



Cork City Marathon

Safe Environment Race Policy

A) INTRODUCTION

Many people in our society are victimised and harassed as a result of their gender, civil status, family status, sexual orientation, religion, age, disability, race or membership of the traveller community.

Personal harassment takes many forms but whatever form it takes, personal harassment is always serious and is totally unacceptable.

Sexual harassment covers acts, requests or conduct which could reasonably be regarded as being offensive, humiliating or intimidating; and are in fact unwelcome to a particular employee.

Bullying is repeated inappropriate behaviour, direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, which could be regarded as undermining the individual's right to participate in and fully enjoy the marathon experience.

B) POLICY

We deplore all forms of personal or sexual harassment and bullying and seek to ensure that the Cork City Marathon is a safe space for participants and attendees.

We work closely with Cork City Council, An Garda Síochána and employ security officials and stewards in the organising and running of the Cork City Marathon and its three races.

While every effort is made to create a safe and enjoyment environment for all e.g. no use of cameras in changing facilities, we understand that individual or individuals might commit actions that put this at risk.

C) COMPLAINING ABOUT PERSONAL OR SEXUAL HARASSMENT

If you are the victim of minor harassment you should make it clear to the harasser on an informal basis that their behaviour is unwelcome and ask the harasser to stop.

If you feel unable to do this or if you think your safety or the safety of others are at risk, please contact a nearby steward for assistance immediately. The race stewards will raise the issue with the event control team, who will work to get a full understanding of the situation and then take informed, appropriate action e.g. send security officials, request support from An Garda Síochána, request the individual to stop their behaviour or leave, forcibly remove the individual/s to leave.

Within our terms and conditions, inappropriate behaviour of runners is also not tolerated and they will be removed from the race.

If the situation wasn't dealt with immediately or if you have had an experience you would like to bring to the attention of the Cork City Marathon team, please email ccm@davisevents.ie with additional details and contact information. A member of the team will follow up with you and will detail the next steps with you and agree an appropriate plan.