



## **Staff Code of Conduct**

**Whilst working at English Partnership for Snooker and Billiards (EPSB) tournaments and sanctioned events I agree to adhere to the following Code of Conduct:**

- 1) I will, at all times, (i.e. whether at a tournament or not), behave in a proper and correct manner consistent with my status as a member of staff at a national governing body sports event. I will not do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the grounds of disability, their religion, race, colour or national or ethnic origin, sex or sexual orientation.
- 2) I will not make or cause to be made any statement or commit or cause to be committed any act which in the reasonable view of the EPSB is likely to bring into disrepute the games of snooker and/or billiards.
- 3) I will perform my role to the best of my ability at each tournament in which I work ensuring that I ask the Tournament Director for assistance if and when I have a problem or require clarification on an issue.
- 4) I will respond to requests and instructions from the Director of Operations, Tournament Director, Media Manager, or other senior staff members or Directors.
- 5) I will not bring children or other dependents to work with me without prior arrangement with the Tournament Director or Director of Operations.
- 6) When I am at the venue and on duty I shall be dressed in my work attire at all times.
- 7) When I am at the venue, but not on duty, I shall dress in smart casual attire and wear appropriate footwear i.e. no tracksuits, shorts, mini-skirts or flipflops.
- 8) I will ensure that my mobile phone is switched off whilst carrying out my duty as either a referee or a marker.
- 9) I will not use my phone whilst carrying out my duty as an official.

10) I will not drink alcoholic beverages or take illegal or any other drugs whilst on duty, or before duty, or at any time where it could be considered to impair my ability to perform my role to the best of my ability.

11) I understand and confirm the following with regards to any use of social media by myself. I acknowledge that any comments can be visible by everyone and confirm that any comments made by me will be made in a responsible manner with no use of profanities or swear words. I will immediately report anything that concerns me to the Tournament Director. I will not talk negatively about other competitors, countries, organisations including broadcasters, sponsors/brands or partners. I understand that anything I delete will not completely disappear. I shall not be provoked into responding to others and I will not link to any unsuitable content.

12) I agree to continue to be bound by, and required to comply with, these rules whilst I continue to make myself available to work at EPSB events, whether at a tournament or not.

13) I acknowledge that breaching any of the rules contained in this Code of Conduct may result in my immediate dismissal for gross misconduct.

**04/03/2020 addition** – I am expected to abide by the above rules when present in a formal capacity at international events. I am not only representing myself at these competitions, but the EPSB and my country.