

ANNUAL GENERAL MEETING 11 OCTOBER 2014

Code of Conduct Paper

The attached regulation sets out the code of conduct for ECF officials that the Board wishes to adopt although consultation with officers prior to post-Council appointments will be required. Feedback from Council on this draft regulation is sought. The Board will enact a final version in November.

Chris Majer Chairman of the Governance Committee on behalf of the Board

DRAFT REGULATION NO. 4 STANDARDS OF CONDUCT FOR ECF OFFICIALS¹**1. Introduction**

This document sets out the standards of conduct expected of all English Chess Federation (ECF) officials in conducting their roles (see <http://www.englishchess.org.uk/wp-content/uploads/2010/01/Regulation-No.-2-The-Directors-and-Officers-Responsibilities-Regs-Aug-2014.pdf>). It is supplementary to the ECF Articles and Bye Laws and does not replace them.

It is impossible to cover every specific eventuality in this document, and officials should be aware of the spirit of the Standards as much as the individual wording of the clauses.

The ECF acknowledges with gratitude that the large majority of ECF officials offer their services on a voluntary basis and for no financial reward other than reimbursement of out-of-pocket expenses.

2. Standards of Conduct

2.1 All officials of the ECF are representatives of the organisation and must ensure that their actions do not:

- cause gratuitous offence;
- injure the ECF, its officials or its events, directly or indirectly;
- bring the game of chess or the ECF into disrepute.

This includes, among other things, ensuring that the views, rights, values and dignity of others are treated with sensitivity and respect. As ambassadors for the game and for the ECF, officials must ensure that their actions reflect such personal qualities as honesty, empathy, responsibility and good sportsmanship.

2.2 All ECF officials shall comply with ECF bye laws and regulations.

2.3 All ECF officials must comply with the FIDE Code of Ethics (<http://www.fide.com/fide/handbook.html?id=9&view=category>).

¹ Throughout this document “officials” refers to directors, managers, chairmen of committees, the FIDE delegate and all other officials.

- 2.4 Behaviour which is contrary to the principles set out in paragraph 1 or to the FIDE Code of Ethics may be subject to disciplinary action by the ECF. This may include such measures as a written warning, a temporary suspension and, in the case of officials appointed by the Board, removal from post. Officials appointed by Council may only be removed by means of a motion passed by Council.
- 2.5 ECF officials must ensure that their actions are objective and that they declare any conflict of interest. Standards for communication are outlined in sections 3 and 4. A public register of interests in chess-related organisations, events and businesses is to be maintained to ensure that the highest standards of openness are seen to be observed.
- 2.6 When representing the ECF at an official event or function, officials must ensure that their actions do not directly or indirectly damage events or discourage sponsors, volunteers and other parties. Standards of dress appropriate to the occasion should be maintained, including compliance with any applicable dress code. Official events or functions are not to be used for the promotion of a non-chess related organisation, business or cause without the prior agreement of the ECF Board.

3. Standards of Written Communications and Use of Social Media

- 3.1 Care must be taken to ensure that communications, whether written or on social media, comply with the expected standards of behaviour set out in section 2 above.
- 3.2 ECF publications (including the ECF website and the *ChessMoves* newsletter) enjoy a wide readership, including juniors and potential sponsors. The importance of these publications to the ECF cannot be overstated: to a very large extent they are the public face of the ECF. Thus, publication of material which gratuitously injures the ECF directly or indirectly (including its reputation) in these media may be subject to disciplinary action.
- 3.3 Editors and moderators have a responsibility to ensure that the following guidelines are publicised to authors and also, where it is reasonably possible, to ensure that material which breaches these guidelines is not published.
 - 3.3.1 The use of any profane, vulgar, offensive, racist, sexist or demeaning language is prohibited, as are all forms of harassment and/or personal insults.
 - 3.3.2 ECF publications are not to be used as a forum for polemics on non-chess related subjects.
 - 3.3.3 ECF publications are not to be used for attacking or criticising individuals: any disputes between individuals must be resolved by direct private communication between the parties, failing which the ECF complaints procedure should be followed.
- 3.4 ECF officials shall preferentially communicate on the ECF website/Forum (e.g. news of ECF events should be published on an ECF site before other sites).

4. Breaches of Code of Conduct

- 4.1 The Board shall take appropriate action against any breaches of this code.