



CODE OF CONDUCT AND CODE OF ETHICS

Approved by World Skate Congress October 30th, 2022 Buenos Aires (Argentina)

SUBJECTS COVERED BY

- Each and every World Skate Officer, member of Staff, Congress member
- Each and every Member Federation, Athlete, Official and Representative interacting with World Skate
- Any other person, body or entity carrying out activities in the framework of World Skate

SCOPE

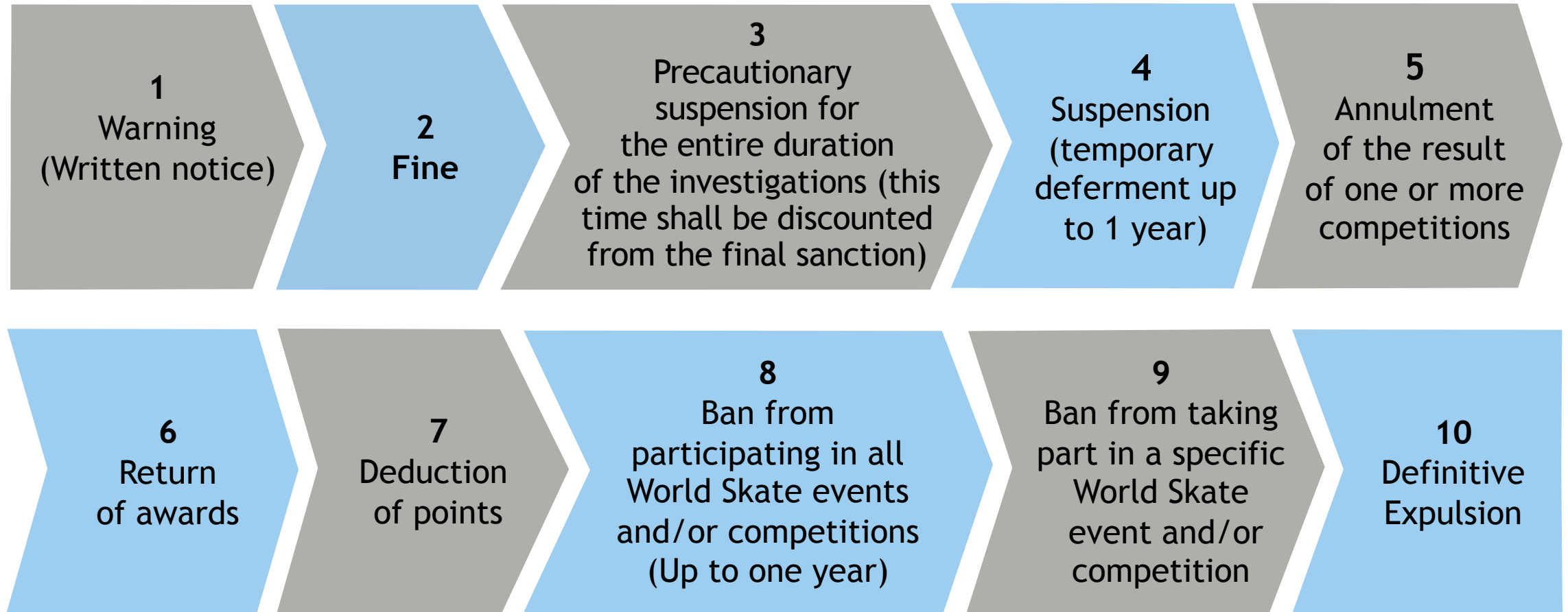
- To prevent and avert whatever despicable and regrettable behaviour, and to protect the image, the dignity and the authenticity of World Skate
- To regulate the organization and the functioning of World Skate's Disciplinary Ethics and Legal Affairs Department (DELA Dpt.)
- Not be in force in case of breaches concerning Doping violations, breaches of technical and sports regulations and in case of civil or criminal violations

APPLICABLE TO

- Everyday activities
- Each and every competition, championship, cup and any other event either staged or sanctioned by World Skate

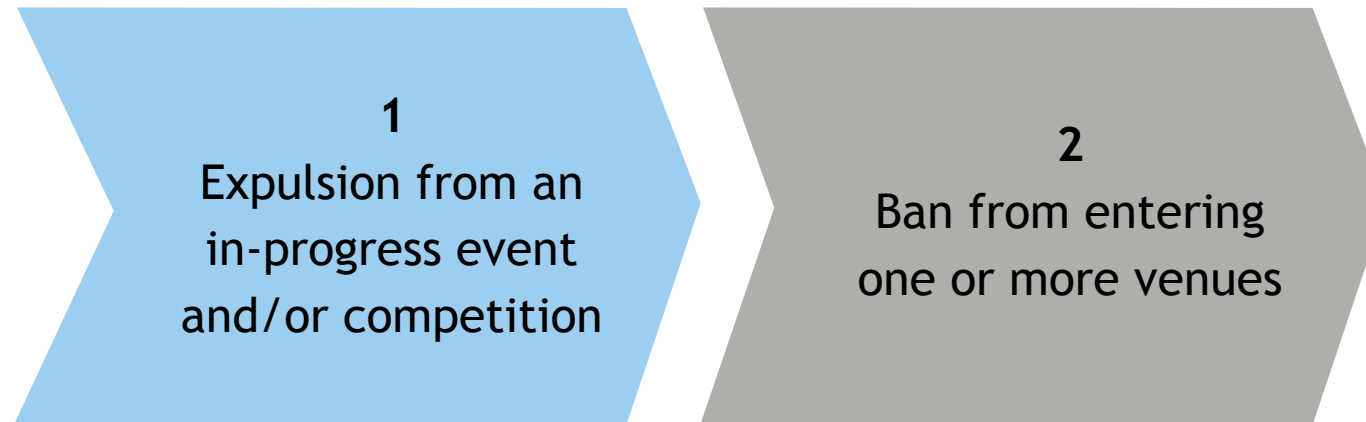
SANCTIONS

TO NATURAL AND LEGAL PERSONS



ONLY TO NATURAL PERSONS

(These sanctions are precautionary and can be applied without formal investigation upon clear and proven responsibility, by the relevant Technical Commission attending the event/competition concerned)



The person or the body applying these sanctions shall immediately report to World Skate and shall take full responsibility of the decision taken.

ONLY TO LEGAL PERSONS

1

Take Over by World Skate of the organization of an event, in case of severe mishandling or failure in managing the event

2

Temporary or Permanent Receivership of a Member Federation or Continental Area (Acquisition of power by World Skate on a National Federation or Continental Area in case of severe, critical and proven mishandling)

LEVEL OF RESPONSABILITY

Sanctions shall be imposed according to the level of responsibility involving the person/s concerned:

1 - FRAUD

- Conscious and deliberate action
- Personal and direct responsibility
- Will and representation
- Causal connection
- Different levels of fraud

2 - FAULT

- Not-intentional breach
- Representation of the consequences
- Negligence, imprudence, incompetence or not respecting norms
- Different levels of fault

3 - INVOLVEMENT

- Indirect violation
- No will or representation of consequences
- Being involved in the action (aid, conspiracy, facilitation in the perpetration)
- Different levels of involvement

4 - ATTEMPTING

- Series of acts committed by fraud, fault or involvement, to attend a violation, without success for any reason
- Punished by a reduced sanction based on the discretion of the in-charge body

In the absence of a clear quantification, all sanctions shall be applied in compliance with the inspiring principles of World Skate Code of Conduct and Code of Ethics, according to the level of responsibility or, finally, by equity.

GENERAL RULES AND APPLICATION OF SANCTIONS

- The DELA Dpt. is the body in charge to investigate an alleged violation of the Code
- At the end of the investigation, if the Prosecutor decide to indict the suspect, he/she shall notify to the Executive Board with allegations, finding results, proofs as stated in the Statutes; then the Executive Board will rule the case as stated in the Statutes
- Online archive of all the definitive rulings: the "stare decisis" shall impact all future cases

PROCEDURE

Alleged breach:
DELA Dpt.
starts a 2 months
investigation,
under
the supervision,
control and
responsibility
of the Prosecutor

DELA Dpt.informs
the person/entity
involved about
the ongoing
Investigation

After 2 months
the Prosecutor can
-extend the investigation
for further 2 months
or
- close the investigation
dismissing the case
or
- taking it before
the Ex. Board for
a final decision

In the latter case,
within 30 days
DELA Dpt.
shall provide
all bodies
involved with any
information
useful to make
a final decision

DELA Dpt.
members are
entitled to take
part in the ruling
session as
speakers

PRINCIPLES

- These Codes are based on the principles and rules of the IOC Code of Ethics and general principles of good governance in sport
- All World Skate office holders and all participants in events organized and/or sanctioned by World Skate as well as any other person and/or entity dealing with World Skate, shall abide by and ensure respect of these Codes

A. DIGNITY AND EQUALITY

B. INTEGRITY

A. DIGNITY AND EQUALITY

- Safeguarding the dignity of any individual participating in each International World Skate competition/event
- No discrimination on the basis of race, gender, ethnic origin, religion, etc
- All form of harassment are prohibited
- Any manipulation is banned
- Protection of clean athletes and competitions
- Sports betting and any participation in or promotion of it are prohibited
- Principle of Fair Play

B. INTEGRITY

- Impartiality: when representing World Skate, anyone shall be impartial and refrain from defending the specific interests of their own country or sport
- Only gifts of nominal value, in accordance with prevailing local customs, can be accepted by any person/entity part of or dealing with World Skate
- Any person/entity part of or dealing with World Skate shall observe all local diplomatic conventions as are necessary for politeness and can only accept hospitality when necessary for the comfortable accomplishment of their duties
- Doping is strictly prohibited

Insight into **MANIPULATION**

- Due to the complex nature of this threat, World Skate recognizes that it cannot tackle this threat alone, hence cooperation with public authorities, in particular law enforcement and sports betting entities, is crucial
- World Skate adheres to the standards set out in the Olympic Movement Code on the Prevention of the Manipulation of Competitions, requiring its members to do likewise

PROHIBITED CONDUCTS IN THE OLYMPIC MOVEMENT
CODE ON THE PREVENTION OF THE MANIPULATION OF COMPETITIONS (ART.2)

BETTING IN RELATION EITHER

1. to a Competition in which the Participant is directly participating
2. to the Participant's sport
3. to any event of a multisport Competition in which he/she is a participant

CORRUPT CONDUCT

Providing, requesting, receiving, seeking, or accepting a Benefit related to the manipulation of a competition or any other form of corruption

MANIPULATION OF SPORTS COMPETITIONS

An intentional arrangement, act or omission aimed at an improper alteration of the result or the course of a sports competition in order to remove all or part of the unpredictable nature of the sports competition with a view to obtaining an undue Benefit for oneself or for others

INSIDE INFORMATION

FAILURE TO REPORT

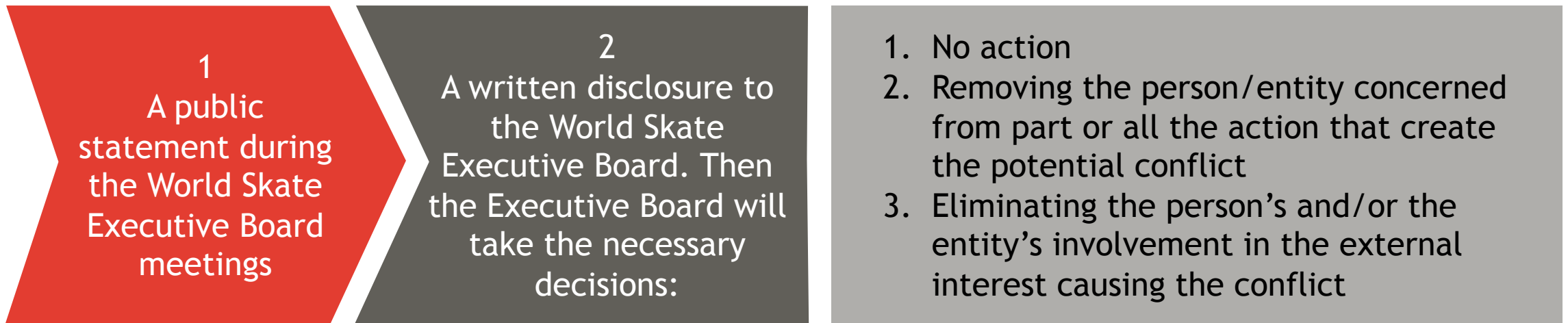
FAILURE TO COOPERATE

CONFLICT OF INTEREST POLICY

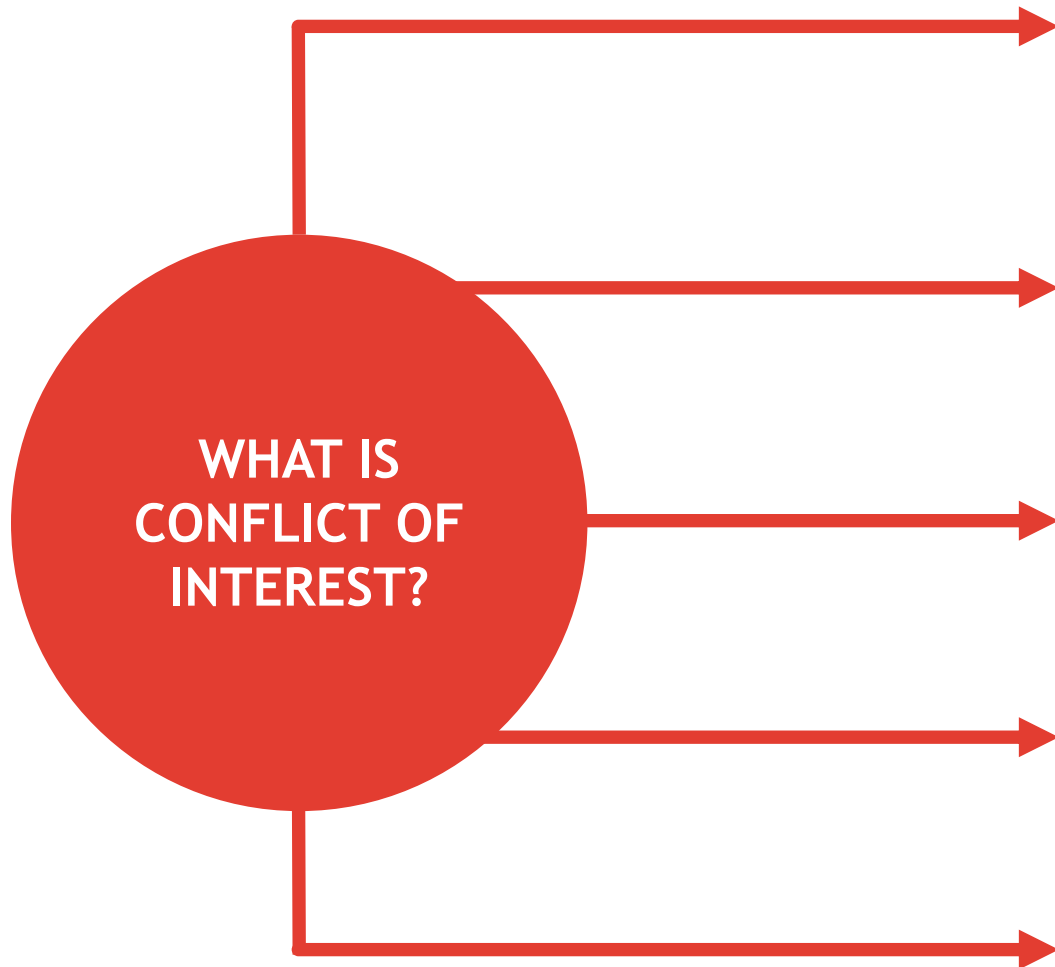
Elected and/or appointed World Skate Officers, Executive Board, Management and Staff members as well as any other person and/or entity dealing with World Skate and provided with decision-making power, shall respect the following rules concerning **Conflict of Interests**:

- A “possible conflict of interest” is any situation in which a person’s and/or an entity’s judgments or decisions on matters affecting World Skate might be influenced (positively or negatively) by relations that this person or entity has with other persons or organizations
- The conflict of interests becomes “real” when the person is to reveal the potential for conflict and then expresses an opinion or makes a decision in favour of, or against, the person and/or entity concerned, or accepts any benefit from that person and/or entity or from persons and/or entities anyway connected to them

- Conflicts of interests may arise as a result of direct personal relations, or indirectly, through the interests of a closely related third person
- Circumstances in which conflicts of interest arise are involvement with suppliers, sponsors, professional advisers, event organizers and contracting parties
- **DECLARATION OF INTEREST CAN BE MADE THROUGH**



- Failure to disclose the potential conflict of interest leads the opening of an investigation



NEPOTISM

giving favors to relatives and close friends

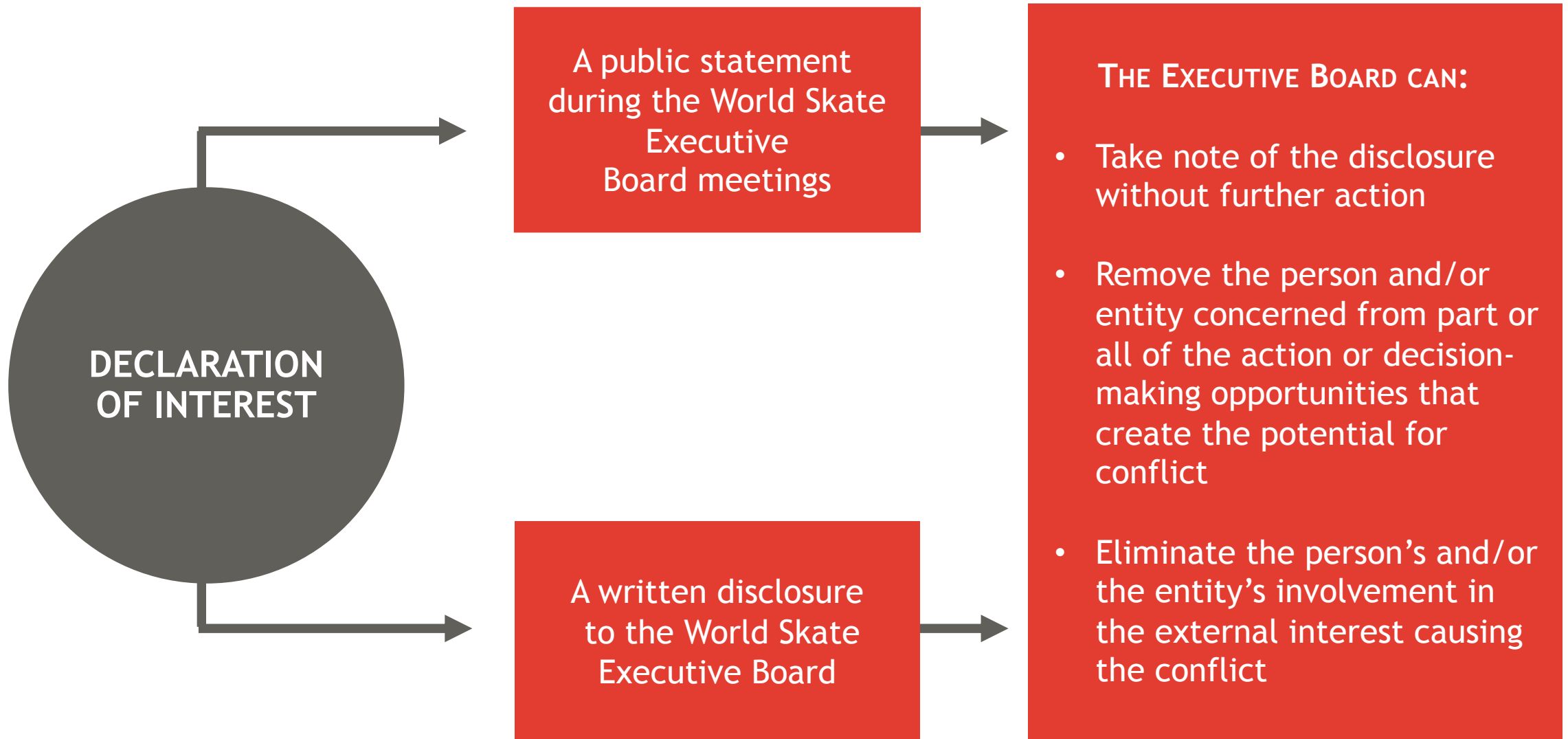
SELF-DEALING

when someone acts in their own interest rather than the interest of the organization

TAKING BRIBES

ACCEPTING GIFTS

TAKING A SECOND JOB THAT CONFLICTS WITH DUTIES WITH THE PRIMARY JOB



GOOD GOVERNANCE PRINCIPLES

- **Transparency of information:** World Skate shall publish on its official website all the resolutions or decisions by its decision making bodies, as well as any other relevant information
- **Accountability:** World Skate shall run in a fair and balanced way: its income and expenditure shall be recorded in its accounts, which must be maintained in accordance with generally accepted accounting principles. An independent auditor or an auditor firm shall check these accounts (Statutes Art.17). Independent Auditors can be also hired to check and evaluate World Skate management procedures
- **Responsibility:** World Skate decision-making bodies or officers shall ensure to fulfil their tasks as well as any other obligation assigned to them with responsibility and respecting their roles and all World Skate Rules and Regulations
- **Sustainability:** duty for everyone to conserve and preserve the natural World for future generations

CONFIDENTIALITY

- World Skate, World Skate Officers, Executive Board, Management and Staff members as well as any other person and/or entity dealing with World Skate shall not disclose information entrusted to them in confidence

IMPLEMENTATION

- Any person and/or entity dealing with World Skate shall inform the World Skate DELA Dpt. of any breach of these Codes
- Any breach of these Codes, whether caused by omission, commission or negligence, may lead to sanctions
- Anyone subject to these Codes who knowingly assist or is complicit in any act or omission, might also be held accountable on the basis of the Codes

SPECIAL PART

- Any action deemed to contravene the values of World Skate Code of Conduct and Code of Ethics shall be subject to possible investigation and punished accordingly by World Skate Executive Board
- Sanctions shall be imposed discretionally, equally, fairly and without any kind of discrimination
- Any other breach/Violation including - but not limited to - sports, technical or "in competition" violation, shall be settled by the relevant Judges and Referees or by the competent Technical Commission, unless otherwise set out in these Codes or in any other World Skate applicable Rules and Regulation

LIST OF BREACHES/VIOLATIONS (ILLUSTRATIVE AND NOT EXHAUSTIVE)

- | | |
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| <ul style="list-style-type: none">• Non-payment of A fee• Disclosure of an information in violation of a specific obligation• Brawl• Aggression• Assault• Protocol violations• Inciting hatred and violence• Offensive behaviour• Discrimination | <ul style="list-style-type: none">• Bribery• Betting• Manipulation of sports competition• Failure to report• Failure to cooperate• Contract, bidding or agreements mystification, violation, breach and failure• Violation of ethic duties and values• Field of play/venue intrusion or unauthorized access |
|--|--|

- Misuse of power
- Abuse
- Harassment
- Insulting or publicly expressing non-ethic opinions about a nation or a national anthem, flag, logo or any other distinctive symbol
- Insulting or publicly expressing non-ethic opinions about world skate or one of its members' bodies, anthem, flag, logo or any other distinctive symbol
- Insulting or publicly expressing non-ethic opinions about a continental area, a federation or one of their members' bodies, anthem, flag, logo or any other distinctive symbol

- Mystification of an official document
- Fraud
- Influence peddling
- Misuse of world skate name, logo, trademarks or letterhead
- Refusal to execute one of the activities requested by the DELA dpt. within its investigative functions
- Slander

EFFECTS OF DECISIONS

- As soon as a ruling is adopted, it shall be immediately enforced
- A sanction imposed by World Skate Executive Board shall also affect every Member Federation, Continental Area and all their cups, championships, competitions and events

CLOSING RULE

Any violations, breaches, regulatory vacuum and future events not ruled under these Codes shall be settled under the fundamental and general principles governing these Codes and inspiring the entire system of World Skate Rules and Regulations.



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