



Safeguarding and Protecting Children Policy

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Introduction

Triathlon is a multisport event consisting of swim, bike and run raced in continuum, for people of all ages. Triathlon allows people to have fun with their friends and family whilst staying healthy and allows people to challenge themselves and achieve their goals. Everyone participating in triathlon has the right to race and train in a fun and safe environment.

Triathlon Zimbabwe (TZ) is a non-profit organisation, a fully compliant registered National Sporting Association, constituted and registered with the Zimbabwe Sport and Recreation Commission. It was established in 1985 to help promote and administer the sport of triathlon throughout Zimbabwe.

Triathlon Zimbabwe acknowledges the importance of safeguarding all young people from abuse and bullying and accepts its responsibility of protecting them. Triathlon Zimbabwe is committed to providing a safe environment for people of all ages to participate in triathlon, in a safe, fair and friendly environment.

Triathlon Zimbabwe will take all measures to ensure athletes are kept safe whilst on TZ sanctioned tours by ensuring all members in charge have been through the TZ recruitment procedure outlined in this policy, the means of transport chosen is safe and reliable, the food at the venue is adequate and nutritious. Regarding sleeping arrangements, it must be ensured that males and females are separated and. A single adult should not share a room with a single child unless it is their own. If a coach or manager is required to share a room with an athlete due to lack of accommodation or for financial reasons, prior permission must be acquired from the athlete's parents.

All adults involved in our sport will be responsible for ensuring our youth are kept safe whilst continuing to enjoy the sport of Triathlon.

This means taking action to safeguard children and to report any concerns about their welfare. It is not the responsibility of the person reporting a concern to determine whether or not abuse has taken place. This is the domain of child protection professionals, the Department of Social Welfare and the Police.

This document consists of Triathlon Zimbabwe's policies and Codes of Conduct re-enforcing its strong belief and commitment in safeguarding and protecting children. The aim of this comprehensive document is to enable everyone in triathlon to play their part in safeguarding children. It sets out our commitment to ensure that every person involved in our sport is treated with respect and dignity and protected from discrimination, harassment, neglect and abuse. It also ensures that everyone involved in our sport is aware of their legal and ethical rights and responsibilities, as well as the standards of behaviour expected of them.

Definition of a child

A child is a girl or boy under the age of 18 years.

Child abuse

All young people are entitled to be protected from abuse; our sport has a duty of care in this respect. Abuse can occur anywhere, at home, at school and in sport. Triathlon Zimbabwe is committed to devising and implementing policies and procedures to ensure everyone in the sport accepts their responsibilities to safeguard children from harm and abuse.

Types of Child Abuse

Child abuse can take various forms and can either be a deliberate act or an omission such as lack of care. There are 4 types of abuse: physical, emotional, neglect and sexual.

1. **Physical abuse:** referred to as non-accidental physical harm to a child caused by contact behaviour such as hitting, shaking, throwing, burning, biting, drowning or suffocating. Child physical abuse may also include non-contact physical misconduct.

Possible examples of physical abuse in triathlon could include training sessions or races inappropriate to the child's developing body. Consumption of performance enhancing drugs is also considered physical abuse.

2. **Emotional abuse:** The persistent emotional ill treatment of a child that impacts on a child's emotional state. This may involve conveying to children that they are useless, inadequate or worthless. Bullying including cyber-bullying causing a child to feel afraid is emotional abuse.

Possible examples in triathlon of emotional abuse could involve a coach continually criticising, humiliating, threatening, being sarcastic or name calling a young athlete. Parents can emotionally bully their child by constantly giving negative feedback as their expectations are unrealistic and too high.

3. **Neglect:** The persistent failure to meet the child's basic physical, and/or psychological needs, likely to result in the serious impairment of the child's physical, spiritual, moral and mental development. Neglect could come in the form of inadequate food, clothing or shelter. It includes the failure to properly supervise and protect children from harm. Possible examples of neglect in triathlon could be a coach/official failing to ensure the safety of a young person, by exposing them to undue cold, heat or extreme weather conditions without ensuring adequate clothing or hydration; exposing them to unnecessary risk of injury eg. by ignoring safe practice guidelines, failing to ensure the use of safety equipment, or by requiring young people to participate when injured or unwell.
4. **Sexual abuse:** Involving forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape) or non-penetrative acts. They may include non-contact activities such as involving children in looking at, or in the production of pornographic materials or watching sexual activities, or encouraging children to behave in sexually inappropriate ways, including grooming.

Sexual abuse could be carried out by:

- Children as well as adults
- Both males and females
- Individuals who may target sports to get access to children
- A family member, friend, team mate, coach or another individual the child knows
- Someone who acts alone or as part of a group

Perpetrators will:

- Go to great lengths to get close to the child and gain their trust
- Be accepted by the family/organisation by being helpful and offering assistance
- Put pressure on the child to maintain their silence

Sexual abuse within triathlon could be from coaches or officials who are in a position to form a trusting relationship with the athlete, with the abuse most often based on the exploitation of that trust.

Bullying

Bullying - deliberate actions to either physically or emotionally hurt another person. Bullying can cause considerable stress to young people. Bullying can come in the following forms:

- Physical
- Verbal
- Emotional
- Racial
- Sexual
- Cyber

Bullying can be between

- An adult and a young person
- Between 2 or more young people
- Between a parent and their child

With sporting environments now being so competitive the opportunities for bullying may be high.

Prevention

Who is bound by this policy?

This policy applies to all stakeholders which includes the following people, whether they are in a paid or unpaid/voluntary capacity:

- people appointed or elected to the national board, committees and subcommittees
- support personnel, including managers
- coaches and assistant coaches
- athletes
- technical officials
- athletes, coaches, officials and other personnel participating in events and activities, including camps and training sessions, held or sanctioned by TZ

This policy will continue to apply to a person even after he or she has stopped their association with Triathlon Zimbabwe, if disciplinary action against that person has begun.

Individuals bound by this policy must:

- continue to enhance their knowledge regarding this policy and child Safeguarding
- comply with all relevant provisions of the policy, including any codes of conduct and the steps for making a complaint or reporting possible child abuse set out in this policy
- consent to the screening requirements set out in this policy
- place the safety and welfare of children above other considerations
- be accountable for their behaviour
- comply with any decisions and/or disciplinary measures imposed under this policy

Recruitment

Triathlon Zimbabwe will ensure that all reasonable steps are taken during recruitment to prevent unsuitable people from working with children.

All interviews for positions will specifically contain questions relating to the candidate's previous history and suitability of working with children, including questions on allegations or criminal offences. This should include police clearance certificates or similar.

All board/committee/volunteers must be oriented on and sign the Code of Conduct.

Support, train, supervise and enhance performance

Triathlon Zimbabwe will ensure that all board/committee/ volunteers who assist at TZ sanctioned events and those who work closely with children have ongoing safeguarding awareness and training sessions.

Our goal is to create awareness to all stakeholders and children involved in our sport, to maintain a child-safe environment in our sport.

Reporting and Handling complaints

Triathlon Zimbabwe aims to provide a simple, confidential and trustworthy procedure for resolving complaints based on the principles of natural justice.

Any person may report a complaint about a person (complainant), people or organisation bound by this policy if they feel they have been discriminated against, bullied or there has been any other breach of this policy.

Complaints should be reported to the appointed Triathlon Zimbabwe Child Safeguarding Officer (CSO) Ms Nyarai Kandawasvika email nyarik1988@gmail.com mobile numbers 0773235848 or 0735487790, or to the Secretary General or to any TZ Board or Committee Member, depending on who the complainant feels more comfortable communicating with.

However, that person is bound by this policy to report all complaints to the TZ CSO and TZ SG, and must prepare the complainant for the procedures that will follow. Individuals may also seek to have their complaint handled by an external agency. Complaints can be made to the Police, Department of Social Welfare or to Childline's free line, 116.

Complaints may be made face to face, by telephone or a documented and signed form. This form is available in hard copy at each TZ sanctioned event or in electronic form as part of this policy.

Electronic forms must be printed out, filled in, signed and handed in to the appointed TZ CSO or TZ Board or Committee Member, who in turn will hand it to the TZ CSO for action.

A hard copy of all face to face and telephonic reports will be made by the recipient who will ensure the complainant is in agreement by signing it. These reports will be given to the TZ CSO.

All complaints will be dealt with promptly, seriously, sensitively and confidentially.

All concerns received shall be recorded immediately by the TZ Child Safeguarding Officer.

All complaints, the procedures of how the complaint is handled, and the eventual outcome of the complaint will be recorded and saved in a secure and confidential place by the TZ CSO for future reference, if required.

Any child safeguarding concern shall be reported to the Child Safeguarding Officer as soon as possible, and within 24 hours of learning of a concern.

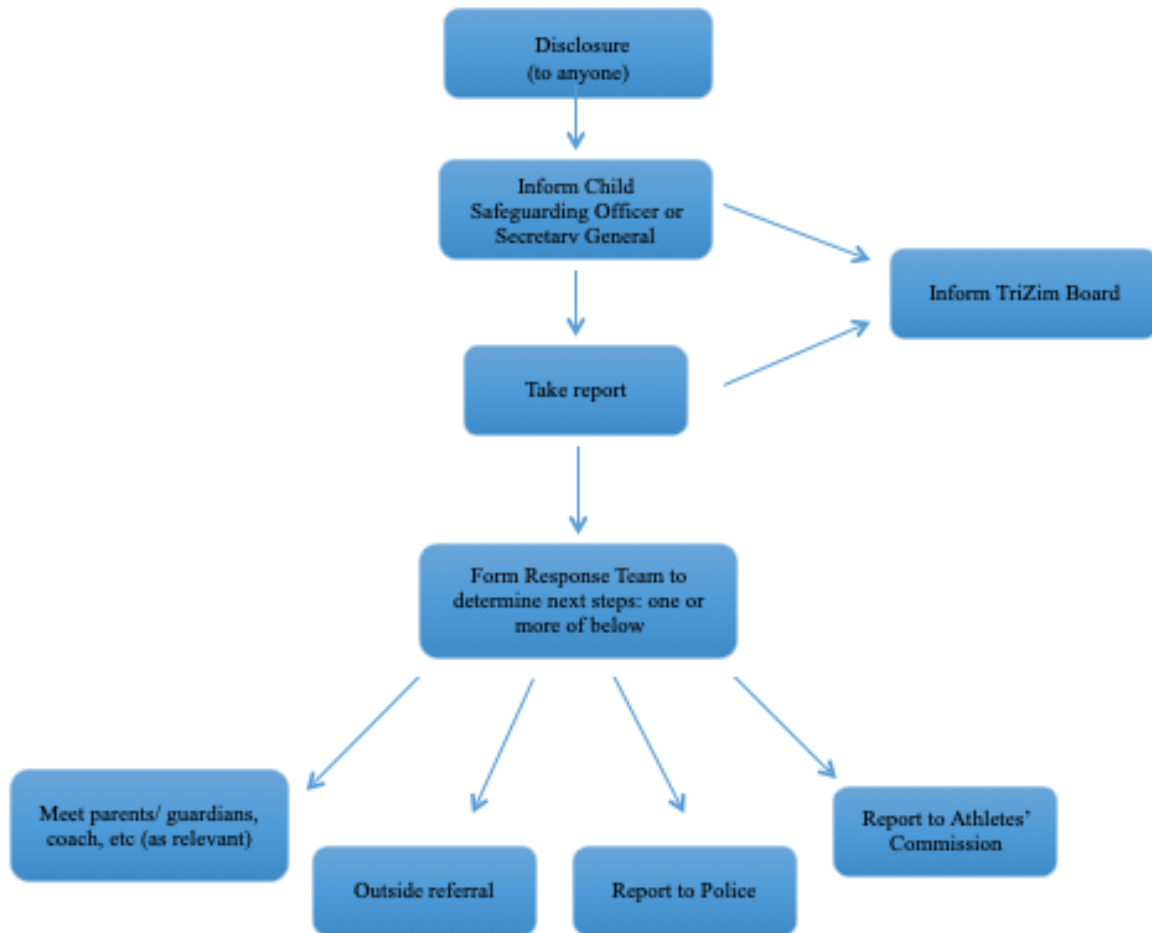
All concerns reported to the Child Safeguarding Officer shall be acted upon within 48 hours. Family/ Guardian involvement is important when dealing with reports, unless they are the perpetrator.

The CSO will call a meeting with the Child Safeguarding Response Team (Triathlon Zimbabwe Board members and CSO) to assess the information and level of concern and if the report involves concerns of child abuse, the national referral protocol will be followed.

The Child Safeguarding Response Team will take whatever action is necessary to ensure no further harm comes to the child. This will be through the support of one or more of the following: Police, Childline, Department of Social Welfare and other Welfare organisations.

Please see the reporting flowchart on the next page:

Flowchart:



Note: In this process, Triathlon Zimbabwe does not undertake legal investigations or pronounce judgments.

Complaints should be reported to the appointed Triathlon Zimbabwe Child Safeguarding Officer (CSO) Ms Nyarai Kandawasvika email nyarik1988@gmail.com mobile numbers 0773235848 or 0735487790, or to the Secretary General or to any TZ Board or Committee Member, depending on who the complainant feels more comfortable communicating with.

Implementation

Awareness

A refresher training on this Child Safeguarding Policy will be held prior to the start of every season for all board/committee members, coaches and all other relevant members of TZ before the beginning of each season.

The community will be made aware of the Child Safeguarding Policy through TZ fliers and other Informative, educative & communication material with contact details of the relevant Child Protection Officer.

All people associated with TZ, including partner organisations and the children themselves will be made aware of the Child Safeguarding Policy through orientation, training and briefing at the beginning of every season.

The annual AGM will be used as a platform to further discuss the importance and increase Safeguarding awareness with the triathlon fraternity.

Prevention

Children's rights to protection will be safeguarded at all times through appropriate management practises, which includes, but is not limited to this policy and procedures for recruitment of TZ members, to ensure that children are protected.

Responding

Triathlon Zimbabwe takes seriously any concerns raised and will support children, TZ members or adults who raise concerns or who are the subject of concerns. It is expected that all those associated with TZ will report any concerns immediately.

Monitoring

This Child Safeguarding policy will be subject to review at the end of every triathlon season to assess its effectiveness, and amend as necessary.

Use of photographs on social media platforms

TZ uses social media platforms to promote the sports of triathlon, duathlon, aquathlon and related multisport derivatives and publishes information and reports which includes photographs, videos, and other forms of electronic media of members/athletes taken at sanctioned events. All images will be used solely for the purpose of fundraising, publicity, marketing and advertising the sports of triathlon, duathlon, aquathlon and related multisport derivatives. All members/athletes waive any right to payment including commission, royalties, profits, future earnings, and any other kind of compensation that may stem from the use of the images.

Any member who does not wish his/her or his/her child's photograph or image to be used on any of the official Triathlon Zimbabwe (TZ) social media accounts (i.e. Triathlon Zimbabwe website, Facebook, Instagram, etc.) should notify the TZ Secretary General in writing and request the removal of said photograph or image.

This request will be honoured as much as possible although it must be understood that:

- Social media is an organic platform with multiple users and it is impossible for TZ to exercise complete control.
- Anyone who objects to a particular posting of a photograph/image may request its removal or amendment.
- TZ will correct erroneous postings as quickly as possible.
- TZ cannot guarantee complete deletion of a digital trace, and cannot be held responsible for third party re-posting of material, or for material posted by third party accounts (athletes, spectators, parents etc.).

Declaration

Triathlon Zimbabwe hereby undertakes:

- To exclusively utilize images for marketing and/or promotional purposes in accordance with all the applicable laws of Zimbabwe.
- To refrain from disclosing the releasor's personal information including, but not limited to, the releasor's residential address, and contact information in all publications of the images.
- To prohibit unauthorized third-party access to the images excluding access granted to the TZ's marketing agents and corporate branding liaisons.



Safeguarding Reporting Form

Complainant Name:

Address:

Contact Number:

Parent/Guardian Name:

Address:

Contact Number:

Report

Complainant signature:

Date:

Parent/Guardian signature:

Date:

Complaints should be reported to the appointed Triathlon Zimbabwe Child Safeguarding Officer (CSO) Ms Nyarai Kandawasvika email nyarik1988@gmail.com mobile numbers 0773235848 or 0735487790, or to the Secretary General or to any TZ Board or Committee Member, depending on who the complainant feels more comfortable communicating with.

CODES OF CONDUCT



SAFEGUARDING AND PROTECTING CHILDREN GUIDANCE

TRIATHLON ZIMBABWE CODE OF CONDUCT

The Triathlon Zimbabwe Codes of Conduct are applicable to all those participating in triathlon or working within the Triathlon Zimbabwe organisation

Any breach of these Codes of Conduct will be investigated under the appropriate disciplinary procedure. Complaints or reports should firstly be made to the Triathlon Zimbabwe Child Safeguarding Officer.

1. Rights of Individuals
2. Code of Conduct for participants and competitors
3. Code of Conduct for parents/guardians involved in triathlon
4. Code of Conduct for Coaches

Rights of Individuals

All children, competitors, coaches, marshals, facilitators and spectators have the right to:

- Enjoy safe participation in Triathlon
- Be treated as an individual
- Be listened to and believed
- Be respected
- Determine their own goals
- Enjoy and participate in Triathlon with a balanced lifestyle
- Participate in an environment free of discrimination of gender, race, disability, age, sexuality, occupation, political opinion, religion or financial status
- Not be exposed to any form of abuse
- Train and race in an environment free of sexual harassment and sexual abuse
- Not be exploited
- Not be pressured to train or compete
- Not train or race whilst sick or injured
- Adequate rest and recovery
- Receive appropriate coaching



BOARD MEMBERS, COMMITTEE MEMBERS & VOLUNTEERS CODE OF CONDUCT

Triathlon Zimbabwe has a duty of care to protect all children and youngsters under the age of 18.

By working with and assisting Triathlon Zimbabwe, I agree:

- to place the safety and welfare of children above other considerations
- to continue to enhance my knowledge regarding TZ Safeguarding Policy
- to comply with all relevant provisions of the policy, including all codes of conduct and the steps for making a complaint or reporting possible child abuse set out in this policy
- to respect the confidentiality of information that may be learned during the course of activity
- to treat all persons involved in the sport of triathlon with respect and courtesy
- to treat all persons involved in the sport of triathlon as equals within the context of his or her activity
- to advocate and model the fundamental positive aspect of sport,
- to not promote cheating or encourage the use of unfair tactics
- to consent to the screening requirements set out in the TZ Safeguarding Policy
- to be accountable for my behaviour and not act in a manner unbecoming, or contrary to the interests of TZ
- to comply with any decisions and/or disciplinary measures imposed under this policy
- to refrain from the use of alcohol or smoking whilst athletic events are in play, and whilst supervising children and youngsters under the age of 18.



CODE OF CONDUCT FOR PARTICIPANTS AND COMPETITORS

At all times when practising, training or competing at events, competitors should:

- Adhere to the rules and regulations of World Triathlon (WT)
- Know and act in accordance with the rules and regulations of the competition
- Accept the decisions of the officials of the event
- Act in a sportsmanlike manner during training and competition
- Treat other competitors, coaches, officials and marshals with respect. Do not shout or swear at them
- Do not discriminate other competitors on the grounds of race, gender, disability, age, sexuality, occupation, political opinion, religion or financial status
- Report any poor behaviour by others to your coach/ Team manager/committee
- Avoid inappropriate relationships with their coach. A relationship may be inappropriate and not be sexual in nature
- Keep to agreed timings or inform the relevant person if you are going to be late
- Do not take banned substances



CODE OF CONDUCT FOR PARENTS/GUARDIANS INVOLVED IN TRIATHLON

Parents/Guardians should recognize the rights of their child, encourage and support their child whilst training and competing in Triathlon and encourage long term participation in Triathlon

Parents/Guardians should:

- Ensure their children have fun whilst training and competing in Triathlon
- Ensure they do not force their children to participate in Triathlon
- Encourage children to participate in Triathlon but do not overemphasise winning
- Promote the health and safety of their children first and foremost
- Not allow children to train or compete whilst sick or injured
- Encourage children to be responsible for their own actions, performance and behaviour
- Encourage their child to accept all individuals and not discriminate on grounds of disability, race, gender or religion
- Encourage children to compete in a variety of sports, particularly younger children
- Encourage, acknowledge and praise personal improvements within training and competitions rather than focusing on winning
- Think of safety at all times and ensure their child is equipped with the necessary equipment i.e. sunscreen, water, helmet, road worthy bike etc
- Enquire about the coach as to whether he/she is qualified and in good standing with Triathlon Zimbabwe
- Inform the coach of individual needs of the child which may affect their participation i.e. medical condition, injuries
- Receive information from the coach regarding the training schedule and program and rationale behind the sessions
- Ensure their child is collected promptly at the end of sessions at the agreed time
- Be aware of Triathlon Zimbabwe's Codes of Conducts
- Encourage their child to be aware of the Codes of Conduct
- Ensure they and their child are aware of who is the Triathlon Zimbabwe Child Safeguarding Officer



Parents/Guardians should be a good role model at competitions

Parents/Guardians should:

- Act in a sportsmanlike way when supporting and spectating
- Encourage children to know and follow the rules of the competition
- Use correct and proper language at all times. Do not swear or yell at children, officials, coaches or others
- Be encouraging to their child and others
- Accept errors are an important part of learning and not condemn children for making them
- Respect officials, competitors, supporters and parents at competitions
- Report any concerns they have about a child or coach, or their behaviour as soon as possible with the appropriate designated person at the event
- Not coach their child at training and competitions unless engaged in recognized coaching responsibilities
- Refrain from smoking and consuming alcohol whilst supporting

CODE OF CONDUCT FOR TRIATHLON COACHES

Coaches have a responsibility of care and safety

Coaches should:

- Report any concerns they may have about behaviour towards a child or vulnerable adult, following the TZ guidelines
- Challenge inappropriate behaviour or language by others in the session
- Respect the rights, dignity and worth of every athlete regardless of background or ability
- Place the safety and welfare of the athlete above the development of the performance
- Receive, record and report allegations of abuse according to TZ guidelines
- Ensure any physical contact is appropriate and is carried out with the participants consent and approval
- Refrain from any form of sexual related contact, innuendo, flirting or inappropriate gestures when coaching
- Refrain from sexual intimacy with participants either whilst coaching them or immediately after the coaching session
- Ensure the environment is as safe as possible by assessing and managing risk to an appropriate level
- Promote the execution of safe and correct practice

Coaches should be committed to providing quality coaching service to participants

Coaches should:

- Hold valid qualifications
- Only assume roles for which they are qualified
- Always arrive on time to sessions and have the session already set up by the time the participants arrive
- Plan and prepare for all sessions so that they meet the needs of participants and are appropriate and progressive
- Maintain appropriate and up to date records of participants
- Assess each individual's needs, and support individuals to determine their goals
- Treat all participants equally
- Be aware of physical needs of participants, especially those still growing and ensure training loads and intensities are appropriate
- Clarify from the beginning of the coaching relationship what is expected of the participant and also the coach
- Recognize and accept when it is in the participants interest, to refer a participant to another appropriate coach
- Recognize the rights of participants to confer with other coaches and experts

- Respect the individual's right to transfer between clubs, coaches or other sports
- Obtain the agreement of coaches and participants when taking over some or all coaching responsibilities
- Maintain the same level of interest when the athlete is sick or injured
- Create an environment free of fear and harassment
- Help to maintain enjoyment of Triathlon
- Actively promote the benefits of participation in Triathlon
- Promote the concept of a balanced lifestyle
- Promote drug-free sport
- Educate participants on the use of performance enhancing drugs and supplements
- Encourage participants to take responsibility for their own participation and actions
- Allow participants to express their own views and make their own decisions
- Ensure the ability and performance of the child in sport is not excessively linked with their own perceptions of self-worth
- Accept that improvement in their coaching can always be made
- Engage in self-analysis and reflective practice to identify areas for personal improvement
- Practice in an open and transparent fashion
- Be professional and accept responsibilities for their actions
- Contribute to the development of coaching by sharing knowledge and ideas with others

Coaches should be positive role models

Coaches should:

- Model, and promote adherence to, the codes of conduct
- Act as a good role model by constantly displaying good standards of behaviour, appearance and safe training practises in their own training
- Display high standards in the use of language, manners, punctuality, preparation and presentation
- Operate within the rules and spirit of TZ
- Promote the positive aspects of sport
- Challenge and not condone discrimination on grounds of gender, race, disability, sexuality, age, religion, political opinion, occupation or marital status in the coaching environment
- Treat all individuals in the sport with respect at all times, and be fair, honest and considerate
- Display dignity, control, respect and professionalism to all involved in Triathlon
- Encourage mutual respect between participants in the sport
- Act with respect for the opposition
- Condemn cheating
- Promote tolerance
- Act in a non-violent way
- Address any bullying between participants
- Act equitably in their coaching and combat discrimination on basis of gender, age, race, colour, sexual orientation, political opinion etc

**TOUR
CODES
OF
CONDUCT**



ATHLETES

TOUR CODE OF CONDUCT

I agree:

- 1) To at all times behave in a fashion that will make Triathlon Zimbabwe proud of me.
- 2) To at all times listen to all instructions given to me by Team Management and TZ Coach and act accordingly.
- 3) To travel to and depart from team activities and competitions upon the dates and in a manner determined by TZ and Team Management.
- 4) To live in the residence nominated by TZ for the whole period of the team activity as determined by TZ Manager/Coach.
- 5) To wear the official team uniform and clothing nominated by TZ on the occasions prescribed by Team Management/Coach.
- 6) To at all times observe the Code of Behaviour by being on my best behaviour from the time the team assembles until the time the tour is officially over. No team member is allowed to be in possession of or drink any alcoholic beverage or recreational drugs.
- 7) To abide by the TZ Athletes Code of Conduct:
 - Adhere to the rules and regulations of World Triathlon (WT)
 - Know and act in accordance with the rules and regulations of the competition
 - Accept the decisions of the officials of the event
 - Act in a sportsmanlike manner during training and competition
 - Treat other competitors, coaches, officials and marshals with respect. Do not shout or swear at them
 - Do not discriminate against other competitors on the grounds of race, gender, disability, age, sexuality, occupation, political opinion, religion or financial status
 - Report any poor behaviour by others to your coach/ Team manager/committee
 - Avoid inappropriate relationships with your coach
 - Keep to agreed timings or inform the relevant person if you are going to be late
 - Do not take banned substances
- 8) To be responsible for any costs incurred outside of Team support provided by TZ

Breach of Agreement

I acknowledge that, in the event of any breach of the Agreement, I shall be liable to any of the following sanctions at the discretion of Team Management:

- a) To have my membership of the Team terminated; and/or
- b) To return home to my normal place of residence if instructed by the Team Manager.
- c) I shall be responsible for any additional costs resulting from my breach of this Agreement.

Athlete Signature _____

Athlete Name _____

Date

Parent/Guardian signature _____

Parent/Guardian name _____

Date

MANAGER CODE OF CONDUCT

- My commitment as Manager is to ensure the safety and wellbeing of all young people involved whilst on tour.
- As Manager I am committed to my role of creating a positive team spirit.
- I have read and am aware of the Triathlon Zimbabwe Safeguarding policies on the TZ website including the rights of individuals and Athletes Code of Conduct.

I will ensure:

- I treat every athlete equally, showing no favouritism.
- The schedule is followed, for example curfews, meal times, training sessions and competitions.
- Athletes have the correct clothing and equipment they need for training and racing.
- All meals, snacks and refreshments are organised, on time and are more than adequate.
- All rules are enforced and report any infraction of Triathlon Zimbabwe Code of Behaviour.
- I handle any emergencies with common sense and ensure I have all athletes' medical details on hand.
- I accompany any injured or ill athlete who needs medical attention.
- I work cooperatively with other team officials including TZ Coach.
- I organise travel schedules and logistics.
- I do not consume alcoholic beverages whilst on manager's duty.
- I safeguard the athlete's tickets, passports, valuables and money when appropriate.
- I maintain a contact list of all key people, including coach, parents and emergency.
- I keep an accurate listing of expenses along with original receipts. Reimburse parents as required and provide a detailed financial report to TZ within 30 days of tour return.
- I provide a detailed tour report to TZ within 30 days of tour return.

Breach of Agreement

I acknowledge that, in the event of any breach of the Agreement, I shall be liable for any appropriate action at the discretion of Triathlon Zimbabwe.

Manager signature

Date

Manager name



PARENT/GUARDIAN

TOUR CODE OF CONDUCT

All Parents/Guardians must read and be aware of the Triathlon Zimbabwe Safeguarding Policies including the Code of Conduct for Parents/Guardians.

- Parents/Guardians must ensure all athletes are on time at the designated meeting place at the start of a tour.
- Parents/Guardians must ensure all athletes are collected on time on the completion of the tour.
- Parents/Guardians may use the same means of transport as the tour party.
- Parents/Guardians will not be accommodated at the same venue as the tour party where possible.
- Parents/Guardians whilst on tour must make prior arrangements with the Tour Manager/Coach before visiting their child.
- Loyalty is a must towards each other, only positive statements about triathletes, coach/manager.
- Parents/Guardians while on tour must not administer or supply any legally prohibited substance of any kind for any athlete.
- Parents/Guardians while on tour must act in a sportsmanlike manner at all times.
- Parents/Guardians while on tour must act responsibly whilst in the company of the tour party.

- Any complaints must go through the appropriate channels.

Breach of Agreement

I acknowledge that, in the event of any breach of the Agreement, I shall be liable for any appropriate action at the discretion of Triathlon Zimbabwe.

Parent/Guardian signature _____

Parent/Guardian name _____

Date _____



COACH

TOUR CODE OF CONDUCT

My commitment as Coach whilst on tour is to treat each athlete individually and ensure every athlete is best prepared for their event once the team has arrived at the race destination.

- I have read and understand the Triathlon Zimbabwe Safeguarding policies on the TZ website.
- I have read, am in agreement with and will adhere to the TZ Coaches Code of Conduct.
- I will ensure:
 - Each athlete's equipment is assembled and in the best possible working order
 - The athletes have done a course orientation of all 3 disciplines, swim, bike and run in the safest possible way.
- I will also ensure each athlete understands their transition area.
- Once the event is over, each athlete has packed their equipment ready for departure
- I work cooperatively with other team officials.
- I do not consume alcoholic beverages whilst on coaching duty
- I provide a detailed race report to TZ within 30 days of tour return.

Breach of Agreement

I acknowledge that, in the event of any breach of the Agreement, I shall be liable for any appropriate action at the discretion of Triathlon Zimbabwe.

Coach Signature _____

Coach Name _____

Date _____