



ASSOCIATION OF NATIONAL OLYMPIC COMMITTEES  
ASSOCIATION DES COMITÉS NATIONAUX OLYMPIQUES  
ASOCIACIÓN DE COMITÉS OLÍMPICOS NACIONALES

**TO: THE NATIONAL OLYMPIC COMMITTEES**

Lausanne, 10 August 2016

*Re: Proposed ANOC Compliance Policy and Proposed ANOC Code of Ethics*

Dear NOC Presidents and Secretaries General,

Please find attached to this memo a proposed ANOC Compliance Policy and a proposed ANOC Code of Ethics for consideration and approval during the upcoming XXI ANOC General Assembly to take place in Doha on 15 and 16 November, 2016.

I will in this memo provide some brief background to these documents.

Last year, the ANOC Legal Commission took note of several points:

1. ANOC did not have a Code of Ethics;
2. The ANOC Constitution in article 13.22 directs that the Executive Council give consideration to the adoption of an ANOC Code of Ethics;
3. The IOC Code of Ethics, whilst applying to dealings between the IOC and ANOC, does not apply to the regulation of ANOC's own internal affairs nor to ANOC's dealings with organizations other than the IOC; and
4. The IOC Code of Ethics directs that IOC Recognized Organizations, of which ANOC is one, adopt for their internal activities a code of ethics based on the principles and rules of the IOC Code of Ethics.

At the same time, the Modernization Follow Up Commission initiated discussion that it would be a good thing for ANOC that it have a Compliance Policy in place ensuring that there was a broadly stated and papered commitment by ANOC that it would as an organization, as would its paid staff and those volunteering their services, comply with all public and private laws and regulations governing its activities and operations. In short, a document that would commit ANOC to be guided in all of its operations and activities by Good Governance principles.

These two initiatives were soon joined on the direction of the Executive Council, and the Legal Commission was asked to take the lead in developing the necessary documents, in collaboration with Kevan Gosper, Chair of the Modernization Follow Up Commission.

This led to the development of what you will find enclosed:

1. An ANOC Compliance Policy
2. An ANOC Code of Ethics

A very few words about both.

**ANOC Compliance Policy**

This is a broad policy document that sets out ANOC's fundamental commitment to:





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- The principles of Olympism
- Good governance and integrity
- Protection of the environment and sustainability, including a safe work environment for ANOC's employees
- Confidentiality
- Proper record keeping and transparent financial reporting
- Harassment free workplace and activities
- Avoidance of conflicts of interest
- Communications that are clear and accurate

These are all embodied and fleshed out in the proposed ANOC Compliance Policy. It can be said to paint a picture of who we are. It is then to be left to subject specific policies to provide the operative framework of how we do what we are. The first one of these to consider is the proposed ANOC Code of Ethics.

### **ANOC Code of Ethics**

The proposed ANOC Code of Ethics governs ANOC's own internal affairs and its dealings with external partners and organizations that do not involve the IOC. All dealings with the IOC are governed by the IOC Code of Ethics.

That said, the ANOC Code of Ethics basically mirrors, as is required, the IOC Code of Ethics. It is based on its principles and rules. Indeed, for the most part it adopts the IOC Code of Ethics *verbatim*. However, unlike the IOC Code of Ethics, it does not create an ANOC Ethics Commission. Rather, in the case of an alleged breach of the ANOC Code of Ethics, the Executive Council is required to appoint an independent person, or number of persons, outside of ANOC to investigate the breach and report back to the Executive Council who retain the authority to sanction in the event a breach is found to have occurred. In the case that the alleged breach is on the part of an Executive Council member, then the report and an Executive Council recommendation regarding sanctions, if any, is given to the General Assembly to decide upon. Anyone against whom an adverse finding is made or against whom a sanction is imposed, may appeal the finding or sanction to CAS.

This day and age it is imperative that a leading international sport organization such as ANOC have a Code of Ethics in place to be able to refer to and implement should the need ever arise.

The ANOC Executive Council has adopted the attached Compliance Policy and Code of Ethics and recommends both documents for approval by the General Assembly.

I am available to answer any questions you may have either before or at the XXI ANOC General Assembly that will take place in Doha, Qatar, on 15 and 16 November, 2016.

Yours truly,

**Michael Chambers**  
Chair  
ANOC Legal Commission

