**OFFICIAL'S CODE OF CONDUCT**

1. Officials will place the safety and welfare of competitors above all else, and will strive to provide a sportsmanlike environment
2. Officials will show concern and caution towards sick and injured triathletes
3. Officials will deal fairly with all triathletes and respect the rights, dignity and worth of all people involved in the event, regardless of their gender, ability, religious or cultural background
4. Officials must be impartial, consistent, objective, and courteous when making decisions and in dealing with triathletes, race staff and other officials
5. Officials must conduct themselves in accordance with the highest standards, be a positive role model in behaviour and appearance and ensure comments are positive and supportive
6. Officials must emphasize the spirit of the competition rather than the outcome
7. Officials must keep up to date with the latest rules and apply them within their spirit and intent
8. Officials will attempt to be proactive in preventing unsporting behaviour and in promoting respect for all triathletes
9. Officials will not leave their responsibilities in order to show any form of favouritism, bias or encouragement to an athlete
10. Officials assigned to an event may not participate in a race at the same venue, on the same day.
11. Officials may not be intoxicated at any Triathlon Ontario events, nor will they allow the unlawful supply of alcohol at sanctioned events.
12. Officials will promote adherence to anti-doping policies
13. Officials will refrain from any form of sexual harassment towards triathletes and all others associated with the event
14. Officials will avoid any situation which may be perceived as a conflict of interest
15. Officials must respect, support and remain loyal to other Officials, Triathlon Ontario staff
16. Officials will accept responsibility for their actions and decisions
17. Officials will refrain from any disparaging remarks regarding a race, its race organizers or Triathlon Ontario in a public forum such as social media or at race site
18. Officials may only contact a race director with Triathlon Ontario’s permission

Signed

Date