



CODE OF ETHICS

1. **Application**

- 1.1 This is the code of ethics (“Code of Ethics”) which applies to all members (“Members”, or in the case of one member, “Member”) of The British Association of Snowsports Instructors Limited (“BASI”), and is adopted by resolution of its board of directors (“BASI Board”) on 18th May 2016 pursuant to Article 45 of the articles of association of BASI (“Articles”, or in the case of one article, “Article”), in substitution for and to replace the existing code of ethics of BASI in force on or prior to that date.
- 1.2 This Code of Ethics is to be of general application governing all conduct of the Members and of BASI, and in consideration of any Proceedings brought under the Disciplinary Procedure and the Regulations thereto, and is to be taken into regard by any other sporting body or tribunal with jurisdiction to hear any matter relating to any conduct of the Members.
- 1.3 An alleged breach of this Code of Ethics shall be dealt with in accordance with the Disciplinary Procedure of BASI.
- 1.4 This Code of Ethics shall read in conjunction with the BASI Code of Ethics Guidelines which shall be approved from time to time by the BASI Board.

2. **Overarching Principles**

EQUALITY

- 2.1 All Members and BASI shall not discriminate between persons, or show any bias or favour, or act to any person’s detriment on the basis of their age, gender, sexual orientation, religious belief, disability or race.
- 2.2 All Members and BASI shall have a positive obligation to promote equality within snowsports to all persons in accordance with the overarching principle in paragraph 2.1 above.

COURTESY

- 2.3 All Members shall act with decorum and courtesy in the discharge of their professional duties and obligations and in all dealings with their clients, with other Members, with BASI, with BASI staff, and with BASI trainers.

CONFIDENTIALITY

- 2.4 All information covered by this Code of Ethics, acquired by Member(s) in the course of instruction or tuition, or acquired by BASI, shall be held in confidence and shall not be disclosed to any third party unless there is a legal requirement so to do or with the consent of the person who provided the information.

PROFESSIONALISM

2.5 Members shall at all times behave in a professional manner and in particular observe the parts of this Code of Ethics set out in sections 3 and 4.

3. Competence

- 3.1 All Members are under an obligation not just to acquire, but to maintain, their ability to provide instruction and tuition to the level of their qualification according to the relevant discipline in which they instruct, and they shall be able to provide such instruction as per the regulations set out in [Annex A](#).
- 3.2 All Members shall always instruct and provide tuition within the scope of their qualification.
- 3.3 All Members shall be personally responsible for their own professional insurance.
- 3.3 All Members shall be personally liable for compliance with any local criteria for instruction and tuition in their discipline. This shall include, but is not limited to, any license, training, and insurance requirement.
- 3.4 All Members shall adhere to all local regulations and laws applicable to their discipline in the location in which they instruct or provide tuition from time to time.

4. Conduct during Instruction

- 4.1 All Members shall have a duty of care towards any person who is at any time under their instruction and tuition ("client").
- 4.2 All Members shall place the health, welfare and safety of their client as a paramount consideration during all instruction and tuition.
- 4.3 Prior to undertaking the instruction or tuition of any client, a Member shall comply with the following checklist as a minimum requirement. It shall be regarded as best practice to make a written record of this compliance as soon as practicable after compliance, and to keep this record for a period of 1 year after the period of instruction or tuition, after which, should no matter arise in relation to the instruction or tuition, the record may be destroyed. Any record should be provided to the client upon request or upon the request of BASI.
 - i) Assess the ability level of the client and ensure that the activities, route and terrain are suitable.
 - ii) Ascertain whether the client wishes to concentrate on any particular aspects of their skill or ability during the period of instruction or tuition.
 - iii) Ensure the client is appropriately dressed and equipped for the proposed period of instruction or tuition.
 - iv) Agree the terms of the engagement, in writing if possible, including but not limited to the date and time of the instruction or tuition, the duration, and the cost.

5. Disciplinary Action

MISCONDUCT

- 5.1 BASI may institute disciplinary proceedings against a Member in respect of any conduct which brings BASI into disrepute, which will include any breach of sections 2 to 4 (inclusive) of this Code of Ethics or of sections 5.3 and 5.4 below.

- 5.2 An attempt by a Member to act, or any agreement by a Member with any other person (whether or not also a Member) that that other person act, in breach of any provision contained in this Code of Ethics shall be treated as if a breach had been committed by the Member (or Members) concerned.
- 5.3 Every Member shall comply with any decision made pursuant to the BASI Disciplinary Procedure and Regulations and any non-compliance with any such decision shall be treated as a separate breach of this Code of Ethics.
- 5.4 A Member shall not knowingly participate in any instruction, tuition or any other activity with another Member who is suspended or disqualified from carrying out such instruction, tuition or other activity.

SANCTIONS

- 5.5 One or more of the following sanctions shall be available to the Disciplinary Panel under the BASI Disciplinary Procedure and Regulations if a breach of this Code of Ethics is found to be proven or is admitted:
- i) Reprimand;
 - ii) Fine;
 - iii) Suspension from specified activities and/or qualification or withdrawal of license;
 - iv) Suspension from BASI, or
 - v) Expulsion from BASI.

MINOR MISCONDUCT

- 5.6 If any Charge brought against a Member under the BASI Disciplinary Procedure and Regulations is considered by the Chair to the Disciplinary Panel to amount to Minor Misconduct, then only the penalties set out at paragraphs 5.5(i) and (ii) and (iii) shall be available by way of penalty.
- 5.7 "Minor Misconduct" includes (but shall not be limited to):
- i) Foul or abusive language;
 - ii) Misuse of BASI branding;
 - iii) Repeated tardiness;
 - iv) Breach or breaches of professional engagements, or
 - v) Minor breaches of confidentiality

and the Chair to the Disciplinary Panel shall decide whether conduct constitutes Minor Misconduct.

SERIOUS MISCONDUCT

- 5.8 "Serious Misconduct" includes (but shall not be limited to):
- i) Any material breach (or repeated breaches) of this Code of Ethics;
 - ii) The commission of criminal offences;
 - iii) A breach of the Overarching Principle of Equality;
 - iv) Instructing or providing tuition beyond or out-with the Member's level of qualification, ability or competence;
 - v) Breaches of anti-doping law or regulations;
 - vi) Any breach in relation to paragraph 5.3 above;
 - vii) Any breach in relation to paragraph 5.4 above, or
 - viii) Serious breaches of confidentiality

and the Chair to the Disciplinary Panel shall decide whether conduct constitutes Minor Misconduct.

Guidance:

Members are referred to the following for assistance in the interpretation of this Code of Ethics:

- [BASI Legal, Insurance and Qualifications remit](#)
- [BASI Branding Guidelines](#)
- [BASI Code of Ethics Guidelines](#)
- [BASI Social Media Guidelines](#)
- [BASI Bribery Policy](#)
- [BASI Disciplinary Procedure](#)
- *European Mentoring and Coaching Council* <http://www.emccouncil.org/src/ultimo/models/Download/4.pdf>
- *World Anti-Doping Authority, Banned Substances* <https://www.wada-ama.org/en/what-we-do/prohibited-list>