



World ParaVolley

Code of Conduct and Ethics

Preamble

World ParaVolley, its Members, partners, officials, sportsmen and sportswomen affirm their commitment to the Paralympic ethos and the tradition of fair and honourable sports competition. World ParaVolley's history and tradition are based on the principles of excellence in sport, opportunity to participate in fair competition, and enhancement of the dignity of athletes and sport. This necessitates acceptance of the fundamental values of honesty, human rights, fairness, justice, non-discrimination and personal integrity.

Members of the World ParaVolley Family shall endorse the Vision, Mission and values of the International Federation and in addition shall respect all IPC and WADA Codes, Policies and Rules where applicable.

World ParaVolley strives to be an athlete focused organization. The athletes' interests, priorities, and opportunity to participate in fair competition and excel in sport are the main objectives of World ParaVolley.

Scope

The World ParaVolley Code of Conduct and Ethics shall apply to all World ParaVolley organized or sanctioned competitions, and any other volleyball event or activity for the physically impaired, and it shall overrule any local or national practices, traditions, or customs. These competitions include:

- World ParaVolley events
- Zone events
- Paralympic Games
- Regional Para Games
- Other special competitions

Any Member of the World ParaVolley Family, i.e., a person who accepts and assumes a function in World ParaVolley, or in association with World ParaVolley, regardless whether it is a voluntary or paid position, elected or appointed, an athlete or team official, shall be subject to the provisions as laid down in this World ParaVolley Code of Conduct and Ethics.

1. Dignity, Integrity and Equality

Members of the World ParaVolley Family shall abide by and respect the World ParaVolley Code of Conduct and Ethics at all times and in particular, adhere to the following ethical standards:

1.1 Safeguard the dignity of the individual and of the sport.

1.2 Fight against any discrimination on the basis of race, gender, nationality, ethnic origin, religion, philosophical or political opinion, marital status or sexual orientation. In particular, discrimination on the basis of impairment or disability is forbidden by the World ParaVolley ideals. Athletic classification, which promotes sport participation of athletes with disabilities, is not discrimination but empowerment.

1.3 Work for the benefit of the entire ParaVolley movement and all its athletes and not just for a particular constituent such as an NPC, Region, Zone or Sub-Zone, or an individual ParaVolley Sport discipline.

1.4 Safeguard the athletes' interests, priorities and opportunity to participate in fair competition and excel in sport.

1.5 Safeguard the athletes' physical and mental health and physical health.

1.6 Contribute to the creation of a drug free sport environment for all athletes in conjunction with the World Anti-Doping Agency (WADA) and with NADOs.

1.7 Not tolerate any practice constituting any form of physical or mental injury. All forms of harassment including physical, mental, professional, or sexual, are prohibited. Behaviours that are humiliating, intimidating, or insulting will not be tolerated.

1.8 Conduct business with integrity, maintain a high standard of personal conduct and avoid any behaviour or action that would tarnish or give the impression of tarnishing the reputation of World ParaVolley.

1.9 Refrain from being involved with any firms, organisations or persons whose activity is inconsistent with the World ParaVolley Constitution, Bylaws, Codes and Policies.

1.10 Abstain from participating in, supporting, or promoting the practice of betting related to World ParaVolley Competitions or any other World ParaVolley sanctioned event.

1.11 Refrain from using World ParaVolley events and the ParaVolley Movement to promote any political agenda, other than the advancement of sport for persons with a physical impairment and democracy, empowerment, equality, and the protection of human rights.

2. Conflict of Interest

2.1 Members of the World ParaVolley Family shall have no undisclosed direct or indirect interest in or any relationship with any outside organization or person that might affect, or be reasonably misunderstood by others to be affecting his/her objectivity, judgement,

or conduct in carrying out the duties and responsibilities that he or she has in conjunction with World ParaVolley activities. This also applies to spouses, family members, businesses, or organizations to which Members of the World ParaVolley Family may belong.

2.2 In the following non-exhaustive list of examples, the circumstances in which a conflict of interest could arise, and which persons should avoid being involved in or create the appearance of, are:

i) personal and/or material involvement (salary, shareholding, services, loans or any other benefit) with sponsors, suppliers, vendors, contractors;

ii) using association with World ParaVolley for private gain or preferential treatment;

iii) impeding World ParaVolley's efficiency, or economy, or service iv) loss of independence, or impartiality;

iv) adversely affecting public confidence in the integrity or reputation of World ParaVolley;

v) endangering life, health or safety.

2.3 It is the personal responsibility of each Member of the World ParaVolley Family to avoid any case of conflict of interest. Faced with a situation of a potential conflict of interest, 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 World ParaVolley Board of Directors of the situation; the Board of Directors is responsible for advising persons, at their request, in a situation of a potential conflict of interest.

3. Improper use of assets

3.1 Members of the World ParaVolley Family shall do all in their power to avoid any loss, damage, misuse or theft of property, records, funds or other assets belonging to World ParaVolley that may be in their possession. All World ParaVolley assets must be used exclusively for conducting World ParaVolley activities and an assets record must be kept.

3.2 Proper use of funds is a fiduciary responsibility. No Member of the World ParaVolley Family shall make any illegal or unethical payments including, without limitation, bribes, kickbacks, grafts, unauthorized commissions or finder fees from the assets or resources of World ParaVolley or otherwise.

4. Improper use of information

4.1 Members of the World ParaVolley Family shall safeguard confidentiality. No person shall use for her/his personal gain or disclosure outside World ParaVolley any confidential information obtained through her/his association with World ParaVolley. This includes spoken, written and computer-generated data relating to World ParaVolley business and activities. It includes not only material marked World ParaVolley as "confidential" but all

World ParaVolley material and information that a member should reasonably understand to be subject to a duty of confidentiality.

4.2 Members of the World ParaVolley Family shall respect and protect from any inappropriate disclosure, by oral, written or electronic means, the confidentiality of any private and personal information concerning athletes and other Members of the World ParaVolley Family that is shared within the scope of their function.

4.3 Members of the World ParaVolley Family shall accept and respect that any intellectual property (including copyrights, trademarks and other material subject to protection) that is created and used by World ParaVolley is the property of World ParaVolley.

5. Gifts, gratuities and prizes

5.1 Members of World ParaVolley shall not seek or accept gifts or gratuities for him/herself, his/her family or friends from any outside organization or person having or seeking to have an involvement with World ParaVolley. Only gifts of nominal value that shall be determined by the World ParaVolley Board of Directors in accordance with prevailing local customs may be given or accepted by the World ParaVolley representatives in the spirit of respect or friendship. Any other gift must be immediately turned over to World ParaVolley. This includes entertainment, non- business travel or other favours such as loans, services or non-approved compensation.

5.2 World ParaVolley, recognizing that the honour of winning competitions lies in sporting performance and excellence, will award only prizes of nominal value such as medals to the athletes. Prizes, including money prizes given by sponsors and organizing committees, are acceptable if given in accordance with the spirit of fair competition.

6. Code of conduct for athletes

In addition to the principles mentioned in above Articles 1 to 5 and their sub- articles:

6.1 All athletes shall participate in World ParaVolley events, competitions and activities in the true spirit of fair play for the glory of sport.

6.2 All athletes shall respect the performance of their fellow competitors and not cause any illegal obstruction, damage or bodily harm to them.

6.3 All athletes shall respect their coaches and team officials and not follow any illegal advice that would violate the World ParaVolley ideals of fair play.

6.4 All athletes shall respect the World ParaVolley Classification Code and Process and participate fully in it. They must respect the final decision of classifiers and officials and understand that failure to do so may jeopardize their ability to participate in World ParaVolley events and competitions. Athletes and team officials will only lodge a protest when there is genuine doubt about the classification of an athlete.

6.5 All athletes shall respect the World ParaVolley Anti-Doping Code. It is recognized that athletes may have significant medical conditions that require treatment, but the use of any technique or medication whose sole purpose is sport performance enhancement while being detrimental or potentially detrimental to health will not be tolerated. Use of

medications in this situation will be evaluated based on whether the medication gives an unfair advantage, whether it is essential to the athlete's health in everyday life not just sport, and whether an alternative medication can be found. Everything possible shall be done to contribute to the creation of a drug free sport environment for all World ParaVolley athletes in conjunction with the World Anti-Doping Agency (WADA).

6.5 Athletes shall not support or assist other athletes to gain any illegal or unfair advantage and shall report any infringement to this principle to the responsible officials.

6.6 Athlete autonomy shall be respected as long as it does not violate fair competition and the World ParaVolley ethos.

7 Code of conduct for coaches and team officials

In addition to the principles mentioned in above Articles 1 to 5 and their sub- articles:

7.1 Coaches and team officials shall comply with the World ParaVolley ideals in the spirit of fair play.

7.2 Coaches and team officials shall never compromise true sportsmanship or World ParaVolley values and ideals to obtain personal, team or national advantage.

7.3 Coaches and team officials shall observe and follow the World ParaVolley Classification Code, the World ParaVolley Anti-doping Code, and all competition rules and regulations; and shall report any irregularity to the responsible officials.

7.4 Coaches and team officials must respect the classification process and doping control procedures and shall ensure that their athletes perform honestly and make protests only when there is genuine doubt about the classification of a competitor.

8 Code of conduct for classifiers and anti-doping officials

In addition to the principles mentioned in above Articles 1 to 5 and their sub- articles:

8.1 Classifiers and anti-doping officials must perform their duties courteously, competently, consistently, and objectively for all athletes regardless of team or national origin.

8.2 Classifiers and anti-doping officials must declare any potential conflicts of interest.

8.3 Classifiers and anti-doping officials must not abuse their positions or capacity to obtain advantage or benefits.

8.4 Classifiers and anti-doping officials must respect athletes and coaches and be sure that there is a courteous attitude during the classification process and during doping control tests. They must maintain confidentiality of athlete information and respect the dignity of the athletes.

9 Code of conduct for sports technical officials

In addition to the principles mentioned in above Articles 1 to 5 and their sub- articles:

9.1 Sports technical officials shall apply the respective rules consistently for all athletes and ensure fair play at all times.

9.2 Sports technical officials must make all decisions with absolute impartiality and objectivity.

9.3 Sports technical officials must declare any potential conflict of interest that would prevent them from being impartial.

10 Code of conduct for all elected or appointed sports leaders and administrators

In addition to the principles mentioned in above Articles 1 to 5 and their sub- articles:

10.1 Sports leaders and administrators shall make all decisions with absolute impartiality in the best interest of the athletes and the sport.

10.2 All elected sports leaders and administrators shall respect the democratic election process and not offer any material benefits, directly or indirectly, to the voting constituencies to influence the result of an election.

10.3 No material or monetary benefits shall be offered to any voting member to influence the voting on any decision and/or policy within World ParaVolley.

10.4 Sports leaders and administrators shall declare any potential conflict of interest and shall not act in association with any national or vested interest.

10.5 Sports leaders and administrators shall not abuse their positions or capacity in obtaining advantages or benefits.

10.6 There shall be no association with any agencies or persons that are inconsistent with the principles of the World ParaVolley Movement and its ideals.

10.7 Sports leaders, administrators, and elected officers shall promote the World ParaVolley Code of Conduct and Ethics by role modelling, peer monitoring, and active peer support.

11 Code of conduct for members elected or appointed to the World ParaVolley Board of Directors, World ParaVolley Commissions and Committees, and approved working parties

In addition to the principles mentioned in above Articles 1 to 5 and article 10, and their sub-articles:

11.1 Members shall serve World ParaVolley, demonstrate the importance and value of World ParaVolley and endorse the International Federation's Vision, Mission and Values as recorded in the World ParaVolley Strategic Plan.

11.2 Members shall comply with, and respect the World ParaVolley Constitution, Bylaws, Policies, Standing Orders, Codes and any other regulations or decisions as approved by the General Assembly and/or the World ParaVolley Board of Directors.

11.3 Members shall act honestly, in good faith and in the best interest of World ParaVolley.

11.4 Members shall exercise due diligence and skill, i.e., members shall take their tasks and responsibilities seriously and perform their duties to the best of their personal abilities.

11.5 Members shall conduct business with integrity, maintain a high standard of personal conduct and avoid any behaviour or action that would tarnish or give the impression of tarnishing the reputation of the World ParaVolley movement.

11.6 Members have a duty of loyalty to the decisions of the World ParaVolley Board of Directors.

11.7 To protect the individual Member from any personal liability, Members shall not sign any agreement or contract on behalf of World ParaVolley without Board approval; shall not sign for the acceptance of any claim on behalf of World ParaVolley, nor as an individual member of the World ParaVolley BoD/Commission/Committee; shall not sign for the admission of settlement or any liability on behalf of World ParaVolley, nor as an individual member of the World ParaVolley BoD/ Commission/Committee.

12 Code of conduct for candidates to election

The rules below apply to both the candidates for election as well as to their respective nominating body.

12.1 General Conduct

12.1.1 The conduct of the candidates shall comply with all other provisions outlined in this World ParaVolley Code of Conduct and Ethics.

12.1.2 Each candidate and/or the respective nominating body has the right to promote the candidature, subject to respecting the provisions set forth herein.

12.1.3 Nominees and/or the respective nominating body shall not campaign prior to the official public announcement by World ParaVolley of all valid candidatures for election.

Nominees and/or the respective nominating body shall however, be allowed to issue a written or verbal statement publicly announcing such nomination.

12.1.4 The promotion of a candidate shall be conducted with dignity and moderation.

12.1.5 Candidates and/or the respective nominating body shall seek the advice of the World ParaVolley Board of Directors where any doubt about the interpretation of these rules arises.

12.1.6 For elections to the World ParaVolley Board of Directors and to the World ParaVolley Athletes Commission, World ParaVolley shall publish an official presentation of all candidates, of which the content shall be subject to the respective candidate's approval. Candidates may also produce, at their own expense, a double-sided A4 (or Letter-size) colour leaflet presenting their candidature. This document should be submitted to the World ParaVolley Board for approval at the same time as the candidates' nominations – ie: two (2) months ahead of the General Assembly. Subject to World ParaVolley Board approval, the leaflets may be published on the World ParaVolley website when the list of candidates is officially announced. No other form of promotional material may be published; however, candidates are able to distribute their leaflet electronically via email and social networking sites to members with a copy to World ParaVolley (subject to 12.1.3 above).

Other forms of promotion including emails, social media posts on Facebook, Twitter and other similar sites will be allowed only after the publication of World ParaVolley's official presentation of candidates standing for election, subject to the following:

1) All such communications must be in conformance with the World ParaVolley Code of Conduct and Ethics, and in particular Sections 12.1.4 and 12.3.1 of these rules and any relevant laws, rules or regulations;

2) A copy of any such communications must be provided to the World ParaVolley Board for the purpose of monitoring compliance with these rules and the World ParaVolley Code of Conduct and Ethics. Any decision on the appropriateness of any candidate's communication by the World ParaVolley Board is final. Further, the World ParaVolley Board reserves the right to demand a withdrawal or issue a correction along with having a right to respond to candidate communications.

12.2 Relations with World ParaVolley Members

12.2.1 Candidates shall not attend World ParaVolley Meetings of the Board of Directors/Commissions/ Committee/ or any World ParaVolley Members' meetings with a view of promoting their candidature. Only those candidates who are an official member of that Board/Commission/Council or have an official position within a World ParaVolley Member Organization may attend the respective meetings.

12.2.2 No receptions or other social functions may be held with the aim, or in the framework of, promoting a candidature. Informal gatherings in connection to existing meetings however, may be held to allow candidates to present or clarify their views.

12.2.3 Candidates and/or the respective nominating body may in no case and under no pretext give presents, offer donations or gifts or grant advantages of whatever kind.

12.2.4 No candidate and/or the respective nominating body may enter into any promise or undertaking to be performed, whatever the timing of such performance, for the direct or indirect benefit of a member.

12.3 Relations with other Candidates

12.3.1 Each candidate and/or the respective nominating body shall, with dignity and consideration, and in the framework of promoting their candidature, respect the other candidates, the World ParaVolley Members and World ParaVolley itself.

12.3.2 Candidates and/or the respective nominating body shall not publicly announce a list of preferred candidates; individual endorsement of a candidature with moderation is acceptable.

12.3.3 Candidates must have the intent and ambition to run for election, their candidature shall not have the aim to disturb another candidates' election.

12.4 Relations with Third Parties

12.4.1 No direct assistance, be it financial, material, or in kind may be given by third parties to candidates, or to their respective nominating body, in the framework of promoting the candidature.

12.5 Relations with World ParaVolley Administration

12.5.1 No support or service in relation to a candidature may be requested from any World ParaVolley Department or from any member of the World ParaVolley Board of Directors.

12.6 Candidates' Introduction

12.6.1 Prior to the elections for the World ParaVolley Board of Directors being held, World ParaVolley shall provide an opportunity at the General Assembly for each candidate to introduce themselves to all members entitled to vote.

13 Relations with World ParaVolley Partners and Supporters

13.1 All relationships and activities with partners, supporters, and sponsors must be done in the spirit of promoting World ParaVolley athletes, and World ParaVolley Sport disciplines, in the true spirit of fair play and in compliance with the World ParaVolley values and ideals.

14 Suspected breaches of this Code of Conduct and Ethics

14.1 Suspected breaches of this Code of Conduct and Ethics will be governed by the World ParaVolley Discipline Regulations or any other Official documentation and may be addressed by the Judicial Commission of World ParaVolley.

This Code of Conduct and Ethics was approved by the World ParaVolley Board of Directors on 23 September 2019.