



## **CODE OF CONDUCT AND CODE OF ETHICS**

Approved by World Skate Executive Board on July 2<sup>nd</sup>, 2019 and ratified by World Skate Congress on July 3<sup>rd</sup>, in Barcelona (Spain)

# WORLD SKATE

## CODE OF CONDUCT AND CODE OF ETHICS

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# WORLD SKATE CODE OF CONDUCT AND CODE OF ETHICS

## I. GENERAL PART.

### 1. SUBJECT MATTER

This document contains the Code of Conduct and the Code of Ethics applicable to each and every World Skate Officer, member of Staff, Congress member as well as to each and every Member Federation, Athlete, Official and Representative interacting with World Skate, and to any other person, body or entity carrying out activities in the framework of World Skate. Moreover, this document regulates the organization and the functioning of World Skate's Disciplinary Ethics and Legal Affairs Department (DELA Dpt.) which is in charge of investigating and notifying the Executive Board on disciplinary violations, within the limits of its powers.

### 2. SCOPE

A. These Code of Conduct and Code of Ethics apply to both everyday activities as well as to each and every competition, championship, cup and to any other event either staged or sanctioned by World Skate.

These Code of Conduct and Code of Ethics are drafted to prevent and avert whatever despicable and regrettable behaviour, and to protect the image, the dignity and the authenticity of World Skate.

B. These Code of Conduct and Code of Ethics only apply to the cases described below, and shall 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, which shall be settled by the competent - either internal or external - Authorities.

C. The following entities and/or individuals shall comply with these Code of Conduct and Code of Ethics:

- Continental Areas;
- Member Federations;
- Athletes;
- National Federation Officials and Representatives;
- Judges;
- Referees;
- Any other International Technical Officials (ITOs);
- Members of World Skate Management;
- Members of World Skate Boards, Commissions and Departments;
- Members of World Skate Staff;
- Anyone authorized by World Skate to cooperate, collaborate or participate in World Skate activities;

### 3. SANCTIONS

Sanctions are divided in three groups according to the kind of legal entity involved:

#### A. Sanctions applicable to both natural and legal persons:

- I. Warning (Written Notice);
- II. Fine (Amount of money to be paid to World Skate). The amount shall be decided on a time to time basis;
- III. Precautionary Suspension for the entire duration of the investigation. This sanction is directly applicable by the Prosecutor according to well-grounded evidence and can be also requested by the entity and/or person under investigation. Should the Ruling procedure end up with a conviction including a suspension sanction, the time suffered on a Precautionary Suspension shall be discounted from the final sanction;
- IV. Suspension (Temporary deferment up to 1 year);
- V. Annulment of the result of one or more competitions (Cancellation of the score of a competition and assignment of an imposed score);
- VI. Return of awards (Immediate return of cups, medals, prize money or any other prize to World Skate);

- VII. Deduction of points (Subtraction of an amount of points from World Skate rankings);
- VIII. Ban from participating in all World Skate events and/or competitions (Up to one year);
- IX. Ban from taking part in a specific World Skate event and/or competition;
- X. Definitive Expulsion (Removal of World Skate Membership or Status).

**B. Sanctions applicable 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 and/or the competition concerned.

- I. Expulsion from an in-progress event and/or competition;
- II. Ban from entering one or more venues;

The decision shall be taken in compliance with World Skate Rules and Regulations. The person or the body applying these sanctions shall immediately report to World Skate and shall take full responsibility of the decision taken.

**C. Sanctions applicable only to legal persons**

- I. Take Over by World Skate of the organization of an event, in case of severe mishandling or failure in managing the event;
- II. 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).

Sanctions provided for in article 3 may be combined and also interrupted by rest periods during the sport years/seasons. Moreover, sanctions might be increased or decreased within the limits set above.

#### 4. LEVEL OF RESPONSIBILITY

A. Sanctions shall be imposed according to the level of responsibility involving the person/s and/or entity/entities concerned: fraud, fault, involvement and attempting.

##### B. Definitions:

- **Fraud:** Intentional breach is the essential and general kind of violation. It consists in a conscious and deliberate action performed with a clear representation of the consequences combined with the will to do those actions and to cause those consequences. In case of verification of both those elements (will and representation) and in presence of a clear and beyond any reasonable doubt proved causal connection, between a behavior and the realization of the concerned event, a subject can be defined guilty.

There are different levels of fraud according to the severity of the violation and evaluating the specific circumstances, anyway, fraud is a form of personal and direct responsibility and shall never be considered as responsibility for others' actions;

- **Fault:** Non-intentional breach consists of a violation supported by the representation of the consequences but without the assistance of the will of the acting subject which, in this case, acts by negligence, imprudence, incompetence or not respecting Statutes, By Laws, Regulations, Protocols or any other kind of norm he/she/it had to know about performing his/her/its role.

There are different levels of fault according to the severity of the violation and evaluating the specific circumstances or in case of

violation perpetrated by anyone subject to others' supervision or responsibility;

- **Involvement:** It consists, by exclusion, in an indirect violation performed without will or representation of the consequences, but being involved anyway in the action, also by simple conspiracy, aid or facilitation in the perpetration.

There are different levels of involvement according to the severity of the violation and evaluating the specific circumstances;

- **Attempting:** It consists in a series of acts committed by fraud, fault or just involvement, to attend a violation which, in the end, does not happen for any reason; attempted violations are punishable as well, but they shall be punished by a reduced sanction based on the discretion of the in-charge body (e.g. reduction of one third).

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*.

## 5. GENERAL RULES AND APPLICATION OF SANCTIONS

- A. The DELA Dpt. is the body in charge to investigate an alleged violation of the Code.
- B. Once the investigation term has expired, should the Prosecutor decide to indict the person, body or entity involved, he/she shall notify the Executive Board with allegations, finding results, proofs as stated in the Statutes.
- C. After the above mentioned charges are transmitted, the Executive Board rules the case as stated in the Statutes.
- D. An online archive of all the definitive rulings (decided by CAS or not appealed Executive Board rulings) must be established and the principle of binding

precedent (“*stare decisis*”) shall impact all future cases: similar cases shall be treated in the same way.

## 6. PRINCIPLES

World Skate aims to promote the highest possible ethical values at all levels among its member Federations, officers, Management and Staff members, Partners and so on, including any person and/or entity dealing with World Skate.

World Skate is committed to the Olympic Charter and its fundamental ethical principles, and requires that these shall be observed by all persons and/or entities involved in World Skate activities, events and/or competitions.

In furtherance of these aims, World Skate has adopted this Code of Ethics, which is 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

1. Safeguarding and maintaining the dignity of any individual participating in each international World Skate competition and/or event is a fundamental requirement of the sporting movement.
2. Any form of discrimination on the basis of race, gender, ethnic origin, religion, philosophical or political opinion, marital status, sexual orientation or any grounds other than merit and performance will not be tolerated.
3. All forms of harassment whether physical, professional, psychological or sexual are prohibited.



4. Acknowledging the danger to sports integrity from the manipulation of sports competitions, World Skate restates its commitment to safeguarding the integrity of sport, including the protection of clean athletes and competitions as stated in the 2020 Olympic Agenda.

Due to the complex nature of this threat, World Skate recognizes that it cannot tackle this threat alone, and hence cooperation with public authorities, in particular law enforcement and sports betting entities, is crucial.

World Skate declares its commitment to support the integrity of sport and fight against the manipulation of competitions by adhering to the standards set out in the Olympic Movement Code on the Prevention of the Manipulation of Competitions, requiring its members to do likewise.

5. Sports Betting, Bet or Betting means any wager of a stake of monetary value in the expectation of a prize of monetary value, subject to a future and uncertain occurrence related to a Sports competition.
6. All forms of participation in and promotion of betting related to World Skate-sanctioned events are strictly prohibited to all athletes, officials, World Skate Management and Staff members as well as to any other person, entity or body anyway dealing with World Skate.
7. Subject to the right of appeal, World Skate shall recognize and respect any decision taken by any other Sporting Organization in compliance with the Code on the Prevention of the Manipulation of Competitions.
8. Participants in World Skate events and/or competitions as well as any other person and/or entity dealing with World Skate shall not, in any manner whatsoever, infringe the principle of Fair Play, behave in an unsporting manner, or attempt to influence the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics.
9. Participants in World Skate events and/or competitions as well as any other person and/or entity dealing with World Skate, shall uphold the good name of World Skate and shall use due care and diligence in fulfilling their mission.

## B. Integrity

1. Participants in World Skate events and/or competitions as well as any other person and/or entity dealing with World Skate shall act in accordance with the highest standards of integrity. When representing World Skate, they shall be impartial and refrain from defending the specific interests of their own country or sport.
2. World Skate Officers, Executive Board, Management and Staff members as well as any other person and/or entity dealing with World Skate 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 award or organization of World Skate events.
3. Only gifts of nominal value, in accordance with prevailing local customs, can be accepted by World Skate Officers, Executive Board, Management and Staff members as well as any other person and/or entity dealing with World Skate, as a mark of respect or friendship. Any other gift must be passed on to the organization of which the beneficiary is a member or which is representing in such moment.
4. World Skate Officers, Executive Board, Management and Staff members as well as any other person and/or entity dealing with World Skate shall observe all local diplomatic conventions as are necessary for politeness and can only accept hospitality (accommodation, meals, entertainment etc.) as can reasonably be seen to be necessary for the comfortable accomplishment of their duties and the creation of a good working atmosphere with partners. Any offers of excessively lavish hospitality shall be reported immediately to the Executive Board.
5. Doping is strictly prohibited. The provisions against doping in the current WADA Code, International Standards, World Skate Anti-Doping Rules and in any other applicable Anti-Doping Rule, shall be completely observed and duly executed.
6. World Skate Officers, Executive Board, Management and Staff members as well as any other person and/or entity dealing with World Skate shall refrain from

involvement with firms or persons whose activity or reputation is inconsistent with the principles set out in the present Code.

7. World Skate Officers, Executive Board, Management and Staff members as well as any other person and/or entity dealing with World Skate shall observe the general ethics and integrity principles necessary to cover a public office. Nonetheless, they cannot be chosen amongst those who have received a final conviction sentence for severe criminal offences, such as pedophilia, bribery, felony murder, sexual harassment or abuse, drug dealing etc.

Should a World Skate appointed or elected Officer/Member be sentenced (with a final binding ruling/sentence) for such (or similar criminal offences) during its term of office, he/she shall be considered as terminated, effective immediately.

### C. 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:

1. **Definition:** 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 by relations that person and/or entity has (or is on the point of having) with other persons or organizations that might be affected (positively or negatively) by his/her judgments or decisions.
2. 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 favor 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.
3. Conflicts of interests may arise as a result of direct personal relations, or indirectly, through the interests of a closely related third person (parent, spouse, partner, dependent etc.).

4. **Types of Interest:** Typical circumstances in which conflicts of interest arise are involvement with suppliers, sponsors, professional advisers, event organizers and contracting parties (shareholdings, payments, hospitality, gifts or other benefits).
5. **Disclosures:** All those to whom these rules apply must refrain from giving their opinions, making decisions or accepting benefits, and must make a declaration of interest.

This can be made in one of two ways:

- I. A public statement during the World Skate Executive Board meetings.
  - II. A written disclosure to the World Skate Executive Board. The information given shall be kept confidential if requested.
6. **Treatment of Disclosures:** The World Skate Executive Board will take the necessary decisions. The options can include, but are not limited to:
    - I. Taking note of the disclosure without further action;
    - II. Removing the person and/or entity concerned from part or all of the action or decision-making opportunities that create the potential for conflict;
    - III. Eliminating the person's and/or the entity's involvement in the external interest causing the conflict.
  7. **Penalties:** Failure to disclose potential conflicts of interest leads to the opening of an investigation as per the Rules set out in these Codes and in the By-Laws.
  8. **Prevention:** While setting out the Agenda of World Skate Meetings, "Declaration of Conflicts of Interest" might be included as a standing item of the Agenda, in order to provide a formal opportunity to 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 provided with decision-making power, to make disclosures of potential conflicts provide.

## **D. Good governance principles**

The basic universal principles of good governance of the sports movement, in particular transparency, responsibility, accountability and sustainability must be respected.

### **I. TRANSPARENCY**

Transparency is one of the most valuable principles inspiring the entire activity of World Skate.

To this end, World Skate shall make every endeavor to ensure transparency of information to all its Member Federations and to the General Public.

In this regard, World Skate shall publish on its official website - and in the best accessible way possible - all the resolutions or decisions by its decision-making bodies, as well as any other relevant information.

### **II. ACCOUNTABILITY**

World Skate Executive Board shall ensure all Member Federations as well as any other person, body or entity anyway interacting with World Skate that the Federation is run in a fair and balanced way.

In this regard, the income and expenditure of World Skate 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.

### **III. RESPONSIBILITY**

World Skate decision-making bodies or officers shall ensure to fulfill their tasks as well as any other obligation assigned to them with responsibility and respecting their roles and all World Skate Rules and Regulations.

World Skate recognizes the significant contribution that broadcasters, sponsors, partners and other supporters of sports events make to the development and prestige of World Skate events and/or competitions throughout the world. However, such support must be compliant with the rules of sport and the principles set out in World Skate Rules and Regulations, and shall not interfere with the running of sports.

#### **IV. SUSTAINABILITY**

World Skate Officers, Executive Board, Management and Staff members as well as any other person and/or entity dealing with World Skate shall at all times act as stewards of the environment, having in mind their duty to conserve and preserve the natural World for future generations. At all World Skate competitions and/or events, they shall minimize the use of non-renewable resources and apply the highest standards of environmental protection, including provision for recycling of all used materials.

##### **E. Confidentiality**

1. 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.
2. Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person and/or entity.

##### **F. Implementation**

1. World Skate shall do whatever is reasonably required to ensure that the principles, Rules and Regulations of World Skate are applied.
2. World Skate Officers, Executive Board, Management and Staff members as well as any other person and/or entity dealing with World Skate shall inform the World Skate DELA Department of any breach of these Codes, with a view to an

investigation and possibly subject to sanctions to be imposed by World Skate Executive Board.

3. Any breach and/or violation of these Codes, whether caused by omission, commission or negligence, may lead to sanctions.
4. Persons and/or entities subject to these Codes who knowingly assist or are otherwise complicit in any act or omission that constitutes or culminates in a breach of the Codes might also be held accountable on the basis of the Codes.

## II. SPECIAL PART.

### 1. PROCEDURE

Investigations and Ruling procedures shall be subject to the terms and conditions set out in these Codes and in the By-Laws.

### 2. SINGLE VIOLATIONS

- A. As stated above, all the rules included in these Codes apply to ethical and conduct-related violations. Any other breach including - but not limited to - sports, technical or “in competition” violation, shall be settled by the relevant Judges or Referees or by the competent Technical Commissions, unless otherwise set out in these Codes or in any other World Skate applicable Rule or Regulation.
- B. Sanctions shall be imposed discretionally, equally, fairly and without any kind of discrimination in accordance with Article 3 of these Codes.
- C. The following list of breaches and/or violations is illustrative and not exhaustive. Therefore, any other 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.
- **NON-PAYMENT OF A FEE** (Failure to pay a World Skate imposed fee);
  - **DISCLOSURE OF AN INFORMATION IN VIOLATION OF A SPECIFIC OBLIGATION** (Leak of a secret or anyway private information or fact);
  - **BRAWL** (Fight);
  - **AGGRESSION** (Social interaction with the intention of inflicting damage or other unpleasantness to another individual);
  - **ASSAULT** (Attempt to initiate harmful or offensive contact with a person);
  - **PROTOCOL VIOLATIONS** (Any change concerning the pre-approved World Skate rules of conduct during protocol ceremonies and/or events);
  - **INCITING HATRED AND VIOLENCE** (To provoke, to improve, or to incite hatred, violence or any other form of disrespectful behavior);



- **OFFENSIVE BEHAVIOR** (Any offensive language or behavior, intended to humiliate or intimidate another person or a group of persons and/or an entity or its representatives);
- **DISCRIMINATION** (Any treatment or consideration either individual or collective of a subject -Person, Athlete, Federation or anyone/anything else- based on the group, class, or category, these subjects are perceived to belong, including race, religion, sexual orientation etc.);
- **BRIBERY** (Any form of dishonest or unethical conduct by a subject - usually entrusted with a position of power- to acquire personal or any other form of benefit in return of a personal or political advantage. The corrupt and the briber shall be both punished);
- **BETTING** (Any agreement, act or omission performed by one or more persons anyway taking part in the competition concerned in expectation of a prize monetary value subject to the outcome of a competition);
- **MANIPULATION OF SPORTS COMPETITION** (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);
- **FAILURE TO REPORT** (Failure to report to World Skate or to its in-charge bodies at the first available opportunity, full details of any approaches or invitations to take part in actions, conducts or incidents as well as any other fact or matter which may come to their attention and which may lead to a violation of this Code);
- **FAILURE TO COOPERATE** (Failing to cooperate with, obstructing or delaying any investigation carried out by the DELA Dpt.);
- **CONTRACT, BIDDING OR AGREEMENTS MYSTIFICATION, VIOLATION, BREACH AND FAILURE** (Any form of failure in a committed, accepted and agreed obligation);
- **VIOLATION OF ETHICS DUTIES AND VALUES;**

- **FIELD OF PLAY/VENUE INTRUSION OR UNAUTHORIZED ACCESS** (Any unauthorized entry, intrusion or invasion into a venue, a pitch or similar Fields of Play, perpetrated from unauthorized personnel);
- **MISUSE OF POWER** (Commission by an in-charge person and/or entity of an unlawful act or an ethics contrasting act, abusing of her/his/its power);
- **ABUSE** (Any other kind of abuse shall be punished as well);
- **HARASSMENT** (Sexual or any other kind of 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** (Forgery of a signature on a false document or any alteration or false creation of an official document);
- **FRAUD** (Any kind of behavior to ensure an unfair or an unlawful gain);
- **INFLUENCE PEDDLING** (Using one's influence with in-charge persons or authorities to obtain favors or preferential treatment);
- **MISUSE OF WORLD SKATE NAME, LOGO, TRADEMARKS OR LETTERHEAD** (Using of the above mentioned items beyond permitted use guidelines and in absence of World Skate written approval);
- **REFUSAL TO EXECUTE ONE OF THE ACTIVITIES REQUESTED BY THE DELA DPT WITHIN ITS INVESTIGATIVE FUNCTIONS.**
- **SLANDER** (Make false and damaging statements about someone or something).

### III. CLOSING RULES

#### 1. TEMPORAL SCOPE OF APPLICATION

These Codes apply to facts that have arisen after their coming into force. Previous facts shall be subject to the provisions in force at the time, failing which an issue shall be settled in compliance with the general inspiring principles of World Skate or, finally, by *equity*.

#### 2. EFFECT OF DECISIONS

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

#### 3. ADOPTION AND ENFORCEMENT

These Codes and their further amendments, come into force on the day of their approval by the Executive Board.

These Codes shall be ratified by the World Skate Congress.

#### 4. 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.



## **CODE OF CONDUCT AND CODE OF ETHICS**

Approved by World Skate Executive Board on July 2<sup>nd</sup>, 2019 and ratified by World Skate Congress on July 3<sup>rd</sup>, in Barcelona (Spain)