

CODE OF CONDUCT FOR INDIAN TECHNICAL OFFICIALS

Indian Weightlifting Federation is the National Governing Body for the sport of Olympic Weightlifting in India; we operate in the public spotlight and are expected to conduct our affairs on a basis consistent with the great trust that has been placed in us. This requires that our membership behaviours conform to the highest ethical principles.

The mission of Indian Weightlifting Federation is to encourage participation and the pursuit of excellence in all aspects of Olympic Weightlifting. Indian Weightlifting Federation grants the privilege of membership to the Technical Officials. The privilege of membership may, therefore, be withdrawn or denied by Indian Weightlifting Federation at any time when it is determined that a member's conduct is inconsistent with the mission of the organization or in the best interest of the sport and for those who participate.

All Technical Officials pledge to abide by the following Code of Conduct:

- (i) It is the obligatory for the Technical Officials to keep updated themselves with the latest Technical & Competition Rules formulated by International Weightlifting Federation.
- (ii) It is the obligatory for the Technical Officials to keep updated themselves with the latest Technology Information System (TIS/TSR) used by Indian Weightlifting Federation.
- (iii) It is the obligatory for the Technical Officials to renew their Referee licence cards for quadrennial period as and when due.
- (iv) It is the obligatory for the Technical Officials to inform the Federation about change of their address, update their email ids and WhatsApp numbers on timely basis.
- (v) It is the obligatory for the Technical Officials to make compliance on various circulars published by Indian Weightlifting Federation from time to time either through website or by contacting their respective State Associations / Departments.
- (vi) All Technical Officials are duty bound to avoid conflict of interest with the Federation and cannot officiate in any weightlifting competition where Indian Weightlifting Federation does not allow them to do so.

- (vii) It is obligatory for all Technical Officials not to officiate in any competition organized independently by any Organization / Department which are not fully complied with the Technical & Competition Rules and Regulations (TCRR) formulated by International Weightlifting Federation and Indian Weightlifting Federation like creation of FOP, use of IWLF approved equipments, stage, warm-up area, training area, multiple functional areas, not following proper procedures during the body weight and where National Anti-Doping Agency, New Delhi was not informed about the competition 15-21 days in advance for conducting dope test during the competition. The weightlifting competitions where Technical Officials were not appointed by Indian Weightlifting Federation and does not abide by the TCRR, such Technical Officials will be subject to revoking of licence by Indian Weightlifting Federation immediately.
- (viii) It is obligatory for the Technical Officials to accept the duties wherever Indian Weightlifting Federation will send them as Technical Officials and whatever nature of duties will be given to them and Technical Officials are not authorized to prioritize themselves about the events / Championships, competitions or Games on their own both at National or International Level.
- (ix) It is obligatory for the Technical Officials to accept the terms and conditions for TA/DA allowance fixed by the Federation from time to time.
- (x) It is the obligatory for the Technical Officials to check the ID cards of athletes at the time of weigh-in and those athletes who are not in possession of valid Federation ID Cards will be disallowed to participate during the competition or if there is any deviations to be reported to the Federation office promptly.
- (xi) It is the obligatory for the Technical Officials to attend all the Technical Officials meetings during any Competition.
- (xii) It is the obligatory for the Technical Officials to wear proper Technical Officials Uniform and carry their Referee cards during the course of Duties.

- (xiii) It is obligatory for the Technical Officials to accept the Boarding & Lodging facilities provided to them by the Organizers during the competition.
- (xiv) It is obligatory for the Technical Officials to abide by all Indian Weightlifting Federation & International Weightlifting Federation rules, selection procedures, funding procedures, codes of ethics, codes of conduct, international codes of conduct and safety guidelines.
- (xv) The Technical Officials, must, as an ambassador, exhibit the highest standards of fairness, discipline, ethical behaviour and genuine sportsmanship by mutually respecting and bringing honour to Indian Weightlifting Federation including but not limited to adhering to the Olympic movement Code on Manipulation of Competitions, Indian Olympic Anti-Doping Protocol, local and state laws and any other applicable code endorsed by Indian Weightlifting Federation.
- (xvi) The Technical Officials must 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 preference, or gender identity.
- (xvii) The Technical Officials will not use offensive language/gestures or physical contact as a response to the other Technical Officials, athletes, coaches, managers, support staff and Federation staff as an expression of frustration and/or self-admonishment.
- (xviii) The Technical Officials 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.
- (xix) The Technical Officials will not interact with electronic and print media directly on their own without taking prior permission from Indian Weightlifting Federation office.
- (xx) The Technical Officials will not disrespect, intimidate or embarrass other members, teammates, athletes, coaches, officials, spectators, sponsors, volunteers, Executive Committee members, Athlete

Commission members, NADA and/or Indian Weightlifting and National Office staff in person, electronically, and/or through social networking venues (i.e. Facebook, Twitter, blogs or websites, etc.).

- (xxi) The Technical Officials will not participate in any sexual contact or advance or other inappropriate sexually oriented behaviour or action directed towards any member by a coach, official or other person who is a participant in the competition.
- (xxii) The Technical Officials will 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 or affiliated State / Department or otherwise.
- (xxiii) The Technical Officials will not sell or distribute any substance on the World Anti-Doping Agency (WADA) list of banned substances.
- (xxiv) The Technical Officials will not knowingly misrepresent competitive achievements, professional qualifications, education, experience, eligibility, criminal record or affiliations of one self or another member.
- (xxv) The Technical Officials will not misrepresent the nature or extent of an injury in order to decline an invitation to participate in or withdraw from a competition, workshop, seminars, educational symposium or other similar activity.
- (xxvi) The Technical Officials will not encourage a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the National Anti-Doping Agency (NADA) or the International Weightlifting Federation (IWF).
- (xxvii) The Technical Officials will report to the Jury / Competition Director / Technical Delegate / President / Secretary General, IWLF any incident where they were been manhandled by any of the Athlete / Coach / Manager / Support Staff during the competition and will not directly engage in any duel with any member participating in a competition.
- (xxviii) The Technical Officials will face disciplinary action for violation of any provision in this Code of Conduct and punishment may include any or all of the following:
 - a. a reprimand;

- b. Change of official duty during the competition.
- c. suspension from competition participation.
- d. termination of memberships and revoking of Referee licence with Indian Weightlifting Federation if prime facie offence is established on account of conflict of interest.
- e. any combination of the foregoing, in addition to review against the Indian Weightlifting Federation Code of Ethics.

The Indian Weightlifting Federation shall be responsible for investigating and recommending for action any violation of the Code of Conduct, and will ensure investigations are conducted fairly.

If any Indian Weightlifting Federation Technical Official 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 Secretary General, Indian Weightlifting Federation within thirty (30) day of the action giving rise to the members claimed grievance, to seek a review of the action.

It is important to note that even if an incident occurs outside of the lifting environment, it should be reported to Indian Weightlifting Federation if the adult or young person concerned is involved in lifting. This is in accordance with standard practice in sport.

Always

- stay calm.
- reassure the person reporting their concerns that they have done the right thing in telling you.
- keep an open mind.
- listen carefully to what is said and take them seriously.
- find an appropriate early opportunity to explain that it is likely that the information will need to be shared with others- do not promise to keep secrets.
- ask questions for clarification only and at all times avoid asking questions that suggest a particular answer. To help you do this, try asking questions starting with what, how, when, where, who?
- tell them what you will do next with whom the information will be shared.
- report the incident to the Welfare Officer or Secretary General, Indian Weightlifting Federation.

Never

- panic.
- make promises you cannot keep.
- make the young person repeat the information unnecessarily.
- delay in reporting to the Secretary General, Indian Weightlifting Federation.
- make assumptions.
- approach the alleged abuser.
- take sole responsibility.

Any circular / letter published with regard to any change / addition in the conduct of Technical Officials later than this date may also conform as part to this document.

Date: 28th October 2021

