

FIM AFRICA

Code of conduct

This code of conduct represents FIM AFRICA's guidelines and expectations in relation to the behaviour and conduct of its council, commissions, working groups, officials and other persons under its direction or representing FIM AFRICA at any time and in any place (Representatives). The code of conduct is binding on all FIM AFRICA representatives.

This code of conduct applies at all FIM AFRICA sanctioned events, including foreign meetings and events when representing FIM AFRICA, travelling to or from such places, and at all other times at which any representative is wearing FIM AFRICA apparel or uniforms, and other items branded with the FIM AFRICA logo, whether by compulsion or by choice.

Guiding principles

FIM AFRICA refrains from manifesting racial, political, gender or religious discrimination during its activities and requires the same of its affiliated FMNs and representatives.

FIM AFRICA acknowledges that it is bound by the provisions of the Statutes of the Federation Internationale de Motocyclisme (FIM) and all other applicable country laws and regulations and expects its representatives to conduct themselves within that framework.

FIM AFRICA acknowledges the prohibition of direct or indirect discrimination against any person on the grounds of race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth.

Obligations of representatives

FIM AFRICA's representatives acknowledge that they are required to act in accordance with the following principles:-

Professionalism

FIM AFRICA's representatives

- acknowledge that FIM AFRICA carries on the business of providing fair, safe and socially responsible motorcycle sport, an activity which is, therefore vulnerable if it's media, public or professional image is tarnished in any way;
- agree to act professionally and always represent FIM AFRICA in a professional manner;
- must respect the rights dignity and worth of everyone involved in any motorcycle sport event;
- must not engage in any form of harassment against any participant in FIM AFRICA activities, be it physical, mental, professional or sexual harassment.
- must serve as a positive role model for those they come into contact within the sport;
- should treat other officials with courtesy and refrain from interfering with their responsibilities;
- must co-operate with promoters, organisers, team managers and competitors;
- while being friendly with competitors, must avoid any intimacy or inappropriate relationships

- must ensure that they are free of obligations to any other interest, and must avoid conflicts of interest;
- must not be party to any actions which unfairly limit or restrain the access of others to officiating opportunities; and
- must not publicly do or say (or omit to do or say) anything which is or may be detrimental, prejudicial, offensive or unfavourable to FIM AFRICA or FIM, sponsors, and persons related to sponsors either legally or professionally, or which might generate unfavourable or undesirable criticism of them or any of their products, services or personnel.

Preparedness

FIM AFRICA's representatives should be appropriately prepared for the duties, in all aspects including fitness, dress, promptness and being appropriately equipped.

Good Sportsmanship

FIM AFRICA's representatives acknowledge that part of their activities is in the highly publicised and visible activity of motorcycle sport and undertake to behave towards others in the spirit of fairness and in a sportsmanlike manner.

Honesty

FIM AFRICA's representatives must not behave in a manner that exhibits bias or commit any premeditated breach of the law nor of any of FIM AFRICA's GSRs and SSRs, or the supplementary regulations of any event or the privately imposed rules and regulations relating to any venue or event.

Gambling

FIM AFRICA's representatives must not gamble or wager in relation to any event to which they are appointed, or may have any influence over, or the outcome thereof.

Compliance with the law

FIM AFRICA's representatives are expected to comply with all laws, statutes, rules and codes of practice regulations or bylaws in force at any time, whether relating to FIM AFRICA, motorsport in general or any other applicable matter.

Road Safety

FIM AFRICA is committed to a variety of initiatives to improve road safety within all our countries. All FIM AFRICA representatives are expected to drive courteously, carefully, mindful of the rights of other road users and observing the law. This should be particularly borne in mind when driving vehicles displaying brandings or markings related to FIM AFRICA, its sponsors and the events which it sanctions.

Consideration of FIM AFRICA, event organisers and key stakeholders

FIM AFRICA's representatives must recognise the authority of and comply with the rules, regulations, determinations, resolutions directions or orders from time to time in force or made by all organisations and professional bodies which control motorsport or any other aspect of the sport from time to time but not limited to, safety and disciplinary matters.

Compliance with venue rules

FIM AFRICA's representatives must observe and perform the terms and conditions of any lease, license, entry ticket or other agreement in force for any venue used for any event and comply with any applicable rules and regulations affecting the use of the venue and any instructions including those of stewards of the meeting or requests made on behalf of the owner, the lessee or licensee of the venue.

Environmental awareness

FIM AFRICA expects its representatives to display a high level of environmental awareness and to take steps to ensure that their activities have as minimal impact on the environment as is possible. FIM AFRICA's representatives should always be guided in this regard by the provisions of FIM AFRICA's environmental code.

Respect for intellectual property

Without limiting their obligations, FIM AFRICA's representatives must not do (or omit to do) or be involved in the doing of anything by which intellectual property rights owned by FIM AFRICA may be lost or detrimentally affected. In addition, FIM AFRICA's representatives shall not release documents or other information acquired during their duties without the authorisation of FIM AFRICA.

Appropriate appearance

FIM AFRICA's representatives must exhibit an appropriate standard of dress, cleanliness and appearance and, when required to do so, wear and maintain in a clean and presentable condition the apparel uniform issued by FIM AFRICA or its sponsors in its entirety and without modification.

Exercise common sense

FIM AFRICA's representatives must recognise their conduct on behalf of FIM AFRICA, including without limitation, at motorsport events is by its nature hazardous and must therefore, exercise common sense always regarding both their own personal safety and the safety of others.

Alcohol and Drugs

The GSRs of FIM AFRICA prohibit all officials from the consumption of alcohol until such time as they have discharged all their official duties in their entirety. FIM AFRICA's representatives should in addition avoid inappropriate behaviour such as the excessive use of alcohol, smoking while on duty, or using recreational drugs. Representatives should also bear in mind that they cannot perform their duties to the highest standard if hungover.

Social media

Unless social media forms part of a representative's duties, attention should always remain focused on the representative's responsibilities. The use of mobile devices and the Internet should be saved for either a break or the end of the day.

The following represent broad guidelines for the use of social media by FIM AFRICA's representatives:-

- ***Put yourself in the other person's shoes***
Take a moment to think before you post. If it was you someone was posting a picture or comment about, how would you feel?

- ***Once it's out there it's out there***
Never assume that something you post online is private. Comments, photos, and status updates can all be copied, shown to friends, screen captured and saved or sent on by others. Always assume the person you are posting about will see your post.
- ***If in doubt, leave it out***
If you must stop and think about it, it probably means you should not be posting it! Remember, your online presence is part of your personal brand. What you say and do online effects how people perceive you.
- ***Social media should not be used to make disparaging or negative remarks about competitors, officials, volunteers, event organisers, promoters, Federations, FIM AFRICA or FIM.***
There can be serious consequences for misuse of social media. If you have an issue that needs resolving, there are appropriate channels to do this through. Start by contacting the FIM AFRICA Secretariat.
- ***Never post photos or comments about a motorsport incident***
It is vitally important that we all respect the privacy of individuals involved in accidents or incidents, whether on or off the track. Never, ever post photos, comments or information on social media or other online forums about an accident or incident. Remember the first point above: Put yourself in the other person's shoes.
- ***Use social media as a tool to promote and encourage the development of our sport***
Social media, correctly and responsibly used for positive objectives, is an amazing platform. Use it to promote events, club activities and membership. Use it to spread the word about our great sport and keep it positive.

Binding

Officials are bound to observe the provisions of this code of conduct as if it formed part of the regulations. Officials are required when applying for any form of accreditation or any official licence to acknowledge that they will observe the provisions of this code of conduct.