



INTERNATIONAL BOBSLEIGH & SKELETON FEDERATION

CODE OF ETHICS

Preface

The mission of the IBSF- International Bobsleigh and Skeleton Federation - is to promote bobsleigh and skeleton sports and to encourage participation in and the ethical, athletic and educational values of those sports.

In the pursuit of its mission, the IBSF is adopting this Code of Ethics in compliance with the rules and standards of conduct suggested by the International Olympic Committee-IOC.

Its provisions are undertaken voluntarily and independently of the civil and penal laws of the various countries, though it shall seek to adhere and conform to them.

All those operating on behalf of the Federation, or who are involved in any IBSF operations or activities in any capacity, shall be deemed to be familiar with and shall comply with the rules of the Code of Ethics and may not claim ignorance of its provisions.

1- Application and General Principles

The Code of Ethics shall apply to all those operating on behalf of the IBSF or who are involved in any IBSF operations or activities in any capacity, including (but not limited to) IBSF officers, employees and agents, National Federation officers, employees and agents, athletes, managers, trainers, and suppliers to the IBSF. Each individual must be familiar with and comply with the provisions of the law in the country in which he/she performs his/her activity. In addition to any specific rules set out below, he/she shall perform his/her duties with professionalism and moral commitment to safeguard the image of the IBSF, without abusing his/her position for personal gain.

2- Confidentiality

No document or information related to the IBSF may be used outside the IBSF without the prior authorization of the IBSF Executive Committee.

The disclosure of documents or information that is circulated solely among IBSF staff and members is prohibited, as is access to IBSF documents without prior authorization.

The obligation to maintain the confidentiality of documents lapses when the document or information is officially disclosed in any country.

3- Conflicts of Interest

All those acting on behalf of the IBSF must make decisions only in the interest of the IBSF and protecting its good name. No person whose personal or family interests might reasonably be perceived as being affected by a decision or policy concerning an IBSF matter shall participate in any manner in the decision or policy. The term "personal or family interests" is not intended to include decisions or policies concerning a member country's interests.

3-1 Betting on Sport

It is absolutely forbidden for executives, coaches, employees, technicians, athletes and any person working for the IBSF to participate in any and all forms of sporting bets involving bobsleigh and skeleton competitions.



INTERNATIONAL BOBSLEIGH & SKELETON FEDERATION

No one may place wagers, even tacitly through a third party, on the course or the results of the bobsleighbing or skeleton sport competitions. Inside information may not be disclosed. Any attempt to breach this article must be disclosed to the IBSF Secretary General.

4- Equality and Dignity

No discrimination by gender, race, marital status, religion, disability or political opinion shall be allowed in the selection and use of technical personnel, employees, collaborators, managers, or any other person who performs duties in either an operational or representative capacity.

Individual dignity must always be safeguarded, and no form of discrimination or harassment shall be permitted.

Likewise, in the preparation of elections or appointments, no discrimination of any type shall be tolerated. The same principle must apply to any sporting regulation.

5- Ethical Behavior

All those who work within the IBSF must conduct themselves with due care and diligence in performing their assigned tasks, avoiding actions that might damage the reputation of the IBSF, the sport of bobsleighbing or skeleton.

No person may comment unfavorably on the policy decisions by the Executive Committee for the purpose of promoting projects of personal interest or discrediting the Federation.

Unfavorable comments are allowed if there is no link with personal interest

6- Communication relations

External communications about the IBSF with the press or other forms of media are permitted so long as they publicize favorably IBSF sports, while critical communications that damage the image of the IBSF shall not be permitted [this article applies to Board, Committee, Jury and Staff Members of IBSF only].

7- Fair play

No person shall violate the principles of fair play by engaging in improper conduct or attempting to alter the course or result of a competition except as expressly permitted by the rules and regulations governing the competition.

Any conduct that violates the anti-doping provisions shall be prohibited, and all persons must conduct themselves to promote the physical health and mental stability of the athletes.

It is the duty of any person operating on behalf of the IBSF or involved in its activities to conduct him/herself so as to avoid causing any physical injury or legal liability to him/herself or to third parties.

8- Benefits

Receiving gifts or benefits related to involvement in IBSF competition and competition's organization except those of modest value, shall be prohibited.

For fair value we fix a commercial value that shall not exceed 100 euro

It is likewise prohibited to accept compensation or expense reimbursement from parties other than the IBSF for performing one's assigned duties, except for hospitality associated with institutional activities carried out in relation to positions with the IBSF.



INTERNATIONAL BOBSLEIGH & SKELETON FEDERATION

9- Resources

All IBSF resources must be used for the operation of the IBSF and to achieve the aforesaid mission of the IBSF. No sponsor shall be allowed to interfere with the administration of the IBSF or with its competitions. If any person notifies the Ethics Committee in writing that a sponsor is violating this provision, the Ethics Committee can order corrective measures and the procedures to achieve them.

In addition, upon written complaint from any person, the Ethics Committee may conduct an audit of any competition that is not consistent with the mission of the IBSF and recommend corrective measures to the Executive Committee.

10- Employees

Employees and outside collaborators shall be selected without discrimination, as has already been referred to article 4, and engaged and managed in accordance with national labor contracts.

They must be informed and instructed about their duties and maintain a transparent, independent relationship in order to avoid conflicts of interest.

In no case may they manage or have working relationships with relatives down to the fourth degree or when obvious reasons of personal gain exist.

11- Sanctions

In cases of proven violation of the Code of Ethics, sanctions shall be imposed, by the Executive Committee beginning with a written reprimand and temporary suspension from any relationship with the IBSF.

In cases of violations by an Executive Committee member elected by the Congress, any decision must be deferred to the next meeting of the Congress, which shall decide on appropriate measures.

In either case, it is mandatory to first request the opinion of the Ethics Committee, which, in this case, may act in total autonomy without deferring to written reports for action sent to the Secretary General.

12- Implementation

It shall be the duty of the IBSF to disseminate this Code of Ethics adopted by the Executive Committee on 10th September, 2011.

Any amendment must be approved by the Executive Committee only after requesting a written opinion from the Ethics Committee which opinion shall not be binding.

13- Composition

The Ethics Committee shall be composed of five independent members appointed by the Executive Committee, and one of the five shall be the chairman of the IBSF Court of Arbitration.

Among the members appointed, the Executive Committee shall elect the chairman of the Ethics Committee, who shall remain in office for the entire term of the Committee.

Its duties shall be to issue non-binding opinions to the Executive Committee.

14- Procedure

Any occurrence must be communicated in writing to the IBSF Secretary General, who must request a non-binding opinion from the Ethics Committee to be discussed by the Executive Committee. Every person has the right to be heard by the Executive Committee before the Executive Committee issues its final judgment. The judgment will be accepted by the Ethics Committee.