



World Dodgeball Federation Code of Ethics

Date Created: 11/10/2019
Authored by: WDBF Executive Board
Approved by the Board on: 12/10/2019

TABLE OF CONTENTS

SECTION	PAGE
PREAMBLE	3
Article. 1 Scope of application	4
Article. 2 Principles	4
Article. 3 Member Behavior	4
Article. 4 Integrity	5
Article. 5 Gifts	5
Article. 6 Conflict of Relationship	5
Article. 7 Instructions to Vote	5
Article. 8 Confidentiality	5
Article. 9 Disclosure of Information	6
Article. 10 Conflict of interests	6
Article. 11 Third Person Interest	6
Article. 12 Informing of Conflicts of Interest	6
Article. 13 Ethics Commission	7
Article. 14 WDBF Ethics Commission	7
Article. 15 Composition	8
Article. 16 Ethical Principles of the Olympic Movement	8
Article. 17 Term of a Commission Member	8
Article. 18 Removal of Member	8
Article. 19 Member Vacancy	8
Article. 21 Procedures	9
Article. 22 Reporting	9

If you have a query about this information please contact
info@worlddodgeballfederation.com

The World Dodgeball Federation is responsible for this document. The World Dodgeball Federation is responsible for reviewing and evaluating the effectiveness of this document on an annual basis.

PREAMBLE

The importance of the WDBF Code of Ethics

The primary purpose of the WDBF Code of Ethics is to assist the WDBF members in making consistent choices when faced with ethical dilemmas and to set out ethical principles and standards applicable throughout the dodgeball community and sport governed by WDBF.

The WDBF members undertake at all times to respect and ensure respect of the following principles:

Fairness: Operating within the spirit of the rules, never taking an unfair advantage and making informed and honourable decisions at all times.

Respect: Recognizing the contribution which people make to sport, treating them with dignity and consideration, as well as caring for the property and equipment they use.

Responsibility: Taking responsibility for one's actions and being a positive role model at all times.

Safety: Encouraging healthy and safe procedures, preventing and reporting dangerous behaviour, while demonstrating concern for others.

Integrity: Comprising the personal inner sense of "totality" deriving from honesty and consistent respectability of character.

Equity: Practicing fairness and applying social justice to all situations and decision making processes. Ensuring that all individuals are respected, have equal opportunities and have their rights protected.

Transparency: This is a fundamental principle of any form of modern governance.

Accountability: This is also an essential principle of particular importance.

WDBF members can play a vital role in encouraging ethics in sports and providing a path through which sports leaders can meet and exchange views. Such WDBF members are the voice of their sport and have a duty to ensure the integrity of all WDBF members.

Article. 1 Scope of application

The present Code applies to WDBF and each of its members and staff, including but not limited to members of the Executive Committee, members of Commissions, the affiliated National Federations and their members and staff, and all officials, athletes, coaches and referees (hereinafter the "Parties").

The Parties shall pay particular attention to observing the WDBF Ethical Principles, including but not limited to fair play and sportsmanship, when participating in WDBF's championships and all other activities.

Article. 2 Principles

The Parties must comply with the following principles:

- 2.1. Human dignity.
- 2.2. Nondiscrimination, either on the basis of race, gender, nationality, ethnic origin, religion, philosophical or political opinions, sexual preference or any other grounds.
- 2.3. Nonviolence, including abstaining from any kind of pressure and harassment, whether physical, mental, professional or sexual.
- 2.4. Friendship, mutual aid and fair play.
- 2.5. Integrity.
- 2.6. Priority to the interests of the sport of dodgeball and the athletes in relation to financial interests.
- 2.7. Sustainability
- 2.8. Political neutrality.
- 2.9. Promotion of the Olympic Movement ideals.

Article. 3 Member Behavior

The Parties shall use due care and diligence in fulfilling their mission. They shall, on all occasions and to the best of their ability, serve the interests of dodgeball and WDBF.

They shall refrain from any behavior which might jeopardize dodgeball, and they must not act in any manner likely to tarnish the reputation of WDBF.

Article. 4 **Integrity**

The Parties shall refrain from asking, accepting or proposing, either directly or indirectly, any payment or commission, any advantages or services of any kind, in exchange for the performance of their duties for WDBF or for their work carried out for WDBF, unless they have previously obtained an express authorization in writing from the competent WDBF authority.

WDBF must be informed of any offers of this kind which are made to a Party. WDBF shall adopt proper measures to ensure protection of such Parties, so that they can inform WDBF without risk of reprisal.

Article. 5 **Gifts**

The Parties may receive or accept gifts only as a mark of respect or friendship and of nominal value in accordance with prevailing local customs. Any gifts offered to a third party must have been previously authorized by WDBF.

Gifts may only be offered by WDBF or on behalf of WDBF; the Parties shall refrain from offering any gifts in their personal names. Any gifts received must be reported to WDBF. Any gifts exceeding US\$ 150 in value must be immediately sent to WDBF and shall become the property of WDBF.

An overall sense of moderation should prevail concerning hospitality and accommodation.

Article. 6 **Conflict of Relationship**

The Parties must not be involved nor have relationships with any organizations, firms or persons whose activities are incompatible with the WDBF Ethical Principles.

Article. 7 **Instructions to Vote**

The Parties who represent WDBF in an outside body shall be obliged to intervene and to vote in accordance with any instructions that they have received from the competent authority at WDBF. They shall not accept any instructions as to how to vote from any third-party.

Article. 8 **Confidentiality**

The Parties shall refrain from disclosing any information concerning WDBF or its activities that has not been made public, unless such disclosure has been authorized by the competent authority at WDBF or is required by law.

Article. 9 Disclosure of Information

The disclosure of information must not be aimed at making profit or taking any personal advantage, nor may it be motivated by malicious intent to damage the reputation of any person.

Article. 10 Conflict of interests

A situation of a potential conflict of interests arises when the opinion or decision of a Party may be reasonably considered as liable to be influenced by relations that such Party has, has had or is on the point of having with another person or organization that would be affected by the Party's opinion or decision.

A case of conflict of interests is constituted when a Party, 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.

Article. 11 Third Person Interest

In assessing the situations described in Article 10 above, direct as well as indirect interests must be taken into account. This also includes the interests of a third person or entity (e.g. parent, spouse, relation, dependent, contractor, or contractee).

The circumstances in which a conflict of interests could arise are, for example:

1. A personal or material involvement (salary, shareholding, other various benefits) with suppliers of WDBF;
2. A personal or material involvement with sponsors, broadcasters, various contracting parties;
3. A personal or material involvement with an organization liable to benefit from the assistance of WDBF (e.g. subsidy, approval clause or election).

Article. 12 Informing of Conflicts of Interest

It is the responsibility of each Party to avoid any case of conflict of interests. Faced with a situation of a potential conflict of interests, the Party concerned must refrain from expressing an opinion, from making or participating in making a decision or from accepting any form of benefit whatsoever. However, if the Party wishes to continue to act or is uncertain as to the steps to take, the Party must inform the Ethics Commission of the situation.

Article. 13 Ethics Commission

The **Ethics Commission** shall propose to the Party concerned a solution as, for example:

- 13.1. Registering the declaration without any particular measure;
- 13.2. Removal of the Party from expressing the opinion or from making or participating
- 13.3. In making the decision at the root of the conflict;
- 13.4. Relinquishment of the management of the external interest causing the conflict.

In the event that a Party neglects to declare a situation of potential conflict of interests or refuses to act according to the solution proposed by the Ethics Commission, the Ethics Commission shall propose to the WDBF President and to the Disciplinary Commission a decision that may include the measures provided in the above paragraph, as well as possible sanctions.

The WDBF President and the Disciplinary Commission are responsible, in the final instance, for taking decisions and/or sanctions concerning conflicts of interests.

Article. 14 WDBF Ethics Commission

An independent WDBF Ethics Commission (hereafter the “Commission”) is charged with the following mission:

- 14.1. To assist WDBF in developing and updating a framework of ethical principles, including the WDBF Code of Ethics, based upon the values and principles enshrined in the WDBF Code of Ethics, Statutes, Bylaws, Disciplinary Code, Procedural Rules, Technical & Competition Rules and in the Olympic Charter, all such values and principles being hereafter referred to as “WDBF Ethical Principles”;
- 14.2. To help ensure compliance with the WDBF Ethical Principles in the policies and practices of WDBF;
- 14.3. To provide assistance, including advice or proposals, upon request by the WDBF President, the Executive Committee, the Disciplinary Commission or the Congress, in order that the WDBF Ethical Principles are applied in practice;
- 14.4. To investigate complaints or other issues submitted to the Commission by the WDBF President, the Executive Committee, the Disciplinary Commission or the Congress, and raised in relation to the non-respect of the WDBF Ethical Principles, and, if necessary, to recommend sanctions or other action to be taken by WDBF, its President, its Executive Committee, its Disciplinary Commission or its Congress;
- 14.5. To bring to the attention of whatever entity it finds appropriate, including but not limited to the WDBF President, the Executive Committee, the Disciplinary

Commission or the Congress, any matter infringing the WDBF Ethical Principles and recommend actions or sanctions;

- 14.6. To advise on how to avoid or resolve conflicts of interests;
- 14.7. To pursue any other tasks relating to the development and implementation of the WDBF Ethical Principles, as requested by the WDBF President, the Executive Committee, the Disciplinary Commission or the Congress.

Article. 15 Composition

The Commission shall be composed of five members, designated as follows:

- 15.1. A Chair and a Vice Chair and three members appointed by the WDBF President and ratified by the Executive Committee;
- 15.2. Neither the Chair, nor the three members to be appointed shall be members of WDBF.
- 15.3. The Vice Chair can be chosen among members of WDBF.
- 15.4. One member at least of the Commission shall have a background in the legal profession and another member at least in the carrying out of high-level executive office or public service.

Article. 16 Ethical Principles of the Olympic Movement

Members of the Commission must all be familiar and acquainted with the values and Ethical Principles of the Olympic Movement, preferably through personal experiences.

Article. 17 Term of a Commission Member

The duration of the term of a member of the Commission shall be four years. S

Article. 18 Removal of Member

A member of the Commission may only be removed from office by a unanimous decision of the Executive Committee or, in the absence of such decision, by decision of the Congress.

Article. 19 Member Vacancy

In the event of vacancy due to death, resignation, incompatibility or inability of a member to

perform his or her functions, the member shall be replaced. The new member shall complete the term of the member he or she replaces and may be appointed for one new four-year term.

Article. 20 Commission Member Conflict of Interest

Members of the Commission may not take any measure nor exercise any authority in relation to a matter where any conflict of interests or any other form of conflict exist or is perceived to exist.

Article. 21 Procedures

The Commission establishes its own rules of procedure.

Article. 22 Reporting

The Commission reports to the WDBF President. If the Commission considers it as necessary, it may submit a report directly to the Executive Board, the Congress, or any other individual or entity within WDBF. In such a case, the Commission informs the WDBF President before it submits its report.

25.1. The Commission shall present every year a report to the Congress on the conduct of its activities.