



HOCKEY INDIA
CODE OF ETHICS &
ETHICS COMMISSION

As at 11 November 2022

ETHICS COMMISSION

HOCKEY INDIA (HI)

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HOCKEY INDIA CODE OF ETHICS

PREAMBLE

The HI and each of its members (hereinafter called “the HI parties”) restate their commitment to the Olympic, IOA, AHF, FIH and HI Charter and in particular its Fundamental Principles. The HI parties affirm their loyalty to the Olympic ideal inspired by; Pierre de Coubertin.

Consequently, at all times the HI parties and in the framework of the National Games and other Games organized under the aegis of HI, the participants, undertake to respect and ensure respect of the present Code.

The Hockey India members and Recognized Organizations shall adopt a code of the ethics based on the principles and rules of the HI Code of Ethics or adopt the HI Code of Ethics in a written declaration.

Hockey India shall adhere to the Basic Universal Principles of Good Governance within the Olympic Movement, as detailed in the IOC Code of Ethics. (Annexure A)

A. DIGNITY

- 1) Safeguarding the dignity of the individual is a fundamental requirement of Olympism.
- 2) There shall be no discrimination between the participants on the basis of race, gender, ethnic origin, religion, philosophical or political opinion, marital status or other grounds.
- 3) All doping practices at all levels are strictly prohibited. The provisions against doping in the World Anti- Doping Code/National Anti Doping Code shall be scrupulously observed.
- 4) All forms of harassment of participants, be it physical professional, sexual or Mental and any physical or mental injuries to participants are prohibited.
- 5) All forms of participation in, or support for betting related to the National Games and other Games organized under the aegis of HI and all forms of promotion of betting related to the National Games and other Games organized under the aegis of HI are prohibited.
- 6) Also, in the context of betting, participants in the National Games and other Games organized under the aegis of HI must not, by any manner whatsoever, infringe the principle of fair play, show non-sporting conduct, or attempt to influence the result of a competition in a manner contrary to sporting ethics.
- 7) The HI parties shall guarantee the athletes conditions of safety, well being and medical care favorable to their physical and mental equilibrium.

B. INTEGRITY

- 1) The HI parties or their representatives shall not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with the organization of the National Games and other Games organized under the aegis of HI.
- 2) Only gifts of nominal value, in a accordance with prevailing local customs, may be accepted by the HI parties, as a mark of respect or friendship. Any other gift must be passed on to the organization of which the beneficiary is a member.
- 3) The hospitality shown to the members and staff of the HI parties, and the persons accompanying them, shall not exceed the standards prevailing in the host country.

- 4) The HI parties shall respect the Rules Concerning Conflicts of Interests Affecting the Behavior of Olympic, IOA, AHF and FIH Parties.
- 5) The HI parties shall use due care and diligence in fulfilling their mission. They must not act in a manner likely to tarnish the reputation of the Olympic, IOA, AHF and FIH movement.
- 6) The HI parties, their agents or the representatives must not be involved with firms or persons whose activity or reputation is inconsistent with the principles set out in the Olympic, IOA, AHF and FIH Charter and the present Code
- 7) The HI parties shall neither give nor accept instructions to vote for HI Elections and any other issue or intervene in a given manner within the organs of the IOA and HI.

C. GOOD GOVERNANCE AND RESOURCES

- 1) The basic universal principles of good governance of the Olympic, IOA, AHF, FIH and HI movement, in particular transparency, responsibility and accountability, must be respected by all Olympic, IOA, AHF, FIH and HI Movement constituents.
- 2) The resources of the HI parties may be used only for National purposes.

3) INCOME AND EXPENDITURE

3.1 The income and expenditure of the HI parties shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles. An independent auditor will check these accounts

3.2 In cases where in HI gives financial support to HI parties.

- a) The use of these resources for National Games and other Games organized under the aegis of HI purposes must be clearly demonstrated in the accounts;
- b) The accounts of the HI parties may be subjected to auditing by an expert designated by the HI Executive Board.

3.3 The HI parties recognize the significant contribution that broadcasters, sponsors, partners and other supporters of sports events make to the development and prestige of the National Games and other Games organized under the aegis of HI throughout the Country. However, such support must be in a form consistent with the rules of sport and the principles defined in the Olympic, IOA, AHF and FIH Charter and the present Code. They must not interfere in the running of sports institutions. The organization and staging of sports competitions are the exclusive responsibility of the independent sport organizations recognized by the HI.

D. CANDIDATURES

The HI parties shall in all matters respect the various manuals published by the HI linked to the selection of host cities of the National Games and other Games organized under the aegis of HI, in particular the Rules of Conduct Applicable to All Cities wishing to Organise the National Games and other Games organized under the aegis of the HI.

E. RELATIONS WITH STATES

- 1) The HI parties shall work to maintain harmonious relations with state authorities, in accordance with the principle of universality and political neutrality of the Olympic, IOA, AHF and FIH Movement.
- 2) The HI parties are free to play a role in the public life of the states to which they belong. They may not, however, engage in any activity or follow any ideology inconsistent with the principles and rules defined in the Olympic, IOA, AHF and FIH Charter and set out in the present Code.
- 3) The HI parties shall Endeavour to protect the environment on the occasion of any events they organize. In the context of the National/State Games and other Games organized under the aegis of HI, they undertake to uphold generally accepted standards for environmental protection.

F. CONFIDENTIALITY

The HI parties shall not disclose information entrusted to them in confidence. The principle of confidentiality shall be strictly respected by the HI Ethics Commission in all its activities. Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organization.

G. IMPLEMENTATION

- 1) The HI parties shall see to it that the principles and rules of the present Code are applied.
- 2) The HI parties shall inform the HI President of any breach of present Code, with a view to possible referred to the HI Ethics Commission.
- 3) The HI Ethics Commission may set out the provisions for the implementation of the present Code in a set of implementing Provisions.

H. COMPLAINTS

All complaints to the Ethics Commission referable to the Ethics commission would be brought to the President of HI with a fee of Rs. 1,00,000/-(Rupees One Lak) in the name of Hockey India Ethics Commission and the said complaint would be referred to the Panel, composition of which may be decided by; the President of HI.

OR

Otherwise, the HI President may refer any complaint suo-moto without the charge of any fee and the expenses would be reimbursed by the HI from its accounts.

Rules Concerning Conflicts of Interests Affecting the Behavior of HI parties

Article 1

Scope of Application

These Rules apply to HI parties as defined by the HI Code Ethics preamble;

Hockey India and each of its members, Organizing Committees for the National Games and other Games organized under the aegis of HI, cities wishing to organize the National Games and other Games under the aegis of HI and, in the frame of the Games, to the Participants.

With respect to legal persons among the HI parties, these Rules are applicable to all members or staff with actual decision-making power within them. Each such legal person may define other categories of persons for whom these Rules can be applicable, while informing the Ethics Commission.

Article 2

Definition

- 1) In the context of the provisions of these Rules, a distinction is made between the situation of a “potential conflict of interests” and the case of a “conflict of interests”. Only conflicts of interests are prohibited.
- 2) A situation of a potential conflict of interests arises which the opinion or decision of a person, acting alone or within an organization, in the framework of the activities of the physical or legal persons defined in Article 1 above, may be reasonable considered as liable to be influenced by relations that the aforementioned person has, has had or is on the point of having with another person or organization the would be affected by the person’s opinion or decision.
- 3) A case of conflict of interests is constituted when any person who, having abstained from declaring a situation of potential conflict of interests, expresses an opinion or takes a decision in the circumstances described in the above paragraph 2.

Article 3

Types of interests to take into consideration

In assessing the situations described in Article 2 above, direct as well as indirect interests must be taken into account. This also includes the interests of a third person (parent, spouse, relation or dependent).

In the following non-exhaustive list of examples, the circumstances in which a conflict of interests could arise are:

- Personal and/or material involvement (salary, shareholding, various benefits) with suppliers of the HI party concerned:
- Personal and/or material involvement with sponsors, broadcasters, various contracting parties;
- Personal and /or material involvement with an organization liable to benefit from the assistance of the HI parties concerned (including subsidy, approval clause or election).

Article 4

Resolution of conflicts

It is the personal responsibility of each person to avoid any case of conflict of interests.

Faced with a situation of a potential conflict of interests, the person concerned must refrain from expressing an opinion, from making or participating in making a decision or accepting any form of benefit whatsoever. However, if the person wishes to continue to act or if the person is uncertain as to the steps to take, the person must inform the Ethics Commission of the situation; the Ethics Commission then takes the steps foreseen in Article 5.

The information given will be kept confidential.

Article 5

Role of the Ethics Commission

The HI Ethics Commission is responsible for advising members of HI at their request, in a situation of a potential conflict of interests.

The Ethics Commission proposes to the person concerned a solution from the following options;

- Registering the declaration without any particular measure;
- Removal of the person involved from part or all of the action or from the decision of the HI parties at the root of the conflict;
- Relinquishment of the management of the external interest causing of the conflict; Complementary measures may also be proposed.

The person concerned then takes the steps that he/she considers appropriate, subject to the Commission's application of the second paragraph of Article 7 below.

Article 6

Procedure

Any case of conflict of interests is dealt with accordance with the provisions of constitution the Rules of Procedure of the Ethics Commission.

The Ethics Commission is responsible, in the final instance, for taking decisions concerning conflicts of interests.

Article 7

Undeclared conflicts of interests

In the event that a person neglects to declare a situation of a potential conflict of interests, the President HI/EB may refer the case to the Ethics Commission in accordance with the conditions set out in its rules.

Article 8

Enforcement

The provisions set forth in the third paragraph of Article 2 above shall apply to any situation of a potential conflict of interests, which is not declared by the person concerned.

Article 9

Execution

The HI Executive Board is responsible, for the execution of these Rules.

Ethics Commission

Statutes of the HI Ethics Commission

Implementing Provision of the Statutes of the HI Ethics Commission:

Rules of Procedure Governing the Investigation of Cases Brought Before the HI Ethics Commission.

Statutes of the HI Ethics Commission

A. Composition and Organization

1. The HI Ethics Commission (the Commission) is independent; it is composed of seven members, among whom there shall be:
 - No more than three HI Members,
 - No more than two athletes.
 - No more than two persons with legal background.
2. The members of the Commission shall be designated by the HI President, and their appointment is subject to ratification by the HI Executive Board.
3. The Chairman of the Commission shall be appointed by the HI President and to be ratified by the HI EB. The HI President can also be Chairman/Chair Person.
4. The Commission reports to the HI Executive Board.
5. The Commission meets when convened by its Chairman, at least on a semi- annual basis. The required quorum is constituted if at least three of the members are present.
6. The Commission shall be assisted by a Secretary appointed by the Commission Chairman as and when any case is referred in consultation with the HI President. His or her tasks are defined in a job description approved by the Commission Chairman and the HI President.

B. Terms of reference of the Commission

1. In the framework of the competence of the Commission as defined in the Olympic Charter, the terms of reference of the Commission are:
 - 1.1 To provide opinions and recommendations to the HI Executive Board on cases

submitted by the HI President, and to give advice at the request of the HI Members and/or members of Hockey movement.

1.2 To perform any other task, linked to the development of and respect for the ethical principles, assigned to it by the HI Executive Board and/or the HI President.

2. The Commission presents an annual report based on cases referred on its activities to the HI Session. This report will be published.

C. Conditions required for Commission membership

Members of the Commission shall not take any measure nor exercise any influence in relation to a matter where any conflict of interests or any other conflict exists or is perceived to exist.

D. Term of appointment of Commission members

1. The duration of the term of a Commission member is four years. Such term is renewable. The term of a person who is a Commission member by virtue of his or her HI membership shall end when such person ceases to be an HI Member. He or she may however be appointed as a Commission member in the category of persons who are not HI Members.
2. The term of office of a Commission member takes effect on the day his/her appointment is approved by the HI Executive Board.
3. In the event of the Chairman being impeded from performing his or her duties as Chairman, the longest serving member of the Commission shall perform these functions. In the event of death, resignation or inability of a member to perform his or her functions, the member shall be replaced. Any member of the Commission who is to be replaced shall remain in office until a replacement has been approved by the HI Executive Board.
4. A Commission member may be removed from office only by a decision of the HI Executive Board and with the approval of two-thirds of the Commission members, the member concerned being heard by the Commission.

Implementing Provision of the Statutes of the HI ethics Commission

Rules of Procedure governing the Investigation of Cases brought before the HI Ethics Commission

A. Violations of ethical principles or rules

1. Referrals to the HI Ethics Commission (the Commission) are made in writing to the HI President. Any complaint or denunciation sent directly to the Commission is immediately forwarded to the HI President for analysis and possible official referral to the Commission. In the case of a complaint or denunciation involving the HI President, the analysis and

possible referral to the Commission are performed by two of the HI Vice-Presidents, respecting protocol order.

2. Any person implicated in a case submitted to the Commission is immediately informed. Such person may make his/her observations if he/she deems it necessary to do so. If the person in question is a legal person, the Commission will inform its representative. Such representative may make his/her observations if he/ she deems it necessary to do so.
3. When conducting an inquiry, the Commission may take all appropriate measures, including:
 - 3.1 Ask for written information or documents from the parties concerned;
 - 3.2 Hear the parties concerned, with or without the presence of legal counsel and in the circumstances it decides;
 - 3.3 Decide to hear witnesses as its own decision or at the request of the parties concerned;
 - 3.4 Travel to the place concerned, send one of its members or delegate a person to go there if it deems that such action may clarify the proceedings under way;
 - 3.5 Appoint one or more experts tasked with assisting it on one or more points, and establish the scope of their terms of reference and remuneration within the limits of its operating budget.
4. The Commission Chairman may appoint one of the Commission members as a rapporteur. The Chairman may delegate the rapporteur to hear the parties concerned.
5. The Commission deliberates in camera and takes the decisions it considers appropriate. The Commission's deliberations are led by the Chairman. In the absence of a consensus, decisions by the Commission will be taken by a simple majority of the members present. Votes are taken by secret ballot if the Chairman or a majority of members present request it. Proxy votes are not permitted. If necessary, the members may take part in the deliberations by telephone conference or videoconference. In certain circumstances, the Commission members may be consulted by means of circulating the documents. The deliberations and votes are confidential.
6. The Commission may propose to the HI Executive Board the measures or sanctions or any other appropriate measure.
7. At the end of an inquiry, the conclusions and recommendations of the Commission are submitted by its Chairman to the HI Executive Board through the intermediary of the HI President. Any inquiry involving a natural or legal person must remain confidential until such time as the HI Executive Board takes a decision on the conclusions and recommendations of the Commission. Before such decision by the HI Executive Board, the HI President may refer to the Commission for a second time points addressed in its conclusions and recommendations, citing other elements.

B. Requests for an opinion

1. The various organs of the HI may ask the Commission for an opinion. Such request must be forwarded to the Commission Chairman by the HI President. The HI Members and the members of the Olympic, IOA, AHF and FIH Movement may also ask the Commission for an advisory opinion. Such requests must be made in writing.
2. The opinions issued by the Commission are not binding upon it with regard to the exercise of its other competences.



International
Olympic
Committee

2022

BASIC UNIVERSAL PRINCIPLES OF GOOD GOVERNANCE WITHIN THE OLYMPIC MOVEMENT

Extract of the IOC Code of Ethics



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Basic Universal Principles of Good Governance within the Olympic Movement

Preamble

Paragraph 5 of the Fundamental Principles of Olympism in the Olympic Charter reads:

“Recognising that sport occurs within the framework of society, sports organisations within the Olympic Movement shall apply political neutrality. They have the rights and obligations of autonomy, which include freely establishing and controlling the rules of sport, determining the structure and governance of their organisations, enjoying the right of elections free from any outside influence and the responsibility for ensuring that principles of good governance be applied.”

The Basic Universal Principles of Good Governance within the Olympic Movement were first approved by the Olympic Congress in Copenhagen in 2009 and have been updated in the framework of Recommendation 14 of Olympic Agenda 2020+5 – “Strengthen the Olympic Movement through good governance” – with a view to adjusting to the latest standards.

The internationally recognised standards of corporate governance have been reflected throughout this document, in addition to the various specific elements that should be taken into account in the context of sport and the Olympic Movement.

All members of the Olympic Movement shall adopt these Basic Universal Principles of Good Governance and reflect these standards in their respective rules, regulations, policies and operations.



Principle 1

Vision, mission and strategy of sports organisations

1.1 Vision

The vision shall be clearly defined at the highest level of the organisation and publicly communicated.

1.2 Mission and goals

The mission and goals shall include:

- Compliance with the Olympic Charter and the IOC Code of Ethics, including the Basic Universal Principles of Good Governance within the Olympic Movement
- The development and promotion of sport and its values
- Direct and indirect financial and technical support for athletes, sports development and the promotion of the Olympic values
- The organisation of, or participation in, competitions
- Ensuring a fair sporting contest at all times
- Protection of the members – the athletes and officials – from doping, manipulation of competitions, corruption in sport, all forms of discrimination and violence in sport, and all forms of harassment and abuse in sport
- The promotion of physical and mental health and well-being
- The promotion of women in sport at all levels and in all structures, with a view to striving for gender equality on and off the field of play
- Solidarity and social responsibility
- Respect for human rights within the framework of the sports organisation's activities
- Sustainable development and protection of the environment within the framework of the sports organisation's activities
- Awareness-raising for all stakeholders regarding the missions.

The mission and goals shall be publicly communicated and advocated.



1.3 Strategy

The strategy shall be aligned with the vision, mission and goals, and reviewed periodically.

The strategy shall be publicly communicated.

Principle 2 Institutional governance

2.1 Structures

Sports organisations shall be established and operate in accordance with the applicable rules of the Olympic Movement, their respective statutes and regulations, and applicable laws.

Sports organisations shall include as members legal and/or physical persons that constitute the organisation and contribute to forming the will of the organisation.

The stakeholders should encompass all members of the organisation, as well as all external entities that are involved and have a link or relation with, or an interest in, the organisation.

The organisational structure shall be clearly identified, formalised and communicated. This includes, in particular, the governing bodies, the roles and responsibilities, the list of members and elected officials, and the administrative structure.

2.2 Regulatory framework

The statutes and regulations shall be clear, transparent and publicly available.

The statutes and regulations shall be reviewed and updated periodically.



The statutes shall include specific provisions relating, in particular, to the following:

- Compliance with the Olympic Charter, the IOC Code of Ethics, including the Basic Universal Principles of Good Governance within the Olympic Movement, the World Anti-Doping Code, and the Olympic Movement Code on the Prevention of the Manipulation of Competitions
- The mission and goals and the roles and responsibilities
- Membership (including qualification and application for membership; rights and duties of members; termination or cessation of membership; disciplinary measures and sanctions; etc.)
- The organisational structure and governing bodies, including the General Assembly, the executive body, the commissions, ad hoc committees and key staff
- The governing bodies' roles and responsibilities
- Financial transparency
- Specific requirements and procedures to award and organise sports events, when applicable
- Disciplinary procedures, which shall respect the principles of due process, including, in particular, the right to be heard and the right to appeal
- Dispute resolution mechanisms
- The procedure to adopt and amend the statutes and regulations.

When drafting the statutes and regulations, specific attention shall be given to the applicable laws (depending on the legal status under which the sports organisation is registered in the country), e.g. laws on associations/non-governmental organisations/not-for-profit organisations, labour laws, laws on data protection, laws on tender processes, etc.

2.3 Governing bodies

The size of the governing bodies shall be appropriate to and consistent with the size of the organisation.



The roles and responsibilities of the governing bodies shall be clearly defined in the statutes, with a clear segregation of duties, in full compliance with the principles of checks and balances.

Governing bodies should be entitled to create standing or ad hoc committees with specific responsibilities.

The composition of the governing bodies shall be established in accordance with the statutes and applicable rules.

The organisation shall set out clear, open, appropriate and objective eligibility criteria to include, simultaneously, the required skills and expertise, and a fair, inclusive and diverse representation of the main components in its governing bodies, including in particular:

- A balanced representation of genders among the members (with a minimum of 30% of each gender)
- Athletes' representation with active participation in the decision-making processes
- A special focus on diversity and inclusion.

2.4 Accountability and transparency

Accountability

- All governing bodies, the management and staff of sports organisations shall be accountable for their area of responsibility
- The executive body shall report to the General Assembly
- Management shall be accountable for the implementation of the decisions made by the governing bodies
- An annual activity report, including institutional information, main events and financial reports, should be publicly available.



Transparency

In order to enhance transparency, sports organisations shall have a regularly updated website that includes the following elements (list not exhaustive):

- Vision, mission, goals and strategy;
- Organisational structure;
- List of elected officials and the management structure;
- Rules, regulations and policies;
- Main activities and decisions;
- Annual audited financial statements;
- Awarding procedure for sports events, when applicable.

This information shall be easily accessible on the website.

2.5 Democratic processes

All members shall have access, in due time, to the relevant information relating to meetings, including the agenda, the relevant documents, the minutes of the meetings, etc.

Governing bodies shall meet on a regular basis, taking into consideration their specific duties, and the General Assembly shall be held at least once a year.

Meetings may take place in person or remotely (through secure and appropriate electronic means).

All members shall have the right to express their opinion on the topics on the agenda.

2.6 Voting and elections

Voting members shall exercise their voting rights in accordance with the statutes and regulations.

The quorum for meetings and the majority required for decisions to be taken shall be clearly set out in the statutes and regulations.

The election process shall be governed by clear, democratic, transparent and fair rules.

The election process shall include:

- Eligibility rules, including vetting mechanisms through an independent electoral commission when applicable
- A clear procedure and deadlines to submit the nominations and communicate the list of eligible candidates
- Campaign rules, including a fair opportunity for each candidate to present their programme
- A clear voting procedure, which shall include a vote by secret ballot (electronic or paper)
- Dispute resolution mechanisms.

The election results shall be published.

2.7 Renewal of officials

In order to allow a periodic renewal of elected and appointed officials, and to promote access for new candidates, the following limitations should be considered:

- Term limit (e.g. no more than 3 or 4 consecutive terms or 12 or 16 consecutive years in the same role); and/or
- Age limit (e.g. not older than 70 or 75).



2.8 Appeals process

Any decision shall be grounded in and respect the principles of due process, including, in particular, the right to be heard and the right to appeal.

Any physical person or entity affected by a sports organisation's decision, after exhausting all internal dispute resolution mechanisms, shall have the right to submit an appeal to the Court of Arbitration for Sport (CAS).

Decisions could be made public where applicable.

Principle 3 Ethical and integrity standards

3.1 Ethical principles

Sports organisations shall adopt ethical principles and rules, in compliance with the IOC Code of Ethics.

These principles and rules shall be endorsed by the governing body at the highest level and implemented throughout the entire organisation.

The implementation of the ethical principles and rules should be monitored by a designated individual within the organisation (e.g. compliance officer).

3.2 Ethics Commission

Sports organisations shall establish an Ethics Commission with independent representation from the governing bodies.

The mission of the Ethics Commission should be defined and mention the updates to the ethical rules.



The rules of procedure for potential breaches, measures/sanctions and the appeals process shall be provided.

The mission and composition of the Ethics Commission, as well as the above-mentioned rules, shall be published.

3.3 Qualifications, skills and integrity

All members of the governing bodies, management and staff of sports organisations shall have the appropriate competences, skills and integrity.

Appropriate due diligence and integrity checks should be conducted prior to election or appointment.

Specific regulations, including a code of conduct and disciplinary procedures, should be adopted.

Vacant staff positions should be advertised, including job descriptions, and a clear selection process should be established, including specific application deadlines and an assessment based on objective criteria.

The use of external experts to bring additional expertise in specific fields should be considered when necessary.

Staff and external experts shall have contracts established in accordance with the needs of the organisation and the applicable laws (e.g. labour law).

3.4 Conflict of interest

Sports organisations shall adopt and publish a conflict of interest policy prohibiting any situation of actual, potential and/or perceived conflict of interest. This policy may include prevention mechanisms (such as disclosure of interests) and detection mechanisms (such as conflict resolution).



The members of any decision-making body should be independent in their decisions; therefore, members facing an actual or perceived conflict of interest must be excluded from the decision-making process.

3.5 Anti-corruption

An anti-corruption policy shall be adopted and published; it shall cover, in particular, bribery, extortion, sextortion, fraud, money laundering and collusion.

The anti-corruption policy may be included in the ethics rules.

3.6 Contract management and procurement

Sports organisations shall follow an open tender process for major commercial and procurement contracts (other than events).

A contract management policy, including signature management, shall be set up.

Criteria for the procurement of goods and services shall be established, including due diligence (i.e. on human rights as appropriate).

3.7 Awarding of sporting events

The requirements and the process for awarding sports events shall be transparent and impartial; they shall be made publicly available in advance.

Sustainable development criteria (human rights, gender equality, environment and legacy) shall be included in the assessment process.

3.8 Fight against doping

A zero-tolerance approach in the fight against doping shall be adopted in all sports organisations at all levels.



Sports organisations shall fight against doping and uphold an anti-doping policy.

Regulations on anti-doping shall be compliant with the World Anti-Doping Code.

Sports organisations shall protect the athletes, their entourages and sports officials from doping, in particular through robust prevention and educational programmes.

Sports organisations shall ensure that their anti-doping programme is independent and free from any real or perceived conflict of interest, e.g. the setting-up of a National Anti-Doping Organisation (NADO) independent of sports bodies and anti-doping laboratories, and the delegation of International Federations' anti-doping programmes to the International Testing Agency (ITA), are encouraged.

3.9 Fight against manipulation of competitions

A zero-tolerance approach in the fight against manipulation of competitions shall be adopted in all sports organisations at all levels.

Regulations regarding manipulation of competitions shall be compliant with the Olympic Movement Code on the Prevention of the Manipulation of Competitions.

An appropriate mechanism shall be put in place to deal with breaches of the regulations on the manipulation of competitions (internally or externally).

Sports organisations shall protect the athletes, their entourages and sports officials from the risk of manipulation of competitions through robust prevention and educational programmes.

3.10 Safeguarding

A zero-tolerance approach to breaches of safeguarding principles shall be adopted in all sports organisations at all levels.



A safe sport strategy shall be established and published to protect individuals from any form of harassment, exploitation and abuse; measures shall be implemented to ensure an effective and appropriate response to any safeguarding concerns.

A qualified, trained individual shall be designated within the organisation as a point of contact for any issue relating to safeguarding.

3.11 Reporting mechanism

Sports organisations shall have a confidential internal reporting mechanism for any type of breach of the organisation's regulations.

The reporting mechanism shall be easily accessible and minimise the risks of retaliation.

3.12 Education, training and internal communication

An induction programme for all new members (in particular Board members and staff) should be conducted.

Educational tools and regular training on ethics, integrity, good governance, prevention of doping, manipulation of competitions, and harassment and abuse shall be provided to all members (in particular Board members), staff and stakeholders (including athletes, athletes' entourage members, judges and referees, technical officials, volunteers, etc.).

Internal communication and regular meetings at all levels within the organisation should be promoted so that timely and informed decisions can be taken.

Good working conditions and a good working atmosphere should be established, as should incentives policies for staff.



Principle 4

Financial governance

4.1 Financial transparency

Accounts shall be established in accordance with the applicable laws and the “true and fair view” principle.

All sports organisations shall adopt accounting principles (e.g. IFRS/GAAP) in the preparation of their financial statements.

The annual audited financial statements should be approved by the General Assembly and published.

A comprehensive pluri-annual financial plan, such as a quadrennial plan, should be approved.

Policies on travel/accommodation, allowances, per diems and benefits for officials (including members of the governing bodies) shall be adopted. The total amount of such allowances, per diems and benefits shall be separately indicated in the annual financial statements.

A remuneration policy for staff should be established.

A dual signature process shall be established, and individual signatures shall be avoided for binding financial and contractual obligations.

4.2 Financial control

Precise and clear regulations ensuring checks and balances shall be established and published, and should be properly implemented and monitored to ensure effective and efficient use of funds and control.

Appropriate segregation of duties controls shall be established to avoid conflicting duties being assigned to the same individual.

A strategy to ensure diversification of income sources shall be established.

4.3 Internal control and risk management

Internal control

- An internal control system for key processes and operations, including financial, shall be established and monitored within sports organisations.
- The structure of the internal control system should depend on the size of the organisation.

Risk management

A clear and appropriate risk management policy shall be established that takes into account the following elements:

- Identification of potential risks for the organisation, including corruption, financial, environmental, human rights, security and data protection requirements
- A risk assessment process
- Mitigating factors, including the diversification of income sources.
- Risk monitoring.

Risks related to third parties (clients, service providers, suppliers, commercial partners, intermediaries, subcontractors, etc.) shall be included in the risk assessment.

4.4 Internal audit

An internal audit function should be established, including an internal auditor and/or an audit committee, depending on the size of the sports organisation.



An annual internal audit report shall be presented to the General Assembly.

4.5 External audit

For all organisations, annual financial statements shall be audited by independent and qualified external auditors appointed by the General Assembly.

Principle 5 Support to athletes

5.1 Athletes' rights and responsibilities

Appropriate measures should be taken to adopt and implement the Athletes' Rights and Responsibilities Declaration.

The right of athletes to participate in sports competitions and within applicable rules (including competition laws) shall be protected.

No form of discrimination on whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status, shall be tolerated.

5.2 Representation and active participation in the decision-making processes

The athletes' voice should be heard, and athletes should be represented with voting rights in the relevant decision-making bodies of sports organisations.

An Athletes' Commission shall be established within each sports organisation, with gender-balanced representation. Athletes' Commission members should be elected by their peers, and their terms should be in accordance with the IOC guidelines.



The Athletes' Commission should have an active role and the capacity to engage effectively with its constituents, and be involved in and consulted on any decisions that impact athletes.

5.3 Health and child protection

Sports organisations shall adopt rules for the protection of athletes' physical and mental health and to limit the risk of endangering athletes' health (medical supervision, number of days of competition, pollution, mental health, etc.).

Measures shall be taken to prohibit exploitation of young child athletes and to respect the rights of the child.

5.4 Insurance

Event insurance in case of death or serious injury shall be mandatory for all athletes.

Whenever and wherever possible, athletes shall be provided with social security coverage and/or special insurance policies.

The organisers of sports events shall obtain adequate insurance coverage.

5.5 Awareness-raising programmes

Robust prevention and education programmes shall be mandatory for the athletes, their entourages and all sports officials, including judges and referees, on the following (list not exhaustive):

- Athletes' Rights and Responsibilities Declaration
- Ethical values and integrity
- Non-discrimination policy
- Safe sport policy
- Physical and mental health risks

- Fight against doping
- Fight against manipulation of competitions
- Risks linked to unscrupulous recruiters and agents.

5.6 Athletes' education and career management

Educational programmes, in particular through "Sport and Studies" programmes, should be encouraged.

Career management programmes should be made available and accessible for the athletes, to maximise their education and employment opportunities during and/or after their sports career.

Principle 6

Solidarity – Social and sustainable development through sport

6.1 Distribution of resources

As a principle, financial resources which are proceeds from sport shall be allocated to sport, in particular for the development of sport and direct or indirect support to the athletes.

Financial revenues shall be distributed in a fair and efficient manner, in particular to ensure balanced and attractive competitions.

Appropriate resources shall be dedicated to gender-equal, inclusive and diverse sport.

A clear and transparent process for the allocation of financial revenues shall be established and published, in line with the sports development objectives.

Specific information on the direct and indirect support to athletes shall be available and communicated.



Specific mechanisms shall be established to ensure that the recipients of any financial support can be held accountable for the use of such funding

Resources should be distributed equitably to reduce disparities in access and opportunities, and the principle of solidarity should be taken into account when allocating resources.

6.2 Social and sustainable development in and through sport, in line with the United Nations Sustainable Development Goals (SDG) and the United Nations Guiding Principles on Business and Human Rights (UNGP)

Environmental and social responsibility

The organisation shall aim to minimise negative impacts and maximise positive ones within its spheres of responsibility, which are 1) its direct operations, 2) the organisation of events, and 3) its impact on communities. It shall focus, in particular, on:

- Advancing gender equality, inclusion and diversity
- Respecting and promoting human rights
- Striving for environmental excellence
- Implementing sustainable sourcing.

Social development through sport

- The development programme shall be set up in the framework of contributing to the UN Sustainable Development Goals
- The development of partnerships between different sports organisations should be encouraged
- The expansion and maintenance of sports facilities in developing countries should be promoted.

Development programmes shall be promoted in keeping with the type of the organisation, targeting underserved populations in particular. A process to measure the impact of this programme shall be set up where appropriate.



Principle 7

Autonomy of the Olympic Movement – Harmonious relations with government authorities and external partners

7.1 Autonomy of the Olympic Movement

Sports organisations should preserve their autonomy and political neutrality in their operations and governance, and should reject any form of political, religious or economic pressures which may prevent them from complying with the Olympic Charter.

In this context, sports organisations should seek sources of financing compatible with the Fundamental Principles of Olympism and with a view to ensuring a diversification of revenues.

7.2 Cooperation and coordination with government authorities and external partners

Harmonious relations and constructive partnerships between sports organisations and governmental or non-governmental organisations should be encouraged in the interest of sport and in order to help sports organisations fulfil their mission, provided however that the principle of autonomy is fully respected and that the sports organisations do not associate themselves with any activity which would be at odds with the Olympic Charter.

In particular, sports organisations and government authorities should work closely together and coordinate their actions, with mutual respect for each other's jurisdiction and responsibilities, and without any undue interference, in order to:

- contribute to the development of sport at their respective levels,
- support and protect the athletes, and fight against doping and any form of manipulation, corruption in sport, and harassment, abuse or violence in sport, and
- protect youth from crime through sport.



