



**Maccabi GB Participant's
Code of Conduct
September 2025**

1. Participant Code of Conduct

The following Code of Conduct has been established to ensure all participants have a positive and safe experience. All participants are expected to follow this Code and are required to take full responsibility for themselves and their actions. It emphasises respect for, and tolerance of, others as its main concern, though it is also for the participants' own protection. Violations of the Code will be reason for disciplinary action taken by Maccabi GB.

Violations of the Code of Conduct may result in dismissal from a programme / event, which is at the sole discretion of Maccabi GB's Disciplinary Committee and seconded Maccabi GB Board Members. In these circumstances, the participant and / or parent/guardian (if the participant is under 18) will be liable for all costs relating to the expulsion and no refund related to the price of the programme will be given. If additional costs are incurred, the parent/guardian will be required to pay these.

Maccabi GB will adhere to the law of the country that the activity is within and fully cooperate with them in the case of violations to this Code of Conduct.

2. Mutual Respect and Group Responsibilities

We expect participants will always conduct themselves in a manner that is respectful of others. Participants are committed to attending, being involved and participating fully and positively in all aspects of the activity / event and group programmes. Should the programme / event include participants from third party organisations, partners or members of the public [as well as Maccabi GB Staff & Volunteers], participants are also committed to treating others with equal care and respect.

Participants can expect to be treated fairly and with respect in a safe environment. Any complaints will be taken seriously and responded to appropriately by relevant Maccabi GB Staff.

3. Anti-Social Behaviour

Maccabi GB has a zero-tolerance policy towards anti-social, sexist, racist, homophobic or otherwise negative or derogatory behaviour. We classify the following as examples of serious anti-social behaviour (this is not an exhaustive list): Bullying, Violence, Abusive Language, Physical, Emotional, Sexual Abuse or Harassment directed towards other participants, staff volunteers or anyone with whom they come into contact.

Every participant has an equal right to experience the programme fully, free from any bullying, ridicule, harassment or abuse of any kind. Any participant who mistreats another participant will be disciplined in an appropriate manner.

4. Sexual Harassment

Sexual Harassment is defined as any unwanted behaviour of a sexual nature that causes offense, distress, intimidation or humiliation. These behaviours do not have to have been objected to during Maccabi GB activities for them to be unwanted and for it to constitute harassment. Sexual Harassment can take many forms and can include, but is not limited to:

- Making sexually degrading comments or gestures
- Staring or leering at other people's bodies
- Making sexual jokes or propositions
- Sending or posting emails, text messages or social media posts with sexual content
- Physical behaviour, including unwelcome or non-consensual sexual advances
- and touching
- Displaying sexually explicit pictures in someone else's space or a shared space
- Continuing to touch or hug others if they have said that they do not wish to be touched
- Sharing sexual fantasies or thoughts of a sexual nature, either verbally or in writing

Maccabi GB additionally follows the NSPCC's guidance on sexual consent determined by the [Gillick competency and Fraser guidelines](#).

5. Bullying

Bullying is defined as behaviour by an individual or a group that is repeated and is intended to hurt an individual or a group of people either physically or emotionally. Bullying can take many forms and can include, but is not limited to:

- Social exclusion (excluding, ostracising or ignoring other members of the group)
- Cyberbullying (bullying via mobile phones or online, eg: social media, instant messenger etc.)
- Teasing
- Name-calling
- Physical assault
- Making threats
- Being complicit, concealing information or being directly involved in discrimination of any kind including, but not limited to, bullying, sexual harassment, racist behaviour and homophobia will not be tolerated.

6. Illegal Drugs

Maccabi GB will abide by the Laws set in the country in which the programme / activity is taking place and will defer to the local Police should an incident of possession or use take place.

Anyone who is determined to have purchased, sold, possessed or used any illegal drugs or narcotics and/or abused legal drugs (or to have been in the presence of others while they did any of the aforementioned acts) will be immediately dismissed from the Maccabi GB programme / event. Maccabi GB or any other organising bodies reserve the right to carry out random drug testing at any point before or during the programme / event, including urine or blood tests to test for and/or confirm usage.

7. Performance Enhancing Drugs

The taking of performance enhancing drugs and engaging in banned doping procedures will not be tolerated and will bear the highest penalty, in addition to any penalty imposed by the Sport's Governing Body.

8. Alcohol

The purchase, possession or consumption of any alcoholic beverages is illegal and completely forbidden for Participants under the age of 18. Those participants under the age of 18, caught in possession and/or those found to have purchased or consumed alcohol at any point during the Maccabi GB programme / activity - including during free time - should expect to be removed from the programme / activity.

Any medical attention required as a direct or indirect result of the consumption of alcohol or drug misuse at a Maccabi GB programme / event is not covered by the medical insurance policy.

9. Smoking And Tobacco Products [For Junior Athletes only]

The smoking, purchase and possession of all tobacco products are prohibited for all Participants under the age of 18; this includes cigarettes, cigars, e-cigarettes, vapes and Nargilah/hookah etc.

If Participants under the age of 18 are found in possession of any tobacco related products or vapes at any time, it will be treated as a serious breach of discipline and the products will be confiscated and disposed of. For the avoidance of doubt, if the Participant under the age of 18 is found in possession of any tobacco products, vapes or e-cigarettes, their dismissal from the programme / event and subsequent return to their country of origin at their own expense will be at the sole discretion of the Maccabi GB Discipline Committee.

10. The Right to Search

Maccabi GB hope that the need never arises, but there may be occasions where Maccabi GB reserve the right to search a participants' personal possessions during Maccabi GB programmes / events, if they have a reasonable suspicion that a participant possesses prescribed/non-prescribed medication, illegal drugs, alcohol and/or weapons, or has been accused of stealing and concealing property etc.

11. Mobile Phones and other devices

Mobile phones are generally allowed on Maccabi GB programmes / events. There might be circumstances when participants under the age of 18 are asked to remove mobile phones or other devices for the duration of the activity undertaken. Please be aware that Maccabi GB will not take any responsibility for loss or damage of any participants' mobile phone or other device.

12. Additional Rules

In addition to the above, any one of the following actions (though not limited to this list) may constitute grounds for dismissal from Maccabi GB programmes / events at the sole discretion of Maccabi GB's Disciplinary Committee and seconded Maccabi GB Board Members:

- Unauthorised absence from the group
- Repeatedly failing to participate in the requirements of the programme / event
- Failing to comply with any reasonable rules or regulations imposed by Maccabi GB, its personnel, agents or representatives during the course of the programme / event
- Gambling
- Deliberately harm any part of one's body
- Disobey instructions from Maccabi GB Staff or Volunteers
- Stealing from, including but not limited to other participants, shops, accommodations (including towels, pillows, sheets etc.)
- Sharing or being in possession of pornographic images or video content of any kind
- Using your power, strength or authority to intimidate others around you (this includes all forms of bullying and sexual harassment)
- Deliberate damage to property
- Being complicit, concealing information or being directly involved in discrimination of any kind including, but not limited to, bullying, sexual harassment, racist behaviour and homophobia

Please note if any of the behaviour above is displayed prior to the programme / event, Maccabi GB reserve the right to reject the athlete.

13. Sports Competition Declaration

This declaration applies to all Maccabi GB Sport programme / event

I 'the participant':

- I will abide by the rules of the sports competition and the Code of Conduct as set by Maccabi GB. In the case of a breach of these rules. The Maccabi GB Disciplinary Committee will deal with the case which may result in expulsion from the programme / event. I understand that if I were to be removed from the programme / event that this would be at my own expense, or at the expense of my parent(s) or legal guardian.
- I acknowledge that I am to be present for the full duration of the programme / event, other than in exceptional circumstances and only if sanctioned by Maccabi GB.
- [For Participants under the age of 18 taking part in residential programmes / events] I accept that I may only see my parents / guardian at the competition venue and will be unable to go out with them at any time.
- I agree to abide by the terms of the Event Governing Body, which will include:
 - a) To abide by the laws and the spirit of my sport as well as the principles of good sportsmanship and fair play.
 - b) To accept the decisions of umpires, referees and officials without question and protestation.
 - c) Not to cheat and in particular not to attempt to improve performance by the use of drugs or other illegal doping methods.
 - d) To exercise self-control at all times.
 - e) To accept success and failure, victory and defeat with good grace and without excessive display of emotion.
 - f) To treat opponents and fellow participants with due respect at all times.
- I will immediately advise Maccabi GB Staff or Volunteers of any injury sustained prior to the sport programme / event.
- [For participants selected as part of Team Maccabi GB International Events] - Having been selected I will continue to maintain a level of practice and fitness as required, set out, and supervised by the coaches and Team Managers appointed for my sport, and commit to attend all training sessions arranged for my sport as well as any other workshops or seminars as instructed by Team Maccabi GB.
- [For participants selected as part of Team Maccabi GB International Events] I understand and accept that the athletes selected to be part of Team Maccabi GB are ambassadors for their country, their sports and the Jewish nation, and as such will behave in a suitable manner at all times.

14. Parent / Guardian and Supporter Code of Conduct

It is important that all parents / guardians and supporters of participants at Maccabi GB programmes / events are supportive and respect all Maccabi GB staff and volunteers, as well as the policies and procedures in the lead up to, during and following a Maccabi GB programme / event. Maccabi GB will always aim to work together with parents / guardians & supporters, but it is important that they adhere to this Code of Conduct. Failure to do so may result in the participants' exclusion from ongoing or future Maccabi GB programmes / events.

- Maccabi GB will not tolerate foul and abusive language or aggressive behaviour from parents / guardians & supporters directed towards any Maccabi GB staff, volunteer or participant.
- Any decisions taken by the Maccabi GB Staff, Disciplinary Committee and/or Maccabi GB Medical Team is final.
- Parents / guardians & supporters must respect the match officials, their decisions and the opposition teams at all times.
- Parents / guardians & supporters will never engage in, or tolerate, offensive, insulting, or abusive language or behaviour
- Parents / guardians & supporters will not be permitted to visit accommodation centres for any Maccabi GB programme / event.
- Parents / guardians & supporters will not be permitted to take any participant under the age of 18 out of the programme at any time, unless previously agreed with the Maccabi GB management.