



WALES LACROSSE

Code of Ethics and Behaviour

Implementation Monitoring Officer:

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Policy owner:

Chair

Code of Ethics & Behaviour

Outlines the behavior expected from everyone in lacrosse

The Code of ethics & behaviour outlines the expected levels for everyone involved in lacrosse. Although Wales Lacrosse (WLA) is responsible for setting standards, each member has a responsibility to ensure equal access and opportunity for all.

Wales Lacrosse is a volunteer board. Officers, Chairs and members of sub-committees, volunteers helping to run competitions, administrators who plan and run leagues, club officials, referees and umpires, coaching & development officers, as well as players, all make a commitment to WLA's activities and are therefore affiliated to WLA by doing so. By committing to events, meetings, specific tasks that need to be done, and by accepting these tasks, they are agreeing to the Code of Ethics & Behaviour of WLA.

Does the code apply to me?

Yes! If you are involved in the game at any level, then the code applies to you.

What is the purpose of the code?

WLA is responsible for setting the standards and values that apply at every level. By sharing the code across the sport, we believe we can uphold the highest standards of integrity and ensure that the reputation of the sport is, and remains, at a high level.

The code is split into relevant sections, depending on your role. See below for your specific role.

- General
- Players
- Young Persons
- Societies/leagues & staff
- Coaches/Mangers/Medical staff/Teachers, Leaders & Helpers
- Spectators & parents
- Umpires & officials

General Code of Behaviour

Who does this apply to?

The content of this Code of Behaviour applies to all involved with the sport of lacrosse in Wales or those representing Wales at any National Level.

To protect the reputation of lacrosse in Wales, the Code also applies to all those associated with WLA who are involved in lacrosse whilst outside of Wales.

Expected minimum standards of behaviour and conduct

All individuals involved in lacrosse will, at all times:

- Respect the spirit of fair play in lacrosse. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- Respect the rights, dignity and worth of others.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- Protect themselves and others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
- Abide by the WLA Safeguarding Policy.
- Abide by the WLA Equality Policy.
- Abide by the WLA Anti-doping Rules.
- Take personal responsibility to ensure that they are suitably insured for their activities.

Code of Behaviour for Players

Who does this apply to?

The content of this Code of Behaviour is an extension of the General Code of Behaviour and it applies to all players involved in lacrosse in Wales. The parts in ***bold italics*** highlight the specific elements which apply to this particular group.

To protect the reputation of lacrosse in Wales, the code also applies to all those associated with WLA who are involved in lacrosse whilst outside of Wales.

Expected minimum standards of behaviour and conduct

All such individuals involved in lacrosse will, at all times:

- Respect the spirit of fair play in lacrosse. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- Respect the rights, dignity and worth of others.
- ***Respect umpires, officials, coaches, players, and spectators.***
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- ***Never participate when under the influence of alcohol or drugs.***
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- ***Accept success and failure, victory and defeat, with dignity.***
- ***Set a positive example for others, particularly young participants and spectators.***
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
- ***Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players and/or team officials.***
- Abide by the WLA Safeguarding Policy.
- Abide by the WLA Equality Policy.
- Abide by the WLA Anti-doping Rules.
- Take personal responsibility to ensure that they are suitably insured for their activities.

Code of Behaviour for Young Persons

The promotion of FUN, POSITIVE ATTITUDES and GOOD SPORTSMANSHIP should be the main dynamic of youth lacrosse. The Young Persons Code of Behaviour therefore applies to all young people to encourage the safety and enjoyment of all participants involved in the sport.

Expected minimum standards of behaviour and conduct

All such individuals involved in lacrosse will, at all times show:

- Respect for the game
- This is more than playing within the rules of lacrosse. It is about friendship, enjoyment and always participating with the right spirit.
- Be on time for training and competitions.
- Give maximum effort and strive for the best possible performance.
- Always thank your opposition, coaches, umpires and officials after every game or training session.
- Accept success and failure, victory and defeat, with dignity and set a positive example to others.
- Respect for others
- Umpires, officials, coaches, opponents and spectators should be valued.
- Respect the decisions of umpires and officials.
- Protect others involved in the game from verbal or physical abuse and other forms of threatening or intimidating behaviour such as bullying.
- Self-respect
- Young people should take responsibility for their actions on and off the pitch.
- Do not smoke, drink or take drugs of any kind (other than prescription).
- Never use inappropriate language or gestures.
- Wear suitable clothing for the activity in which they are taking part.
- Respect the facilities where they play and the equipment that they use.
- Tell someone they trust if the behaviour of others makes them feel uncomfortable in any way.
- Abide by the WLA Equality Policy.
- Abide by the WLA Anti-doping Rules

Code of Behaviour for Clubs, Associations, Leagues, Staff and the Education Sector

All Clubs, Associations, Leagues, Staff and the organisations in the Education Sector have an essential role in upholding and implementing the WLA Code of Ethics and Behaviour. These individuals and organisations should aim to be:

- Advocates of equality, fair play and safety in the practice and the administration of lacrosse
- Supporters of the WLA's Code of Ethics and Behaviour and communicators of the Code to their members.
- Influential in driving lacrosse forward as a sport.
- Open in the recruitment of individuals to work within their organisations (either paid or unpaid).

Who does this code apply to?

The content of this Code of Behaviour is an extension of the General Code of Behaviour and it applies to all Clubs, Associations, Leagues, Staff and establishments in the Education Sector involved in lacrosse in Wales. The parts in ***bold italics*** highlight the specific elements which apply to this group.

To protect the reputation of lacrosse in Wales, the Code also applies to all those associated with WLA who are involved in lacrosse whilst outside Wales.

Expected minimum standards of behaviour and conduct

All such individuals involved in lacrosse will, at all times show:

- Respect the spirit of fair play in lacrosse. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- Participate within the rules and regulations of the game.
- Be honest, consistent, objective, impartial and courteous when applying the rules of the game.
- Respect the rights, dignity and worth of others.
- Show patience and understanding towards players who may be learning the game.
- Never publicly express any criticism of umpires or officials such as match officials, helpers or reserve officials
- Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to people being able to participate.
- Relationships: Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.
- Relationships: Respect confidentiality of participants and any related data at all times.
- Personal Standards: Have the participants' best interests at heart at all times – recognise when it' is in the participants' best interests to be passed to other organisations.

- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Personal Standards: Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant.
- Safety: Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance.
- Safety: Have working knowledge of:
 - Normal Operating Procedures (NOPs);
 - Emergency Operating Procedures (EOPs);
 - Facility risk assessments for lacrosse.
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- Accept success and failure, victory and defeat, with dignity.
- Ensure that all participants are aware of their responsibilities under the Code of Behaviour.
- Remember that young people participate in sport for their enjoyment, not yours.
- Personal Standards: Project an image of health, cleanliness and functional efficiency.
- Relationships: Ensure that when in a position of authority this privilege will not be used to exert influence over participants to gain personal benefit for themselves, their clubs or their schools or other such organisations
- Relationships: Set and uphold the boundaries between a working relationship and friendship between themselves and participants. This is especially important when the participant is a young person.
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.

- Never use inappropriate language or gestures.
- Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players and/or team officials
- Support all efforts to remove bad or abusive language and unsporting behaviour.

- Abide by the WLA's Safeguarding and Protecting Young People Policy and Procedures and Good Practice Guidelines.

- Promote and encourage their clubs, associations or organisations to act in accordance with the WLA's Safeguarding and Protecting Young People Policy, Procedure and Good Practice Guidance.

- Abide by the WLA Equality Policy.

- Abide by the WLA Anti-doping Rules.

- Take personal responsibility to ensure that they are suitably insured for their activities.

Code of Behaviour for Coaches, Managers, Medical staff, Teachers, Leaders and Helpers

Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to all Coaches, Managers, Teachers, Leaders and Helpers involved in lacrosse in Wales. This includes mentors, coaches and official educators, umpires' coaches and managers. The parts in ***bold italics*** highlight the specific elements which apply to this particular group.

In order to protect the reputation of lacrosse in Wales, the code also applies to all those associated with WLA who are involved in lacrosse whilst outside of Wales.

Expected Minimum Standards of Behaviour and Conduct

All such individuals involved in lacrosse will, at all times:

- Respect the spirit of fair play in lacrosse. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- Respect the rights, dignity and worth of others.
- ***Respect umpires, officials, coaches, players and spectators.***
- ***Relationships: Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.***
- ***Relationships: Respect confidentiality of participants and any related data at all times.***
- ***Personal Standards: Have the participants' best interests at heart at all times and recognise when it is in the participants' best interests to be passed to other organisations.***
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- ***Never participate when under the influence of alcohol or drugs.***
- ***Competency: Have a lacrosse qualification / award / accreditation appropriate to the nature of the activity and the role being undertaken All head coaches must be at level 3 ELA standard or seen to be working towards these qualifications. Assistant coaches to be a minimum level 2 coaching. All coaches must be seen to be keeping their qualifications upto date,***
- ***Competency: Have a valid First Aid – Emergency Aid Certificate, or ensure that appropriate first aid provision is available.***
- ***Personal Standards: Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant.***
- ***Safety: Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance.***
- ***Safety: For any facilities used, have a working knowledge of:
Normal Operating Procedures (NOPs);
Emergency Operating Procedures (EOPs);
Facility risk assessments for lacrosse.***

- ***Under 18-year-olds: Should only work with a suitably qualified and insured adult and refer to the Young Persons Code of Behaviour.***
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- ***Accept success and failure, victory and defeat, with dignity.***
- ***Ensure that all participants are aware of their responsibilities under the Code of Behaviour.***
- ***Realise their responsibilities as role models and set positive examples for others, particularly young participants and spectators.***
- ***Personal Standards: Project an image of health, cleanliness and appropriate appearance for any activity they are involved in.***
- ***Personal Standards: Never smoke whilst participating in any lacrosse activity.***
- ***Relationships: Ensure that when in a position of authority this privilege will not be used to exert influence over participants to gain personal benefit for themselves, their clubs or their schools/universities.***
- ***Relationships: Set and uphold the boundaries between a working relationship and friendship between themselves and participants when in a position of trust. This is essential when the participant is a young person.***
- ***Relationships: Never engage in any form of inappropriate personal or sexual relationship with a participant ('inappropriate' – as defined within a position of trust within Sexual Offences Act).***
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
- ***Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players and/or team officials.***
- Abide by the WLA Safeguarding and Protecting Young People in Lacrosse Policy and Procedures and Good Practice Guidance.
- Abide by the WLA Equality Policy.
- Abide by the WLA Anti-doping Rules.
- Take personal responsibility to ensure that they are suitably insured for their activities.

Coaches have a responsibility to declare to WLA and their players any other current coaching commitments. Coaches who become aware of a conflict between their obligation to their players and their obligation to WLA, must make explicit to all parties concerned the nature of the conflict, and the loyalties and responsibilities involved. Coaches should expect a similar level of reciprocal commitment from their players. In particular, the player (parent/guardian in the case of a minor) should inform the coach of any change in circumstances that might affect the coach/player relationship.

Code of Behaviour for Spectators and Parents

Who does this apply to?

The content of this Code of Behaviour is an extension of the General Code of Behaviour and it applies to all Spectators and Parents involved in lacrosse in Wales. The parts in ***bold italics*** highlight the specific elements which apply to this particular group.

Although the emphasis of this code is on young people, this is not exclusive to young people's activity and it is recognised that parents and spectators will also be present at senior games.

To protect the reputation of lacrosse in Wales, the Code also applies to all those associated with WLA who are involved in lacrosse whilst outside Wales.

Expected minimum standards of behaviour and conduct

All such individuals involved in Wales will, at all times:

- Respect the spirit of fair play in lacrosse. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- ***Focus on the young people's efforts and enjoyment rather than winning or losing.***
- ***Teach young people that honest effort and teamwork are as important as victory, so the result of each game is accepted without undue disappointment.***
- ***Remember that people learn best by example. Appreciate good performances and skilful play by all participants.***
- Respect the rights, dignity and worth of others.
- ***Respect umpires, officials, coaches, players and spectators.***
- ***Respect the decisions of officials and teach young people to do the same.***
- ***Leave the coach to communicate with individual players on the field of play.***
- ***Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to young people being able to participate.***
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- ***Inform the team coach, manager, captain or, if there is one, another member of a management team of any new or changed injury, health or welfare issue which they consider is appropriate for them to know.***
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- ***Remember that young people participate in sport for their enjoyment,***

not yours.

- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- ***Never ridicule or admonish a young person for making a mistake or losing a competition.***
- Never use inappropriate language and gestures.
- ***Support all efforts to remove bad or abusive language and unsporting behaviour.***
- Abide by the WLA Safeguarding Policy.
- Abide by the WLA Equality Policy.

Code of behavior for Umpires & officials

Who does this apply to?

The content of this Code of Behaviour is an extension of the General Code of Behaviour and it applies to all Umpires and Officials involved in lacrosse in Wales. The parts in ***bold italics*** highlight the specific elements which apply to this particular group.

To protect the reputation of lacrosse in Wales, the code also applies to all those associated with WLA who are involved in lacrosse whilst outside Wales.

Expected minimum standards of behaviour and conduct

All such individuals involved in lacrosse will, at all times:

- Respect the spirit of fair play in lacrosse. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- ***Encourage both teams to play within the Rules and the spirit of the game.***
- ***Be honest, consistent, objective, impartial and courteous when applying the Rules of the game.***
- ***Never request inappropriate hospitality of any kind, or accept any hospitality offered that could be considered to be excessive.***
- ***In completing reports, set out the true facts and not attempt to justify or embellish any decisions.***
- Respect the rights, dignity and worth of others.
- ***Respect other umpires, officials, coaches, players and spectators.***
- ***Show patience and understanding towards those who may be learning the game.***
- ***Never publicly express any criticism of other umpires or officials such as match officials and technical officers.***
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- ***Have regard to protecting the players through the application of the Rules of the game.***
- ***Never participate when under the influence of alcohol or drugs.***
- ***Competency: Have a current Lacrosse accreditation or registration appropriate to the nature of the activity.***
- ***Under 18-year-olds: Should only work with or under the guidance of a suitably qualified and insured adult.***
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.^[SEP]
- ***Ensure that all participants are aware of their responsibilities under the Code of Ethics and Behaviour.***
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.

- Never use inappropriate language or gestures.
- ***Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players, team officials, spectators or parents.***
- Abide by the WLA Safeguarding Policy.
- Abide by the WLA Equality Policy.
- Abide by the WLA Anti-doping Rules.
- Take personal responsibility to ensure that they are suitably insured for their activities.

Breaches of the Code

Details of how to report breaches of the code can be found below

It is important that unacceptable behaviour is dealt with quickly and appropriately. Therefore, it is essential that people know where to go if they want to report a concern or incident.

Clubs and associations should use their own procedures to resolve straightforward issues locally and informally if possible.

WLA already has a number of ways in which poor behaviour and breaches of policy are dealt with.

There are a number of regulations in place to deal with concerns or incidents involving matchday misconduct, safeguarding and protecting young people and doping offences, as detailed below:

1. Safeguarding and Protecting Young People

In place to deal with issues relating to abuse or inappropriate behaviour in relation to under 18 year olds. Covered by the WLA Safeguarding Complaints and Disciplinary Regulations.

2. Anti-Doping

In place to deal with doping related offences that contravene the Anti Doping Rules. Covered by the WLA Anti-doping Regulations, WLA complies with the World Anti Doping Authority (WADA) Code.

Through the development of the Code of Ethics and Behaviour an additional set of regulations has been developed to deal with any breaches that fall outside the remit of the existing regulations, but still need a route for resolution.

Inclusion & Diversity

WLA commitment to equal opportunities

Lacrosse is proud that it is a diverse, inclusive team sport played equally by men and women and enjoyed by all regardless of gender, sexuality, age, race or religion.

It is our policy to provide equality to all, irrespective of their age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race (including ethnic or national origins); religion or belief; sex or sexual orientation. Together, these are referred to as 'protected characteristics'. Welsh Lacrosse also supports the need for additional effort to provide better protection to individuals from lower socio-economic groups, poverty and the Welsh Language.

WLA has over 50% of women on the Executive and will continue to meet or exceed the number of female directors set by UK sport.

WLA Equality Policy

This policy is aimed at all those actively involved in any aspect of Lacrosse activities, and is wholly endorsed by the WLA, whether as an employee, volunteer, member or participant:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic or national origins), religion or belief, sex or sexual orientation.
- supports the need for additional effort to provide better protection to individuals from lower socio-economic groups, poverty and the Welsh Language.
- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

Legal obligations

Welsh Lacrosse is committed to avoid and eliminate unfair discrimination of any kind in lacrosse and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to harassment, bullying or victimisation on the grounds of any of the protected characteristics. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

Welsh Lacrosse recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any later amendments to such

legislation or subsequent equality related legislation that may be relevant to Welsh Lacrosse.

It is unlawful to discriminate directly or indirectly in recruitment, employment or in the provision of services because of a protected characteristic.

Positive action

The principle of sports equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

Welsh Lacrosse will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to netball and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

Implementation

The following steps will be taken to publicise this policy and promote sports equality in Lacrosse in Wales

The Welsh Lacrosse Chair will take overall responsibility for ensuring that the policy is observed.

- The Executive will take full account of the policy in arriving at all decisions in relation to activities of Welsh Lacrosse.
- Welsh Lacrosse will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in lacrosse in Wales and will take account of the findings in developing measures to promote and enhance sports equality in netball.
- It will be a condition of Welsh Lacrosse membership that member clubs (including Universities and other affiliations):

o formally adopt this policy, or produce their own equality and diversity policy in terms that are consistent with it; and

o take steps to ensure that their Committees, members and volunteers behave in accordance with the policy, including, where appropriate, taking disciplinary action under the Club's constitution;

o ensure that access to membership is open and inclusive; and

o support such measures and initiatives that Welsh lacrosse may institute or take part in to support, better and promote the aims of this policy.

- It will be a condition of Welsh Lacrosse membership that individual and other members

- o commit to act in accordance with this policy; and
- o support such measures and initiatives that Welsh Lacrosse may institute or take part in to advance the aims of this policy.

Responsibility, Monitoring and Evaluation

The Executive will be accountable for ensuring that this Equality Policy is implemented, followed and reviewed where appropriate. The Chief Executive has overall responsibility for the implementation of the Equality Policy.

The Board will review all Welsh Lacrosse activities and initiatives against the aims of the policy on an annual basis, as part of the calendar of responsibilities, and the Chair will report formally on this issue at the AGM.

The Board will review the policy every three years, (or more frequently when necessary due to changes in legislation) and will report any recommendations to the AGM.

A member of the Board will be appointed as the 'Equality Champion' and will advocate the equality agenda to the Board, ensuring equality issues are taken into consideration when making decisions.

All members, connected participants and staff have responsibility to respect, follow and promote the spirit and intentions of the Equality Policy.

Complaints and compliance

Welsh Lacrosse regards all forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates the Welsh Lacrosse Equality and Diversity Policy.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by a member club, individual member or other member of Welsh Lacrosse should first complain to that person or organisation. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against Welsh Lacrosse itself, the person may raise the matter by writing directly to the Chief Executive requesting a formal Complaints hearing.

The Chair will investigate the complaint personally or appoint the Chief Executive or another Board member to do so. The investigation will be conducted impartially,

confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The outcome of the investigation will be notified to the parties in writing (via email) and reported to the Welsh Lacrosse Board. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member, other member, or member club the Committee may impose sanctions on that person or organisation in line with the Welsh Lacrosse Articles of Association and/or Bye Laws. Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from Welsh Lacrosse membership. In deciding what sanction is appropriate in a particular case the Board will consider the severity of the matter and take account of any mitigating circumstances.

Where the violation of the Equality and Diversity Policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with Welsh Lacrosse is subject to allegations of unlawful discrimination in a court or tribunal, the Welsh Lacrosse Board and staff will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

APPENDIX 1 – Relevant legislation and forms of unacceptable discrimination

Legal rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (including ethnic or national origins), religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

1 the exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

APPENDIX 2 - PREGNANCY GUIDELINES

Participating in lacrosse when pregnant - Guidelines

Women are increasingly seeking to continue their participation in sports, such as lacrosse, throughout their pregnancy. Accordingly, these pregnancy guidelines are just that, guidelines to provide information and guidance for all those participating in lacrosse at club level up to international level (including, in particular, players, umpires, bench officials and team officials).

Welsh Lacrosse is committed to providing a safe and enjoyable environment for all who participate in lacrosse at club, county, national and international events, including those who are pregnant.

Current research suggests that a moderate amount of exercise during pregnancy can have beneficial effects. However, lacrosse is a physically demanding game which requires a high level of agility. It also involves a high degree of contact and carries an inherent risk of accident and injury, both to the participant and the unborn child.

Accordingly, participation in lacrosse during pregnancy is entirely at the risk of the participant herself.

Whilst the decision as to whether or not to participate rests solely with the relevant participant, the following advice is given:

(a) Welsh lacrosse strongly recommends that the participant:

(i) Consults with their own appropriately qualified medical practitioner to inform them, on a voluntary basis, of their pregnancy and to obtain individual and specific professional medical advice before participating in netball (both during and following pregnancy), in particular regarding the risks of such participation.

(ii) Acts in accordance with the medical advice received.

(iii) Attends regular check-ups with their medical practitioner throughout and following their pregnancy regarding their participation in lacrosse, adjusting participation accordingly.

(b) The participant will be responsible for ensuring she has appropriate insurance cover for participating in lacrosse during and following pregnancy.

(c) By participating when pregnant, the participant will be deemed to have consented to any risks (including any risk of injury to the participant and/or the unborn child) that may arise from such participation. Aside from liability for death or personal injury resulting from negligence, the participant will also be deemed to have waived any and all claims, causes and rights of action against Welsh Lacrosse, national associations, event organisers, players and match officials, whether at law or in equity, of whatever nature and in any jurisdiction or forum, that she and/or her unborn child may have as a result of such participation.

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Leagues and Event Organisers should:

(a) Use reasonable endeavours to ensure that the playing environment is safe for all participants, including those who are pregnant.

(b) Develop protocols for communicating with players and other persons regarding participating in lacrosse during pregnancy, including providing players with the opportunity to voluntarily advise of their pregnancy.

(c) Be aware of relevant anti-discrimination legislation and its application to lacrosse.

(d) Ensure that their insurance (including public liability and player/umpire injury insurance) is up-to-date and provides adequate cover.

Coaches should:

(a) Be aware of these guidelines and of the possible risks of participating in lacrosse when pregnant.

(b) Take reasonable steps to ensure that players are aware of these guidelines and of the possible risks of participating in lacrosse when pregnant.

(c) Respect and support the player's right to make her own informed decisions in relation to her participation or non-participation in lacrosse when pregnant.

Team Medical Personnel should:

(a) Be aware of these guidelines and of the current medical advice in relation to exercise participation during pregnancy.

(b) Develop protocols for communicating with players regarding their participation in lacrosse during pregnancy.

(c) Create an environment where players are comfortable in voluntarily informing them of their pregnancy.

(d) Take reasonable steps to ensure that players are aware of these guidelines and of the risks of participating in lacrosse when pregnant.

(e) Strongly recommend to pregnant players that they have regular medical check-ups and follow medical advice.

(f) Respect and support the player's right to make her own informed decisions on whether or not to participate in lacrosse when pregnant.

Umpires at local and international events should:

(a) Be aware of these guidelines, which also apply to them.

(b) Prioritise the safety of all participants during the game.

(c) Apply the rules of lacrosse accurately, consistently and fairly to all participants.

(d) Ensure the game is played under safe conditions.

(e) Stop play at any time in the event of an emergency.