

IBSA CODE OF ETHICS

PREAMBLE

The International Blind Sports Federation (IBSA), its Members, partners, officials and athletes, affirm their commitment to true sportsmanship which is rooted in the history and the tradition of fair and honourable sports competition. IBSA's history and tradition are based on the principles of excellence in sport, opportunity to participate in fair competition, and enhancement of the dignity of athletes and sport. This necessitates acceptance of the fundamental values of honesty, human rights, fairness, justice, non-discrimination and personal integrity when carrying out responsibilities on behalf of IBSA or when participating in IBSA's events and competitions.

Members and others involved in IBSA shall endorse the Vision, Mission and values of IBSA and shall respect this code, IBSA's Policies and Rules.

SCOPE

This Code of Ethics shall apply to all games and events, all IBSA organized or sanctioned competitions and activities. It shall overrule any local or national practices, traditions, or customs.

Any member of IBSA, i.e., a person who accepts and assumes a function in IBSA, or in association with IBSA, regardless of whether it is a voluntary or paid position, elected or appointed, an athlete or team official, shall be subject to the provisions as laid down in this Code of Ethics when carrying out their responsibilities.

DIGNITY, INTEGRITY AND EQUALITY

Members of IBSA shall abide by and respect the Code of Ethics at all times and, in particular, adhere to the following ethical standards:

1.1 Safeguard the dignity of the individual and of the sport.

1.2 Fight against any discrimination on the basis of race, gender, nationality, ethnic origin, religion, philosophical or political opinion, marital status or sexual orientation. In particular, discrimination on the basis of impairment or disability is forbidden. Athletic classification, which promotes sport participation of athletes with disabilities, is not discrimination but empowerment.

1.3 Work for the benefit of the entire blind sports movement and all its athletes and not just for a particular constituent such as a country, region or sport.

1.4 Safeguard the athletes' interests, priorities and opportunity to participate in fair competition and excel in sport.

1.5 Safeguard the athletes' physical and mental health and equilibrium.

1.6 Contribute to the creation of a drug-free sport environment for all athletes in conjunction with the World Anti-Doping Agency (WADA).

1.7 Not tolerate any practice constituting any form of physical or mental injury. All forms of harassment including physical, mental, professional, or sexual, are prohibited. Behaviours that are humiliating, intimidating, or insulting will not be tolerated.

1.8 Conduct business with integrity, maintain a high standard of personal conduct and avoid any behaviour or action that would tarnish or give the impression of tarnishing the reputation of IBSA and/ or its members.

1.9 Refrain from being involved with any firms, organizations or persons whose activity is inconsistent with the Constitution, Bylaws, Codes and Policies.

1.10 Abstain from participating in, supporting, or promoting betting related to IBSA competitions or any other IBSA event.

1.11 Refrain from using IBSA to promote any political agenda, other than the advancement of sport for persons with a visual impairment and democracy, empowerment, equality, and the protection of human rights.

CONFLICT OF INTEREST

2.1 Members of IBSA shall have no undisclosed direct or indirect interest in or any relationship with any outside organization or person that might affect, or be reasonably misunderstood by others to be affecting their objectivity, judgement, or conduct in carrying out the duties and responsibilities that they have in conjunction with the IBSA activities. This also applies to spouses, family members, businesses, or organizations to which Members of IBSA may belong.

2.2 In the following non-exhaustive list of examples, the circumstances in which a conflict of interest could arise and which persons should avoid being involved in or create the appearance of such are:

- i) personal and/or material involvement (salary, shareholding, services, loans or any other benefit) with sponsors, suppliers, vendors, contractors;
- ii) using association with IBSA for private gain or preferential treatment;
- iii) impeding IBSA's efficiency, or economy, or service
- iv) loss of independence, or impartiality;
- v) adversely affecting public confidence in the integrity or reputation of IBSA;
- vi) endangering life, health or safety.

2.3 It is the personal responsibility of each member of IBSA to avoid any case of conflict of interest. Faced with a situation of a potential conflict of interest, 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 IBSA of the situation.

IMPROPER USE OF ASSETS

3.1 Members of IBSA shall do all in their power to avoid any loss, damage, misuse or theft of property, records, funds or other assets belonging to IBSA that may be in their possession. All IBSA assets must be used exclusively for conducting IBSA activities.

3.2 Proper use of funds is a fiduciary responsibility. No one shall make any illegal or unethical payments including, without limitation, bribes, kickbacks, grafts, unauthorized commissions or finder fees from the assets or resources of IBSA or otherwise.

IMPROPER USE OF INFORMATION

4.1 Members of IBSA shall safeguard confidentiality. No person shall use for their personal gain or disclosure outside IBSA any confidential information obtained through their association with the organisation. This includes all material and information that a member should reasonably understand to be subject to a duty of confidentiality.

4.2 Members of IBSA shall respect and protect from any inappropriate disclosure, by oral, written or electronic means, the confidentiality of any private and personal information concerning athletes and other Members that is shared within the scope of their function.

GIFTS, GRATUITIES AND PRIZES

5.1 Members of IBSA shall not seek or accept gifts or gratuities for themselves or their family or friends from any outside organization or person having or seeking to have an involvement with IBSA. Only gifts of nominal value that shall be determined by the IBSA Executive Board in accordance with prevailing local customs may be given or accepted by the IBSA representatives in the spirit of respect or friendship. Any other gift must be immediately turned over to IBSA.

5.2 IBSA, recognizing that the honour of winning competitions lies in sporting performance and excellence, will award only prizes of nominal value such as medals to the athletes. Prizes including money prizes given by others, such as sponsors and organizing committees, are not promoted by IBSA, but are acceptable if given in accordance with the spirit of sportsmanship and fair competition.

CODE OF CONDUCT FOR ATHLETES

In addition to the principles mentioned in above Articles 1 to 5 and their sub-articles:

6.1 All athletes shall participate in events, competitions and activities in the true spirit of fair play for the glory of sport.

6.2 All athletes shall respect the performance of their fellow competitors and not cause any illegal obstruction, damage or bodily harm to them.

6.3 All athletes shall respect their coaches and team officials and not follow any illegal advice that would violate the ideals of fair play.

6.4 All athletes shall respect and abide by the IBSA Classification Rules. They must respect the final decision of classifiers and officials and understand that failure to do so may jeopardize their ability to participate in events and competitions.

6.5 All athletes shall respect and abide by the IBSA Anti-Doping Rules. It is recognized that athletes may have significant medical conditions that require treatment, but the use of any technique or medication whose sole purpose is sport performance enhancement while being detrimental or potentially detrimental to health will not be tolerated. Everything possible shall be done to contribute to the creation of a drug-free sport environment for all athletes in conjunction with the World Anti-Doping Agency (WADA).

6.6 Athletes shall not support or assist other athletes to gain any illegal or unfair advantage and shall report any infringement to this principle to the responsible officials.

CODE OF CONDUCT FOR COACHES AND TEAM OFFICIALS

In addition to the principles mentioned in above Articles 1 to 5 and their sub-articles:

7.1 Coaches and team officials shall comply with the ideals in the spirit of fair play.

7.2 Coaches and team officials shall never compromise true sportsmanship or the values and ideals of IBSA to obtain personal, team or national advantage.

7.3 Coaches and team officials shall observe and follow the IBSA Classification Rules & Procedures, the IBSA Anti-Doping Rules, and all competition rules and regulations; and shall report any irregularity to the responsible officials.

7.4 Coaches and team officials must respect the classification process and doping control procedures and shall ensure that their athletes perform honestly.

CODE OF CONDUCT FOR CLASSIFIERS AND ANTI-DOPING OFFICIALS

In addition to the principles mentioned in above Articles 1 to 5 and their sub-articles:

8.1 Classifiers and officials must perform their duties courteously, competently, consistently, and objectively for all athletes regardless of team or national origin.

8.2 Classifiers and officials must declare any potential conflicts of interest.

8.3 Classifiers and officials must not abuse their position or capacity to obtain advantage or benefits.

8.4 Classifiers and officials must respect athletes and coaches and be sure that there is a courteous attitude during the classification process and during doping control tests. They must maintain confidentiality of athlete information and respect the dignity of the athletes.

CODE OF CONDUCT FOR SPORTS TECHNICAL OFFICIALS

In addition to the principles mentioned in above Articles 1 to 5 and their sub-articles:

9.1 Sports technical officials shall apply the respective rules consistently for all athletes and ensure fair play at all times.

9.2 Sports technical officials must make all decisions with absolute impartiality and objectivity.

9.3 Sports technical officials must declare any potential conflict of interest that would prevent them from being impartial.

CODE OF CONDUCT FOR ALL ELECTED OR APPOINTED SPORTS LEADERS AND ADMINISTRATORS

In addition to the principles mentioned in above Articles 1 to 5 and their sub-articles:

10.1 Sports leaders and administrators shall make all decisions with absolute impartiality in the best interest of the athletes and the sport.

10.2 All elected sports leaders and administrators shall respect the democratic election process and not offer any material benefits, directly or indirectly, to the voting constituencies to influence the result of an election.

10.3 No material benefits shall be offered to any voting member to influence the voting on any decision and/or policy within IBSA.

10.4 Sports leaders and administrators shall declare any potential conflict of interest and shall not act in association with any national or vested interest.

10.5 Sports leaders and administrators shall not abuse their positions or capacity in obtaining advantages or benefits.

10.6 There shall be no association with any agencies or persons that are inconsistent with the principles of IBSA and its ideals.

10.7 Sports leaders, administrators, and elected officers shall promote the Code of Ethics by role modelling, peer monitoring, and active peer support.

CODE OF CONDUCT FOR MEMBERS ELECTED OR APPOINTED TO THE IBSA EXECUTIVE BOARD, IBSA COMMITTEES AND COUNCILS

In addition to the principles mentioned in above Articles 1 to 5 and article 10, and their sub-articles:

11.1 Members shall serve IBSA, demonstrate the importance and value of IBSA and endorse the Vision, Mission and Values.

11.2 Members shall comply with, and respect the IBSA Constitution, Bylaws, Standing Orders, Codes and any other regulations or decisions as approved by the General Assembly and/or the IBSA Executive Board.

11.3 Members shall act honestly, in good faith and in the best interest of IBSA.

11.4 Members shall exercise due diligence and skill, i.e., members shall take their tasks and responsibilities seriously and perform their duties to the best of their personal abilities.

11.5 Members shall conduct business with integrity, maintain a high standard of personal conduct and avoid any behaviour or action that would tarnish or give the impression of tarnishing the reputation of IBSA.

11.6 Members have a duty of loyalty to the decisions of the Executive Board.

11.7 To protect the individual Member from any personal liability, Members shall not sign any agreement or contract on behalf of IBSA; shall not sign for the acceptance of any claim on behalf of IBSA, nor as an individual member of IBSA Executive Board, Committee or Council; shall not sign for the admission of settlement or any liability on behalf of IBSA, nor as an individual member of the IBSA Executive Board, Committee or Council.

RELATIONS WITH PARTNERS AND SUPPORTERS

12.1 All relationships and activities with partners, supporters and sponsors, must be done in the spirit of promoting the athletes and the sports in the true spirit of fair play and in compliance with the IBSA values and ideals.

SUSPECTED BREACHES OF THIS CODE OF ETHICS

13.1 Suspected breaches of this Code of Ethics shall be governed by IBSA Regulations governing the procedure for dealing with complaints regarding alleged breaches of the Code of Ethics.