

CODE OF ETHICS AND CODE OF CONDUCT HANDBOOK

PREAMBLE

The reputation and integrity of Indian Weightlifting Federation is maintained when all members act, and are seen to act, in a way which is of the highest standard of professional ethics.

This Code applies to all weightlifting members: it is intended to help, not hinder the organization's activities by clarifying our standards of conduct. We believe these standards reflect those of the Indian public and members of the "Federation" expect of amateur sport and of a National Sport Federation.

Indian Weightlifting Federation wishes to maintain a strong reputation for its integrity and, as an organization and a society, be valued at all levels. Ultimately, our value is reflected in the pride we have in what we do, in the successful achievement of our mission and the willingness of others to work with us in that regard. Our reputation as an ethical NSF is an essential part of what will make us successful.

It is expected that all Ordinary Members (both organizationally and personally) / State Units and affiliated departmental Boards will implement and support the Indian Weightlifting Federation Codes of Ethics and Conduct, Policies and Procedures, and as necessary adapted these Codes, Policies and Procedures to reflect the uniqueness of their respective organizations. All members are expected to conduct themselves in a manner that instills trust and confidence in the "Federation".

Indian Weightlifting Federation asks each Ordinary Member to file copies of their Codes of Ethics and Conduct, Policies and Procedures with the Secretariat Office in order to ensure complete understanding of the manner in which the "Associations" conduct their activities.

All athletes, coaches and officials pledge to abide by the following Code of Conduct: Abide by all Indian Weightlifting Federation & International Weightlifting Federation rules, selection procedures and safety guidelines.

As an ambassador, exhibit the highest standards of fairness, discipline, ethical behavior and genuine sportsmanship by mutually respecting and bringing honor to Indian Weightlifting Federation, the India and the Olympic Movement.

Respect teammates, athletes, coaches, officials, spectators, volunteers, NADA representatives, sponsors and National Office staff of Indian Weightlifting Federation without regard to race, religion, national origin, age, civil status, veteran status, marital status, language, social condition, mental or physical ability, sexual orientation, or gender.

- Will not use offensive language/gestures or non-consensual physical contact as a response to the referees/jury/officials decision as an expression of frustration and/or self-admonishment.

- Will not engage in any form of discriminatory, verbal, physical or sexual harassment/abuse, fraud, stealing, deception or dishonesty related to Indian Weightlifting Federation events or activities.
- Will not disrespect, intimidate or embarrass other members, teammates, athletes, coaches, officials, spectators, sponsors, volunteers, Office Bearers, Committee members, NADA and/or Indian Weightlifting Office staff in person, electronically, and/or through social networking venues (i.e. Facebook, Twitter, blogs or other social networking / websites, etc.).
- Respect and not cause damage to private or public property of others while at an event sanctioned by Indian Weightlifting Federation or at a designated Indian Weightlifting facility.
- Will not sell or distribute any substance on the National Anti-Doping Agency (NADA) and World Anti-Doping Agency (WADA) list of banned substances.
- Will not knowingly misrepresent competitive achievements, professional qualifications, education, experience, eligibility, criminal record or affiliations of oneself or another member.
- Will not misrepresent the nature or extent of an injury in order to decline an invitation to participate in or withdraw from a competition, training camp or other similar activity.
- Will not use illegal drugs in the presence of teammates, athletes, coaches, officials, volunteers, spectators, sponsors and staff of Indian Weightlifting and/or at any Indian Weightlifting event or activity.
- Will not commit a doping violation as defined by the International Olympic Committee (IOC), National Anti-Doping Agency (NADA) and World Anti-Doping Agency (WADA), the Indian Olympic Association (IOA), International Weightlifting Federation (IWF) or the Indian Weightlifting Federation (IWLFF).

CODE OF CONDUCT & DISCIPLINARY RULES FOR NATIONAL COACHING CAMPS FOR ATHLETES, COACHES & SUPPORT STAFF.

1. Compulsory for athletes of all states and departmental units practicing the sport of weightlifting to submit their Whereabout Information whenever asked by the Federation. It will be the responsibility of the parent State / Departmental Unit of the sponsoring athlete to comply with submission of Whereabout Information **otherwise they will not be allowed to participate in National Championships (Youth, Junior & Senior) / National Games or any other such event conducted under the aegis of Indian Weightlifting Federation for a period of atleast 1 year.**
2. No athlete will be selected for National camp if he / she fail to submit the Whereabout information or have not attended the National camp whenever called by the Federation in the preceding years. It was observed that before the advent of Commonwealth Games, Asian Games & Olympic Games, some athletes brought themselves readily available and otherwise chose to stay out of the National coaching camps on pretext of injuries etc.
3. All athletes have to be present whenever called by Indian Weightlifting Federation for urine samples collection by National Anti-Doping Agency.
4. No athlete, coach and support staff will directly communicate with the electronic and print media without prior permission of the Federation. Any infringement on this will automatically suspend athlete, coach and support staff for a period of **1 year** from all weightlifting activities.

5. All athletes, coaches and support staff have to follow strict discipline in the National coaching camp formulated by Indian Weightlifting Federation from time to time.
6. No syringe, medicines and food supplements are allowed in the rooms of the athletes in the National coaching camps, if not prescribed by Indian Weightlifting Federation or National camp medical authorities. If during the surprise checking conducted by Indian Weightlifting Federation through the coaches & support staff such substances were found in the rooms of athlete(s), athlete(s) may serve suspension for a period of 6 months to 2 years.
7. Athletes have to follow the training schedule given by the Coaches in the National camp and strictly follow exercise pattern suggested by the Coaches & Support Staff.
8. No athlete is allowed to follow training schedule of other / personal coaches outside the National camps while undergoing training in the National coaching camps or participating in International training exposure / competitions.
9. Mobile phones are not allowed to athletes during practice and training sessions in the National Coaching camp and during their competition at International training exposure / Competitions.
10. **No athlete or Coach or Support Staff will go outside the National camp on any pretext whatsoever with the the prior knowledge of National Coach.**
11. **Those athletes, Coaches or Support Staff who have sanctioned leave from the National camp and have not reported back to the National camp after finishing leave period can lead to their removal from National camp solely on jurisdiction of Indian Weightlifting Federation.**
12. No athlete, coach & support staff will file Legal Suit against the Federation. Any grievance of the athletes, coaches & support staff should be reported through their sponsoring parent State / Unit to the President, Indian Weightlifting Federation.
13. President is empowered to take strict disciplinary action if there is violation of any of the above rules by athletes, coaches and support staff in the National coaching camps or during International training exposure / Competitions.
14. Shall not receive any cash and shall not accept any gifts that could be considered as a bribe from anyone excluding those to be received from the Indian Weightlifting Federation / State Office as official souvenirs.
15. Shall not be under the influence of alcohol during the entire period of the National coaching camps and in any Selection trials / National / International Championships.
16. Shall not violate any norms of social behaviour.
17. Shall be available to attend all National coaching camps, seminars, workshops, meetings whenever called by Indian Weightlifting Federation.
18. Shall be available for fulfilling duties for the competition as requested by the Indian Weightlifting Federation / National Anti-Doping Agency.
19. Shall not collude or collaborate with any party by violating any of the Technical & Competition Rules and abide by the Constitution and resolutions adopted by the Executive Committee of Indian Weightlifting Federation **from time to time.**

20. Shall not conduct themselves in any manner that is derogatory to Indian Weightlifting Federation.
21. Shall not smoke inside of the National coaching camps or training & competition venue of National & International Championships.
22. Shall respect and not violate the Indian Weightlifting Federation disciplinary Code in any manner.
23. Acceptance of the fact that any infringement of the above codes will be referred to the International Weightlifting Federation Disciplinary Committee / Executive Committee and could lead to immediate sanction **against the athlete.**
24. All athletes ensure the submission of actual date of birth to Indian Weightlifting Federation for registration / issuing I.D. Cards. Any deviation, if found, at any given point of time, shall be subject to disciplinary action against them **including withdrawal of Participation Certificates, Medals, Diplomas and Cash Awards.**
25. Those athletes who have committed doping offence and are serving suspension shall not participate in any weightlifting activity till the period the suspension was finished. **If any such occurrence came to the notice of the Federation, the athlete may serve a further suspension of 1 year or exclusion from participation in 1 National Championships (Youth, Junior and Senior).**

ADDITIONAL DISCIPLINARY ACTION FOR VIOLATION OF ANY PROVISION IN THIS CODE OF CONDUCT MAY INCLUDE ANY OR ALL OF THE FOLLOWING:

- (i) a reprimand;
- (ii) suspension from competition participation
- (iii) withholding of Direct Athlete Support payments;
- (iv) imposition of **monetary** fines (including with respect to reimbursement of expenses incurred by Indian Weightlifting Federation);
- (v) removal from team / National camps;
- (vi) termination of registration with Indian Weightlifting Federation
- (vii) any combination of the foregoing.

If a Indian Weightlifting member receives a disciplinary penalty or otherwise has a grievance related to this Code of Conduct, the member has the right to file a written request with the President, Indian Weightlifting Federation within fifteen (15) days of the action giving rise to the members claimed grievance, to seek a review of the action in question pursuant to Indian Weightlifting Bylaws and Grievance Procedures.

In the event any member of Indian Weightlifting Federation has a complaint/grievance that falls under the control of Indian Weightlifting, NO individual may contact any sponsor / electronic and print media (i.e. employees, partners, suppliers, concerned individuals) for any reason related to the complaint/grievance until such time that all hearing (including appeals) related to the complaint/grievance have been fully completed.
