



**THE
CAMOGIE
ASSOCIATION**
An Cumann Camógaíochta

Code of Conduct

March 2025

Cód Iompai March 2025

Contents

		Page
	Definition Of Terms	2
1.0	Scope Of Camogie Association's Code Of Conduct	3
2.0	Purpose Of Code Of Conduct	3
3.0	Policy Statement	3
4.0	Scope And Interpretation	3
5.0	Code Of Conduct	3
6.0	Dealing With An Alleged Breach Of The Code	5
7.0	Exclusions From Application Of The Code Of Conduct	5
8.0	Complaints Under Code Of Conduct - Club	5
9.0	Informal Procedure for Alleged Breach of Code of Conduct - Club	6
10.0	Formal Procedure for Alleged Breach of Code of Conduct - Club	6
11.0	Breaches Of The Code Of Conduct - County, Provincial, Education Councils, National And International Boards	6
12.0	Informal Procedure For Dealing With An Alleged Breach Of The Code Of Conduct - County, Provincial, Education Councils, National and International Boards	6
13.0	Formal Procedure For Dealing With An Alleged Breach Of The Code Of Conduct - County, Provincial, Education Councils, National and International Boards	7
14.0	Appeals Process	7
15.0	Determining Committee	7
16.0	Ard Chomhairle Procedure for Serious Matters	8
17.0	Appeals Process (at all stages) are as set out in Section 5 of An Treoir Oifigiúil (Part IV)	8

Definition of Terms

- ❖ **Ard Chomhairle** – The supreme governing body for the Association between congresses.
- ❖ **Club** – The basic Unit of the Association. Units within the Third Level Education sector are regarded as Clubs for the purposes of CCAO and Third Level activities only.
- ❖ **County Board** – The central committee in a county to which all clubs must affiliate. It is responsible for the administration and development of Camogie within its county.
- ❖ **Days:** This refers to calendar days in An Treoir Oifigiul Part 1, unless otherwise specified in this Official Guide.
- ❖ **Executive Committee** – The committee responsible for the day to day management and administration of Camogie within its Unit.
- ❖ **Home Club** – The club with which a player first legally participates in club competition, either league or championship, organised by the County Board or one of its sub-committees is designated as a player's home club.
- ❖ **International Board** – The International committee to which all county boards/ clubs internationally must affiliate. It is responsible for the administration and development of Camogie within its jurisdiction.
- ❖ **National Education Council** – Refers to the national governing bodies for Camogie in post-primary schools (Comhairle Chamógaíochta na nIarbhunscoileanna) and in the 3rd level education sector (Chomhairle Chamógaíochta um Ard-Oideachas).
- ❖ **Native County** – is defined as the county you were born/raised in or the county your home club is affiliated to. A player declares her native county by legally participating for it in a competitive game, either league or championship. Once a player declares their native county, no other county can be called their native county thereafter.
- ❖ **Officer** – A term used to describe the following officer positions on an Executive Committee: Chairperson, Vice-Chairperson, Secretary, Treasurer, Registrar, PRO, Children's Officer, Development Officer and Delegates to the higher Unit. The term also applies to all members of Ard Chomhairle and members of its sub committees.
- ❖ **Official** – The term "Official" shall refer to appointees such as team managers/mentors/trainers and coaches.
- ❖ **Provincial Council** – The provincial committee to which all county boards in a province must affiliate. It is responsible for the administration and development of Camogie within its province.
- ❖ **Sub-Committee(s)** – A committee operating to specific terms of reference under the Executive Committee of a particular Unit or Ard Chomhairle.
- ❖ **Unit** – A term used to describe a Club; a County Board; a Provincial Council, an Education Council and an International/Board.

Code of Conduct

SCOPE OF CAMOGIE ASSOCIATION'S CODE OF CONDUCT

1 Scope of Camogie Association's Code of Conduct

This Code of Conduct (henceforth referred to as 'the Code') sets out the basic principles that establish standards of behaviour for all who attend our events or participate in Camogie activities.

2 Purpose of Code of Conduct

This Code of Conduct (the 'Code') is the approved Code of Conduct for the Camogie Association. The Code applies to all members (playing and non-playing), teams and Units of the Camogie Association as set out in 2.1 below. It sets out to define the appropriate standards, accepted behaviour, practices and actions for our members and those who participate in / attend camogie activities.

The Code forms part of the official rules of the Camogie Association and is implemented in line with An Treoir Oifigiúil (the Official Guide of the Camogie Association). Capitalised terms shall have the meaning ascribed in the Code or An Treoir Oifigiúil, where applicable.

The Code shall specify the disciplinary procedures to be applied when dealing with breaches of the Code. This gives and constitutes authority for the carrying out of all functions and actions in accordance with the Code.

2.1 Compliance with the Code is binding on the following persons:

- (a) Officers ¹
- (b) Members
- (c) Players and Teams
- (d) Match Officials
- (e) Officials
- (f) Parents/Guardians
- (g) Supporters
- (h) Units
- (i) Professionals (individuals and those as part of other support teams) appointed by Units, Officers and / or Officials of the Association to provide support to and work with the Camogie Association and its Members.
(each a 'Camogie Participant')

2.2 The Code sets out the standards of behaviour and conduct for all Camogie Participants.

3 Policy Statement

- 3.1 The Camogie Association requires that all Camogie Participants treat others with dignity and respect.
- 3.2 The objective of the Code is to promote and encourage good behaviour and practice by all Camogie Participants and to promote and encourage a culture of respect, integrity, equality and inclusion within the Camogie Association.
- 3.3 All Camogie Participants are required to abide by, and implement the Code.
- 3.4 All Camogie Participants are required to report any suspected breaches of the Code to the relevant Unit Executive for consideration.

4 Scope and Interpretation

- 4.1 The Code sets out the conduct expected and required of each Camogie Participant:
 - (a) In the exercise of their camogie duties or activities;
 - Or
 - (b) In their participation or attendance at camogie events.
- 4.2 The term 'rule' shall encompass, where the context requires, any of the Association's rules, bye-laws, regulations, directives and codes. Should any conflict arise between such provisions and the text of An Treoir Oifigiúil, the text of An Treoir Oifigiúil shall prevail. ²
- 4.3 The headings in the Code are included for convenience only and shall not affect the interpretation or construction of the Code.
- 4.4 The use of particular examples of behaviour shall not restrict the interpretation of the conduct required of Camogie Participants as set out in the Code.

5 Code of Conduct

In respect of any Camogie activity / participation, each Camogie Participant shall abide by the following Guiding Principles (5.1), Law and Rules (5.2) and Conduct (5.3):

- 5.1 Guiding Principles
 - (a) Integrity - Maintain, demonstrate and promote the highest standards of integrity

¹ - Official Guide Part 3 Code of Practice for all Officers of the Association, Ard Chomhairle and its Sub-Committees which specifically deals with issues of compliance with the Association's confidentiality policy.

² - An Treoir Oifigiúil sets out the Official rules of the Camogie Association which can be accessed on the Camogie Association Official Website. An Treoir Oifigiúil consists of a number of parts including playing rules and Codes.

- (b) Respect:
- (i) Maintain, demonstrate and promote the highest standards of respect and dignity, fostering an environment that is free from abuse, bullying and harassment including sexual harassment.
 - (ii) Respect the decisions of all referees, match officials, committees, councils and officers.
 - (iii) Respect all Camogie Participants and Committees, Councils and Officers.
 - (iv) Respect all property and equipment owned or used by the Camogie Association.
- (c) Loyalty - Demonstrate loyalty to their Unit(s) and team(s).
- (d) Values of Camogie – Behave in a manner that upholds the objectives, values and standards of the Camogie Association
- (e) Positions of authority – where there is an imbalance of power with a Camogie Participant, behave in a responsible way, maintaining professional boundaries and facilitating a respectful environment.
- 5.2 Law and Rules:
- (a) Comply with the law.
 - (b) Comply with the rules in all parts of An Treoir Oifigiúil.
 - (c) Implement, support and promote the Code.
 - (d) Cooperate with any investigation in respect of an alleged breach of the Code or An Treoir Oifigiúil.
 - (e) Cooperate with any investigation into alleged breaches of the law by a Camogie Participant arising out of a camogie activity.
 - (f) Report any breaches of the rules or the Code, to the appropriate camogie personnel or Unit in accordance with the relevant rule.
 - (g) Submit to the authority of the relevant Unit in accordance with the relevant rule.
- 5.3 Conduct
- Camogie Participants must:
- (a) Operate to the highest standards of personal conduct
 - (b) Promote the highest standards of personal conduct
 - (c) Promote and support fair play
 - (d) Report breaches of the Code in accordance with rules set by an Treoir Oifigiúil.
 - (e) Demonstrate a positive attitude to the games and activities of the Camogie Association
 - (f) Maintain professional boundaries with other members, particularly where there is an imbalance of power or potential conflicts of interest.
- 5.4 Misconduct
- Camogie Participants must not:
- (a) Use foul or abusive language
 - (b) Engage in of any other forms of abuse or abusive behaviour
 - (c) Bully or harass other Camogie Participants, whether verbally, physically, emotionally, sexually or through cyber means. This includes any form of intimidation, humiliation or controlling, coercive, or offensive behaviour (both explicit and implicit) directed towards any Camogie Participants.
 - (d) Exploit a position of power, trust, or influence to engage in any form of inappropriate physical or sexual contact, communication (including in-person, social media, or other verbal or non-verbal communication), or behaviour with Camogie Participants.
 - (e) Provide any form of character reference for an individual as part of any legal or Court Proceedings, in their capacity as an Officer or member of the Camogie Association (if applicable) or any other capacity. For the avoidance of doubt, Camogie Participants may not use a camogie-related letterhead for this purpose, nor sign any such character reference in their capacity as an Officer of the Camogie Association. Furthermore, any character reference, whether provided by an Officer or a member should specify that it is being provided in a personal capacity and not in any way on behalf of or as an Officer or a member of the Camogie Association.
 - (f) Participate in any match-fixing activity
 - (g) Commit any act or omission that brings the sport of Camogie or the Association into disrepute.

5.5 Criminal Matters

The following shall also constitute misconduct in breach of the Code:

- (a) To be the subject of a criminal investigation for an indictable offence that discredits the Association;

or

- (b) To receive a criminal conviction for an indictable offence that discredits the Association.

6 Dealing with an alleged breach of the Code

- 6.1 Conduct giving rise to an alleged breach of the Code shall be judged according to the Code in effect at the time the alleged breach occurred. The applicable investigative or disciplinary procedure shall be that in effect at the time that action is commenced.
- 6.2 In dealing with alleged breaches of the Code, the procedures as set out in An Treoir Oifigiúil and Part IV Disciplinary Code and THDC (Transfers, Hearing and Disciplinary Committee) Mandatory Procedures shall apply to alleged breaches within the respective jurisdictions of the THDCs and An Treoir Oifigiúil.
- 6.3 The respective jurisdictions referenced in section 6.2 (above) refers to all Units of the Camogie Association i.e. Club, County, Provincial, Education, and International Boards.

7 Exclusions From Application Of The Code Of Conduct

- 7.1 The Child Safeguarding Policy specifies rules and procedures for dealing with allegations and breaches relating to underage players/members.
 - 7.1.1 THDCs do not have jurisdiction in administering the Child Safeguarding Policy under Rule 1.1.3 of An Treoir Oifigiúil Part IV
- 7.2 The Code of Practice for all Officers of the Camogie Association (An Treoir Oifigiúil /Official Guide Part III) specifies rules and procedures for dealing with allegations made or breaches of the code of practise for all officers. THDCs do not have jurisdiction in administering the Code of Practice for all Officers under Rule 1.1.3 of An Treoir Oifigiúil Part IV.

8 Complaints

- 8.1 Where an allegation is made, a written complaint must be lodged with the secretary of the Unit within 10 days of the date of the alleged breach of the Code. If the allegation is in relation to the Unit secretary, then the written notice must be issued to the Unit chairperson. The Unit executive may waive the 10 day period where the complaint relates to an allegation of historic bullying, harassment or abuse.
- 8.2 All complaints will be treated with utmost confidentiality and any breach of that confidentiality by Officers, members of Ard Chomhairle or members of its sub committees shall constitute a breach of the Official Guide Part 3: Code of Practice for all Officers of the Association, Ard Chomhairle and its Sub-Committees.
- 8.3 Subject to Section 8.4, in order to constitute a valid complaint the written complaint must contain details of the Section(s) of the Code of Conduct allegedly breached, the time, date, and location of the alleged breach; names of person(s) involved in the alleged breach; names of any witness(s) and name and contact details of the complainant must also be included.
- 8.4 Where one or more of the details required at section 8.3 are not provided in the written complaint, the Unit executive retains discretion to deem the complaint valid and process the complaint pursuant to the procedures in this Code provided that sufficient information is otherwise provided. Please note this information will be required at a later stage to progress the complaint to a formal procedure.
- 8.5 In respect of each complaint received, the relevant Unit shall consider whether the following circumstances apply pursuant to the procedures otherwise prescribed in this Code:
 - (a) there is a reasonable risk of ongoing or future harm to a Camogie Participant; or
 - (b) the allegations are of a serious nature (such as allegations of abuse/ sexual abuse); or
 - (c) there are multiple complaints from different Camogie Participants against the same individual or group

(the “Escalation Criteria”).

9 Complaints under Code of Conduct - Club

- 9.1 Under Rule 27.1(c), Ard Comhairle and all Units have, within their respective jurisdictions, the power to “investigate misconduct considered to discredit the Association”.
- 9.2 Where a valid complaint is received, the Club executive will consider the gravity of the complaint and refer the complaint to the Determining Committee where one or more of the Escalation Criteria apply.
- 9.3 Where a potential conflict of interest is identified which may prevent the Club independently and fairly dealing with the complaint then the complaint should be referred to the Unit above.
- 9.4 If none of the Escalation Criteria apply, the Club executive will proceed with the informal procedure or formal procedure as appropriate.

10 Informal Procedure for Dealing with an Alleged Breach of the Code of Conduct - Club

- 10.1 It is acknowledged that certain breaches of the Code of Conduct that occur at Club level may be instances of poor practice which may be appropriately dealt with in an informal manner.
- 10.2 Where the Club Executive is satisfied that the complaint may be processed informally, two Officers nominated by the Executive shall meet and liaise with the parties involved and endeavour to resolve the matter amicably and with the agreement of all the parties.
- 10.3 The time limit for the Unit Executive to resolve a complaint under the informal procedure shall be two weeks from the date the complaint is received by the Secretary of the Unit.
- 10.4 If the complaint cannot be resolved informally with the agreement of all the parties, the complaint must be dealt with under the formal procedures as set out in Section 11 of the Code.

11 Formal Procedure for Dealing with an Alleged Breach of the Code of Conduct – Club

- 11.1 Where resolution by informal means is not possible, the Club Executive shall establish a Committee consisting of not fewer than three members, all of whom must be Club members and members of the Camogie Association.
- 11.2 In the event of a shortage of resources, a Club may co-opt personnel from another camogie club to sit on this Committee in which case they must be members of the Camogie Association and their respective club.
- 11.3 In the case of a One Club, committee members may also be sourced from GAA / LGFA club members who must be members of their respective Association.
- 11.4 The Committee will hold a hearing in accordance with section 3.2, 3.3 and 3.4 of Part IV of An Treoir Oifigiúil.
- 11.5 On conclusion of the hearing the Committee may:
- find that no further action be taken, documenting the reason(s) why; or
 - enforce penalties as may be prescribed under Rule 27.1(d) of An Treoir Oifigiúil (Part I); or
 - where a definite penalty is not prescribed, enforce proportionate penalties under Rule 27.1(e) Treoir Oifigiúil (Part I); or
 - refer the complaint to the Determining Committee where it becomes apparent that one or more of the Escalation Criteria apply.

12 Breaches of the Code of Conduct - County, Provincial, Education Councils, National and International Boards

- 12.1 Alleged breaches of the Code of Conduct at County, Provincial, Education Council, National or International Boards level shall be formally processed in accordance with the rules and procedures as outlined in An Treoir Oifigiúil (Parts I and IV).
- 12.2 The executive at County, Provincial, Education Council, National or International Boards level will, in the first instance, consider the gravity of the complaint and refer the complaint to the Determining Committee where one or more of the Escalation Criteria apply.

- 12.3 Where a potential conflict of interest is identified which may prevent the Unit independently and fairly dealing with the complaint then the complaint should be referred to the Unit above.
- 12.4 If none of the Escalation Criteria apply, the relevant unit executive will proceed with the informal procedure or formal procedure as appropriate.

13 Informal Procedure for Dealing with an Alleged Breach of the Code of Conduct – County, Provincial, Education Councils, National, International Boards

- 13.1 It is acknowledged that certain breaches of the Code of Conduct that occur at County, Provincial, Education Councils, National and International Board level may be instances of poor practice which may be appropriately dealt with in an informal manner.
- 13.2 Where the Executive of the Unit is satisfied that the complaint may be processed informally, two Officers nominated by the Executive shall meet and liaise with the parties involved and endeavour to resolve the matter amicably and with the agreement of all parties.
- 13.3 The time limit for the Unit Executive to resolve a complaint under the informal procedure shall be two weeks from the date the complaint is received by the Secretary of the Unit.
- 13.4 If the complaint cannot be resolved amicably with the agreement of all the parties, the complaint must be dealt with under formal procedures as set out in Section 14 of the Code.

14 Formal Procedure for Dealing with an Alleged Breach of the Code of Conduct - County, Provincial, Education Councils, National, International Boards

- 14.1 Where resolution by informal means is not possible, the Unit Executive shall refer the complaint to the appropriate THDC pursuant to the rules and procedures contained in An Treoir Oifigiúil (Part IV).
- 14.2 On conclusion of the hearing the Committee may:
- (a) find that no further action be taken, documenting the reason(s) why; or

enforce penalties as may be prescribed under An Treoir Oifigiúil (Part IV); Or

- (b) enforce penalties as may be prescribed under Rule 27.1(d) of An Treoir Oifigiúil (Part I); Or
- (c) where a definite penalty is not prescribed, enforce proportionate penalties under Rule 27.1(e) and Rule 45 of An Treoir Oifigiúil (Part I); Or
- (d) refer the complaint to the Determining Committee where it becomes apparent that one or more of the Escalation Criteria apply.

15 Determining Committee

- 15.1 The Determining Committee shall comprise of An Uachtarán or their nominee, Ard Stiúrthóir and National Safeguarding Officer. The composition of the Determining Committee may be changed from time to time by Ard Chomhairle.
- 15.2 The Determining Committee shall receive referrals from a Unit executive and assess whether one or more of the Escalation Criteria apply.
- 15.3 If the Determining Committee decides that one or more of the Escalation Criteria apply, it shall within 14 days of receipt refer the complaint to Ard Chomhairle with a recommendation for Ard Chomhairle to carry out one or more of the following:
- (a) Refer the complaint to the NTHDC; or
- (b) Initiate an investigation, which may include an initial fact-finding process;
- (c) Engage expert third parties to assist with that investigation where it deems necessary;
- (d) Where it deems there is a reasonable risk of ongoing or future harm to a Camogie Participant, debar an individual from one or more privileges of the Association pending the conclusion of an investigation into an alleged breach.
- 15.4 If the Determining Committee decides that none of the Escalation Criteria apply, it shall within 14 days of receipt refer the complaint back to the referring Unit executive, which shall proceed with the informal or formal process as appropriate.

16 Ard Chomhairle Procedure for Serious Matters

- 16.1 Where Ard Chomhairle becomes aware of an alleged breach, by way of referral from the Determining Committee or otherwise, it may at its discretion and where it deems appropriate, carry out one or more of the following:
- (a) Initiate an investigation, which may include an initial fact-finding process;
 - (b) engage expert third parties to assist with that investigation where it deems necessary;
 - (c) Where it deems there is a reasonable risk of ongoing or future harm to a Camogie Participant, debar an individual from one or more privileges of the Association pending the conclusion of an investigation into an alleged breach;
 - (d) Refer the complaint to the NTHDC, with or without carrying out an investigation;
 - (e) Where Ard Chomhairle deems that none of the Escalation Criteria apply, refer the complaint back to the referring Unit executive to proceed with the informal or formal process as appropriate.
 - (f) Conclude the investigation and communicate the findings and conclusion to the parties involved, including to the relevant Unit executive which referred it.

17 Appeals Process (at all stages) are as set out in Section 5 of An Treoir Oifigiúil (Part IV)

- 17.1 An appeal may be made under Rule 5.2(b) of An Treoir Oifigiúil (Part IV) within seven (7) days of receipt in writing of the decision to be challenged.
- 17.2 A decision taken by Ard Chomhairle pursuant to section 16.1 cannot be appealed, with the exception of a decision made pursuant to 16.1(c), which may be appealed to the National THDC.
- 17.3 In the case of an appeal to the National THDC or National Final Appeals Committee the appeal must be lodged within ten days of receipt in writing of the decision under challenge or the date the decision is taken where the decision is not issued in writing. See Rule 5.2 (d) of An Treoir Oifigiúil (Part IV).

- 17.4 Under Rule 5.2 and 5.2(e) of An Treoir Oifigiúil (Part IV), an appeal to the County Board must be forwarded to the County Secretary and must be accompanied by the relevant appeal fee set out in An Treoir Oifigiúil (Part I).
- 17.5 Where the criteria outlined in Sections 5.1 and 5.2 of An Treoir Oifigiúil (Part IV) are met, the Transfer, Hearing and Disciplinary Committee shall conduct an appeal hearing as per Sections 5.3, 5.4 and 5.5 of An Treoir Oifigiúil (Part IV).
- 17.6 Timelines in respect of appeal under the Code is as set out in An Treoir Oifigiúil (Part IV).

Please note that all rules, regulations and codes referred to in the above Code of Conduct may be accessed at <https://camogie.ie/administration/official-rules/>



This code of conduct comes into effect from 13th March 2024.

This code of conduct should be considered with An Treoir Oifigiúil,
(parts I-VII) and other codes of the Association including
Child Safeguarding Policy and Match Official Code of Conduct.



PUBLISHED BY:

**Ard Chomhairle/Central Council of the Camogie Association,
Croke Park, Dublin 3.**

Third Edition from 19th March 2025.
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**THE
CAMOGIE
ASSOCIATION**
An Cumann Camógaíochta

info@camogie.ie

camogie.ie

twitter.com/officialcamogie

facebook.com/officialcamogieassociation

youtube.com/officialcamogie

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