



Code of Ethics Policy

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Review Due: 2029

CODE OF ETHICS

WALES WEIGHTLIFTING FEDERATION CIC

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 provide guiding principles and behavioural expectations. It complements, but does not replace, formal policies, safeguarding rules, and disciplinary procedures.

Weightlifting Wales will aim to conduct all 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 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 help outline the expectations for everyone associated with the governing body to adhere to the highest standards of personal integrity.

The definition of ethical behaviour is understanding 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 all stakeholders within the governing body to demonstrate:

- Respect for all participants;

- Uphold integrity and honesty in decision-making;
- Adhere to fairness and impartiality;
- Accountability for actions and behaviour
- Commitment to a safe and inclusive sporting environment.

Ethical considerations are **integral**, not optional, elements of all Weightlifting Wales activities and apply to all levels of participation. Ethical conduct applies at both the individual and organisational level.

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, safeguarding and duty of care, 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 must treat others with dignity and professionalism at all times. 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 growing the development of the sport. Discrimination, harassment, bullying, or abuse of power is not acceptable.

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 and Para Powerlifting.

All decisions within the organisation should be made without favouritism, bias, or personal advantage, but based on fair criteria alone. Any actions or behaviour that could compromise fairness are undermining the values of Weightlifting Wales.

In the meantime, all members are expected to follow the rules and to compete honestly and with integrity, ensuring that sporting 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, ensuring no unfair sporting advantage is gained.

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.

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 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. Clear, honest, timely communication, as well as active listening are essential to maintaining trust within the organisation.

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. 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.

7. Safeguarding and Duty of Care

Weightlifting Wales is committed to creating a safe and positive environment for all participants.

Members must:

- Prioritise the wellbeing of athletes and participants
- Maintain appropriate professional boundaries
- Report concerns relating to welfare, misconduct, or unethical behaviour through appropriate channels.

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.

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 exists where personal, financial, or professional interests could influence — or appear to influence — decision-making.

Individuals must:

- Declare actual or perceived conflicts promptly
- Avoid participating in decisions where impartiality may be compromised
- Follow Weightlifting Wales policies regarding disclosure and governance

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 laws, organisational policies, and competition regulations. Violation is not tolerated. Weightlifting Wales has a duty of care to provide positive influence over sports administrators, programmes, officials, coaches, and lifters. Breaches of this Code may result in review, disciplinary action, or removal of membership in accordance with Weightlifting Wales

procedures.

By becoming members of Weightlifting Wales, individuals and organisations agree to comply with the aspirational guidelines set out in the Code of Ethics. 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.