



Fat Cats Athletic Club

CODE OF CONDUCT



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1. DEFINITIONS AND TERMS

1.1 In this Code, unless the context indicates a contrary intention, the following words and expressions bear the meanings assigned to them and cognate expressions bear corresponding meanings –

1.1.1 “**ASA**” means Athletics South Africa;

1.1.2 “**Code**” means this Code of Conduct and any of its annexures;

1.1.3 “**EXCO**” means the Executive Committee of the FCAC currently in office;

1.1.4 “**FCAC**” means the Fat Cats Athletics Club;

1.1.5 “**Members**” means any person registered as a member of the FCAC (“**Member**” shall be used interchangeably with “**Members**”);

1.1.6 “**NGO**” means a Non-Governmental Organisation;

1.1.7 “**NPO**” mean a Non-Profit Organisation;

1.1.8 “**SAIDS**” means the South African Institute for Drug Free Sports; and

1.1.9 “**WADA**” means the World Anti-Doping Agency.

2. PREAMBLE

2.1 For the safety and continued enjoyment of Members, the FCAC has adopted this Code to which all Members, by agreeing to join the FCAC and continuing to be a Member of it, are obliged to comply with.

2.2 FCAC promotes freedom of expression and open communication, however, Members are expected to abide by this Code and conduct themselves in a manner that is respectful to their fellow Members.

2.3 The components of the FCAC’s Code are outlined below and may be amended by the FCAC’s EXCO at its discretion, from time to time.

3. INTRODUCTION

3.1 The purpose of this Code is to provide a guideline for Members on how they are expected to conduct themselves as members of the FCAC.

3.2 This Code replaces and supersedes any code of conduct that has been put in place by the FCAC. Any change to this Code shall be communicated to the Members whereupon the Code as amended shall come into force with immediate effect.



3.3 This Code shall be subject to the laws and rules in place that govern athletics. In the event that this Code is inconsistent with the applicable laws and rules that apply to athletics, the aforementioned laws and rules shall prevail.

3.4 This Code shall be read with the FCAC Constitution and other policies of the FCAC.

4. SCOPE AND APPLICATION

4.1 This Code is applicable to all Members.

4.2 All Members are required to be conversant with and abide by this Code and any amendments or additions to it that may take place due to changing circumstances.

5 KEY PRINCIPLES

5.1 Members should avoid engaging in conduct that is offensive, participating in serious disputes and disrupting behaviour that may bring the FCAC's name and image into disrepute.

5.2 Members are expected to foster a well-organised, respectful and collaborative environment.

5.3 All Members must protect the FCAC's authenticity and should comply with all environmental, safety and fair dealings of the law.

5.4 Members are expected to be ethical and responsible when dealing with the FCAC's finances, assets and brand.

5.5 Members should wear the official club colours (Black Bottom and Red Top) as registered with the applicable provincial athletics body at all ASA, (in reference to Rule 24) , CGA general rules and regulation, that sanctioned races with the current licence displayed on both the front and back of the FCAC's vest. The licence should always be displayed according to the rules of ASA and/or applicable provincial athletics body.

5.6 In compliance to the ASA Rules, in reference to Rule 25 and CGA regulations, a member who wears a permanent running licence without the club's colours shall be in breach of this Code and will face disciplinary action.

5.7 In reference to ASA Rule 26, members issued with temporary licences need not wear club colours but must at all times be decently clad. Members issued with temporary licences may wear no advertising, and no commercial or corporate branding of any sort may be visible on the clothing other than the branding provided by the event/race organiser.

5.8 Members may run in competitions specified in ASA rules in colours branded by a welfare organization registered as an NGO or NPO, as long as no commercial or corporate branding is involved, and the license is clearly visible. In doing so, members should ensure that they are not in breach of the race rules.



5.9 Members are strictly prohibited from borrowing each other their running licences or sharing their running licences with other fellow Members or runners. Such conduct is illegal and will warrant disciplinary action being taken against the offending Member and could include the dismissal of the member in breach from the club.

5.10 Club running uniform:

5.10.1 All Members are required to wear the club's Red Vest and Black bottoms in any race they participate in.

5.10.2 The undergarment to the Red Vest shall be prescribed as Black.

5.10.3 Failure to comply with 5.10 and 5.10.2 above shall warrant disciplinary action against the offending Member.

5.11 Anti-Doping:

5.11.1 Members are required to familiarise themselves with banned substances and methods as published and amended from time to time by WADA and SAIDS Members must abide by the rules and regulations of both SAIDS and WADA.

5.11.2 Failure to comply with 5.11.1 and 5.11.2 above may result in members being sanctioned by the applicable provincial athletics body and/or ASA, and the club will take disciplinary action against that Member.

5.12 Participation and Qualifying for races:

5.12.1 A number of races require Members to qualify for them in advance in order to be allowed to participate in them.

5.12.2 Should a Member not personally qualify for a race but engage in fraudulent conduct to qualify for a race including paying another runner to qualify for them, the Member shall be guilty of an offence and the club will take disciplinary action against that Member, including expulsion of the member from the Club.

5.12.3 A Member may not run with another athlete's race number unless by prior arrangement with the race organizer, which would include substitutions or other specific arrangements set out by race organizers.

5.13 Members are required and expected to obey the instructions of race marshals and traffic officials, be respectful to members of other running clubs and the public in general.

5.14 During the FCAC's events, functions and meetings and whenever the Members appear in a representative capacity for the club whether be it at official races or elsewhere, Members are expected to conduct themselves in such a manner that will not bring the FCAC or its



Members into disrepute or otherwise cause embarrassment to the FCAC, its members or affiliates.

- 5.15** All Members should respect their fellow FCAC Members. Any kind of discriminatory behaviour, harassment, victimisation, intimidation, violence or abuse of any Member is strictly not allowed nor tolerated and will constitute disciplinary recourse.
- 5.16** All announcements to be made by the Members regarding the FCAC must be done in consultation and with the approval of EXCO. This includes all training runs which are not organised by the technical team. All announcements must be forwarded to the FCAC's Secretary-General.
- 5.17** The FCAC has three communication platforms, two on Telegram and the other via e-mail. The communication platforms on Telegram are split into the official club communication group and Alex. Whilst Members may freely engage with each other on running and non-running topics on Alex, Members are not allowed to post any comments on the official club communication group. Members are also prohibited from posting advertisements of whatever nature, outside running, on the Alex platform unless prior approval is granted by ExCo. All questions should be directed to the relevant contact person or any member of EXCO.
- 5.18** Whilst the names of the communication platforms are defined as per Clause 5.17, such approved names may change from time to time.
- 5.19 The following rules are applicable to the Alex group:**
- 5.19.1** All Members should respect and have due regard to the varying religious, cultural, political views and belief systems of each other. Any negative or offensive comment on religion, culture, race, belief or political view will not be entertained or tolerated, and Members are required to refrain from any such conduct.
- 5.19.2** Members are discouraged from sharing any chain messages.
- 5.19.3** Not all Members will appreciate banter and therefore Members are required to exercise caution in that regard.
- 5.19.4** To encourage and ensure inclusivity, Members are encouraged to communicate in English whenever possible.
- 5.19.5** Members should refrain from contacting fellow Members outside of the group on non-running related matters and without seeking permission to do so from the Member concerned.
- 5.19.6** Members are not allowed to send advertisement of any nature, beside running related, unless prior approval is granted by ExCo.



- 5.19.7** Members are not allowed to share pornographic content, videos and/or pictures depicting violence and/or abuse.

6 SOCIAL MEDIA

- 6.1** Comments made on the FCAC's social media pages such as Facebook, Instagram and/or Twitter, should not be abusive, offensive, derogatory and if they are, the FCAC appointed administrators of such pages may delete any such post and exclude the author from participating further on such pages. Should it be evidently substantive that such remarks and comments brought the Club into disrepute, further disciplinary procedures will be undertaken.
- 6.2** The FCAC recognises that many runners make use of social media in their personal capacity. While they are not acting on behalf of the FCAC, Members must be aware that they could risk damaging the club's reputation if their posts or comments on social media are inappropriate. Members are therefore required to ensure that they are cognisant of that fact and mitigate any such risk from materialising in their interactions on social media.

7 SHARING OF CLUB CONFIDENTIAL AND INTELLECTUAL INFORMATION

- 7.1** Club information is shared through different platforms as defined in Clause 5.17. Such information may consist of sharable information whilst other packet of information would be sensitive and strictly for internal use.
- 7.2** Members are urged to strictly avoid circulating Club information that is private and confidential.
- 7.3** The Clubs' intellectual property should be retained in-house and under no circumstances shall such intellectual property be shared with non-members.
- 7.4** Members who later on decide to terminate their memberships shall abide by the above policies and under no circumstance shall the use the Club's intellectual property in their new personal lives. The Club reserves its rights.
- 7.5** Should a member be found in breach of the above clauses will then be subjected to disciplinary actions.

8 DOCUMENT CONTROL

- 8.1** This Code, including all of its supporting and/or related processes, and documents, shall be reviewed every three years by the accountable team member within EXCO to determine and to assess, amongst others:

8.1.1 the Code's alignment with FCAC's objectives, values and applicable best practices;

8.1.2 the Code's relevance to the athletics' environment; and



8.1.3 gaps in the Code.

9 COMPLIANCE WITH THE CODE

- 9.1** Where a Member is suspected of breaching this Code, an internal investigation will be undertaken and, depending on the outcome, disciplinary action may be taken against the offending Member.
- 9.2** Any disciplinary action taken against the offending Member may include an invitation to attend a disciplinary hearing which shall be presided over by the FCAC's chairperson or his/her nominated delegate, and two other members of the club which shall be appointed by EXCO.
- 9.3** Disciplinary action may include a warning, suspension or expulsion from the FCAC or any of its communication platforms. The sanction to be applied for any offence shall be determined by the disciplinary panel based on the facts of each case with due regard to the laws of natural justice.

10 POLICY APPROVAL

This document has been approved by:

| Name | Title | Date | Signature |
|-----------------|--------------|---------------|---|
| Vongani Mashile | Chairman | 30 April 2020 |  |
| Lebogang Morare | Secretary | 30 April 2020 |  |

