



## CODE OF ETHICS

### 1. Application

The Code is applicable to the following persons:

- 1.1. Members of the Executive Committee
- 1.2. Members of the Central Board
- 1.3. Members of World Obstacle Continental Federations
- 1.4. Members of Committees and Committees
- 1.5. Athlete members
- 1.6. Coaches and Trainers
- 1.7. FISO staff

Each of the above persons being referred to hereinafter shall be to as a 'Party'. Fédération Internationale de Sports d'Obstacles (FISO) is the legal name of World Obstacle and both names are used interchangeably.

### 2. Principals

Each Party must, both in the carrying out of its duties within FISO as well as on a day-to-day basis, shall comply with the principles of:

- 2.1. Human dignity
- 2.2. Nondiscrimination, for whatever reason: race, gender, nationality, ethnic origin, religion, philosophical and political opinions, marital status or any other
- 2.3. Nonviolence, including abstaining from any kind of pressure and harassment, whether physical, mental, professional or sexual
- 2.4. Friendship, mutual aid and fair-play
- 2.5. Integrity
- 2.6. Priority to the interests of obstacle sports of and FISO in relation to personal interests
- 2.7. Priority to the interests of sport and athletes in relation to financial interests
- 2.8. Protection of the environment
- 2.9. Political neutrality
- 2.10. FISO Constitution
- 2.11. Olympic Charter

### 3. Responsibility

All parties shall, on all occasions and to the best of their ability, serve the interests of obstacle sports and FISO. They shall be aware of their task and their personal responsibility and take all necessary action to carry it out. They shall refrain from any behavior that may jeopardize sports or FISO's reputation.

#### **4. Integrity**

The Parties shall refrain from asking, accepting or proposing, either directly or indirectly, any payment or committee, any advantages or services of any kind, whether it is in exchange for their work carried out for FISO, and which has not been agreed with or authorized by the competent authority at FISO. They will inform FISO of any offers of this kind that are made to them.

#### **5. Gifts and Hospitality**

Only symbolic gifts may be offered or accepted by the Parties, as a mark of respect or as a token of friendship in accordance with usual local custom. Any other gifts received must be sent to FISO. A competent authority at FISO must authorize any other gifts offered to a third-party.

Likewise, the Parties and any other persons accompanying them shall not accept hospitality offered by their hosts if this goes beyond the limits fixed by the norms in force in the countries of the latter. Any case that contravenes this measure shall be brought before the ethics committee. This rule also applies to the hospitality given to FISO partners. The Parties should inform their partners of these measures.

#### **6. Relationships**

The Parties must not have relations with any organizations, companies or persons whose activities are incompatible with the principles set out in the FISO Constitution, Olympic Charter and the present Code.

#### **7. Voting**

The Parties who represent FISO in an outside body shall be obliged to intervene and vote in accordance with the instructions that they may have received from the competent authority at FISO or, failing that, in accordance with their personal beliefs, independent of the interests of obstacle sports and FISO. They shall not accept from any third-party any instructions to vote or any intervention of any nature.

#### **8. Conflict of Interest**

There may be a conflict of interests when the objectivity of one Party, in expressing an opinion or when a decision is being made within FISO, may be influenced or be perceived as being influenced due to personal or financial interests.

#### **9. Resolution of Conflict**

If a Party happens to be aware of a potential conflict of interests, it shall be obliged to inform the ethics committee, which will instruct it on how to avoid or resolve the dispute. If the ethics committee cannot be consulted in due time, the Party in question shall refrain from taking any action or any measures which may lead to the risk of a conflict of interests.

#### **10. Confidentiality**

Parties shall refrain from disclosing any information concerning FISO or its activities, which has not been made public, except if the disclosure of that information has been authorized by the competent authority at FISO or made obligatory by a rule or by an applicable policy.

## **11. Disclosure of Information**

The disclosure of information must not be aimed at making profit, nor any personal advantage, nor be motivated by malicious intent to damage the physical or moral reputation of a person.

## **12. Ethics Committee**

The FISO ethics committee has the following authority:

- 12.1. To ensure that the present Code is being respected
- 12.2. To receive complaints regarding any infringement to the present Code
- 12.3. To give advice and assistance on ethical matters, particularly about the application of the present Code
- 12.4. To advise on how to avoid or resolve conflicts of interest
- 12.5. To recommend sanctions which could be taken against offenders of the present Code
- 12.6. To set out measures for the application of this Code
- 12.7. To put forward proposals aimed at creating a program to teach on ethics

## **13. Reporting**

Each year the ethics committee shall present a report to FISO Congress on the application of the present Code, listing any infringements to its rules.

## **14. Members**

The ethics committee shall be made up of at least three members. The FISO Congress shall appoint them, on the proposal of the Executive Committee, two years after the election of the Executive Committee.

## **15. Term**

Members of the ethics committee shall be appointed for a mandate of four years. They shall be irremovable. In the event of a vacancy due to death or resignation, the Executive Committee, if necessary, shall make a provisional appointment, which shall be approved at the following Congress.

## **16. Applicability**

National and Continental Federations are advised to adopt an ethics code based on the present Code. Article 3 of the present Code shall apply to National and Continental Federations and any physical person related to them like the parties are to FISO