

**BEFORE THE UKA DISCIPLINARY PANEL
BETWEEN:**

UK ATHLETICS LIMITED

Complainant

and

MICHAEL BAKER

Respondent

DECISION

1. This Decision has been made following agreement between the parties in accordance with paragraph 16.5 of the UK Athletics Disciplinary Rules and Procedures. Having been ratified by a UKA Disciplinary Panel, this is a binding Decision of the UKA Disciplinary Panel.
2. The Respondent is a coach licenced by UK Athletics. The Respondent's Coach Licence was suspended on 25 June 2021.
3. The charge against the Respondent is that on 19 June 2021 in a hotel in Bedford he entered the bath/shower room area, knowing that a male adult was showering. He took a picture of the male adult without consent.
4. The Respondent has admitted the charge.
5. The relevant regulatory documents governing the relationship between the Respondent and UK Athletics are the 2012 UK Athletics Coach Licence Terms and Conditions (updated in 2019) and the UK Athletics Coaches Code of Conduct in place from March 2018 until 21 June 2021.
6. UK Athletics alleges that the Respondent is:
 - a. in breach of paragraphs 4.1 (i) 4.1 (ix) 4.2 (ii) 6.5 (iii) 6.5 (v) 6.5 (vii) 6.5 (xvi) of the Coach Licence Terms and Conditions; and
 - b. in breach of the following sections of the Coaches Code of Conduct:

Respect the rights, dignity and worth of every athlete and others involved in athletics and treat everyone equally

Develop appropriate working relationships with athletes based on mutual trust and respect

Never engage in any inappropriate or illegal behaviour

7. In consequence of the above breaches, UK Athletics alleges that the Respondent has committed Misconduct pursuant to paragraph 2.2 of the UK Athletics Disciplinary Rules and Procedures.
8. The UKA Disciplinary Panel is satisfied that the Coach Licence Terms and Conditions and Coaches Code of Conduct have been breached in the ways alleged by UK Athletics.
9. The sanctions applied by the UKA Disciplinary Panel are:
 - a. the Respondent's Coach Licence is revoked, and
 - b. the Respondent is no longer eligible for any kind of Licence from UK Athletics in perpetuity.
10. By agreement of the parties, there is no right of appeal to this Decision.
11. The seat of the arbitration is London.

Disciplinary Panel:

Karen McArthur (Chair)
Ashraf Khan
Rodney Beer

RE THE UKA DISCIPLINARY PANEL BETWEEN

UK ATHLETICS LIMITED (complainant) and MICHAEL BAKER (respondent)

The Disciplinary Panel, by agreement on 20th October, ratified the agreement made between the above parties

Further they direct that Schedule 2 be published

Karen McArthur Chair
26th October 2022

A handwritten signature in black ink, appearing to be 'K. McArthur', written in a cursive style.