

**World Olympians Association (WOA)  
Executive Committee  
CODE OF CONDUCT**

By signing this WOA Code of Conduct I hereby agree:

- i. To act in the best interests of the WOA at all times and to take all steps to assist the WOA in achieving its objectives and the effective implementation of its policy.
- ii. To abide by the IOC Code of Ethics as attached below.
- iii. To act with honesty and integrity.
- iv. At all times to conduct myself in a manner commensurate with my position within the WOA structure.
- v. To act with due diligence in the discharge of my functions for and on behalf of the WOA.
- vi. Not to use my position and/or any knowledge or information gained from my position for personal gain or benefit as outlined in the WOA Constitution and By-Laws.
- vii. To represent the WOA in a positive and supportive manner at all times.
- viii. To observe and adhere to the WOA Constitution, By-Laws and all WOA policies and procedures adopted by the WOA Executive Committee and/or the WOA General Assembly.
- ix. To support actions taken by decision of the Executive Committee.
- x. To avoid acting in a way that represents a conflict of interest between my position as an Executive Committee member and my personal or professional life. If, however, such a conflict does arise, I will declare that conflict to the Executive Committee and refrain from voting on matters in which I have conflict.
- xi. To allow management to carry out its responsibilities effectively.
- xii. Not to engage in any deliberate behaviour which is prejudicial to the interests of the WOA or any of its member National Olympian Association (NOA) including its non-profit status or its commercial relationships.
- xiii. Not to disclose information entrusted to me in confidence or obtained as a result of my position within the WOA.

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- xiv. Not to commit or be responsible for and/or party to any form of discrimination including, without limitation, on the basis of race, sex, ethnic origin, religion, philosophical or political opinion or other grounds.
- xv. Not to give or receive gifts or favours of any kind where this might appear designed to improperly influence my duties and obligations to the WOA.

Signature: .....

Print Name: .....

Position: .....

Date: .....



COMITÉ  
INTERNATIONAL  
OLYMPIQUE

# ÉTHIQUE ETHICS

2009



# IOC Code of Ethics

## Preamble

The International Olympic Committee and each of its members, the cities wishing to organise the Olympic Games, the Organising Committees of the Olympic Games and the National Olympic Committees (hereinafter “the Olympic parties”) restate their commitment to the Olympic Charter and in particular its Fundamental Principles. The Olympic parties affirm their loyalty to the Olympic ideal inspired by Pierre de Coubertin.

Consequently, at all times the Olympic parties and, in the framework of the Olympic Games, the participants, undertake to respect and ensure respect of the present Code and the following principles:

## A Dignity

1. Safeguarding the dignity of the individual is a fundamental requirement of Olympism.
2. There shall be no discrimination between the participants on the basis of race, gender, ethnic origin, religion, philosophical or political opinion, marital status or other grounds.

3. All doping practices at all levels are strictly prohibited. The provisions against doping in the World Anti-Doping Code shall be scrupulously observed.
4. All forms of harassment of participants, be it physical, professional or sexual, and any physical or mental injuries to participants, are prohibited.
5. All forms of participation in, or support for betting related to the Olympic Games, and all forms of promotion of betting related to the Olympic Games are prohibited.
6. Also, in the context of betting, participants in the Olympic Games must not, by any manner whatsoever, infringe the principle of fair play, show non-sporting conduct, or attempt to influence the result of a competition in a manner contrary to sporting ethics.
7. The Olympic parties shall guarantee the athletes conditions of safety, well-being and medical care favourable to their physical and mental equilibrium.

### **B Integrity**

1. The Olympic parties or their representatives 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 organisation of the Olympic Games.
2. Only gifts of nominal value, in accordance with prevailing local customs, may be given or accepted by the Olympic parties, as a mark of respect or friendship. Any other gift must be passed on to the organisation of which the beneficiary is a member.
3. The hospitality shown to the members and staff of the Olympic parties, and the persons accompanying them, shall not exceed the standards prevailing in the host country.



4. The Olympic Parties shall respect the Rules Concerning Conflicts of Interests Affecting the Behaviour of Olympic Parties.
5. The Olympic parties shall use due care and diligence in fulfilling their mission. They must not act in a manner likely to tarnish the reputation of the Olympic Movement.
6. The Olympic parties, their agents or their representatives must not be involved with firms or persons whose activity or reputation is inconsistent with the principles set out in the Olympic Charter and the present Code.
7. The Olympic parties shall neither give nor accept instructions to vote or intervene in a given manner within the organs of the IOC.

## C Resources

1. The Olympic resources of the Olympic parties may be used only for Olympic purposes.
- 2.
- 2.1 The income and expenditure of the Olympic parties shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles. An independent auditor will check these accounts.
- 2.2 In cases where the IOC gives financial support to Olympic parties:
  - a) the use of these Olympic resources for Olympic purposes must be clearly demonstrated in the accounts;
  - b) the accounts of the Olympic parties may be subjected to auditing by an expert designated by the IOC Executive Board.

3. The Olympic parties recognise the significant contribution that broadcasters, sponsors, partners and other supporters of sports events make to the development and prestige of the Olympic Games throughout the world. However, such support must be in a form consistent with the rules of sport and the principles defined in the Olympic Charter and the present Code. They must not interfere in the running of sports institutions. The organisation and staging of sports competitions are the exclusive responsibility of the independent sports organisations recognised by the IOC.

### D Candidatures

The Olympic parties shall in all points respect the various manuals published by the IOC linked to the selection of host cities of the Olympic Games, in particular the Rules of Conduct Applicable to All Cities Wishing to Organise the Olympic Games.

The cities wishing to organise the Olympic Games shall, inter alia, refrain from approaching another party, or a third authority, with a view to obtaining any financial or political support inconsistent with the provisions of such manuals and the Rules of Conduct.

### E Relations with States

1. The Olympic parties shall work to maintain harmonious relations with state authorities, in accordance with the principle of universality and political neutrality of the Olympic Movement.
2. The Olympic parties are free to play a role in the public life of the states to which they belong. They may not, however, engage in any activity or follow any ideology inconsistent with the principles and rules defined in the Olympic Charter and set out in the present Code.



3. The Olympic parties shall endeavour to protect the environment on the occasion of any events they organise. In the context of the Olympic Games, they undertake to uphold generally accepted standards for environmental protection.

## F Confidentiality

The Olympic parties shall not disclose information entrusted to them in confidence. The principle of confidentiality shall be strictly respected by the IOC Ethics Commission in all its activities. Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organisation.

## G Implementation

1. The Olympic parties shall see to it that the principles and rules of the Olympic Charter and the present Code are applied.
2. The Olympic parties shall inform the IOC President of any breach of the present Code, with a view to possible referral to the IOC Ethics Commission.
3. The IOC Ethics Commission may set out the provisions for the implementation of the present Code in a set of Implementing Provisions.



## Implementing Provision of the IOC Code of Ethics

# Rules Concerning Conflicts of Interests Affecting the Behaviour of Olympic Parties

### Article 1

#### Scope of application

These Rules apply to Olympic parties as defined by the IOC Code of Ethics preamble: the International Olympic Committee and each of its members, National Olympic Committees, Organising Committees for the Olympic Games, cities wishing to organise the Olympic Games and, in the frame of the Olympic Games, to the participants.

With respect to legal persons among the Olympic parties, these Rules are applicable to all members or staff with actual decision-making power within them. Each such legal person may define other categories of persons for whom these Rules can be applicable, while informing the Ethics Commission.

### Article 2

#### Definition

1. In the context of the provisions of these Rules, a distinction is made between the situation of a “potential conflict of interests” and the case of a “conflict of interests”. Only conflicts of interests are prohibited.

2. A situation of a potential conflict of interests arises when the opinion or decision of a person, acting alone or within an organisation, in the framework of the activities of the physical or legal persons defined in Article 1 above, may be reasonably considered as liable to be influenced by relations that the aforementioned person has, has had or is on the point of having with another person or organisation that would be affected by the person's opinion or decision.
3. A case of conflict of interests is constituted when any person who, 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 2.

### Article 3

#### Types of interests to take into consideration

In assessing the situations described in Article 2 above, direct as well as indirect interests must be taken into account. This also includes the interests of a third person (parent, spouse, relation or dependent).

In the following non-exhaustive list of examples, the circumstances in which a conflict of interests could arise are:

- personal and/or material involvement (salary, shareholding, various benefits) with suppliers of the Olympic party concerned;
- personal and/or material involvement with sponsors, broadcasters, various contracting parties;
- personal and/or material involvement with an organisation liable to benefit from the assistance of the Olympic party concerned (including subsidy, approval clause or election).



## Article 4

### Resolution of conflicts

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

Faced with a situation of a potential conflict of interests, 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 the Ethics Commission of the situation; the Ethics Commission then takes the steps foreseen in Article 5.

The information given will be kept confidential.

## Article 5

### Role of the Ethics Commission

The IOC Ethics Commission is responsible for advising persons, at their request, in a situation of a potential conflict of interests.

The Ethics Commission proposes to the person concerned a solution from the following options:

- registering the declaration without any particular measure;
- removal of the person involved from part or all of the action or from the decision of the Olympic party at the root of the conflict;
- relinquishment of the management of the external interest causing the conflict.

Complementary measures may also be proposed.

The person concerned then takes the steps that he/she considers appropriate, subject to the Commission's application of the second paragraph of Article 7 below.

### **Article 6** Procedure

Any case of conflict of interests is dealt with in accordance with the provisions of the Olympic Charter and the Rules of Procedure of the Ethics Commission.

The IOC Executive Board is responsible, in the final instance, for taking decisions concerning conflicts of interests.

### **Article 7** Undeclared conflicts of interests

In the event that a person neglects to declare a situation of a potential conflict of interests, the IOC President or one of the IOC Vice-Presidents may refer the case to the Ethics Commission in accordance with the conditions set out in its rules.

The Ethics Commission proposes to the Executive Board a decision that may include the measures provided in Article 5, as well as the sanctions defined in Rule 23 of the Olympic Charter.

### **Article 8** Specific provisions

Prior to examination, by the Executive Board, of a candidature for election as an IOC member, a candidate must declare his/her professional interests to the Ethics Commission. The Commission may draw the attention of the candidate to potential conflicts of interests that it identifies. This does not exempt the candidate concerned from making subsequent declarations pursuant to Article 4.



## **Article 9** Enforcement

The provisions set forth in the third paragraph of Article 2 above shall apply to any situation of a potential conflict of interests, which is not declared by the person concerned by 15 November 2002.

## **Article 10** Execution

The IOC Executive Board and the Ethics Commission are responsible, each in its own capacity, for the execution of these Rules.