

## 1. Introduction

BISFed's Code of Ethics is based on the relevant parts of the International Paralympic Committee and International Olympic Committee Codes of Ethics and aims to preserve the highest possible ethical values. BISFed, its Officers and Members, together with their athletes, coaches and associated team members (called the 'BISFed Family' in this document) are expected to behave in accordance with this Code of Ethics and the Fundamental Principles laid down by the IPC and IOC.

This Code of Ethics covers the following main topics:

- Integrity of Conduct, (including Conflicts of Interest)
- Behaviour at Boccia Events
- Safeguarding of young people and vulnerable adults
- Conduct in connection with Elections
- Administration of the Code of Ethics in the case of an alleged breach
- Sanctions

This Code is written as a guide to how BISFed expects all parties to behave. It does not set out to cover every possible set of circumstances which might occur, but BISFed will take a robust position if and when a breach of the Code is alleged to have occurred. The Code will be updated from time to time as required.

## 2. Fundamental Principles

The Fundamental Principles require the BISFed Family to:

- 2.1 Respect the Paralympic spirit, including a commitment to friendship, solidarity and fair play.
- 2.2 Respect the principle of universal and political neutrality in the Paralympic Movement.
- 2.3 Maintain harmonious relations with state authorities, while respecting the principle of autonomy.
- 2.4 Respect international conventions on protecting human rights insofar as they ensure in particular:
  - 2.4.1 Respect for human dignity;
  - 2.4.2 Rejection of discrimination of any kind on whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status; and
  - 2.4.3 Rejection of all forms of harassment, be it physical, professional or sexual, and any physical or mental injuries;
- 2.5 Ensure that athletes are able to perform in safe conditions at all boccia events.

## 3. Integrity of Conduct

3.1 The BISFed Family is expected to act with the highest level of integrity, at all times; in particular when taking decisions they must act impartially, objectively, and with independence of mind and professionalism. They should refrain from any act involving fraud or corruption and should not act in a manner likely to tarnish BISFed's reputation.

3.2 No member of the BISFed Family may (either directly or indirectly) solicit, offer or accept any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with BISFed sanctioned events, except by contractual agreements with the Host Organising Committee of such Events.

3.3 Only tokens of friendship of nominal value, in accordance with local customs, may be offered or accepted by the BISFed Family.

3.4 The BISFed Family must commit to combat all forms of cheating (including respecting the provisions of the WADA Code and the manipulation of competition results in any way) and must undertake to refer any suspicion of such behaviour to the relevant BISFed Official.

3.5 Betting (or support for betting) on the outcome of any boccia match or competition is expressly prohibited.

## **4. Behaviour at Boccia Events**

4.1 Members of the BISFed family are expected to respect the spirit of fair play and sportsmanship at all boccia events.

4.2 Aggressive behaviour towards opponents, officials or other participants will not be tolerated.

## **5. Safeguarding (of Young People and Vulnerable Adults)**

5.1 Safeguarding is the process of protecting the health, well-being and human rights of individuals, (in particular of young people and vulnerable adults) to ensure protection from abuse, harm and neglect. BISFed aims to provide enjoyment and wellbeing at BISFed events by ensuring that the risk of harm to children, young people and vulnerable adults is minimised.

5.2 Everyone in the BISFed Family is expected to raise any safeguarding concerns or allegations with an appropriate official.

5.3 Safeguarding Principles: BISFed expects all Host Organising Committees, athletes, coaches, Team managers, officials and volunteers to behave according to the following principles:

- 5.3.1 Treat everyone, regardless of age, gender, ability, race, cultural background, religious beliefs or sexual identity with equal respect.
- 5.3.2 Act as an ambassador and role model for the sport and treat others with respect and fairness.
- 5.3.3 Respect everyone involved in boccia; in particular, bullying or taking advantage of another person is not admissible.
- 5.3.4 Demonstrate fair play. Foul, abusive or offensive language is not allowed.
- 5.3.5 Not abuse or misuse any relationship of trust, nor any position of power or influence.
- 5.3.6 Not use any form of communication which brings the game into disrepute; not to make any inappropriate comment, including on social media and email.
- 5.3.7 Not to decide whether or not a child or adult has in fact been abused; but rather to report any concerns about a child's or adult's welfare.
- 5.3.8 Abide by the safeguarding and welfare guidelines set out by the organisers of the event.
- 5.3.9 Report any suspected misconduct or abuse by anyone involved in boccia.
- 5.3.10 Uphold appropriate boundaries and in particular refrain from initiating inappropriate personal relationships, especially when one person is under 18 years of age.
- 5.3.11 Not to participate under the influence of alcohol or illegal substances.

## **6. Conduct in connection with Elections**

6.1 BISFed expects that all elections (e.g. for vacant Board positions) will be conducted with fairness, and in accordance with the principles of democracy.

6.2 Candidates may promote their candidature, but only through media generally available to all members of the BISFed Family (e.g. emails or social media.)

6.3 Gifts, promises, and inducements: Candidates may not offer any kind of inducement including to those holding voting rights in an election.

6.4 Respect: Candidates must show due respect to all other candidates and may not produce any statement whether written or spoken which is likely to harm the character of another candidate.

6.5 Block voting: those holding votes are not allowed to collude with other voters in order to sway the potential outcome of an election. Each voter should make a balanced judgement regarding their preferred candidate(s.)

## **7. Administration of the Code of Ethics in the case of an alleged breach**

7.1 Ethics Commission: BISFed will establish an Ethics Commission which will convene in the event of an alleged breach of this code. The Ethics Commission will consist of: The Head of Staff; one BISFed Board Member (who must be independent of any party to the alleged breach); one independent individual (e.g. an Athlete Representative.)

7.2 In the event of an alleged breach:

7.2.1 The person(s) who have observed the incident should immediately report the situation, in confidence) to the highest ranking BISFed official present (e.g. the Technical Delegate or BISFed Board member present.)

7.2.2 The person(s) who have observed the incident should document the circumstances involved: (e.g. time at which it happened; the exact situation – where did it occur, who was involved, what happened, who else observed the incident) and submit a confidential report to the person notified in 7.2.1.

7.2.3 The BISFed Head of Staff will convene the Ethics Commission as soon as possible, either in person or by telephone conference. The Ethics Commission will review the report and may ask the reporter and the alleged perpetrator to present their side of the case. In exceptional circumstances, the Ethics Commission may make a request to the BISFed Board that expert legal opinion be sought. In most situations, however, it is expected that the Ethics Commission, on consideration of all the evidence, will make a judgement as to the likely truth or otherwise of the incident, and will impose (if appropriate) a sanction as below.

## **8. Sanctions**

8.1 Sanctions for a breach of this Code of Ethics will depend on the severity of the breach, and will vary from:

8.1.1 A formal warning and an instruction that the person(s) or organisation responsible should cease from the activity in future.

8.1.2 Disqualification from participation in the event in question (e.g. disqualification of an athlete or team from a competition; disqualification of a candidate from participating in an election.) In such circumstances, any medals or World Ranking points awarded will also be forfeited.

8.1.3 In the most severe cases, disqualification from Membership of BISFed, with the further possibility that BISFed will commence or support civil or criminal legal proceedings against the person(s) accused of a breach of this Code.

8.1.4 In the event that the person or organisation accused of the breach wishes to appeal the decision of the BISFed Ethics Commission, they will have the right to make an appeal to the BISFed Board, who will convene an Appeal Sub-Committee consisting of the President and two further Board Members, but not including any Member who has already participated in the relevant Ethics Commission. The decision of this Sub-Committee will be final.