Pickleball Ireland
Code of Conduct

1. Purpose

This Code of Conduct outlines the expected standards of behaviour for all individuals acting on behalf of Pickleball Ireland, including board members, committee members, volunteers, coaches, representatives, and contractors. It reflects our commitment to integrity, inclusion, respect, and the protection of all participants in the sport across the Republic of Ireland and Northern Ireland.

2. Scope

This Code applies to all individuals and representatives who act in an official capacity for Pickleball Ireland, whether in governance, delivery, administration, or public representation. It is distinct from codes of conduct for players, coaches, parents, or club-level roles, which are addressed separately.

3. Core Principles

All representatives of Pickleball Ireland agree to uphold the following principles:

- **Respect**: Treat all people with dignity and fairness, regardless of age, ability, background, gender, race, religion, or identity.
- **Integrity**: Be honest, accountable, and transparent in all actions.
- **Safeguarding**: Place the welfare and safety of children and vulnerable adults at the centre of all decisions and actions.
- **Leadership**: Represent the sport with professionalism and lead by example on and off the court.
- **Compliance**: Adhere to the organisation's Constitution, Safeguarding Policy, Social Media & Media Policy, and applicable laws and regulations in ROI and NI.

4. Standards of Behaviour

Representatives of Pickleball Ireland must:

- Promote a positive, inclusive, and safe environment for all participants.
- Avoid any behaviour that brings the organisation or sport into disrepute.
- Use organisational resources responsibly and for authorised purposes only.
- Maintain appropriate boundaries with athletes, coaches, volunteers, and members of the public.
- Never engage in harassment, bullying, abuse, or exploitation of any kind.
- Refrain from using their role to influence or benefit from decisions improperly.

- Handle personal or sensitive data in accordance with data protection law (including GDPR).
- Act in the best interest of Pickleball Ireland at all times, avoiding conflicts of interest.
- Communicate respectfully in all forums, including social media, meetings, and public events.

5. Safeguarding Responsibilities

Where roles involve contact with children or vulnerable persons, individuals must:

- Complete safeguarding training appropriate to their role.
- Comply with vetting requirements (Garda Vetting – ROI, AccessNI – NI).
- Report any safeguarding concern to the Designated Liaison Person (DLP) promptly.
- Follow the reporting procedures set out in the Child Safeguarding Statement.

6. Conflicts of Interest

- Disclose any actual or potential conflicts of interest to the Chairperson or Governance Subcommittee.
- Refrain from participating in decisions where a conflict may exist.

7. Breaches of the Code

Breaches of this Code of Conduct may result in:

- Verbal or written warnings
- Suspension or removal from Pickleball Ireland committees, roles, or representative positions
- Referral to statutory or legal authorities where necessary

All breaches will be assessed in line with the organisation's Complaints and Disciplinary Procedure.

8. Declaration

All individuals acting on behalf of Pickleball Ireland will be required to sign a statement confirming that they have read, understood, and agree to abide by this Code of Conduct.

Date of Approval: December 2025

Next Review Date: December 2026