



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

ANOC Code of Ethics

Proposed draft
ANOC Legal Commission
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PREAMBLE

ANOC, its paid and volunteer administration and officials including without limitation its staff, Executive Council members, Commission and Working Group members, ANOC's member National Olympic Committees and Continental Associations including without limitation their paid and volunteer administrations and officials, the cities taking part in any type of candidature procedures, the Bid Committees and the Organising Committees for the ANOC World Beach Games and any other Games or Events organized under the jurisdiction of ANOC, ANOC World Beach Games participants (all of which and whom are hereinafter referred to as "ANOC, its NOCs and its affiliates") restate their commitment to the Olympic Charter and in particular its Fundamental Principles, and reaffirm their loyalty to the Olympic ideal inspired by Pierre de Coubertin.

ANOC, its NOCs and its affiliates undertake to disseminate the culture of ethics and integrity within their respective areas of competence and to serve as role models.

The ANOC Code of Ethics in no way limits any ANOC policies that address in greater detail any of the subjects mentioned. In the event of any conflict, this Code of Ethics prevails.

Scope of application

ANOC, its NOCs and its affiliates undertake to comply and ensure compliance with the ANOC Code of Ethics in the following circumstances:

- ANOC and its paid and volunteer administration and officials including without limitation its staff, Executive Council members, Commission and Working Group members, the National Olympic Committees and Continental Associations and their officials, at all times and in all circumstances;
- All ANOC Beach Games participants and the participants in any other Games or Events organized under the jurisdiction of ANOC, throughout each edition of the ANOC Beach Games, or other Games or Events, for which they are accredited;
- The cities and their officials taking part in any type of candidature procedures of ANOC, throughout the procedure in question; and
- The Bid Committees and the Organising Committees for the ANOC World Beach Games or of any other Games or Events organized under the jurisdiction of ANOC, and their officials, throughout the existence of each such Committee.

A. FUNDAMENTAL PRINCIPLES

Article 1

Respect for the universal fundamental ethical principles is the foundation of Olympism.

These include:

1. Respect for the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play;
2. Respect of the principle of the universality and political neutrality of the Olympic Movement;
3. Maintaining harmonious relations with state authorities, while respecting the principle of autonomy as set out in the Olympic Charter;
4. Respect for International conventions on protecting human rights insofar as they apply to the ANOC World Beach Games and all other business and activities of ANOC, its NOCs and its affiliates, and which ensure in particular:
 - Respect for human dignity;
 - Rejection of discrimination of any kind on whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status;

- Rejection of all forms of harassment, be it physical, professional or sexual, and any physical or mental injuries;
5. Ensuring ANOC World Beach Games participants, and participants in any other Games organized under the jurisdiction of ANOC, conditions of safety, well-being and medical care favourable to their physical and mental equilibrium.

B. INTEGRITY OF CONDUCT

Article 2

ANOC, its NOCs and its affiliates must use due care and diligence in fulfilling their mission. At all times, they must act with the highest degree of integrity, and particularly when taking decisions, they must act with impartiality, objectivity, independence and professionalism.

They must refrain from any act involving fraud or corruption. They must not act in a manner likely to tarnish the reputation of ANOC or of the Olympic Movement.

Article 3

ANOC, its NOCs and its affiliates, or their representatives must not, directly or indirectly, solicit, accept or offer any concealed form of remuneration or commission, benefit, or service of any nature, connected with the ANOC World Beach Games.

Article 4

Only tokens of consideration or friendship of nominal value, in accordance with prevailing local customs, may be given or accepted by ANOC, its NOCs and its affiliates, or their representatives or third parties in connection with ANOC business and activities, and then only where such tokens will not lead to reasonable concerns about the impartiality and integrity of ANOC, its NOCs and its affiliates, or their representatives.

Any other form of token, object or benefit constitutes a gift that may not be accepted, but must be passed on to the organisation of which the beneficiary is a member.

Article 5

For hospitality shown to ANOC, its NOCs and its affiliates, or their representatives, as well as those accompanying them, a sense of measure must be respected.

Article 6

ANOC, its NOCs and its affiliates, or their representatives shall carefully avoid creating improper conflicts of interest, whether actual or apparent.

C. INTEGRITY OF COMPETITIONS

Article 7

ANOC, its NOCs and its affiliates shall commit to combat all forms of cheating and shall continue to undertake all the necessary measures to ensure the integrity of sports competitions.

Article 8

ANOC, its NOCs and its affiliates shall respect the provisions of the World Anti-Doping Code and of the Olympic Movement Code on the Prevention of the Manipulation of Competitions.

Article 9

None of ANOC, its NOCs, nor its affiliates or representatives shall engage in or support betting related to the ANOC World Beach Games, or to any other Games organized under the jurisdiction of ANOC.

Article 10

Participants in the ANOC World Beach Games, or in any other Games organized under the jurisdiction of ANOC, must not, by any manner whatsoever, manipulate the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics, infringe the principle of fair play or show unsporting conduct.

D. GOOD GOVERNANCE AND RESOURCES

Article 11

The Basic Universal Principles of Good Governance of the Olympic and Sports Movement, in particular transparency, responsibility and accountability, must be respected by ANOC, its NOCs and its affiliates.

Article 12

Resources that are received by ANOC, its NOCs and its affiliates, be their indicated purposes specific or general, must be used only for such purposes.

Article 13

- 13.1.** The income and expenditures of ANOC, its NOCs and its affiliates shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles and each such party shall ensure that an independent auditor will check these accounts annually.
- 13.2.** In cases where ANOC gives financial support to its NOCs or to any of its affiliates:
- a) The use of these ANOC resources must be clearly demonstrated in the accounts of the NOCs or affiliates;
 - b) The accounts of its NOCs or of any of its affiliates may be subjected to auditing by an expert designated by the ANOC Executive Council.

Article 14

ANOC, its NOCs and its affiliates recognise the significant contribution that broadcasters, sponsors, partners and other supporters make to the development and prestige of the ANOC World Beach Games throughout the world.

In order to preserve the integrity and neutrality of the various candidature procedures, the support and promotion of any of the candidatures by broadcasters, sponsors, partners and other supporters must be in a form consistent with the rules of sport and the principles defined in the Olympic Charter and the present Code.

However, ANOC marketing partners must refrain from supporting or promoting a candidature within any of the ANOC candidature procedures.

The broadcasters, sponsors, partners and other supporters must not interfere in the running of sports organisations.

E. CANDIDATURES

Article 15

NOCs and ANOC's affiliates shall respect the integrity of any candidature procedure initiated by ANOC, in order to allow equal access to the promotion of each candidature and the refusal of any risk of conflict of interest.

Out of respect for the neutrality of ANOC Executive Council members, no public declaration appearing to give a favourable opinion of one of the candidatures may be made by those members.

F. CONFIDENTIALITY

Article 17

The principle of confidentiality shall be strictly respected by the Executive Council in the implementation of this Code of Ethics, except to the extent determined to be appropriate by the Executive Council.

It must be strictly respected by any person concerned with the reporting of a breach, investigation and hearing in respect of an alleged breach, and sanctioning in the case of a breach.

G. REPORTING OBLIGATION

Article 18

Individuals within ANOC, its NOCs and its affiliates shall inform the ANOC President, or Secretary General, or the Chair of the Legal Commission, in the strictest confidentiality and by using the appropriate mechanisms, of any information related to a violation of the ANOC Code of Ethics, with a view to possible referral to the Executive Council or designated Commission.

Any disclosure of information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organisation.

None of ANOC, its NOCs, nor its affiliates or representatives will take any action that has the effect of disadvantaging, discriminating against, or otherwise punishing any person or entity in retaliation for reporting a matter in good faith under the terms of this Article 18.

H. IMPLEMENTATION

Article 19

ANOC shall see to it that the principles and rules of the ANOC Constitution, regulations and this Code of Ethics are applied.

The ANOC Executive Council may impose such provisional sanctions as it deems appropriate in the circumstances of any particular alleged breach of the this Code of Ethics.

In the case of an alleged breach, the ANOC Executive Council shall appoint such person or persons as in it opinion is or are appropriate, who is or are outside of ANOC, is or are not employed by or otherwise beholden to any member of the ANOC Executive Council and/or his/her organization, and independent of the alleged breach, with such terms of reference as it determines appropriate to

conduct a fact finding investigation in respect of the alleged breach of the Code of Ethics including recommendations for sanctions, if any.

If the breach of the Code of Ethics does not involve an Executive Council member, and if the fact finding investigation concludes that there was a breach of the Code of Ethics, the ANOC Executive Council may, subject to the ANOC Constitution, and after consideration of the fact finding investigation and proposal for sanctions, if any, impose such sanctions as it determines appropriate for breach of the Code of Ethics including without limitation suspension or expulsion, and the imposition of a ban from engaging in any ANOC activities of every nature and kind which may include in the case of an individual removal from any office or position held.

Before concluding its consideration of the fact finding investigation and deciding what sanction(s), if any, to impose the ANOC Executive Council shall give the individual or organisation in question on reasonable notice:

- Particulars of the conclusions of the fact finding investigation and proposals for sanction(s) if any; and
- A reasonable opportunity to be heard by the ANOC Executive Council in accordance with the principles of natural justice.

If the breach of the Code of Ethics involves an Executive Council member, and if the fact finding investigation concludes that there was a breach of the Code of Ethics, the ANOC Executive Council shall after consideration of the fact finding investigations and proposal for sanctions, if any, refer the matter together with a recommendation with respect to sanctions to the ANOC General Assembly which may impose such sanctions as it determines appropriate for breach of the Code of Ethics including without limitation suspension or expulsion, and the imposition of a ban from engaging in any ANOC activities of every nature and kind which may include in the case of an individual removal from any office or position held.

In the event of a referral to the ANOC General Assembly, the person or persons who conducted the fact finding investigation shall report their findings directly to the ANOC General Assembly in such form and manner as he, she, or they shall determine. The ANOC General Assembly shall deal with the matter in the manner provided under Article 12.18 of the ANOC Constitution except that any resolution(s) of the ANOC General Assembly in this regard shall only require a simple majority of votes cast.

I. APPEALS

Article 20

An individual or organisation who is the subject of a decision by the ANOC Executive Council or by the ANOC General Assembly under Article 19 of the Code of Ethics may appeal the decision exclusively by way of appeal to the Court for Arbitration for Sport, the Secretariat of which is located in Lausanne, Switzerland, pursuant to the Code of Sport-Related Arbitration. The decision of the Court of Arbitration for Sport shall be final and binding. The time limit for such an appeal is twenty-one (21) days after communication of the ANOC Executive Council or ANOC General Assembly decision to the individual or organisation appealing.