

## **Antibribery Policy**

Snowsport England is committed to operating in a fair, ethical and equitable manner and in line with its values operates a zero tolerance to bribery and corruption. We are committed to preventing acts of bribery and corruption which damage free and fair competition.

We recognise our obligations under applicable legislation, including the [UK Bribery Act 2010](#) and are committed to ensuring no bribes or corrupt payments are made, offered, sought or obtained by anyone on our behalf, to anyone.

We recognise in a competitive sport there may be situations where coaches or officials are open to potential bribery. For example:

- where there are 5 athletes competing for 4 places in a squad
- where it would be beneficial for racers to go early, or late in the race

### **What is a Bribe?**

- A bribe may include a payment, benefit or gift offered or given with the purpose of influencing a decision or outcome.
- A bribe may not always be of a large value, it could be a lunch or tickets to a sporting event.

### **What is not a Bribe?**

- Small gifts to say “thank you”, for example a small box of chocolates or bottle of wine are acceptable provided they are not given with the purpose of influencing a decision.

### **Who is covered by this Policy?**

This policy is applicable to all employees, volunteers, officials and anyone acting on Snowsport England’s behalf. It is applicable to all affiliated Clubs and their employees, volunteers, officials and anyone acting on their behalf.

### **What you should do if you have a concern**

- If you believe you have been offered a bribe, or believe someone else has offered or been offered a bribe, you should report the matter to your Club Chairman. The CEO of Snowsport England should also be informed. Do not wait until someone else voices their concern.
- Snowsport England will investigate the claim and if required will use their [Discipline and Dispute Resolution Procedures](#).