



Code of Conduct - February 2026

Sanctuary Runners is a solidarity-through-sport movement. We bring together migrants – especially people who have refugee status or are seeking asylum – and people living in the wider community to run, jog or walk side by side, building connection, understanding and belonging.

Our vision is a more inclusive society where people from all backgrounds and nationalities are valued, and where community integration is actively lived and championed. We believe that while people are living here, connection to community matters – for those who are new to Ireland and for those who have been here longer. This Code of Conduct sets out how we look after one another and the shared values that guide how we show up – in person, online, and in the wider world.

Our shared values in action

As a member of Sanctuary Runners, you are asked to:

- Treat everyone with dignity, kindness and respect, recognising the worth of every person.
- Help create a space that is welcoming, inclusive and supportive, regardless of age, ability, ethnicity, gender, race, religion, sexuality, or social or economic background.
- Act in ways that promote safety and trust, and avoid behaviour that could cause harm, fear or exclusion.
- Be mindful of the different life experiences within our community and show empathy and care towards others.
- Support and promote equality of opportunity and challenge discrimination in a manner that is safe and appropriate.

Safe and fair participation

Sanctuary Runners aims to provide a positive and safe sporting environment for everyone. Members are expected to:

- Take part in runs and walks fairly and respectfully, following the rules of any organised event we attend together.
- Avoid behaviour that seeks to gain an unfair advantage or undermines the spirit of participation.
- Follow guidance from Group Leads at weekly runs and walks to help ensure safety, enjoyment and inclusion for all.

Safeguarding and care for children

Sanctuary Runners is primarily a running and walking group for adults. Children are welcome to attend events, but their wellbeing is always the responsibility of their parent, guardian, or a responsible adult chosen by the parent.

If you bring a child to a Sanctuary Runners event:

- You are responsible for their care and supervision at all times.
- Children under the age of 18 must remain within sight or arm's reach of their parent, guardian, or responsible adult for the duration of the event.
- Sanctuary Runners volunteers and Group Leads cannot take responsibility for children brought to events by other members.

When attending third-party events (such as Parkrun), the rules and safeguarding requirements of that event must be followed.

Respectful use of Sanctuary Runners spaces

To protect the trust and safety of our community:

- Sanctuary Runners should not be used to recruit for political, religious or campaign groups, or for the purpose of targeting participants.
- Group communication spaces, including WhatsApp groups, should be used to support connection and participation, not to promote personal causes, businesses or sales.
- The Sanctuary Runners name, logo, and images should not be used for personal, political or commercial gain.
- Online and social media activity connected to Sanctuary Runners should reflect our values of solidarity, friendship and respect.
- Please be clear when you are speaking in a personal capacity and not on behalf of Sanctuary Runners.

Photography, media and visibility

Our visibility is important and powerful, but it must always be handled with care:

- Follow the Sanctuary Runners Photography and Video Policy at all times.
- Always seek consent before taking or sharing images of others with the media.
- Take particular care with images of children, and never share images without appropriate permission.

When issues or concerns arise

Sanctuary Runners is built on trust, openness and care. If something doesn't feel right, we encourage early, respectful conversations wherever possible.

- If an issue arises during a run or walk, please speak to your Group Lead.
- Concerns about behaviour – including that of Group Leads of volunteers – can be raised with a Development Officer or a relevant staff team member.

All concerns will be handled with fairness, sensitivity and confidentiality, in line with Sanctuary Runners policies.

Upholding our community standards

This Code of Conduct applies to all members, including Group Leads, volunteers, staff and Board members. If a concern is raised about a serious or ongoing breach of this Code, it may be referred to a Sanctuary Runners staff member and addressed in line with the Disciplinary Policy. In rare cases, behaviour that significantly undermines the safety or values of the community may result in someone being asked to step away from Sanctuary Runners. Our aim is always to protect the community, uphold our values, and support learning and accountability, rather than to punish.