



INTERNATIONAL BOBSLEIGH & SKELETON FEDERATION

## **IBSF Code of Conduct for Executive Committee, Staff, Coaches, Advisors, Commission and Committee members<sup>1</sup>**

*This Code of Conduct must be signed by the person applicable in order to demonstrate their adherence with IBSF Rules and regulations for performance of their role within IBSF*

### **1. IBSF Rules, Regulations and Procedures**

I am fully aware, conscious and understand and accept all IBSF Rules and the international rules that IBSF fully adheres to. I accept that my performance of any official role or participation at any event which is part of the IBSF calendar is subject to my acceptance of all IBSF rules applicable in connection with such event. I will adhere to this Code of Conduct at all times.

I therefore agree to be submitted to such rules, regulations and procedures and to the jurisdiction of the bodies which are in charge of applying them.

### **2. Integrity, Ethics, Anti-Doping, Corruption and Manipulation of Sports Competition**

I am aware of the IBSF Code of Ethics, have read it and will abide by it. I will refrain from any form of harassment, abuse bullying or mobbing. I will take no action which is intended, or would reasonably be expected, to harm the reputation of the IBSF or the sports of bobsleigh or skeleton, or individual athletes or which would reasonably be expected to lead to unwanted or unfavorable publicity to the IBSF or the sports of bobsleigh or skeleton or individual athletes.

I reject any form of doping and comply with the IBSF Anti-Doping Rules, the World Anti-Doping Code, and the International Standards issued by WADA, as amended from time to time, and support its programs.

I will not accept any form of bribery and will take resolute and appropriate action against any form of cheating or corruption in sport. I refrain from any form of betting or promotion of betting activity on IBSF events and will not provide any information that could be used for betting. I am fully aware of the Olympic Movement Code on the Prevention of the Manipulation of Competitions and my responsibilities and duties thereof.

### **3. Principles for Performance of Official Duties**

I acknowledge that I have a general duty to act in the best interest of IBSF as a whole. No official functions should be performed in order to gain financial or other material benefits for myself, my family, my friends or the organisation I come from or represent.

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<sup>1</sup> To avoid misunderstandings, this Code specifically applies to members of the Appeals Tribunal, Audit Committee, Ethics Committee, Statutory Commissions/Committees, Working Groups and Task Forces notwithstanding the particular name, Staff and Officials appointed by the Executive Committee, Coaches hired by the IBSF, Advisors appointed by the IBSF Management Committee



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I should not place myself under any financial or other obligation to outside individuals or organisations that might seek to influence me in the performance of my role, other than the organisations I represent by virtue of my participation in IBSF. I will as well avoid actual impropriety, the appearance of improper behaviour should be avoided. In addition, accepting gifts and hospitality that might reasonably be thought to influence judgment should also be avoided.

I fully accede to my duty to declare any interests relating to my IBSF role and to take steps to resolve any conflicts that may arise. Where the private interests of any individual is in conflict with the duties of my role within IBSF, I must resolve this conflict in favour of the overall position of IBSF.

In carrying out my role, including making appointments, awarding contracts, recommending individuals for rewards and benefits, or transacting other business, I must ensure that decisions are made solely on merit. I acknowledge that I must comply with the law on all occasions in accordance with the trust placed in me and in such a way as to preserve public confidence in the IBSF. I am accountable for my decisions and actions to the members of IBSF.

I guarantee that any confidential or proprietary information, including information that contains personal data of individuals, will be safeguarded with due care. I will be as open as possible about my decisions and actions taken.

I fully understand that first and foremost the IBSF is a sport organisation dedicated to the promotion and organisation of Bobsleigh and Skeleton and the athletes that compete and train in these sports and I will respect, promote and support the principles of leadership by example.

#### **4. Responsibility and Release**

I will respect the spirit of fair play, transparency, tolerance and respect and behave accordingly. I will respect the environment of IBSF sports in and will not in any way hinder others from performing at their best.

I will fully cooperate with any IBSF investigation and make myself available to any IBSF hearing. I will report any athlete, athlete support personnel, official or member of my entourage who is breaking IBSF rules to the IBSF Jury or other IBSF official.

To the extent permitted by the applicable law, I release IBSF, my National Federation, and the organizers and their respective members, directors, officers, employees, volunteers, contractors and agents from any liability for any loss, injury, or damage suffered in relation to performance of my duties in IBSF or participation in IBSF sanctioned competition or training.



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## 5. Dispute Resolution and Sanctions

I am aware that any breach of this Code whether intentional or unintentional, by omission or by act can result in me being disciplined by the IBSF.

Complaints made under this Code will be made in writing to the IBSF Ethics Committee (IBSF Secretary General must also be sent any complaint) who will in accordance with the published Rules of Procedure make recommendations on sanctions if warranted to the IBSF Executive Committee.

Sanctions for breaking the Code include but are not limited to a warning, fine, removal from a race or training, and/or a temporary or permanent ban from IBSF events.

If a dispute arises between the IBSF and me, or any third party involved in bobsleigh or skeleton I will use the appropriate IBSF appeal and dispute resolution channels, and I acknowledge that ultimately Swiss law and Court of Arbitration for Sport (CAS) in Lausanne, Switzerland, will be the final arbitrator of any dispute.

Signature:

Name (printed):

Date: