

ISSF Code of Ethics

PREAMBLE

In accordance with the ISSF Constitution, the objectives of the ISSF are to promote and encourage the development of the shooting sport throughout the world, to provide drug-free sport and to promote and encourage the development of international relations.

The purpose of this Code is to guarantee that the objectives of the ISSF will be executed in a fair manner, without improper interference, and to sanction incidents that damage the image of ISSF activities or bring them into disrepute.

ISSF members, continental organizations, teams, officials and athletes shall participate in ISSF Championships and activities in accordance with the standards of ethics, fair play and sportsmanship established by the ISSF Statutes, Rules and Regulations and by this Code. This Code provides basic standards for fair play and moral behaviour and procedures for judging and sanctioning violations of those standards.

With the following regulations the ISSF adopts its own code of ethics based on the principles and rules of the IOC Code of Ethics.

Furthermore, acknowledging the danger to sports integrity from the manipulation of sports competitions, ISSF restates its commitment to safeguarding the integrity of sport, including the protection of clean athletes and competitions as stated in the Olympic Agenda 2020. Therefore, ISSF with these regulations also implements the new IOC Olympic Movement Code on the Prevention of the Manipulation of Competitions. The Definitions used in version 2016 of such IOC Code also apply to the following rules. These Ethics Rules had been amended by decision of the ISSF Executive Committee in its meeting on February 21, 2017.

For enforcement of this Code, the ISSF will establish an Ethics Committee.

1 SCOPE OF APPLICATION

1.1 SCOPE OF APPLICABILITY

This Code shall apply to conduct that damages the integrity and reputation of sports and in particular to illegal, immoral and unethical behaviour.

1.2 PERSONS COVERED

This Code shall apply to all officials and employees of the ISSF, ISSF member federations, the Continental Shooting Sport Confederations, as well as to athletes, coaches and other participants in ISSF activities.

1.3 APPLICABILITY IN TIME

This Code shall apply to conduct whenever it occurred including before the passing of the rules contained in this Code.

However, no individual shall be sanctioned for breaching this Code on account of an act or omission which would not have contravened the Code applicable at the time the breach was committed.

Neither may they be subjected to a sanction greater than the maximum sanction applicable at the time the breach occurred.

This shall, however, not prevent the Ethics Committee from considering the conduct in question and drawing any conclusions from it that are appropriate.

1.4 SCOPE OF THE CODE, CUSTOM, DOCTRINE AND JURISPRUDENCE

During all its operations, the Ethics Committee may draw on precedents and principles already established by sports doctrine and jurisprudence.

2 RULES OF CONDUCT

2.1 DUTIES

2.1.1 General Rules of conduct

Persons bound by this Code are expected to be aware of the importance of their duties and associated obligations and responsibilities.

Persons bound by this Code are obliged to respect all applicable laws and regulations, as well as ISSF Statutes, Rules and Regulations, and decisions taken by the competent ISSF bodies to the extent applicable to them.

Persons bound by this Code shall behave in a dignified manner and act with complete credibility and integrity. They shall respect universal fundamental ethical principles that include:

- a) Respect for the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play;
- b) Respect for principles of universality, political neutrality and autonomy of the Olympic Movement;
- c) Respect for international conventions on protecting human rights insofar as they apply to the Olympic Games and ISSF Championship activities and which ensure in particular:
 - respect for human dignity;
 - rejection of discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status;
 - rejection of all forms of harassment, be it physical, professional or sexual, and any physical or mental injuries;
- d) ensuring the participants' conditions of safety, well-being and medical care favorable to their physical and mental equilibrium.

Persons bound by this Code may not abuse their position in any way, especially to take advantage of their position for personal or private aims or gains.

2.1.2 Duty of fair behavior / sportsmanlike behaviour

Persons bound by this Code are expected to behave in a fair way and shall in particular refrain from any form of cheating including, but not limited to doping, manipulation of equipment or scores to give an advantage to an athlete or to a team, falsification or alteration of documents indicating false age, nationality,

gender or other information, with the purpose of obtaining unfair advantage for an official, an athlete or a team.

2.1.3 **Loyalty**

Persons bound by this Code have a duty of loyalty to the ISSF and its members. Therefore, they shall in particular refrain from any act of indiscretion, insubordination or partiality.

2.1.4 **Integrity of competitions**

Persons bound by this Code shall not take part in, either directly or indirectly, or otherwise being associated with betting, gambling, lotteries and similar events or transactions connected with shooting competitions.

2.1.5 **Other ethical offences**

Other ethical offences, including the improper or illegal manipulation of equipment testing, ammunition testing, scoring decisions or competition results, illegal access to systems and data, committed by persons bound by this Code may be considered independent of any action taken or not taken by ISSF Competition Juries.

2.1.6 **Forgery and falsification**

Persons bound by this Code are forbidden from forging a document, falsifying an authentic document or using a forged or falsified document.

2.1.7 **Duty of disclosure, cooperation and reporting**

Persons bound by this Code shall immediately report any potential breach of this Code to the ISSF Secretary General or send an email to ethics@issf-sports.org.

At the request of the Ethics Committee, persons bound by this Code are obliged to contribute to clarifying the facts of the case or clarifying possible breaches and provide the evidence requested for inspection.

2.2 **UNDUE ADVANTAGE**

2.2.1 **Conflicts of interest**

When performing an activity for the ISSF, or before being elected or appointed, persons bound by this Code shall disclose any potential conflicts of interest that could be linked with their prospective activities.

Conflicts of interest arise if persons bound by this Code have, or appear to have, private or personal interests that detract from their ability to perform their duties with integrity and in an independent manner. Private or personal interests include gaining any possible advantage for the persons bound by this Code for themselves, members of their family, relatives, friends and acquaintances.

Any such conflict shall be immediately disclosed and notified to the body or organization for which the person bound by this Code performs his duties.

If an objection is made concerning an existing or potential conflict of interest of a person bound by this Code, it shall be reported immediately to the organization for which the person bound by this Code performs his duties for appropriate measures.

2.3 OFFERING AND ACCEPTING GIFTS AND OTHER BENEFITS

Persons bound by this Code may only offer or accept gifts or other benefits to and from persons within or outside ISSF, or in conjunction with intermediaries or related parties as defined in this Code, which

- a) have symbolic value;
- b) are not given to influence a decision, voting behaviour or any other act that is related to their official activities or that falls within their discretion;
- c) do not create any undue pecuniary or other advantage; and
- d) do not create a conflict of interest.

Any gifts or other benefits not meeting all of these criteria are prohibited. Requests for guidance should be addressed to the Secretary General.

2.4 BRIBERY AND CORRUPTION

Persons bound by this Code must not offer, promise, give or accept any undue pecuniary or other advantage for the execution or omission of an act that is related to their official activities. Such acts are prohibited, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties as defined in this Code. Any such offer must be reported in writing to the Secretary General and any failure to do so shall be subject to sanctions in accordance with this Code.

Persons bound by this Code are prohibited from misappropriating ISSF assets, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties, as defined in this Code.

2.5 NON-DISCRIMINATION

Persons bound by this Code may not offend the dignity or integrity of a country, private person or group of people through contemptuous, discriminatory or denigrating words or actions on account of race, skin color, ethnic, national or social origin, gender, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or for any other reason.

2.6 PROTECTION OF PHYSICAL AND MENTAL INTEGRITY

Persons bound by this Code shall respect the integrity of others involved. They shall ensure that the personal rights of every individual whom they contact and who is affected by their actions is protected, respected and safeguarded.

3 PREVENTION OF MANIPULATION

The following conduct as defined in this Article constitutes a violation of this Code:

3.1 BETTING

Betting in relation either:

- a) to a Competition in which the Participant is directly participating; or
- b) to the Participant's sport; or
- c) to any event of a multisport Competition in which he/she is a participant.

3.2 MANIPULATION OF SPORTS COMPETITIONS

An intentional arrangement, act or omission aimed at an improper alteration of the result or the course of a Competition in order to remove all or part of the unpredictable nature of the Competition with a view to obtaining an undue Benefit for oneself or for others.

3.3 CORRUPT CONDUCT

Providing, requesting, receiving, seeking, or accepting a Benefit related to the manipulation of a Competition or any other form of corruption.

3.4 INSIDE INFORMATION

3.4.1 Using Inside Information for the purposes of Betting, any form of manipulation of Competitions or any other corrupt purposes whether by the Participant or via another person and/or entity.

3.4.2 Disclosing Inside Information to any person and/or entity, with or without Benefit, where the Participant knew or should have known that such disclosure might lead to the information being used for the purposes of Betting, any form of manipulation of competitions or any other corrupt purposes.

3.4.3 Giving and/or receiving a Benefit for the provision of Inside Information regardless of whether any Inside Information is actually provided.

3.5 FAILURE TO REPORT

3.5.1 Failing to report to ISSF or a relevant disclosure/reporting mechanism or authority, at the first available opportunity, full details of any approaches or invitations received by the Participant to engage in conduct or incidents that could amount to a violation of this Code.

3.5.2 Failing to report to ISSF or a relevant disclosure/reporting mechanism or authority, at the first available opportunity, full details of any incident, fact or matter that comes to the attention of the Participant (or of which they ought to have been reasonably aware) including approaches or invitations that have been received by another Participant to engage in conduct that could amount to a violation of this Code.

3.6 FAILURE TO COOPERATE

3.6.1 Failing to cooperate with any investigation carried out by ISSF in relation to a possible breach of this Code, including, without limitation, failing to provide accurately, completely and without undue delay any information and/or documentation and/or access or assistance requested by ISSF as part of such investigation.

3.6.2 Obstructing or delaying any investigation that may be carried out by ISSF in relation to a possible violation of this Code, including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to the investigation.

3.7 APPLICATION OF ARTICLES 3.1 to 3.6

3.7.1 For the determination of whether a violation has been committed, the following are not relevant:

- a) Whether or not the Participant is participating in the Competition concerned;
- b) The outcome of the Competition on which the Bet was made or intended to be made;
- c) Whether or not any Benefit or other consideration was actually given or received;
- d) The nature or outcome of the Bet;
- e) Whether or not the Participant's effort or performance in the Competition concerned were (or could be expected to be) affected by the acts or omission in question;
- f) Whether or not the result of the Competition concerned was (or could be expected to be) affected by the acts or omission in question;
- g) Whether or not the manipulation included a violation of any ISSF rule;

3.7.2 Any form of aid, abetment or attempt by a Participant that could culminate in a violation of this Code shall be treated as if a violation had been committed, whether or not such an act in fact resulted in a violation and/or whether that violation was committed deliberately or negligently.

4 DISCIPLINARY MEASURES, SANCTIONS

4.1 GENERAL

Breaches of this Code or any other ISSF Statutes, Rules and Regulations by persons bound by this Code are punishable by one or more of the following sanctions:

- a) warning;
- b) fine;
- c) return of awards;
- d) disqualification;
- e) suspension;
- f) expulsion;
- g) ban on entering a competition or a venue;
- h) ban on taking part in any shooting-related activity.

The Ethics Committee may decide that the notification of a case be made to the appropriate law enforcement authorities.

4.2 INVESTIGATIONS

The Participant who is alleged to have committed a violation of this Code must be informed of the alleged violations that have been committed, details of the alleged acts and/or omissions, and the range of possible sanctions.

4.3 BURDEN AND STANDARD OF PROOF

The ISSF shall have the burden of establishing that a violation has been committed. The standard of proof in all matters under this Code shall be the balance of probabilities, a standard that implies that on the preponderance of the evidence it is more likely than not that a breach of this Code has occurred.

4.4 CONFIDENTIALITY

The principle of confidentiality must be strictly respected by the ISSF during all the procedure; information should only be exchanged with entities on a need to know basis. Confidentiality must also be strictly respected by any person concerned by the procedure until there is public disclosure of the case.

4.5 DETERMINATION OF THE SANCTION

The sanction may be imposed by taking into account all relevant factors in the case, including the offender's assistance and cooperation, the motive, the circumstances and the degree of the offender's guilt.

The Ethics Committee shall decide the scope and duration of any sanction.

Sanctions may be limited to a geographical area or to one or more specific categories such as a competition.

Unless otherwise specified, the sanction may be increased as deemed appropriate if a breach has been repeated.

Where more than one breach has been committed, the sanction shall be based on the most serious breach, and increased as appropriate depending on the specific circumstances.

5 LIMITATION PERIOD

As a general rule, breaches of the provisions of this Code may no longer be prosecuted after a lapse of ten years.

The limitation period, when applicable, shall be prolonged if proceedings are opened and/or suspended.

6 PROCEDURES

6.1 ETHICS COMMITTEE

The Ethics Committee consists of a Chairman and two additional members. The members of the Ethics Committee are appointed by the Executive Committee in case a complaint according to 6.2 below has been filed.

The members of the Ethics Committee must be independent and may not hold a position in the ISSF or any ISSF member federation.

The Ethics Committee is to be composed in such a way that the members, together, have the knowledge, abilities and specialist experience that is necessary for the due completion of their tasks. The Chairman and at least one other member shall be qualified to practise law.

Members of the Ethics Committee must disclose to the Chairman or the ISSF Secretary General any situation or fact that may establish a conflict of interest

between themselves and the case under investigation. Such disclosure must be made immediately after the inquiry is opened or immediately after the situation or fact in question arises.

Any person being subject to investigations of a potential breach of this Code, or declaring a conflict of interest, may not be part of the Ethics Committee. In such cases, or if a member of the Ethics Committee is unable to act, the Executive Committee must appoint a person acting as a replacement.

6.2 RULES FOR PROCEDURES

Any complaints, charges or guidance relating to a breach of ethical principles and rules should be addressed in writing to the Secretary General or to ethics@issf-sports.org. The Secretary General shall inform the Chairman in order to summon the Ethics Committee.

The Ethics Committee shall decide whether to conduct an inquiry or to dismiss the complaint.

When conducting an inquiry regarding a complaint or charges, the Ethics Committee may:

- Request written information or documents from the parties concerned;
- Hear the parties concerned, with or without the presence of legal counsel, as determined by the Ethics Committee;
- Decide to hear witnesses as determined by the Ethics Committee or at the request of the parties concerned;
- Conduct investigations in the field by designating one (1) or more of its members or another person to represent the Committee;
- Designate one (1) or more experts to assist the Ethics Committee in its inquiry.

In the absence of a consensus, decisions of the Ethics Committee shall be taken by majority of members present.

7 APPEALS

Decisions by the Ethics Committee may be appealed to the Court of Arbitration for Sport in Lausanne, Switzerland, (“CAS”) which will resolve the dispute definitively in accordance with the Code of sports-related arbitration. The time limit for appeal is twenty-one days after the reception of the decision concerning the appeal.

8 MUTUAL RECOGNITION

Subject to the right of appeal, any decision in compliance with this Code by an International Sporting Organisation shall be recognised and respected by the ISSF.

This ISSF Code of Ethics was approved by the ISSF Executive Committee in its meeting on March 1, 2016. This edition includes amendments and corrections approved by the ISSF Executive Committee on February 21, 2017.