Climbing New Zealand (CNZ)

Code of Conduct

1. Purpose

This Code of Conduct sets the standard for behaviour across all Climbing New Zealand (CNZ) activities and environments.

It aims to:

- Promote a safe, inclusive, and fair climbing community
- Uphold the integrity and reputation of sport climbing in New Zealand
- Provide a single set of behavioural expectations applicable across all roles and situations

This Code aligns with the principles of the New Zealand Sport Integrity Framework, including fairness, respect, safety, and accountability.

2. Application

This Code applies to all individuals involved in any way in CNZ activities. This includes, but is not limited to:

- Athletes (competitive and recreational)
- Coaches, managers and trainers
- Officials and judges
- Route-setters
- Host gym staff
- CNZ board members and officers
- Employees and contractors
- Volunteers
- Spectators and supporters
- Affiliated clubs and other event participants

3. Core principles

All participants involved in our sport shall uphold the following core principles:

- Respect – Treat all people with dignity and respect
- Integrity – Act honestly and ethically
- Safety and Wellbeing – Protect all participants, including children and vulnerable people
- Fairness – Support fair play and the spirit of sport
- Accountability – Take responsibility for actions

4. Expected standards of behaviour

All participants involved in our sport are expected to adhere to the following minimum standards of behaviour:

- Treat others respectfully and inclusively
- Do not engage in bullying, harassment, discrimination, or intimidation
- Follow safety practices and report concerns
- Follow all applicable rules, policies, laws relevant to our sport, and, where applicable, comply with any agreements entered into with CNZ
- Do not engage in cheating, manipulation of competition, or corruption including strict compliance with anti-doping and anti-match fixing obligations
- Behave in a manner that reflects positively on our sport, CNZ and other participants
- Manage any actual or perceived conflicts of interest appropriately and, where applicable, in accordance with CNZ policies

5. Role-specific expectations

In addition to the above, the following role specific standards of behaviour must be adhered to.

5.1 Athletes are expected to:

- Compete fairly and uphold the spirit of sport
- Respect officials, competitors, and organisers
- Comply with rules and event requirements
- Take responsibility for personal conduct and safety

5.2 Coaches and other support personnel are expected to:

- Act in the best interests of athletes including considering the physical and emotional well-being of an athlete (including age and stage appropriate training and competition)
- Maintain appropriate professional boundaries
- Provide safe, inclusive, and supportive environments
- Model respectful and ethical behaviour

5.3 Officials and Judges are expected to:

- Act impartially and consistently
- Apply rules fairly and without bias
- Be accountable and transparent in decisions
- Uphold the integrity of competitions

5.4 Route-setters are expected to:

- Act impartially and consistently
- Apply rules fairly and without bias
- Uphold the integrity of competitions
- Adhere to the setting guidance provided by CNZ or Head-setter

- Ensure no information about the setting (style, difficulty, beta etc.) is made available to any unauthorized person including athletes, team managers, supporters or coaches

5.5 Other volunteers are expected to:

- Support CNZ activities responsibly
- Follow directions and event requirements
- Treat all participants fairly and with respect
- Promote a safe and inclusive environment

5.6 Spectators and Supporters are expected to:

- Encourage positive participation
- Respect athletes, officials, and all other participants in our sport
- Not engage in abusive, disruptive, or unsafe behaviour

5.7 CNZ Management Committee Members and Officers are expected to:

- Act in the best interests of CNZ
- Demonstrate ethical leadership and governance
- Ensure decisions are fair, transparent, and accountable

6. Prohibited conduct

The following conduct is prohibited by all participants:

- Harassment, bullying, or discrimination
- Abuse (verbal, physical, emotional, or sexual)
- Unsafe or reckless behaviour
- Cheating or manipulation of competition outcomes
- Use of prohibited substances or methods
- Retaliation against those who raise concerns

7. Speaking up and complaints

All participants are expected to uphold the spirit and intent of this Code including by holding each other accountable for compliance.

- Where appropriate and safe to do so, participants may choose to raise any concerns informally e.g. directly with event officials, club or team coaches and managers and/or other supporters.
- Where an alleged breach of this Code occurs within competition, the competition rules will be applied at that time.
- A formal complaint of a breach of this Code will be managed under the CNZ Complaints Policy.
- A serious allegation of breach may be referred to the NZ Sport Integrity Commission or to other relevant authorities including the police.

8. Breaches and consequences

Where a breach of this Code is found to have occurred, the outcomes set out in the CNZ Complaints Policy may apply. This may include (but is not limited to):

- Warnings or education
- An individual being suspended or removed from a role, event or competition
- An individual having their involvement in the sport restricted

9. Relationship to other documents

This Code is the primary behavioural standard for CNZ and may be referenced by athlete agreements, governance documents, and event participation conditions.

CNZ will cooperate with the NZ Sport Integrity Commission in relation to investigations and integrity matters.

10. Acknowledgement

All participants in our sport are deemed to have read, understood, and agreed to comply with this Code.

CNZ will make this Code publicly available and ensure awareness of the obligations required by it.

Document Control

Policy owner	CNZ Management Committee
Commencement Date	November 2026
Review Date	Maximum of 2 years from commencement