



# NEW ZEALAND POWERLIFTING UNITED

## CODE OF CONDUCT

Developed 12 FEBRUARY, 2025

### PURPOSE

New Zealand Powerlifting United (NZPU) believes that all people who interact with the federation have the right to enjoy all competitions and events in a safe, fair, inclusive, and competitive environment.

To achieve this, NZPU requires certain standards of conduct from members, coaches, officials, administrators, spectators, service providers, volunteers, sponsors, and corporate partners, together with their guests.

The NZPU Code of Conduct is underpinned by the following core values:

- To act within the rules and spirit of powerlifting.
- To display respect and courtesy towards everyone involved in powerlifting and prevent discrimination, bullying, and sexual harassment.
- To prioritise the safety and well-being of young people involved in powerlifting.
- To encourage and support opportunities for participation in all aspects of powerlifting.

### SCOPE

The NZPU Code of Conduct applies at all times to the following people, whether they are participating in or operating in a paid or unpaid/voluntary capacity within the federation:

- Individual members
- Coaches
- All employees, volunteers, and independent contractors
- Any other person who is a member of or affiliated with the International Powerlifting League
- Parents, guardians, spectators, sponsors, and any other person to the full extent that is possible
- Any other person who has agreed to be bound by this Policy

### BREACH

Any alleged breach of the NZPU Code of Conduct or any individual who otherwise causes a disturbance may be evicted from the competition and/or event and banned from attending or participating in future NZPU competitions and/or events.

Where a person interacting with the federation is entitled to certain rights and benefits (such as membership benefits or accreditation entitlements), NZPU reserves the right to suspend or terminate those rights and benefits should the person's conduct harm, or is likely to harm, the reputation of NZPU or create an unsafe environment.

## DEFINITIONS

- **Discrimination:** There will be no unlawful discrimination based on a person's sex, sexual orientation, age, race, color, creed, national origin, marital status, religion, political affiliation, disability, perceived disability, personal appearance, or any other legally protected characteristic.
- **Harassment:** Any form of harassment towards others that is illegal, threatening, harmful, abusive, or otherwise objectionable will not be tolerated. This includes behaving, communicating, or publishing material that invades another's privacy, is degrading, defamatory, hateful, fraudulent, libellous, obscene, sexually explicit, or ethnically objectionable.
- **Sexual Harassment:** Sexual Harassment will not be tolerated and includes unwelcome sexual solicitation, physical touching, transmission of offensive sexually graphic images or written material, or any conduct that is sexual in nature and is abusive, offensive, or intimidating.

## GENERAL PRINCIPLES

Each person in their interaction with NZPU, including attending an NZPU competition, event, or engaging on social media, must:

1. Act as ambassadors for NZPU and the sport of powerlifting, conducting themselves in a way that reflects core values and promotes the federation.
2. Not abuse competitors, officials, service providers, spectators, volunteers, or NZPU employees, including using crude or abusive language, insults, threats, intimidation, assault, provocation, or otherwise acting in an abusive manner.
3. Respect the rights, dignity, and worth of every person regardless of their gender, race, colour, religion, sexuality, politics, national or ethnic origin, or choice of federation.
4. Not engage in violence or incite violence, whether instigated by competitors, officials, service providers, spectators, or volunteers.
5. Not engage in discrimination, harassment, or abuse of any form, including obscene or offensive language or gestures.
6. Demonstrate responsibility, especially when interacting with persons under 18 years of age, avoiding unaccompanied and unobserved activities where possible, and complying with all relevant child protection laws.
7. Not be intoxicated or under the influence of drugs at any NZPU-sanctioned competition or event.
8. Promotion, encouragement, or use of illegal substances is prohibited at any NZPU-sanctioned competition or event.
9. Follow NZPU's dress codes where appropriate.
10. Comply with venue entry terms, including restricted items and prohibited articles.
11. Always adhere to and comply with the conditions of entry to any NZPU-sanctioned competition.
12. Conduct themselves in a manner that enhances, rather than injures, the reputation and goodwill of NZPU, the International Powerlifting League, and the broader powerlifting community.

## MEET DIRECTOR CODE OF CONDUCT

In addition to NZPU's General Code of Conduct, you must meet the following requirements regarding your conduct during any interaction with the federation:

1. Be fair, considerate, and honest in all dealings with others.
2. Be professional and accept responsibility for your actions. Your language, presentation, manners, and punctuality should reflect high standards.
3. Resolve conflicts fairly and promptly through established procedures.
4. Maintain strict impartiality.

5. Be aware of and comply with your legal responsibilities, including under anti-discrimination, child protection, and occupational health and safety legislation.
6. Develop a positive environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
7. Involve all relevant stakeholders in the planning, evaluation, leadership, and decision-making related to NZPU-sanctioned competitions.
8. Ensure equipment and facilities are safe and appropriate to the ability level of competitors.
9. Ensure that everyone emphasises fair and appropriate conduct in NZPU-sanctioned competitions.

#### COACH CODE OF CONDUCT

1. Operate within the rules and spirit of powerlifting, promoting fair competition and discouraging unsportsmanlike behaviour.
2. Develop a positive environment that encourages enjoyment, development, and safety.
3. Support opportunities for participation in all areas of the sport.
4. Respect all individuals regardless of gender, ability, cultural background, or religion.
5. Be courteous and respectful to all involved in the sport.
6. Respect decisions made by referees and officials.
7. Avoid unaccompanied and unobserved one-on-one interaction with minors.
8. Ensure safety of equipment and training environments.
9. Lead with integrity and accountability.
10. Conduct yourself as a role model both on and off the platform.

#### COMPETITOR CODE OF CONDUCT

1. Respect fellow competitors, coaches, officials, and spectators.
2. Never engage in bullying, harassment, or discrimination.
3. Train and compete safely, respecting rules and sportsmanship.
4. Take care of training and competition facilities.
5. Acknowledge and follow competition rules and referee decisions.
6. Be honest with your coach regarding injuries or health concerns.
7. Maintain respectful behaviour and communication.
8. Honour the contribution of officials and event staff.

#### REFEREE CODE OF CONDUCT

1. Officiate according to NZPU and WPU rules.
2. Treat all parties with fairness and respect.
3. Prioritise safety and uphold standards.
4. Be impartial, honest, and professional at all times.
5. Promote good sportsmanship and address misconduct.
6. Maintain qualifications and seek ongoing improvement.
7. Be open to communication with other officials and lifters.

## OFFICIALS CODE OF CONDUCT (SPOTTERS, LOADERS, TECH DESK)

1. Follow all NZPU and WPU rules while officiating.
2. Treat others respectfully and impartially.
3. Act with integrity and professionalism.
4. Maintain a consistent, safe, and fair environment.
5. Represent the federation positively.

## SPECTATOR CODE OF CONDUCT

1. Respect referees and event staff.
2. Do not harass or ridicule athletes.
3. Refrain from foul language or abusive conduct.
4. Never incite or engage in violence.
5. Support a safe and respectful competition atmosphere.

## SUMMARY OF OFFENCES

No person attending an NZPU competition or event shall:

1. Use offensive or obscene language toward others.
2. Enter the competition platform without permission.
3. Dispute official decisions in an aggressive or excessive manner.
4. Engage in violent or threatening behaviour.
5. Act contrary to the spirit of powerlifting.
6. Cause disruption to others' enjoyment of the event.
7. Exhibit racism or discriminatory behaviour.
8. Refuse lawful directions of NZPU staff or officials.
9. Make defamatory comments on social media about any NZPU members.

This Code of Conduct is designed to protect the integrity, safety, and inclusivity of the NZPU community. Breaches will be managed in accordance with NZPU's disciplinary framework.