powerful vehicle for a participant's personal growth and development, teaching the value of **respect, fairness, teamwork, communication, responsibility, truthfulness, non-discrimination, honesty and integrity**. These values serve as the core ideals for the Weightlifting Wales Code of Ethics.

1. Respect

A key component of ethical behavior is **respect**, which is defined at the individual,

team and corporate levels. Everyone within Weightlifting Wales should value the opinions, views and roles of others who work to further the aims of the organisation. All should safeguard the dignity, privacy and freedom of individuals regardless of their race, creed, socio-economic status, age, gender, religion, sexual orientation, disability or nationality.

Respect defines the value that Weightlifting Wales, as an organisation, places on honoring the history of the sport, and demonstrates the regard it shows to the partners that have come together to form Weightlifting Wales to further the growth and development of the sport.

2. Fairness

Fairness is making decisions without favoritism or prejudice. Weightlifting Wales firmly believes that the concept of fairness is fundamental to the governance of the sport across the country. Anything that creates an unfair advantage violates the spirit, as well as the integrity, of the sport of Weightlifting.

Decisions that impact members—such as team selections, competition rules, and disciplinary actions—must be made impartially, transparently, and based on fair criteria. Coaches, officials, and leaders are expected to avoid favoritism, conflicts of interest, and any actions that could compromise fairness, and are expected to provide feedback and evaluation in an objective, constructive manner, helping each athlete understand and improve their performance fairly. This supports personal growth while maintaining a balanced and encouraging environment for all members.

In the meantime, members are expected to follow the rules and to compete honestly and with integrity, ensuring that outcomes are determined purely by skill, effort, and

dedication. This includes ensuring that all participants comply with the World Anti-Doping Agency (WADA) Code and Prohibited list or other applicable antidoping regulations.

3. Teamwork

Teamwork is defined as a cooperative or coordinated effort on the part of a group of individuals who work collectively in the interest of a common goal. Weightlifting Wales is committed to fostering a supportive and collaborative environment, where teamwork is essential to the success and growth of all members.

All members, whether athletes, coaches, officials, or volunteers, should encourage and support one another. Team members should work toward shared goals and respect the roles and responsibilities of others. By valuing the contributions of every individual—athletes, coaches, officials, and support staff—Weightlifting Wales builds a cohesive team that functions harmoniously and efficiently.

Teamwork extends beyond training and competition. Members are encouraged to collaborate and support each other in personal growth, mental resilience, and community initiatives, strengthening the bonds within Weightlifting Wales and creating a culture of shared success.

4. Communication

Communication is an attempt by individuals to create shared understanding.

Communication is an active ‘two-way street,’ requiring a balance of articulating, listening, writing, reading, observing, questioning, analysing, and evaluating.

Communication is verbal, nonverbal, or written, sent through various media, and

transmits a thought-provoking idea, gesture, or action. Weightlifting Wales members, employees and those individuals or groups representing Weightlifting Wales, should communicate with clarity, honesty, timeliness, and openness, in a way that maintains a positive and respectful tone both online and through in person communications. Communication should include all pertinent information shared transparently with all appropriate recipients. Clear, honest, timely **communication** allows collaboration and cooperation to occur, building a stronger sport for all and community for weightlifting.

5. Responsibility

Weightlifting Wales expects its stakeholders across all levels to understand the significance of their everyday actions in order to embody a high standard of **responsibility**.

Members should strive to perform at their best, recognising the importance of preparation, discipline, and effort in all training sessions, competitions, and organisational events. Commitment to excellence reflects respect for one's own abilities and those of others, fostering a culture of hard work and achievement that also follows the instructions and guidance provided by coaches and officials.

Respect for rules and regulations, both in the sport of weightlifting and para powerlifting, as well as within the organisation itself, is paramount. Members should understand and follow the guidelines established by Weightlifting Wales and relevant governing bodies, ensuring that all training and competition environments are fair, safe, and supportive.

6. Truthfulness

Weightlifting Wales values **truthfulness** as essential to building trust, respect, and integrity within the organisation. Truthfulness extends beyond words to actions.

Members should act in ways that are consistent with Weightlifting Wales's values and standards, including fairness, sportsmanship, and respect. Actions that lack accountability, such as dishonest competition tactics or false claims, undermine trust within the organisation and are strictly prohibited. Accountability reinforces respect and encourages continuous improvement.

Members are accountable for their actions and decisions, both on and off the platform. This includes taking ownership of mistakes, learning from experiences, and being transparent in all dealings with teammates, coaches, and officials. This also includes being responsible for using resources, facilities, and equipment respectfully and efficiently. Which is a resulting measure of punctuality and preparedness for training, meetings, and events, and showing respect for the time and commitment of others involved is all essential to sustaining a positive and truthful environment.

7. Non-discrimination

Weightlifting Wales commitment to **non-discrimination** is foundational to creating a welcoming community in which everyone has the opportunity to participate and succeed.

Members are responsible for contributing to a positive, welcoming atmosphere where everyone feels safe, included, and valued. This includes avoiding negative behaviors such as gossip, divisiveness, or exclusion, which can undermine team unity and morale. Instead, members are encouraged to use inclusive language and conduct themselves in a way that reflect Weightlifting Wales's commitment to inclusion. A positive environment supports the well-being and success of each member and the group as a

whole makes everyone feel welcome.

8. Honesty and Integrity

Weightlifting Wales holds honesty and integrity as a fundamental value of this code that guides all actions, decisions, and interactions within the organisation. Effective **honesty and integrity** is built on open, respectful, and constructive communication and actions. Members are expected to communicate honestly, listen actively, and express feedback thoughtfully, both in and out of training and competition. This helps foster mutual respect and trust, ensuring that all voices are heard and valued.

Weightlifting Wales encourages members to hold themselves and others accountable for any actions that may compromise fairness, such as cheating, discrimination, or abusive behaviour. Any concerns regarding unfair practices should be reported promptly to promote transparency and trust within the organization.

By fulfilling these core ethical values set out in this code, members of Weightlifting Wales contribute to a supportive, high-standard community where each person is respected, and the pursuit of personal and collective goals is championed.

Conflict of Interest

A conflict of interest is present in any instance in which the actions or activities of an individual representing or acting on behalf of Weightlifting Wales could result in actual or perceived personal gain or advantage, and/or have an adverse effect on the interests, aims or integrity of Weightlifting Wales. Individuals who represent and serve Weightlifting Wales, at all levels have a duty to disclose any business or financial interest or personal obligation that may, actually or perceptually, affect the independence of their judgment. There are more specific

guidelines on conflict of interests in Weightlifting Wales policies and procedures.

Legality

All members of Weightlifting Wales, its staff, and volunteers are obligated to comply with all applicable rules and policies. Violation is not tolerated. Weightlifting Wales has a duty of care to provide positive influence over sports administrators, programmes, officials, coaches, and lifters. The governing body reserves the right to review such violations, which may result in disciplinary action or withdrawal of member status.

By becoming members of Weightlifting Wales, individuals and organisations agree to comply with the aspirational guidelines set out in the Code of Ethics. Wales Weightlifting Federation encourages others involved with the sport of Weightlifting to adopt and follow these important guidelines. Any breach of this Code of Conduct may result in disciplinary actions, which could include warnings, suspensions, or termination of membership or involvement with Weightlifting Wales, depending on the severity of the offense.

All members and individuals associated with the governing body are encouraged to report any suspected breach of this Code of Conduct to Weightlifting Wales. Reports should be made in good faith and will be treated with confidentiality to the full extent possible.