

**ATHLETICS FEDERATION OF NIGERIA (AFN)**  
**CODE OF CONDUCT/ETHICS**

**DEFINITION**

1. The term "*Individuals*" as used in this Code of Conduct/Ethics means: 'All categories of membership within the AFN, as well as all individuals engaged in activities with AFN, including but not limited to, athletes, coaches, technical officials, volunteers, managers, administrators, spectators and parents of AFN athletes'.

**PURPOSE**

2. The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment prevails within AFN programs, activities and events, by making all individuals aware that there is an expectation of appropriate behavior, consistent with the values of the AFN, at all times.

3. AFN is committed to providing an environment in which all individuals are treated with respect. Besides, AFN supports equal opportunity and prohibits discriminatory practices. Members of the AFN and affiliates are expected to conduct themselves at all times in a manner consistent with the values of the AFN that include fairness, integrity, open communication and mutual respect.

4. Conduct that violates this Code of Conduct and Ethics may be subject to sanctions pursuant to AFN's policies related to discipline and complaints.

**APPLICATION OF THIS CODE OF CONDUCT/ETHICS**

5. This code of conduct/ethics apply to individuals relating to conduct that may arise during the course of AFN's activities and events, including but not limited to its competitions, affiliated races, training camps, clubs, travel, and any of its meetings.

6. This policy applies to conduct that may occur outside of AFN's business, activities and events when such conduct is detrimental to the image and reputation of the AFN as well as adversely affects relationships within AFN, its work and sports environment.

**RESPONSIBILITIES**

7. All Individuals have responsibility to:

a. Maintain and enhance the dignity and self-esteem of all individuals connected with the AFN by:

- (1) Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status;
- (2) Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
- (3) Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
- (4) Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
- (5) Consistently treating individuals fairly and reasonably;
- (6) Ensuring that the rules of athletics coaching/technical officiating and the spirit of such rules are adhered to.

b. Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behavior that constitute harassment include, but are not limited to:

- (1) Written or verbal abuse, threats or outbursts;
- (2) The display of visual material which is offensive or which one ought to know is offensive;
- (3) Unwelcome remarks, jokes, comments, innuendos or taunts;
- (4) Leering or other suggestive or obscene gestures;
- (5) Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
- (6) Practical jokes which cause awkwardness or embarrassment, endangers a person's safety or negatively affects performance;
- (7) Unwanted physical contact including touching, petting, pinching or kissing;

- (8) Unwelcome sexual flirtations, advances, requests or invitations;
- (9) Physical or sexual assault;
- (10) Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment;
- (11) Retaliation or threats of retaliation against an individual who reports harassment.

c. Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as 'unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature'. Types of behavior that constitute sexual harassment include, but are not limited to:

- (1) Display of sexually offensive material;
- (2) Sexually degrading words used to describe a person;
- (3) Inquiries or comments about a person's sex life;
- (4) Unwelcome sexual flirtations, advances or propositions;
- (5) Persistent unwanted contact;
- (6) Sexual assault.

d. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.

e. In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with AFN events.

f. Respect the property of others and not willfully cause damage.

g. **Totally abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.**

h. Comply at all times with the By-laws, policies, rules and regulations of AFN, as adopted and amended from time to time.

- i. Adhere to all Federal or host country laws.

## **COACHES**

8. The athlete-coach relationship is a privileged one and plays a critical role in the personal as well as athletic development of their athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. In addition to paragraph 7 above, **coaches** have additional responsibilities to at all times to:

- a. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment;
- b. Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes;
- c. Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment and management of athletes' medical and psychological problems;
- d. **Under no circumstances provide, promote or condone the use of drugs or performance-enhancing substances;**
- e. Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise;
- f. At no time engage in an intimate or sexual relationship with an athlete under the age of 18 years; and at no time engage in an intimate or sexual relationship with an athlete over the age of 18 if the coach is in a position of power, trust or authority over the athlete.
- g. Where an athlete has qualified for a training camp, provincial team, National team, etc., the Coach will support the AFN and its appointed coaching crew and approved training programme.
- h. Give athletes the opportunity to discuss and contribute to proposed training and performance standards as appropriate. Provide athletes and the parents/guardians of athletes who are minors with the information necessary to be involved in the decisions that affect the athlete(s) as appropriate.

- i. Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a coach.
- j. Act in the best interest of the athlete's development as a whole person.
- k. Recognize the power inherent in the position of coach by respecting and promoting the rights of all participants in the sport. Coaches have the special responsibility to employ responsible legal means to promote the rights of athletes who are in vulnerable or dependent positions and therefore less able to protect their own rights.

### **ATHLETES**

- 9. In addition to paragraph 7 above, **athletes** have additional responsibilities to:
  - a. Report medical problems in a timely and appropriate fashion, where such problems may limit the athlete's ability to travel, train or compete.
  - b. Participate and appear on time in all competitions, practices, training sessions, events, activities or projects.
  - c. **Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons.**
  - d. Adhere to AFN's rules and requirements regarding clothing and equipment.

### **TECHNICAL OFFICIALS**

- 10. In addition to paragraph 7 above, **technical officials** will have additional responsibilities to:
  - a. Be fair and objective.
  - b. Avoid situations which could result to a conflict of interest.
  - c. Make independent and objective judgments and above all apply the technical officiating principles in all their dealings.

### **PARENTS/GUARDIANS AND SPECTATORS**

11. In addition to paragraph 7 above, **parents/guardians** of AFN athletes and **spectators** at events should:

- a. Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence;
- b. Refrain from ridiculing a participant for making a mistake during a performance or practice;
- c. Provide positive comments that motivate and encourage participants continued effort;
- d. Respect the decisions and judgments of officials, and encourage athletes to do the same;
- e. Respect and show appreciation to all competitors, and to the coaches, officials, referees and other volunteers who give their time to the sport.
- f. Keep off the competition area and not interfere with play or calls.

### **GENERAL**

12. Any individual or group that feels strongly about the non-adherence, of any individual or group, to this code of conduct/ethics should be free to draw the attention of the **AFN's Disciplinary Committee** in writing or by other appropriate means, for necessary action.

### **SANCTIONS**

13. Individuals or groups caught condoning any act of indiscipline; or whose athletes are caught cheating by reason of age, classification or other reasons; or involved in the use of performance enhancing drugs and other banned substances, shall face the **AFN's Disciplinary Committee** and properly sanctioned.

### **COMPREHENSION/SIGNATURE**

14. All '**individuals**' as per the definition in Paragraph 1, must append their signature to the attached '**AFN Code of Conduct/Ethics Comprehension and Attestation Form**' document to ensure that they have either through personal reading or by interpretation understood the contents therein. Signed forms are to be returned to the AFN secretariat by the same means the code or conduct/ethic was received. Refusal

to sign in itself constitutes an act of indiscipline and could be interpreted to mean that '*individual*' personally excising self or group away from all AFN related activities.

**SIGNED**

**NAVY CAPTAIN OMATSEYE O NESIAMA**  
CHAIRMAN  
AFN SECURITY AND DISCIPLINE COMMITTEE

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**ADDENDUM TO AFN CODE OF CONDUCT/ETHICS**

**AFN CODE OF CONDUCT AND ETHICS COMPREHENSION AND ATTESTATION FORM**

This is to certify that I have read/being interpreted and understood the contents of the AFN code of conduct/ethics document and promise to abide by same.

Name(s): .....

Gender: .....

Major Event(s): .....

E-mail: .....

Telephone No: .....

Location/Address: .....

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Sign: .....