

## **ICF Code of Ethics**

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## PREAMBLE

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The International Canoe Federation (the “ICF”), its National Federations, and its Continental Associations are committed to ethical behaviour in all that they do.

The ICF, its National Federations, and its Continental Associations expect and require there to be a culture of ethics and integrity in all activities falling within their respective areas of authority and responsibility.

The ICF, its National Federations, and its Continental Associations understand and view their role, both individually and collectively, to be models of ethical behaviour and integrity for all persons and agencies involved in the sport of canoeing.

The ICF Code of Ethics in no way limits any ICF policies, such as for example and without limitation the ICF Prevention of Harassment and Abuse in Sport Policy, that address in greater detail any of the subjects mentioned. In the event of any conflict with an ICF Policy, this Code of Ethics prevails. Moreover, the ICF Code of Ethics is in addition to and complementary to the Code of Ethics included in the ICF Statutes and in the case of any conflict with the ICF Statutes, the ICF Statutes prevail.

This Code of Ethics does not prevent a National Federation or Continental Association from adopting its own Code of Ethics and disciplinary procedures dealing with matters falling under their respective jurisdictions provided that any such Code of Ethics must be compatible with and not in conflict with this Code of Ethics. However, any matter not dealt with under a National Federation’s or Continental Association’s Code of Ethics that is dealt with under this Code of Ethics may be pursued under this Code of Ethics.

### Scope of application

This Code of Ethics applies to the following persons and organizations in the following circumstances:

- **ICF:** All persons elected or appointed to represent, or to act on behalf of, the ICF (whether paid or volunteer) including the President, Vice Presidents, and all other members of the Executive Committee and Board of Directors, ICF Arbitration Panel Members, all ICF staff, contractors, consultants and advisors, members of ICF Committees, Commissions, and Working Groups, however described, and without limitation the Ethics Commission and persons appointed to Honorary positions and candidates nominated or otherwise running for positions of every nature and kind within the ICF, at all times and in all circumstances;
- **National Federations:** All National Federations and their officials, in the conduct of their own affairs and in all their relations with the ICF;
- **Continental Associations:** All Continental Associations and their officials, in the conduct of their own affairs and in all their relations with the ICF;
- **Athletes, Coaches, Support Personnel, Officials, and Volunteers:** All athletes, those who are part of an athlete’s or team of athletes’ entourage, parents of athletes, coaches and other athlete support personnel, sport technical and judging and refereeing officials, sport volunteers acting in any capacity, and all others in any way involved in the sport of canoeing falling under the collective or individual jurisdiction of the ICF, its Continental Associations, and its National Federations with respect to conduct directly or indirectly associated with their engagement in the sport of canoeing in connection with any canoeing competition or other event organized under the sole or shared jurisdiction of the ICF.
- **Accredited, registered, or entered Participants:** Without in any way limiting the application of the Code of Ethics as described above or below, all accredited, registered, or entered participants in any canoeing competition or other event organized under the collective or individual jurisdiction of the ICF, its Continental Associations, and its National Federations throughout the event for which they are accredited, registered, or entered with respect to conduct directly or indirectly associated

with their engagement in the competition or other event provided that the competition or other event is or was organized under the sole or shared jurisdiction of the ICF.

- **Candidatures:** The Cities, Regions, and Bid Committees, and their officials, taking part in any type of candidature process of the ICF, its Continental Associations, and National Federations, with regard to candidatures falling under the sole or shared jurisdiction of the ICF throughout the candidature process in question; and
- **Organizing Committees:** The Organizing Committees, and their officials, staff, contractors, consultants and advisors, of canoeing competition events and of any other events organized under the sole or shared jurisdiction of the ICF, its Continental Associations, and its National Federations, with regard to a competition event or other event falling under the sole or shared jurisdiction of the ICF throughout the existence of each such Committee, and following its dissolution with respect to any breach of the Code of Ethics that occurred during its existence;
- **Sponsors, Suppliers, and Service Providers:** Sponsors, suppliers and service suppliers and their staff and officials, contractors, consultants and advisors, in all their relations with the ICF, its Continental Associations, and its National Federations; and

every reference to the ICF, National Federations, Continental Associations, Athletes, Coaches, Support Personnel, Officials, Volunteers, Participants, Cities, Regions, Bid Committees, Organizing Committees, and Sponsors, Suppliers, and Service Providers in this Code of Ethics includes any and all of the persons and entities described above.

For purposes of clarity, the Code of Ethics continues to apply to persons following the competition, event or other engagement described above for any breach of it that occurred during the competition, event or other engagement.

All of the above includes those persons who although no longer engaged as described above were so engaged at the relevant time of the conduct in question.

All those persons and entities referred to above other than the ICF, its National Federations, and its Continental Associations are referred to throughout this Code as “those affiliated with the sport of canoeing”.

## **A. FUNDAMENTAL PRINCIPLES**

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### **Article 1**

Adherence to the values and principles enshrined in the Olympic Charter and respect for universal fundamental ethical principles is the foundation of all that the ICF does and stands for.

These ethical principles include:

1. Integrity and fair play;
2. Respect for oneself and for others;
3. Honesty with oneself and with others;
4. Respect for human rights which ensure in particular:
  - Respect for human dignity;
  - Rejection of discrimination of any kind on whatever grounds, be it race, ancestry, place of birth, ethnic origin, national or social origin, colour, sex, sexual orientation, language, religion, political or other opinion, marital status or other family status;
  - Rejection of all forms of harassment and bullying, be it physical, psychological or sexual, and any physical or mental abuse;

Recognizing the core importance of athletes, it is fundamental to ensure for participants in any Canoeing Events organized under the sole or shared jurisdiction of the ICF, conditions of safety, well-being and medical care favourable to their physical and mental health.

## **B. DIGNITY AND INTEGRITY OF CONDUCT**

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### **Article 2**

All persons or entities falling within the scope of the Code of Ethics are prohibited at all times from engaging in harassment and abuse in all their forms.

### **Article 3**

There shall be no unlawful discrimination exacted upon any individual on the basis of race, ancestry, place of birth, ethnic origin, national or social origin, colour, sex, sexual orientation, language, religion, political or other opinion, marital status, other family status or any other ground of prohibited discrimination.

### **Article 4**

The ICF, its National Federations, its Continental Associations, and those affiliated with the sport of canoeing must use due care and diligence in fulfilling their mission. At all times, they must act with the highest degree of integrity, and particularly when taking decisions, they must act with impartiality, objectivity, independence and professionalism. They must refrain from any act involving fraud or corruption. They must not act in a manner likely to tarnish the reputation of the ICF, a National Federation, a Continental Association or the sport of canoeing.

### **Article 5**

Any person or entity falling within the scope of the Code of Ethics must not, directly or indirectly, solicit, accept or offer any concealed form of remuneration or commission, benefit, or service of any nature, connected with the business and affairs, and sport competitions, of the ICF, its National Federations, and Continental Associations.

### **Article 6**

Only tokens of consideration or friendship of nominal value, in accordance with prevailing local customs, may be given or accepted by any person or entity falling within the scope of the Code of Ethics in connection with the business and activities of the ICF, its National Federations, and its Continental Associations, and then only where such tokens will not lead to reasonable concerns about the impartiality and integrity of the ICF, its National Federations, and its Continental Associations. Any other form of token, object or benefit constitutes a gift that may not be accepted but must be passed on to the organisation of which the beneficiary or recipient of the gift is a member.

### **Article 7**

For hospitality shown to the ICF, its NFs, its Continental Associations, and those affiliated with the sport of canoeing, as well as those accompanying them, a sense of measure must be respected.

### **Article 8**

Any person or entity falling within the scope of the Code of Ethics shall carefully avoid creating improper conflicts of interest, whether actual or perceived.

## **C. INTEGRITY OF COMPETITIONS**

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### **Article 9**

The ICF, its National Federations, its Continental Associations, and those affiliated with the sport of canoeing shall commit to combat all forms of cheating and shall continue to undertake all the necessary measures to ensure the integrity of sports competitions.

### **Article 10**

The ICF, its National Federations, its Continental Associations, and those affiliated with the sport of canoeing shall respect the provisions of the World Anti-Doping Code and of the Olympic Movement Code on the Prevention of the Manipulation of Competitions.

### **Article 11**

None of the ICF, its National Federations, its Continental Associations, and those affiliated with the sport of canoeing shall engage in or support betting related to canoeing competitions, whether organized under the sole or shared jurisdiction of the ICF, its National Federations, or its Continental Associations.

### **Article 12**

The ICF, its National Federations, its Continental Associations, and those affiliated with the sport of canoeing including, without limitation, participants in canoeing competitions must not, in any manner or by any means whatsoever, manipulate the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics, that infringes the principle of fair play or amounts to unsporting behaviour.

### **Article 13**

Canoeing Events organized under the sole or shared jurisdiction of the ICF shall ensure that there are in place for participating athletes conditions of safety, well-being and medical care favourable to their physical and mental health.

## **D. GOOD GOVERNANCE AND RESOURCES**

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### **Article 14**

The Basic Universal Principles of Good Governance of the Olympic and Sports Movement, in particular transparency, responsibility and accountability, must be respected by the ICF, its National Federations, its Continental Associations, and those affiliated with the sport of canoeing.

### **Article 15**

Resources that are received by the ICF, its National Federations, its Continental Associations, and those affiliated with the sport of canoeing, be their indicated purposes specific or general, must be used only for the purposes for which they are intended.

### **Article 16**

13.1. The income and expenditures of the ICF, its National Federations, its Continental Associations, and those affiliated with the sport of canoeing shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles and each such party shall ensure that an independent auditor checks these accounts annually.

- 13.2. In cases where the ICF gives financial support to its National Federations, its Continental Associations, or to any other person or entity:
- a. The use of these ICF resources must be clearly demonstrated in the accounts of the National Federation, the Continental Association, or other person or entity to whom the financial support is given;
  - b. The accounts of the ICF's National Federations, its Continental Associations, or of any other person or entity to whom financial support is given may be subjected to auditing by an expert designated by the ICF Board.

#### **Article 17**

The ICF, its National Federations, its Continental Associations, and those affiliated with the sport of canoeing recognise the significant contribution that broadcasters, sponsors, partners and other supporters make to the development and prestige of the sport of canoeing throughout the world.

In order to preserve the integrity and neutrality of the various candidature procedures, the support and promotion of any of the candidatures by broadcasters, sponsors, partners and other supporters must be in a form consistent with the rules of sport and the Code of Ethics.

ICF marketing partners must refrain from supporting or promoting a candidature within any of the ICF candidature procedures.

The broadcasters, sponsors, partners and other supporters of the ICF must not interfere in the running of sports organisations and canoeing competitions.

### **E. CANDIDATURES**

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#### **Article 18**

The ICF, its National Federations, its Continental Associations, and those affiliated with the sport of canoeing shall respect the integrity of any candidature procedure initiated by the ICF, in order to allow equal access to the promotion of each candidature and the avoidance of any risk of conflict of interest.

Out of respect for the neutrality of ICF Board members, no public declaration appearing to give a favourable opinion of one of the candidatures may not be made by those members.

### **F. INCLUDES ATTEMPTS**

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#### **Article 19**

All conduct and actions proscribed by this Code of Ethics includes attempts to engage in such conduct or actions.

### **G. CONFIDENTIALITY**

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#### **Article 20**

The principle of confidentiality shall be strictly respected by the ICF Board in the implementation of this Code of Ethics, except to the extent determined to be appropriate by the Board.

## **G. REPORTING OBLIGATION**

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### **Article 21**

Each person or entity falling within the scope of the Code of Ethics has an obligation to report to the ICF Ethics Commission any breach of the Code of Ethics that they become aware of or reasonably suspect is occurring. No such report and any disclosure of information in relation thereto shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or entity.

None of the ICF, its National Federations, its Continental Associations, and those affiliated with the sport of canoeing will take any action that has the effect of disadvantaging, discriminating against, or otherwise punishing any person or entity in retaliation for reporting a matter in good faith under the terms of this Article 21.

## **H. IMPLEMENTATION**

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### **Article 22**

The ICF shall see to it that the principles and rules of the ICF Statutes and Byelaws and this Code of Ethics are applied.

Any report of conduct that is initiated under the ICF Prevention of Harassment and Abuse in Sport Policy will be dealt with as provided under that Policy and not as provided under this Section H of the Code of Ethics.

If after an alleged breach of the Code of Ethics has been reported to the Ethics Commission and if the Ethics Commission decides that there was a breach of the Code of Ethics, the ICF Board may, subject to the ICF Statutes and Byelaws, and after consideration of the Ethics Commission decision and recommendation regarding consequences and sanction(s), impose such consequences and sanction(s) as it determines appropriate for the breach of the Code of Ethics including but not limited to a warning, a reprimand, suspension, removal from office, expulsion from any involvement with the ICF, temporary or permanent ineligibility from participating in canoeing competitions or ICF events and activities, removal as an International Technical Official or Competition Official, loss of any ICF Honours, competition results, prizes or medals.

Before concluding its consideration of the Ethics Commission decision and deciding what consequences and sanction(s), if any, to impose the ICF Board shall give the individual or organisation in question on reasonable notice:

- Particulars of the conclusions of the Ethics Commission decision and recommendation for consequences and sanction(s) if any; and
- A reasonable opportunity to be heard by the ICF Board in accordance with the principles of natural justice.

Any hearing provided for or otherwise required to be held in connection with the Code of Ethics may be conducted in person or by virtual means or by means of written submissions.

If an alleged breach of the Code of Ethics involves an ICF Board member, and if the Ethics Commission decides that there was a breach of the Code of Ethics, the ICF Board member who has been found by the Ethics Commission to have breached the Code of Ethics shall take no part as a Board member in the ICF Board disciplinary process described above.

## I. APPEALS

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### **Article 23**

An individual or organisation who is the subject of a decision by the ICF Board under Article 22 of this Code of Ethics may appeal the decision, including the finding by the Ethics Commission that there has been a breach of the Code of Ethics, exclusively by way of appeal to the Court for Arbitration for Sport, the Secretariat of which is located in Lausanne, Switzerland, pursuant to the Code of Sport-Related Arbitration. The decision of the Court of Arbitration for Sport shall be final and binding. The time limit for such an appeal is twenty-one (21) days after communication of the ICF Board decision to the individual or organisation appealing.