中國香港汽車會
HONG KONG, CHINA AUTOMOBILE ASSOCIATION
Est. 1918

MEMBER OF FIA

FIM

CODE OF CONDUCT FOR COACHES

1. Prohibition of Bribery and Corruption

HKAA strictly prohibits all forms of bribery and corruption. Coaches must refrain from soliciting, accepting, or offering any bribes or advantages in connection with coaching duties, athlete selection, team assignments, or athlete evaluations. Coaches must fully comply with Hong Kong's Prevention of Bribery Ordinance (POBO).

2. Integrity in Athlete Selection and Evaluation

Coaches must conduct all athlete selections, team squad choices, and training privilege assignments strictly on merit, objective performance, and fair play. Coaches must not accept any personal favor, gift, or financial advantage from athletes, parents, or commercial entities to influence selection decisions.

3. Restrictions on Accepting Advantages from Athletes or Parents

Coaches must maintain professional boundaries and must not solicit or accept advantages from athletes under their supervision, or from the parents/guardians of minor athletes. Voluntary gifts offered during festive occasions (e.g., Chinese New Year or birthdays) may be accepted only if they are unsolicited and of nominal value.

4. Conflict of Interest and Private Practice

Where a Coach engages in private coaching, operates a private motorsports business/academy, or maintains commercial ties with equipment suppliers/teams:

a. The Coach must formally declare all such private practice and commercial interests to HKAA.
b. The Coach must not use HKAA resources, facilities, or official status to promote their private commercial practice.
c. The Coach must recuse themselves from official HKAA selection or judging panels involving their private clients to avoid perceived or actual conflicts of interest.

5. Protection, Safeguarding, and Safe Sport

Coaches owe a duty of care to all athletes under their supervision. Coaches must foster a safe, safe-sport environment free from physical, verbal, or psychological abuse, harassment, or exploitation. Coaches must actively promote clean sport and enforce compliance with WADA and HKAD anti-doping policies.

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6. Confidentiality and Data Protection

Coaches must protect the confidentiality of athletes medical records, performance data, assessment reports, and HKAA internal strategy. Misuse of athlete data or confidential information for personal gain or private business is strictly prohibited.

7. Harassment and/ or discrimination

Coaches prohibit discrimination on the grounds of sex, disability, family status, and race, including sexual harassment, race discrimination, disability discrimination, sex discrimination and family status discrimination are strictly prohibited.

8. Disciplinary Action for Breaches

Any coach who breaches this Code of Conduct will face disciplinary proceedings, which may result in suspension, cancellation of HKAA coach registration/license, termination of official appointment, and potential prosecution under Hong Kong law.

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教練行為準則

1. 禁止賄賂及貪污

香港體育總會嚴禁一切形式的賄賂及貪污行為。教練不得在執教職責、運動員選拔、隊伍分配或運動員評估過程中索取、接受或提供任何賄賂或利益。教練必須完全遵守香港《防止賄賂條例》。

2. 運動員選拔及評估的誠信原則

教練必須嚴格依照運動員的表現、客觀表現及公平競爭原則進行所有運動員選拔、隊伍組成及訓練安排。教練不得接受運動員、家長或商業機構的任何個人好處、禮物或經濟利益以影響選拔決定。

3. 限制接受運動員或家長的利益

教練必須保持職業操守，不得向其指導下的運動員或未成年運動員的家長/監護人索取或接受任何利益。在節日期間（例如春節或生日）贈送的自願禮物，只有在未經請求且價值不高的情況下方可接受。

4. 利益衝突與私人執業

教練如從事私人執教、經營私人賽車運動業務/學院，或與器材供應商/車隊保持商業聯繫：

a. 教練必須向香港田徑協會正式申報所有此類私人執業和商業利益。

b. 教練不得利用香港田徑協會的資源、設施或官方身分來推廣其私人商業活動。

c. 教練必須避免參與涉及其私人客戶的香港田徑協會官方選拔或裁判小組，以避免潛在的或實際的利益衝突。

5. 保護、保障與安全運動

教練對其指導下的所有運動員負有照顧義務。教練必須營造一個安全、安全的運動環境，杜絕任何形式的身體、言語或心理虐待、騷擾或剝削。教練必須積極倡導純潔體

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育，並嚴格執行世界反興奮劑機構（WADA）和香港反興奮劑機構（HKAD）的反興奮劑政策。

6. 保密和資料保護

教練必須保護運動員的醫療記錄、成績數據、評估報告以及香港體育總會（HKAA）內部策略的保密性。嚴禁濫用運動員資料或保密資訊以謀取私利或用於私人業務。

7. 騷擾和/或歧視

教練禁止基於性別、殘疾、家庭狀況和種族進行歧視，包括性騷擾、種族歧視、殘疾歧視、性別歧視和家庭狀況歧視。

8. 違規行為的紀律處分

任何違反本行為準則的教練都將面臨紀律處分，處分可能包括停職、取消香港體育總會教練註冊/執照、終止正式任命，以及根據香港法律可能被起訴。