

UKDS CODE OF ETHICS

Introduction

The vision of UKDS is Every Deaf Person Active and Inspired by Sport. To achieve this it will provide leadership to deaf sport, providing opportunities to participate in sport and perform on the world stage.

Inherent within all professional organisations is the potential for conflicts of interest, harassment, abuse of power, and other forms of unethical practice. Through the establishment of a Code of Ethics, UKDS has defined a set of guidelines to promote and protect the spirit of the sport, safeguard the best interest of the participants, and establish and maintain standards of behaviour. The Code is not intended to serve as a set of rules, but rather, to outline general principles and guidelines of aspirational virtues and proper ethical behaviour for all members, volunteers, staff and any other individuals and organisations that chose to be members of UKDS.

The definition of ethical behaviour is having an understanding of the difference between right and wrong and at all times choosing to do what is right. This definition should be applied at the individual level to those within UKDS umbrella: employees, volunteers or individuals who participate in or represent UKDS and its operating divisions within the community at large, as well as the corporate level pertaining to the actions of UKDS, as an organisation. Ethical considerations are integral, not optional, elements of all sports activities and apply to all levels of participation. UKDS encourages all members to acknowledge and follow ethical guidelines and demonstrate integrity by voluntarily agreeing to adhere to this code.

Participation in the sport provides a powerful vehicle for a participant's personal growth and development, teaching the value of respect, fairness, teamwork, communication, responsibility, truthfulness, non-discrimination, honesty and integrity. These values serve as the core ideals for UKDS Code of Ethics.

Respect

A key component of ethical behaviour is respect, which is defined at the individual, team and corporate levels. Individuals should value the opinions, views and roles of others who work to further the aims of the organisation. All should safeguard the dignity, privacy and freedom of individuals regardless of their race, colour, creed, socio-economic status, age, gender, religion, sexual orientation, disability or nationality. Respect defines the value that UKDS, as an organisation, places on honouring the history of the sport, and demonstrates the regard it shows to the partners that have come together to form UKDS to further the growth and development of deaf sport.

Fairness

Fairness is making decisions without favouritism or prejudice. UKDS firmly believes that the concept of fairness is fundamental to sport. Anything that creates an unfair advantage violates the spirit, as well as the integrity, of deaf sport

Teamwork

Teamwork is defined as a cooperative or coordinated effort on the part of a group of individuals who work collectively in the interest of a common goal. UKDS believes there is significant value in promoting teamwork, both on and off the field of play. All members of UKDS, its staff, its contractors and volunteers should adopt and promote the philosophy that greater success can be achieved when individuals sacrifice their desire for personal accomplishment in favour of the benefits of their team.

Communication

Communication is an attempt by individuals to create shared understanding. Communication is an active 'two way street,' requiring a balance of articulating, listening, writing, reading, observing, questioning, analysing, and evaluating. Communication is verbal, nonverbal, or written, sent through various media, and transmits a thought provoking idea, gesture, or action. UKDS members, employees and those individuals or groups representing UKDS, should communicate with clarity, honesty, timeliness, and openness. Communication should include all pertinent information shared transparently with all appropriate recipients. Clear, honest, timely communication allows collaboration and cooperation to occur, building a stronger game and community for sport.

Conflict of Interest

A conflict of interest is present in any instance in which the actions or activities of an individual representing or acting on behalf of UKDS could result in actual or perceived personal gain or advantage, and/or have an adverse effect on the interests, aims or integrity of UKDS. Individuals who represent and serve UKDS and its operating divisions, at all levels, have a duty to disclose any business or financial interest or personal obligation that may, actually or perceptually, affect the independence of their judgment.

Legality

All members of UKDS, its staff, contractors and volunteers are obligated to comply with all applicable rules and policies. Violation is not tolerated. UKDS reserves the right to review such violations, which may result in disciplinary action or withdrawal of member status.

UKDS has a duty to provide positive influence over sports administrators, programmes, officials, coaches, and players. The goal of UKDS, in creating the Code of Ethics is to promote sportsmanship and character by teaching, advocating, modelling and enforcing ethical principles, while preserving the integrity of sport.

By becoming members or employees of UKDS, individuals and organisations agree to comply with the aspirational guidelines set out in the Code of Ethics. UKDS encourages others involved with deaf sport to adopt and follow these important guidelines.