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As amended to XX

CODE OF ETHICS

OF THE ASSOCIATION OF NATIONAL OLYMPIC COMMITTEES



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Preamble

ANOC, its NOCs, and its Continental Associations 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 Continental Associations 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

This Code of Ethics applies to the following persons and organizations in the following circumstances:

- ▶ **ANOC:** All persons elected or appointed to represent, or to act on behalf of, ANOC (whether paid or volunteer) including the President, Vice Presidents, and all other members of the Executive Council, all ANOC staff, contractors, consultants and advisors, members of ANOC Commissions, Committees, and Working Groups, however described, and without limitation the Ethics Commission and persons appointed to Honorary positions, at all times and in all circumstances;
- ▶ **NOCs:** All National Olympic Committees and their officials, in all their relations with ANOC;
- ▶ **Continental Associations:** All Continental Associations and their officials, in all their relations with ANOC;
- ▶ **Accredited Participants:** All ANOC Beach Games participants and the participants in any other Games or Events organized under the sole or shared jurisdiction of ANOC, throughout each edition of the ANOC Beach Games, or other Games or Events, for which they are accredited;
- ▶ **Candidatures:** The Cities and Bid Committees, and their officials, taking part in any type of candidature procedures of ANOC, throughout the procedure in question; and
- ▶ **Organizing Committees:** The Organizing Committees of the ANOC World Beach Games and of any other Games or Events organized under the sole or shared jurisdiction of ANOC, and their officials, throughout the existence of each such Committee; and

every reference to ANOC, NOCs, Continental Associations, Participants, Cities, Bid Committees, and Organizing Committees in this Code of Ethics includes any and all of the persons described above.

Participants, Cities, Bid Committees, and Organizing Committees are referred to throughout this Code as ANOC's "affiliates".

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 for 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 Continental Associations, 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, psychological or sexual, and any physical or mental abuse;
- 5 Ensuring ANOC World Beach Games participants, and participants in any other Games organized under the sole or shared jurisdiction of ANOC, conditions of safety, well-being and medical care favourable to their physical and mental health.

B INTEGRITY OF CONDUCT

Article 2

ANOC, its NOCs, its Continental Associations, 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, its Continental Associations, 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, its Continental Associations, 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, its Continental Associations, and its affiliates, or their representatives, as well as those accompanying them, a sense of measure must be respected.

Article 6

ANOC, its NOCs, its Continental Associations, 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, its Continental Associations, 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, its Continental Associations, 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 sole or shared jurisdiction of ANOC.

Article 10

Participants in the ANOC World Beach Games, or in any other Games organized under the sole or shared 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, its Continental Associations, and its affiliates.

Article 12

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

Article 13

- 1 The income and expenditures of ANOC, its NOCs, its Continental Associations, 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.
- 2 In cases where ANOC gives financial support to its NOCs, its Continental Associations, or to any of its affiliates:
 - a. The use of these ANOC resources must be clearly demonstrated in the accounts of the NOCs, its Continental Associations, or affiliates;
 - b. The accounts of its NOCs, its Continental Associations, 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, its Continental Associations, 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, its Continental Associations, 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 avoidance 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 16

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.

G REPORTING OBLIGATION

Article 17

Any of the bodies and persons to whom the ANOC Code of Ethics applies has an obligation to report as provided in the ANOC Ethics Commission Bye-Law 1 – Terms of Reference. 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, its Continental Associations, 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 17.

H IMPLEMENTATION

Article 18

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

If an alleged breach of the Code of Ethics does not involve an Executive Council member, and if the ANOC Ethics Commission decides 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 Ethics Commission decision and recommendation regarding consequences and sanction(s), impose such consequences and sanction(s) as it determines appropriate for the breach of the Code of Ethics limited to those provided

for in the ANOC Ethics Commission Bye-law 2 – Procedural Rules and based on the factors that are to be considered as set forth therein.

Before concluding its consideration of the Ethics Commission decision and deciding what consequences and 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 Ethics Commission decision and proposals for consequences and 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 an alleged breach of the Code of Ethics involves an Executive Council member, and if the Ethics Commission decides that there was a breach of the Code of Ethics, the Ethics Commission shall refer the matter together with its recommendation regarding consequences and sanction(s) to the ANOC General Assembly, and at the same time report on the matter to the ANOC Executive Council. The ANOC General Assembly may then, subject to the ANOC Constitution, and after consideration of the Ethics Commission decision and recommendation regarding consequences and sanction(s), impose such consequences and sanctions as it determines appropriate for the breach of the Code of Ethics limited to those provided for in the ANOC Ethics Commission Bye-law 2 – Procedural Rules and based on the factors that are to be considered as set forth therein..

In the event of a referral to the ANOC General Assembly, the Ethics Commission shall report their findings and recommendations directly to the ANOC General Assembly in such form and manner as it shall determine. The ANOC General Assembly shall deal with the matter procedurally 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 19

An individual or organisation who is the subject of a decision by the ANOC Executive Council or by the ANOC General Assembly under Article 18 of this 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.

ASSOCIATION OF NATIONAL OLYMPIC COMMITTEES

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