

HAWCS Draft Code of Conduct on the Role and Duties of Club Officers, Committee Members, Coaches, Officials and other Volunteers whilst representing the Club.

At any point whilst in a position of undertaking activities, or involved in any discussions or involved in any decision making affecting the running and functioning of the Club, it is the responsibility of all individuals, in whatever role they may be involved in, to declare that they may have a conflict of interests.

In the event that that someone declares a conflict of interests, they can no longer participate in those activities, discussions or decision making processes, unless the Club Officers or Club Committee having investigated that declaration decides there was no conflict of interests.

In the event that someone participates in Club activities, discussions or decisions, and it is subsequent found that they failed to declare a conflict of interests, that person will be suspended from their role within the Club, and advised that the Club Committee will conduct an immediate investigation into the matter.

Should this situation arise, the Club Committee will appoint a Sub-committee to conduct the investigation and subsequently report back to the Club Committee on its findings and recommended action.

Should it be established that the individual failed in their duty to declare a conflict of interests, the Club Committee will examine the nature and seriousness of the offence and take appropriate action to deal with the offence, which may involve expulsion from the Club.

In taking any such action the Club will comply with the procedures and rules of UK: Athletics and may involve the club consulting with the sport's governing body, as to the action that should be taken, and what steps it should take to recover from any damage the action may have caused to the functioning of the Club, and its good name.

The individual under investigation will have full access to the use of the procedures provided by the UK: Athletics Grievance Procedure which the Club has adopted.