



## Code of Ethics

### Preamble

The International Waterski & Wakeboard Federation (IWWF) aims to promote the highest possible ethical values at all levels among its Member Federations, officers, employees and athletes.

The International Waterski & Wakeboard Federation is committed to the Olympic Charter and its fundamental ethical principles, and requires that these be observed by all involved in IWWF and IWWF-sanctioned events.

In furtherance of these aims, the IWWF has adopted this Code of Ethics, which is based on the principles and rules of the IOC Code of Ethics and general principles of good governance in sport.

All IWWF office holders and all participants in events organized and/or sanctioned by IWWF shall respect and ensure respect of the present Code.

This Code of Ethics applies to IWWF Officers holding any position in the IWWF Executive Board or in IWWF Commissions or Committees, IWWF staff (including consultants, agents and any person acting on behalf of IWWF) and all participants in IWWF-sanctioned events in any capacity whatsoever, including in particular athletes, the athlete's entourage, international technical officials, medical support staff and all other accredited persons.

### A. Dignity and Equality

1. Safeguarding and maintaining the dignity of any individual participating in any IWWF-sanctioned event is a fundamental requirement of the sporting movement.
2. Any form of discrimination between countries or participants on the basis of race, gender, ethnic origin, religion, philosophical or political opinion, marital status, sexual orientation or any grounds other than merit and performance is incompatible with the Olympic Charter and will not be tolerated.
3. All forms of harassment of any participant, whether physical, professional, psychological or sexual are prohibited.
4. All forms of participation in and promotion of betting related to IWWF-sanctioned events are prohibited.
5. Participants in IWWF-sanctioned events shall not, in any manner whatsoever, infringe the principle of Fair Play, behave in an unsporting manner, or attempt to influence the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics.



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6. All participants, and IWWF Officers and staff in particular shall uphold the good name of the IWWF, and shall use due care and diligence in fulfilling their mission.

#### **B. Integrity**

1. All IWWF participants shall act in accordance with the highest standards of integrity. When representing IWWF, they shall be impartial and refrain from defending the specific interests of their own country or discipline.
2. IWWF officers and staff and their representatives shall not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with the award or organization of IWWF-sanctioned events.
3. Only gifts of nominal value, in accordance with prevailing local customs, may be given or accepted by IWWF officers and staff or their representatives, as a mark of respect or friendship. Any other gift must be passed on to the organization of which the beneficiary is a member.
4. IWWF Officers and staff and the persons accompanying them shall observe such local diplomatic conventions as are necessary for politeness, but may only accept such hospitality (accommodation, meals, entertainment, etc.) as can reasonably be seen to be necessary for the comfortable accomplishment of their duties and the creation of a good working atmosphere with partners. Any offers of excessively lavish hospitality shall be reported immediately to the IWWF Ethics Commission.
5. Doping is strictly prohibited. The provisions against doping in the current World Anti-Doping Code shall be completely observed and duly executed.
6. IWWF officers and staff, their agents or their representatives shall refrain from involvement with firms or persons whose activity or reputation is inconsistent with the principles set out in the present Code.

#### **C. Conflict of Interest**

1. IWWF elected or appointed officers and staff with decision-making power shall respect the following rules concerning Conflicts of Interests.
2. Definition: A “possible conflict of interest” is any situation in which a person’s judgments or decisions on matters affecting IWWF might be influenced by relations that person has (or is on the point of having) with other persons or organizations that might be affected (positively or negatively) by his/her judgments or decisions.
3. The conflict of interests becomes “real” when the person is to reveal the potential for conflict and then expresses an opinion or makes a decision in favor of, or against, the person or organization concerned, or accepts any benefit from that person or organization.
4. Conflicts of interest may arise as a result of direct personal relations, or indirectly,



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through the interests of a closely related third person (parent, spouse, partner, dependent etc.).

5. Types of Interest: Typical circumstances in which conflicts of interest arise are involvement with suppliers, sponsors, professional advisers, event organizers and contracting parties (shareholdings, payments, hospitality, gifts or other benefits).

### **C. Good governance**

1. The basic universal principles of good governance of the sports movement, in particular transparency, responsibility and accountability, must be respected.
2. The income and expenditure of IWWF shall be recorded in its accounts, which must be maintained in accordance with generally accepted accounting principles. If required by members an independent auditor will check these accounts.
3. IWWF recognizes the significant contribution that broadcasters, sponsors, partners and other supporters of sports events make to the development and prestige of IWWF-sanctioned events throughout the world. However, such support must be in a form consistent with the rules of sport and the principles defined in the IWWF rules and the present Code. They must not interfere in the running of sports.

### **D. Sustainability**

1. IWWF, its member associations, officers and staff, shall at all times act as stewards of the environment, having in mind their duty to conserve the natural world for future generations. At all IWWF-sanctioned events, they shall endeavour to minimize the use of non-renewable resources and apply the highest standards of environmental protection, including provision for recycling of all used materials.

### **E. Confidentiality**

1. IWWF, IWWF member federations, officers and staff shall not disclose information entrusted to them in confidence.
2. Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organisation.

### **F. Implementation / Ethics Commission**

1. IWWF shall do whatever is reasonably required to ensure that the principles and rules of IWWF and the present Code are applied.
2. The IWWF member federations, officers and staff shall inform the IWWF President or CEO of any breach of the present Code, with a view to an investigation and possible disciplinary action by the IWWF.



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3. Any breaches of this Code of Ethics, whether caused by omission, commission or negligence, may lead to sanctions.
4. Persons subject to the Code who knowingly assist or are otherwise complicit in any act or omission that constitutes or culminates in a breach of the Code shall be treated as having committed a violation of the Code.
5. Accusing someone of a breach of the Code while knowing that the accusation is false constitutes a breach of this Code.
6. The IWWF will establish an Ethics Commission consisting of a chair and two additional independent members.
7. The Ethics Commission shall advise the IWWF on ethical matters and make recommendations on any breach of this code.
8. Nominations to the Ethics Commission may be made by any IWWF member federation. To guarantee the complete independence of the Ethics Commission, nomination can also be sought from other organizations within the Olympic family.
9. The procedures of the Ethics Commission shall follow the IWWF governing rules.

Any breaches of this Code will be considered by the IWWF Ethics Commission, which will make recommendations to the IWWF Executive Board. The Executive Board shall take action, including the application of sanctions, in accordance with IWWF rules.

***Approved by Postal Ballot of the IWWF Executive Board Members,  
22<sup>nd</sup> November 2016***