

# IPSF Code of Ethics



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## **PREAMBLE**

The fundamental purpose of the IPSF Code of Ethics is to assist the IPSF members in making consistent choices when faced with ethical dilemmas and to set out ethical principles and standards, that are in-line with the International Olympic Council's (IOC) ideals and therefore applicable throughout the Pole Sports community and sport governed by IPSF. The IPSF members herein undertake at all material times to respect and to ensure compliance of the following principles:

**Fairness:** Operating within the spirit of the rules, never taking an unfair advantage and making informed and honourable decisions at all times.

**Respect:** Recognising the contribution which all people make to sport, treating them with dignity and consideration, as well as caring for the property and equipment they use. Respect is for all irrespective of age, sex, religion or race.

**Responsibility:** Taking responsibility for one's actions and being a positive role model at all times.

**Safety:** Encouraging healthy and safe procedures, preventing and reporting dangerous behaviour, while demonstrating concern for others.

**Integrity:** A set of principles derived from honesty, fairness and consistent respectability of good character.

**Equity:** Practicing fairness and applying social justice to all situations and decision making processes. Ensuring that all individuals are respected, have equal opportunities and have their rights protected.

**Transparency:** This is a fundamental principle of any form of modern governance. To ensure that any and/or all transactions, events, decisions and practices are fully transparent so as to ensure fairness and equity.

**Accountability:** This principle encourages responsible decision making and ensures sound decisions. IPSF members can play a vital role in such decisions and hence accountability is an important precept.



## **Scope of application**

### **Art. 1**

The present Code applies to IPSF and each of its members and staff, including but not limited to members of the Executive Committee, members of Commissions, the affiliated National Federations and their members and staff, and all officials, athletes, coaches and referees (hereinafter the “Parties”).

The Parties shall pay particular attention to observing the IPSF Ethical Principles, including but not limited to fair play and sportsmanship, when participating in IPSF championships and all other activities.

## **Principles**

### **Art. 2**

The Parties must comply with the following principles:

1. Human dignity – a fundamental requirement of Olympism is to safeguard the dignity of the individual. All doping practices at all levels are strictly prohibited. The provision against doping in the World Anti-Doping Code shall scrupulously be observed.
2. Non-discrimination, either on the basis of race, gender, nationality, ethnic origin, religion, philosophical or political opinions, sexual preference or any other grounds.
3. Nonviolence, including abstaining from any kind of pressure and harassment, whether physical, mental, professional or sexual.
4. Friendship, mutual aid and fair play.
5. Integrity – the parties shall respect the rules concerning conflicts of interests and used due care and diligence in fulfilling their mission.
6. Good Governance and Resources – principles of good governance of the IOC movement – transparency, responsibility and accountability.



7. Priority to the interests of the sport of Pole Sports and the athletes in relation to financial interests.

8. Protection of the environment.

9. Universality and Political neutrality – to maintain harmonious relations with state authorities.

10. Promotion of the Olympic Movement ideals.

### **Art. 3**

The Parties shall use due care and diligence in fulfilling their mission. They shall, on all occasions and to the best of their ability, serve the interests of Pole Sports and the IPSF. They shall refrain from any behaviour which might jeopardize Pole Sports, and they must not act in any manner likely to tarnish the reputation of the IPSF.

### **Integrity**

#### **Art. 4**

The Parties shall refrain from asking, accepting or proposing, either directly or indirectly, any payment or commission, any advantages or services of any kind, in exchange for the performance of their duties for the IPSF or for their work carried out for the IPSF, unless they have previously obtained an express authorisation in writing from the competent IPSF authority. The IPSF must be informed of any offers of this kind which are made to a Party. The IPSF shall adopt proper measures to ensure protection of such Parties, so that they can inform the IPSF without risk of reprisal.

#### **Art. 5**

The Parties may receive or accept gifts only as a mark of respect or friendship and of nominal value in accordance with prevailing local customs. Any gifts offered to a third party must have been previously authorised by the IPSF. Gifts may only be offered by the IPSF or on behalf of the IPSF; the Parties shall refrain from offering any gifts in their personal names. Any gifts received must be reported to the IPSF. Any gifts exceeding US\$ 150 in value must be immediately sent to the IPSF and shall become the property of the IPSF. An overall sense of moderation should prevail concerning hospitality and accommodation.



#### **Art. 6**

The Parties must not be involved nor have relationships with any organisations, firms or persons whose activities are incompatible with the IPSF Ethical Principles.

#### **Art. 7**

The Parties who represent the IPSF in an outside body shall be obliged to intervene and to vote in accordance with any instructions that they have received from the competent authority at the IPSF. They shall not accept any instructions as to how to vote from any third-party.

### **Confidentiality**

#### **Art. 8**

The Parties shall refrain from disclosing any information concerning the IPSF or its activities that has not been made public, unless such a disclosure has been authorised by the competent authority at IPSF or is required by law.

#### **Art. 9**

The disclosure of information must not be aimed at making profit or taking any personal advantage, nor may it be motivated by malicious intent to damage the reputation of any person.

### **Conflict of interests**

#### **Art. 10**

A situation of a potential conflict of interests arises when the opinion or decision of a Party may be reasonably considered as liable to be influenced by relations that such Party has, has had or is on the point of having with another person or organisation that would be affected by the Party's opinion or decision. A case of conflict of interests is constituted when a Party, having abstained from declaring a situation of a potential conflict of interests, expresses an opinion or takes a decision in the circumstances described in the above paragraph.



#### **Art. 11**

In assessing the situations described in Article 10 above, direct as well as indirect interests must be taken into account. This also includes the interests of a third person or entity (e.g. parent, spouse, relation, dependent, contractor, or contractee). The circumstances in which a conflict of interests could arise are, for example:

- a personal or material involvement (salary, shareholding, other various benefits) with suppliers of IPSF;
- a personal or material involvement with sponsors, broadcasters, various contracting parties;
- a personal or material involvement with an organization liable to benefit from the assistance of IPSF (e.g. subsidy, approval clause or election).

#### **Art. 12**

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

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

#### **Art. 13**

The Ethics Commission shall propose to the Party concerned a solution as, for example:

- registering the declaration without any particular measure;
- removal of the Party from expressing the opinion or from making or participating in making the decision at the root of the conflict;
- relinquishment of the management of the external interest causing the conflict.

In the event that a Party neglects to declare a situation of potential conflict of interests or refuses to act according to the solution proposed by the Ethics Commission, the Ethics Commission shall propose to the IPSF President and to the Disciplinary Commission a decision that may include the measures provided in the above paragraph, as well as possible sanctions. The IPSF President and the Disciplinary



Commission are responsible, in the final instance, for taking decisions and/or sanctions concerning conflicts of interests.

## **Mission and composition**

### **Art. 14**

An independent IPSF Ethics Commission (hereafter the “Commission”) is charged with the following mission:

1. to assist the IPSF in developing and updating a framework of ethical principles, including the IPSF Code of Ethics, based upon the values and principles enshrined in the IPSF Code of Ethics, Statutes, Bylaws, Disciplinary Code, Procedural Rules, Technical & Competition Rules and in the Olympic Charter, all such values and principles being hereafter referred to as “IPSF Ethical Principles”;
2. to help ensure compliance with the IPSF Ethical Principles in the policies and practices of the IPSF;
3. to provide assistance, including advice or proposals, upon request by the IPSF President, the Executive Committee, the Disciplinary Commission or the Congress, in order that the IPSF Ethical Principles are applied in practice;
4. to investigate complaints or other issues submitted to the Commission by the IPSF President, the Executive Committee, the Disciplinary Commission or the Congress, and raised in relation to the non-respect of the IPSF Ethical Principles, and, if necessary, to recommend sanctions or other action to be taken by the IPSF, its President, its Executive Committee, its Disciplinary Commission or its Congress;
5. to bring to the attention of whatever entity it finds appropriate, including but not limited to the IPSF President, the Executive Committee, the Disciplinary Commission or the Congress, any matter infringing the IPSF Ethical Principles and recommend actions or sanctions;
6. to advise on how to avoid or resolve conflicts of interests;
7. to pursue any other tasks relating to the development and implementation of the IPSF Ethical Principles, as requested by the IPSF President, the Executive Committee, the Disciplinary Commission or the Congress.



#### **Art. 15**

The Commission shall be composed of five members, designated as follows:

- a Chairman and a Vice Chairman, appointed by the IPSF President;
- three members appointed by the Executive Committee.

Neither the Chairman, nor the three members to be appointed by the Executive Committee shall be members of the IPSF. The Vice Chairman can be chosen among members of the IPSF.

#### **Art. 16**

Members of the Commission must all be familiar and acquainted with the values and Ethical Principles of the Olympic Movement, preferably through personal experiences; one member at least of the Commission shall have a background in the legal profession and another member at least in the carrying out of high level executive office or public service.

#### **Art. 17**

The duration of the term of a member of the Commission shall be four years. Such term is renewable twice.

#### **Art. 18**

A member of the Commission may only be removed from office by a unanimous decision of the Executive Committee or, in the absence of such decision, by decision of the Congress.

#### **Art. 19**

In the event of vacancy due to death, resignation, incompatibility or inability of a member to perform his functions, the member shall be replaced. The new member shall complete the term of the member he replaces and may be appointed for one new four-year term.

#### **Art. 20**

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





## **Indemnification and expenses**

### **Art. 21**

Members of the Commission shall be indemnified by the IPSF in relation to any claim by any third party deriving from the carrying out of their duties as members of the Commission.

### **Art. 22**

Members of the Commission serve as volunteers. They are entitled to be reimbursed by the IPSF for all their travel expenses as well as to a per diem allowance to cover their other costs.

### **Art. 23**

The Commission shall be assisted by a secretary designated by the Chairman of the Commission, whose costs will be reimbursed by IPSF.

## **Procedures**

### **Art. 24**

The Commission establishes its own rules of procedure.

### **Art. 25**

The Ethics Commission shall forthwith make a report to the Disciplinary Commission. The Disciplinary Commission shall then assess and make its recommendation(s) to the Executive Management Committee. A written decision shall then be made by the Executive Management Committee based on the report and recommendation(s) of both the Ethics and Disciplinary Commissions.

### **Art. 26**

The Commission shall present every year a report to the Congress on the conduct of its activities.