

# SOUTH AFRICAN WEIGHTLIFTING FEDERATION

## CODE OF CONDUCT FOR LIFTERS

Document Ref: SAWF\_CodeConduct\_LiftersForm\_V1\_1\_2022.docx

Dated: 2022/09/18

Lifters of Clubs or Individuals should follow these rules whilst taking part in training sessions, competitions or other group activities.

Complaints about any lifters will be fully investigated which may result in disciplinary action being taken, which could include temporary or permanent bans being put in place.

### Lifters participating in Weightlifting should:

- Show a friendly and welcoming attitude and be respectful toward all other participants, coaches and officials.
- Always respect the decisions made by the Officials.
- Always listen to the coach and respect the rules that are in place.
- Act in a way that is safe for yourself and others around you; follow any safety rules as directed by your coach.
- Respect the equipment that you use and use it in a safe and controlled manner.
- Never use rude or abusive language and never fight or show abusive behaviour.
- Never abuse any other individual in any way, and do not act disagreeably towards anyone or make any comments concerning an individual's race, gender, age, religion, disability sexual orientation, social background and/or culture.
- Report any bullying or unacceptable behaviour to the coach if witnessed.
- Ensure that you keep up to date with the rules and regulations of Weightlifting.
- Abide by and comply with both South African Weightlifting and WADA anti-doping rules.
- Always be courteous to all other lifters and be gracious to other lifters in success and defeat.
- Take responsibility for your own actions.
- Always have fun!
- Act in the best interests of the sport and do not act in any manner which is improper or brings the sport into disrepute.

### All lifters have the right to:

- Enjoy Lifting without the fear of being discriminated against or mistreated
- Enjoy Lifting without undue pressure
- Be included in training sessions and regarded as equals by coach/organisers and
- Seek advice and speak to coach or organisers if they feel they have a problem of any nature.

This code is in place to ensure the safety of both the individual and anyone they come in to contact with. If at any time you have any concerns regarding the safety of any individual you should contact your provincial Secretary or the Secretary General of the SA Weightlifting Federation, who will deal with the information accordingly.

All reports of inappropriate conduct will be taken very seriously and dealt with appropriately. Any breach of this code of conduct may result in disciplinary action and may include a temporary ban from club training and/or competitions. If there are persistent concerns or breaches it may result in a member being asked to leave the club and banned from SA Weightlifting permanently.

I have read and will abide by this Code of Conduct at all times; I understand failure to do so could result in my SAWF MEMBERSHIP being revoked.

# SOUTH AFRICAN WEIGHTLIFTING FEDERATION

## CODE OF CONDUCT

### FOR COACHES, TEAM MANAGERS, TECHNICAL OFFICIALS & MEDICAL STAFF

Document Ref: SAWF\_CodeConduct\_OtherForm\_V1\_1\_2022.docx

Dated: 2022/09/18

As a responsible Coach, Team Manager, Medical or Support or a member of the SA weightlifting team

I will:

- Remember that young people participate in the sport of weightlifting for enjoyment and winning is only part of the fun.
- Never ridicule, yell or swear at lifters for making a mistake or for not winning.
- Be reasonable in my demands on lifters' time, energy and enthusiasm.
- Operate within the rules and spirit of weightlifting and teach my lifters to do the same.
- Be organised and on time.
- Do all I can to ensure all lifters receive equal attention and opportunities.
- Ensure that the equipment, and training schedules are modified to suit the age, ability and maturity level of the lifter.
- Avoid over training and over competing the talented young lifter and understand that the average young lifter needs and deserves equal time and attention.
- Strictly maintain a clear boundary between friendship and intimacy with a lifter, official or other person with whom I work.
- Not use bad language nor will I harass young lifters, officials, spectators or any other individual.
- Show concern and caution toward unwell and injured lifters and follow the advice of a doctor when determining whether an injured lifter is ready to recommence training or competition.
- Ensure that both equipment and facilities meet safety standards and are appropriate to the age and ability of all lifters.
- Display control, respect and professionalism to all involved with the sport including opponents, referees, coaches, officials, administrators, the media, parents and spectators. I will encourage my lifters to do the same.
- Obtain appropriate qualifications and keep up to date with the latest coaching practices and the principles of growth and development of young lifters.
- Not arrive at the venue intoxicated or drink or supply alcohol whilst competitors under the age of 18 are participating.
- Not allow the unlawful supply of alcohol at training, or club functions.
- Avoid destructive behaviour and leave competition / training venues as I find them.
- Never engage in any illegal or irresponsible behaviour.
- Show patience with and respect diversity in others.
- Promote adherence to SAWF anti-doping policies
- Comply with best practice guidelines as laid down in SAWF Safeguarding Policy.
- Social Media usage should always be respectful of the sport and others; ensuring to never defame the character of anyone else.

I have read and will abide by this Code of Conduct at all times; I understand failure to do so could result in my SAWF Coach Membership and/or Technical Official License being revoked.

# South African Weightlifting Federation

Document Ref: SAWF\_Portal\_TnC\_V1\_1\_2022.docx

## Membership Portal Terms and Conditions

Dated: 2022/10/12

### PLEASE READ THESE TERMS AND CONDITIONS CAREFULLY BEFORE USING THIS MEMBERSHIP PLATFORM

#### Terms of Use - Membership Platform

This terms and conditions of use (together with the documents referred to in it) tells you the terms of use on which you may access or make use of our membership platform(s).

In order to make use of our membership platform you must first register and accept the terms and conditions of use and accept our privacy note.

Registration will allow users to create a profile as well as access any member services including, browsing, updating or purchasing products or services from it.

Please read the following Member Registration Terms of Use Agreement (“Agreement”) carefully before submitting, registering or otherwise completing the SAWF (“We” or “Us”) Membership registration process in order to include the Member in the Member Database. You agree that, when You click on “I agree”, “Save”, “I consent”, “Submit”, “Register” or other similarly worded “button” or entry field with your mouse, keystroke or other computer device, Your agreement or consent will be legally binding and enforceable and the legal equivalent of Your handwritten signature and that You (“the Member”) have understood and agree to be bound by this Agreement. This Agreement governs the collection, management and disclosure of personal information that We collect through the Member registration process. We respect your rights to responsible management of your personal information under the Protection of Personal Information Act 4 of 2013 (“the Act”). SAWF

These will apply every time you make use of our membership platform. We recommend that you print a copy of this for future reference.

By using our membership platform, you confirm that you accept these terms of use and that you agree to comply with them.

If you do not agree to these terms of use, you must not use our membership platform.

## Personal Information Collection and Use

SAWF and/or its authorised agents and/or its representatives may collect, process, and store certain Personal Information from You in connection with the SAWF Member registration process.

Personal Information will not be shared, sold, rented or disclosed other than as described in this Agreement.

For the purpose of this Agreement, Personal Information is defined in accordance with the definition in the Protection of Personal Information Act 4 of 2013 (“the Act”). Generally, such information is information that can be used to personally identify You. In particular, however, SAWF may collect the following information:

- first name and surname,
- date of birth,
- identity number,
- email address,
- telephone and/or cell phone number, and
- club affiliation and location.

Should the information We collect personally identify You, or You are reasonably identifiable from it, the information will be considered Personal Information.

You consent to the receipt of direct marketing communications regarding all future business activities and news.

Consent to receive direct marketing communications can be revoked at any time by contacting Us via email at [info@saweightliftingsa.co.za](mailto:info@saweightliftingsa.co.za).

SAWF uses online forms to collect Personal Information. By submitting Your Personal Information, You expressly consent to the collection, processing, sharing and storage of Your Personal Information as defined in this Agreement.

Your Personal Information is used for the following:

- Adding a profile space on Our website in order to keep track of Member competition lifts, records broken;
- adding Your information to the SAWF Member Database;
- processing and responding to any complaint made by You;
- providing Members with South African Weightlifting related news;
- engaging in electronic communications and transactions with You;
- updating Our records;
- charging a registration fee;
- keeping Your details up to date;
- compiling anonymous statistical data and analysis for use internally or with third parties;
- and
- resolving disputes and troubleshooting problems.

### **Consent To Process Personal Information**

You understand that such consent to the processing of Your Personal Information by SAWF pertains to registration on the Member Database. Processing shall include the collection, receipt, recording, organisation, collation, storage, updating or modification, retrieval, alteration, consultation, use, dissemination by means of transmission, distribution or making available in any other form, or merging, linking, as well as blocking, degradation, erasure or destruction of information.

You expressly consent to SAWF retaining Your Personal Information once Your relationship with SAWF has been terminated for: aggregate, statistical and reporting purposes.

In the event that You wish to revoke all consent pertaining to Your Personal Information and You would like SAWF to remove and/or delete Your Personal Information entirely, You must notify SAWF via email at [info@saweightliftingsa.co.za](mailto:info@saweightliftingsa.co.za).

Personal Information may be processed by SAWF in the country where it was collected.

### **Handling Of Personal Information**

SAWF endeavours to comply with all laws and regulations applicable to and pertaining to information and communications privacy including, but not limited to, the 1996 South African Constitution and the Protection of Personal Information Act 4 of 2013 ("the Act"). SAWF applies the principles of protection of Personal Information under the Act as well as further legislation referred to in the Act.

You may request access to any Personal Information We hold about You at any time by contacting Us via email at [info@mastersweightliftingsa.co.za](mailto:info@mastersweightliftingsa.co.za). [To be implemented]

SAWF seeks to ensure the quality, accuracy and confidentiality of Personal Information in its possession.

The Member has the right to correct and update Personal Information as well as to revoke consent to the processing of Personal Information by SAWF. The Member, however, understands that SAWF requires Personal Information to facilitate inclusion of the Member in the Member Database and to have said Member's information displayed therein and should the Member decide to revoke consent SAWF may not be able to provide the Member with such facilitation.

There may be instances where we cannot grant You access to the Personal Information We hold. We may need to refuse access if granting access would interfere with the privacy of others, commercial information of a third party or if it would result in a breach of confidentiality. Should this be the case, We will give You written reasons for any refusal.

SAWF will take all reasonable measures in order to ensure Your Personal Information is appropriately safeguarded, these precautions include, but are not limited to: the use of a sufficiently secure server, the installation of web security tools, regular file backups, as well as additional updates.

Should an unauthorised person/s gain access to Your Personal Information SAWF will contact You within a reasonable time to inform You of the security breach.

As the Membership Registration Form is linked to the internet, and the internet is inherently insecure, We cannot provide any assurance regarding the security of transmission of information You communicate to Us online. We also cannot guarantee that the information You supply will not be intercepted while being transmitted over the internet. Accordingly, any Personal Information or other information which You transmit to Us online is transmitted at Your own risk.

SAWF will not sell, exchange or transfer Your Personal Information to any third party except as detailed in this Agreement. You hereby consent to our sharing of Personal Information with Our third party service providers.

### **Disclosure Of Personal Information**

Records relating to your Membership provided by SAWF to You and the Personal Information submitted by You may be required to be retained in terms of legislated records retention requirements, SAWF's operational purposes and/or for production as evidenced by SAWF in legal proceedings.

SAWF may disclose Your Personal Information to:

- Our staff to enable Us to operate Our organisation;
- fulfil requests by You;
- any organization or party for any authorised purpose with Your express consent.

SAWF may further disclose Your Personal Information under the following circumstances:

- To comply with the law or with legal process;
- To protect and defend SAWF's rights, equipment, facilities and other property;
- To protect SAWF against misuse or unauthorised use; and/or
- To protect other Members or third parties affected negatively by Your actions.

Personal Information is stored on servers inside of South Africa.

We have placed security safeguards to protect Your Personal Information through agreements concluded with third party service providers. We will not be held liable for any illegal activity or other activity that may result in a claim for damages due to lack of protection of Your Personal Information whilst under the care of the third party.

Should an unauthorised person/s gain access to Your Personal Information SAWF will contact You within a reasonable time to inform You of the security breach.

### **Objections, Complaints And Queries**

Should You have any questions about this Agreement, or require a correction to be made to Your Personal Information that SAWF keeps on record, or a copy of the record itself, or should You feel that You would like to object to the collection, use or processing of Your Personal Information by SAWF or that You would like Us to delete Your personally identifiable information, then kindly send an email to [info@saweightliftingsa.co.za](mailto:info@saweightliftingsa.co.za). We will endeavour to make the correction, provide You with the record (We reserve Our right to charge a small fee in this case), cease processing of Your Personal Information and/or delete it, in accordance with Your request.

We will treat Your requests or complaints confidentially.

### **Other applicable terms**

These terms of use refer to the following additional documents, which also apply to your use of our membership platform:

The South African Weightlifting Federation Constitution

The South African Weightlifting Federation Safeguarding Policy

### **Changes to these terms:**

We may revise these terms of use at any time by amending this page. Please check this page from time to time to take notice of any changes we made, as they are binding on you.

### **Changes to our membership platform**

We may update our membership platform from time to time and may change the content at any time. However, please note that any of the content on our membership platform may be out of date at any given time, and we are under no obligation to update it. We do not guarantee that our membership platform, or any content on it, will be free from errors or omissions.

### **Accessing our membership platform**

Our membership platform is made available free of charge to supporters or members to access. Note however that our membership platform requires registration and use of a user name/password to log on. We do not guarantee that our membership platform, or any content on it, will always be available or be uninterrupted. Access to our membership platform is permitted on a temporary basis. We may suspend, withdraw, discontinue or change all or any part of our membership platform without notice. We will not be liable to you if for any reason our membership platform is unavailable at any time or for any period.

You are responsible for making all arrangements necessary for you to have access to our membership platform.

You are also responsible for ensuring that all persons who access our membership platform through your internet connection are aware of these terms of use and other applicable terms and conditions, and that they comply with them.

Our membership platform is directed to people residing in South Africa. We do not represent that content available on or through our membership platform is appropriate or available in other locations. We may limit the availability of our membership platform or any service or product described on our membership platform to any person or geographic area at any time. If you choose to access our membership platform from outside South Africa, you do so at your own risk.

### **Your account and password**

If you are provided with, a user identification code, password or any other piece of information as part of our security procedures, you must treat such information as confidential. You must not disclose it to any third party.

We have the right to disable any user identification code or password, whether chosen by you or allocated by us, at any time, if in our reasonable opinion you have failed to comply with any of the provisions of these terms of use.

If you know or suspect that anyone other than you knows your user identification code or password, you must promptly notify us at [info@saweightlifting.co.za](mailto:info@saweightlifting.co.za).

### **Under 18s**

If you are under 18 and would like to become a member of South African Weightlifting Federation, please ensure that you have consent from a parent or guardian before giving us your personal information. In order to become a member, we require the contact details of your parent or guardian as part of the member sign up process. When we collect data about a child or young person aged under 18 we will make it very clear as to the reasons for collecting this data and how it will be used.

If you wish to compete in a Weightlifting competition in South Africa, you will also need parental consent as part of the SAWF TCRR and photography consent policy.

Please note that under 18s may not participate in the sport unless a parent or guardian has consented to anti-doping testing of the minor. For the purposes of these rules, the consent of a parent or guardian to Testing a Minor, shall be deemed from the fact that the minor has been permitted by their parent or guardian to participate in the sport. Confirmation in writing of such consent may be required to be provided at any time.

### **Intellectual property rights**

We are the owner or the licensee of all intellectual property rights in our membership platform, and in the material published on it. Those works are protected by copyright laws and treaties around the world. All such rights are reserved. You may print off one copy, and may download extracts, of any page(s) from our membership platform for your personal use and you may draw the attention of others within your organisation to content posted on our membership platform. You must not modify the paper or digital copies of any materials you have printed off or downloaded in any way, and you must not use any illustrations, photographs, video or audio sequences or any graphics separately from any accompanying text.

Our status (and that of any identified contributors) as the authors of content on our membership platform must always be acknowledged.



You must not use any part of the content on our membership platform for commercial purposes without obtaining a licence to do so from us or our licensors.

If you print off, copy or download any part of our membership platform in breach of these terms of use, your right to use our membership platform will cease immediately and you must, at our option, return or destroy any copies of the materials you have made.

### **No reliance on information**

The content on our membership platform is provided for general information only. It is not intended to amount to advice on which you should rely. You must obtain professional or specialist advice before taking, or refraining from, any action on the basis of the content on our membership platform.

Although we make reasonable efforts to update the information on our membership platform, we make no representations, warranties or guarantees, whether express or implied, that the content on our membership platform is accurate, complete or up-to-date.

### **Limitation of our liability**

Nothing in these terms of use excludes or limits our liability for death or personal injury arising from our negligence, or our fraud or fraudulent misrepresentation, or any other liability that cannot be excluded or limited by South African law.

To the extent permitted by law, we exclude all conditions, warranties, representations or other terms which may apply to our membership platform or any content on it, whether express or implied.

We will not be liable to any user for any loss or damage, whether in contract, tort (including negligence), breach of statutory duty, or otherwise, even if foreseeable, arising under or in connection with:

- use of, or inability to use, our membership platform; or
- use of or reliance on any content displayed on our membership platform.

If you are a business user, please note that in particular, we will not be liable for:

- loss of profits, sales, business, or revenue;
- business interruption;
- loss of anticipated savings;
- loss of business opportunity, goodwill or reputation; or
- any indirect or consequential loss or damage.

If you are a consumer user, please note that we only provide our membership platform for domestic and private use. You agree not to use our membership platform for any commercial or business purposes, and we have no liability to you for any loss of profit, loss of business, business interruption, or loss of business opportunity.

We will not be liable for any loss or damage caused by a virus, distributed denial-of-service attack, or other technologically harmful material that may infect your computer equipment, computer programs, data or other proprietary material due to your use of our membership platform or to your downloading of any content on it, or on any membership platform linked to it.

We assume no responsibility for any links from our membership platform and any such links should not be interpreted as endorsement by us. We will not be liable for any loss or damage that may arise from your use of them.

Different limitations and exclusions of liability will apply to liability arising as a result of the supply of any goods by use to you, which will be set out in these Terms of Use.

### **Uploading content to our membership platform**

Whenever you make use of a feature that allows you to upload content to our membership platform, or to make contact with other users of our membership platform, you must comply with the content standards set out in our Acceptable Use Membership platform Policy available to view on the Membership platform. You warrant that any such contribution does comply with those standards, and you will be liable to us and indemnify us for any breach of that warranty. If you are a consumer user, this means you will be responsible for any loss or damage we suffer as a result of your breach of warranty.

Any content you upload to our membership platform will be considered non-confidential and non-proprietary. You retain all of your ownership rights in your content, but you are required to grant us [and other users of the Membership platform] a limited licence to use, store and copy that content and to distribute and make it available to third parties. The rights you license to us are described in the next paragraph (Rights you licence).

We also have the right to disclose your identity to any third party who is claiming that any content posted or uploaded by you to our membership platform constitutes a violation of their intellectual property rights, or of their right to privacy.

We will not be responsible, or liable to any third party, for the content or accuracy of any content posted by you or any other user of our membership platform.

We have the right to remove any upload or posting you make on our membership platform if, in our opinion, your post does not comply with the content standards set out in our Acceptable Use Membership Platform Policy.

The views expressed by other users on our membership platform do not represent our views or values.

You are solely responsible for securing and backing up your content.

### **Rights you licence**

When you upload or post content to our membership platform, you grant the following licenses:

A worldwide, non-exclusive, royalty-free, transferable licence to use, reproduce, distribute, prepare derivative works of, display, and perform that content in connection with the services provided by our membership platform and across different media and to promote the membership platform or services; and

A worldwide, non-exclusive, royalty-free, transferable licence to allow third parties to use the content for their purposes.

We will only ever use your materials to carry out your instructions to us – unless, very exceptionally, a court or other regulator orders us to disclose them.

### **Viruses**

We do not guarantee that our membership platform will be secure or free from bugs or viruses. You are responsible for configuring your information technology, computer programmes and platform in order to access our membership platform. You should use your own virus protection software.

You must not misuse our membership platform by knowingly introducing viruses, trojans, worms, logic bombs or other material which is malicious or technologically harmful. You must not attempt to gain unauthorised access to our membership platform, the server on which our membership platform is stored, or any server, computer or database connected to our membership platform. You must not attack our membership platform via a denial-of- service attack or a distributed denial-of service attack. By breaching this provision, you would commit a criminal offence under The Cybercrimes Act 19 of 2020. We will report any such breach to the relevant law enforcement authorities and we will co-operate with those authorities by disclosing your identity to them. In the event of such a breach, your right to use our membership platform will cease immediately.

### **Third party links and resources in our membership platform**

Where our membership platform contains links to other membership platforms and resources provided by third parties, these links are provided for your information only. We have no control over the contents of those membership platforms or resources.

### **Working together for Clean Sport:**

South African Weightlifting works closely with South Africa Institute for Drug-Free Sport (SAIDS) and The World Anti- Doping Agency (WADA) to conduct a comprehensive anti-doping programme that covers education, testing and results management. By signing up to a South African Weightlifting Membership, you agree to be bound by, and adhere to the South African Weightlifting Anti-Doping rules and regulations.

All members must cooperate fully with any anti-doping investigations or proceedings, whether conducted by SAIDS or any other competent body. Failure to do so without acceptable justification may be treated as misconduct by South African Weightlifting and a member may be sanctioned accordingly.

In an event that a person who is subject to South African Weightlifting's jurisdiction commits an act of misconduct that relates to anti-doping but does not amount to a violation of SAIDS or South African Weightlifting anti-doping rules, South African Weightlifting Federation may bring disciplinary proceedings against that person for such misconduct and they may be sanctioned accordingly.

Further details can be found on our website: <https://www.saweightinglifting.co.za/clean-sports-with-wada-adel-education/>

Also by signing up to be a South African Weightlifting Membership, you agree to adhere to South African Weightlifting Federation Codes of Conduct and all other policies. Further details and all policies can be requested by emailing: [info@sawieglifting.co.za](mailto:info@sawieglifting.co.za) at this time.

### **Cancellation of South African Weightlifting membership:**

If for some reason you are not entirely pleased with your membership purchase, we're here to help and will endeavour to provide a remedy to ensure your customer satisfaction. If you still wish to cancel your membership, as a responsible and caring company, we must draw your attention to our terms and conditions below.

You have 14 calendar days to inform our membership administration team that you wish to cancel your membership commencing from the first date of membership purchase or auto-renewal date. Beyond that threshold no refunds will be processed unless South African Weightlifting fail to provide a membership service as advertised. This does not affect your statutory rights.

Please note that South African Weightlifting Membership is purchased as a singular product lasting annually. We do not refund part-used memberships, nor do we offer single months of membership.

A full refund will be issued minus a 10% transaction fee (to cover costs incurred) providing the following conditions are met:

All membership gifts and benefits previously received as a result of first purchasing a South African Weightlifting paid membership including any free gifts, must be returned in an unused and original condition with their original packaging where applicable.

You must not have participated in any activities that have invoked or at your request or involvement or any third-party request or involvement initiated a claim or demand for compensation through the combined liability and/ or personal accident cover that forms part of your member benefits.

Your original payment was not cancelled or refused during the sign-up process.

You are the membership main account holder and are not acting as a third party in the process. (In certain conditions where you, the original membership account holder is incapacitated through illness or other means we require your written authority for a third party to act on your behalf).

### **Athlete Retirement**

If you wish to retire as an athlete and from competition, you must inform South African Weightlifting in writing. This communication must include your official date of retirement. You may also cancel your membership with South African Weightlifting (see above point for full details). If you are within the National Registered Testing Pool or Domestic Testing Pool, you should also advise SAIDS of your retirement, following the applicable SAIDS process. All records relating to an athlete's retirement will be kept by South African Weightlifting and shared with South African Weightlifting when requested.

### **Contact Us**

If you have any questions please feel free to contact our us at: [info@sawieglifting.co.za](mailto:info@sawieglifting.co.za)

### **Competitions**

Competitions organised by South African Weightlifting or its member clubs through our membership platform are governed by the most recent edition of the South African Weightlifting Technical and Competition Rules and Regulations