



**NAMIBIA NATIONAL OLYMPIC
COMMITTEE & COMMONWEALTH
GAMES ASSOCIATION (NNOC-CGA)**

**CODE OF CONDUCT FOR NATIONAL
MULTI SPORT TEAMS**

INTRODUCTION

This Code of Conduct applies to all athletes, team officials, and administrators ("Team Members") participating or officiating under the authority of the Namibia National Olympic Committee and Commonwealth Sport (NNOC-CGA). Adherence to this Code is a condition of selection and continued participation on the team and will apply for as long as you are participating or officiating under the authority of the NNOC-CGA).

TEAM MEMBER PLEDGE

I pledge to uphold the spirit of this Code of Conduct, which guides my actions as a member of the Namibian Team. I have familiarized myself with this Code and understand that my acceptance of its provisions is a condition of my selection.

DEFINITIONS

- **Harassment and Abuse:** Any unwelcome conduct, whether verbal, physical, psychological, or sexual, that is offensive, intimidating, or humiliating. This includes bullying, hazing, stalking, and any behavior that creates a hostile environment.
- **Criminal Misconduct:** Any act that is considered a criminal offense under the laws of Namibia or the host country of the Games.
- **Quiet Times:** A designated period, typically from 22:00 to 06:00, within the Athletes Village and team accommodations, during which noise levels must be kept to a minimum to respect resting athletes.
- **Chef de Mission:** The head of the Namibian delegation at the Games, with ultimate authority over the team.

SECTION 1: ETHICS & INTEGRITY

As a member of the team, I will:

- 1.1. **Uphold Olympic Values:** Respect and comply with the Olympic Code of Ethics, the Olympic Charter (including Rules 40 and 50), and all conditions for participation established by the IOC, the Commonwealth Sport, ANOCA and relevant International Federations.
- 1.2. **Promote a Positive Environment:** Refrain from any political, religious, or racial propaganda at all official event sites, venues, and areas.
- 1.3. **Commit to Clean Sport:** Comply with the World Anti-Doping Agency (WADA) Code and its rules. I will not commit any anti-doping rule violation.
- 1.4. **Maintain Fair Play:** Respect the spirit of fair play and non-violence. I will not engage in any form of cheating or dishonest conduct.
- 1.5. **Reject Corruption:** Not solicit, accept, or offer any form of bribe, concealed benefit, service, or gift that could be perceived as undue influence. Any such offers must be disclosed immediately to the Chef de Mission.
- 1.6. **Avoid Betting:** Not participate in or assist with any form of gambling or betting related to my sport or any event at the Games.
- 1.7. **Champion Inclusivity:** Engage in no form of discriminatory behavior on the basis of race, gender, ethnic origin, religion, age, disability, sexual orientation, political opinion, or any other grounds.

SECTION 2: TEAM CONDUCT & PROFESSIONALISM

As a member of the team, I will:

- 2.1. **Respect Team Rules:** Observe all team rules and the reasonable directions of team leadership regarding curfews, attire for official functions, and required attendance at meetings.
- 2.2. **Act as an Ambassador:** Conduct myself professionally and in a manner that brings honor to myself, my teammates, the NNOC-CGA, and Namibia. My behavior will be a positive example to youth and a worthy representation of our country.
- 2.3. **Respect Others:** Honor the talents, rights, and privacy of fellow Team Members and their property. I will not take photos or videos of others without their explicit permission.
- 2.4. **Uphold National Symbols:** Show respect to the National Anthem and Flag. I will wear the official team uniform as required during competitions and official events.
- 2.5. **Be Punctual and Prepared:** Attend all scheduled practices, competitions, and meetings on time and be fully prepared for my duties.
- 2.6. **Observe Local Laws:** Act courteously to the public, observe all local laws and customs, and behave in a manner that does not cause offense to others.
- 2.7. **Respect National Kit:** Take pride in my official national team kit as a symbol of our country. I will not deface, alter, sell, or otherwise misuse it. I understand that abuse of the national kit is a serious offense that will result in severe sanctions.

SECTION 3: SAFEGUARDING & WELLBEING

As a member of the team, I will:

- 3.1. **Prevent Harassment and Abuse:** Not engage in any form of harassment or abuse, including sexual, verbal, physical (e.g., bullying, hazing), or psychological abuse. I understand this is a zero-tolerance policy. (This article is linked to the NNOC-CGA's comprehensive Safeguarding Policy, which outlines detailed reporting mechanisms and support structures.)
- 3.2. **Promote Mental Health:** Be mindful of my own and my teammates' mental health. I will support a culture where seeking help is encouraged and will utilize the mental health resources provided by the team.

SECTION 4: MEDIA & PUBLIC ENGAGEMENT

As a member of the team, I will:

- 4.1. **Engage Responsibly:** Be polite and courteous when interviewed by the media or posting on social media. I will not make comments that criticize the performance of a teammate or are likely to bring the team, the NNOC-CGA, or Namibia into disrepute. All official press releases will be managed by or with the approval of the Chef de Mission.
- 4.2. **Protect Team Information:** Refrain from sharing sensitive or confidential team information online or with the media, including team selections, strategies, or personal details of other team members.

- 4.3. **Cooperate with Official Media:** Agree to be filmed and photographed by the official photographers and networks of the NNOC-CGA for the purpose of promoting the team and the Sports Movement.
- 4.4. **Manage Commercial Use:** Not use photographs, films, or videos of myself in national team apparel or use the NNOC-CGA logo for commercial purposes without prior written consent from the NNOC-CGA.

SECTION 5: LEGAL & ADMINISTRATIVE MATTERS

As a member of the team, I will:

- 5.1. **Manage Legal Representation:** Understand that if I require legal representation for an alleged doping violation, criminal misconduct, or any other personal legal matter, I am personally responsible for the payment of all associated fees and expenses. The NNOC-CGA may, at its discretion, provide advisory support.
- 5.2. **Avoid Prohibited Substances:** Not be under the influence of illicit drugs. I will not be under the influence of alcohol while competing or at official functions. I will avoid public intoxication.
- 5.3. **Declare Conflicts of Interest:** (For Officials and Administrators) Disclose any personal, professional, or financial interest that could potentially conflict with my duties to the NNOC-CGA or the team.

SECTION 6: DISCIPLINARY PROCESS & SANCTIONS

- 6.1. **Authority:** Team members are under the disciplinary authority of the Chef de Mission during the Games period.
- 6.2. **Procedural Fairness:** In the event of an alleged breach of this Code: *Right to be Heard:* The team member will be informed of the allegation and given a fair opportunity to provide their account of the events. *Timely Decision:* The Chef de Mission will make a decision in a timely manner. *Confidentiality:* The process will be kept confidential to the greatest extent possible.
- 6.3. **Sanctions:** Disciplinary action for a violation of this Code may include but is not limited to: A formal reprimand, suspension from the team, withholding of stipend payments, imposition of fines, removal from the team and immediate return home at the individual's expense.
- 6.4. **Appeal Mechanism:** A team member who has been sanctioned has the right to appeal the decision. The appeal will be heard by a Disciplinary Review Panel appointed by the NNOC-CGA Executive Board. The decision of this panel will be final and binding.
- 6.5. **Mandatory Sanction for Kit Abuse:** A confirmed breach of article 2.7 (Respect National Kit) will result in immediate removal from the team and render the individual ineligible for any future selection to a national team under the jurisdiction of the NNOC-CGA.

PARTICIPANT'S AFFIRMATION

I have read, understood, and accept this Code of Conduct. I agree to its rules, guidelines, and procedures as a condition of my selection to participate as a member of the Namibian Team.

Name: _____

Date: _____

Signature: _____

(For Team Members Under 18 Years of Age)

Signature of Parent/Guardian: _____

Role (please tick one): ☐ Athlete ☐ Team Official ☐ Administrator