

APPENDIX 8	APPENDIX 8S11	
BYE-LAWS TO ARTICLE 59 – FISA CODE OF ETHICS	BYE-LAWS TO ARTICLE 59-58 – FISA World Rowing CODE OF ETHICS	
1. Preamble	1. Preamble	
FISA is responsible for safeguarding the integrity of the sport of rowing worldwide. FISA strives to protect the sport of rowing from illegal, immoral or unethical methods and practices that may harm it and bring it into disrepute. FISA is committed to safeguarding and protecting the welfare of all participants and acknowledges that some participants such as children, those with disabilities, and those from minority backgrounds can be particularly vulnerable to abuse. This Code defines the most important standards of behaviour and conduct within FISA as well as with external parties. The conduct of persons bound by this Code shall reflect the fact that they support the principles and objectives of FISA in every way and refrain from anything that could be harmful to these principles and objectives. They shall respect the significance of their commitment to FISA and its members, and represent them and behave towards them honestly, fairly, respectably and with integrity.	<u>FISAWorld Rowing</u> is responsible for safeguarding the integrity of the sport of rowing worldwide. <u>FISAWorld Rowing</u> strives to protect the sport of rowing from illegal, immoral or unethical <u>methods and</u> practices that may harm it and bring it into disrepute. <u>FISAWorld Rowing</u> is committed to safeguarding and protecting the welfare of all participants and acknowledges that some participants such as children, those with disabilities, and those from minority backgrounds can be particularly vulnerable to abuse. This Code defines the most important standards of behaviour and conduct within <u>FISAWorld Rowing</u> as well as with external parties. The conduct of persons bound by this Code shall reflect the fact that they support the principles and objectives of <u>FISAWorld Rowing</u> in every way and refrain from anything that could be harmful to these principles and objectives. They shall respect the significance of their commitment to <u>FISAWorld Rowing</u> and its members, and represent them and behave towards them honestly, fairly, respectably and with integrity.	
2. Parties Covered	2. Parties Covered	
This Code covers any party that deals with FISA, is a member of FISA or shares in its activities, including a party which:	This Code covers any party that deals with <u>FISAWorld Rowing</u>, is a member of	

	FISA World Rowing or shares in its activities, including a party which:	
2.1 Participates in an event under the authority of FISA;	2.1 Participates in an event under the authority of FISA World Rowing;	
2.2 Acts as an official (trainer, coach, team manager, delegate, representative, etc.) of a team, a club, a member rowing federation, or a recognised continental rowing confederation or member groupings;	2.2 Acts as an official (trainer, coach, team manager, delegate, representative, etc.) of a team, a club, a M member rowing - F federation, or a recognised continental rowing confederation or M member G groupings;	
2.3 Officiates as an international umpire or in a similar role;	2.3 Officiates as an international umpire or in a similar role;	
2.4 Organises or participates in a competition which is placed under FISA's authority, according to the Statutes and Rules of Racing;	2.4 Organises or participates in a competition which is placed under FISA World Rowing's authority, according to the Statutes and Rules of Racing;	
2.5 Assumes any role within FISA, within its Council, its Executive Committee, one of its Commissions or Committees or Working Groups; or	2.5 Assumes any role within FISA World Rowing, within its Council, its Executive Committee, one of its Commissions or Committees or Working Groups; or	
2.6 Otherwise deals with FISA and/or shares in its activities;	2.6 Otherwise deals with FISA World Rowing and/or shares in its activities;	
in relation to that dealing with FISA or involvement in its activities.	in relation to that dealing with FISA World Rowing or involvement in its activities.	
3. Relevant Conduct	3. Relevant Conduct	
3.1 Parties covered by this Code are obliged to respect all applicable laws and regulations as well as FISA's Statutes, Rules, Bye-Laws and Event Regulations.	3.1 Parties covered by this Code are obliged to respect all applicable laws and regulations as well as FISA World Rowing's Statutes, Rules, Bye-Laws and Event Regulations.	
3.2 Parties covered by this Code shall act in an ethical and dignified manner, and with complete integrity and credibility.	3.2 Parties covered by this Code shall act in an ethical and dignified manner, and with complete integrity and credibility.	
3.3 Parties covered by this Code may not abuse their position in any way to take advantage of their position for private,	3.3 Parties covered by this Code may not abuse their position in any way to take advantage of their position for private,	

personal, commercial or other advantage or gain.	personal, commercial or other advantage or gain.	
3.4 In all their dealings with FISA or their involvement in FISA's activities, parties covered by this Code shall remain neutral and act in a manner compatible with their function and integrity.	3.4 In all their dealings with <u>FISAWorld Rowing</u> or their involvement in <u>FISAWorld Rowing</u> 's activities, parties covered by this Code shall remain neutral and act in a manner compatible with their function and integrity.	
3.5 Information of a confidential nature in the knowledge of parties covered by this Code is to be treated as confidential. The obligation to respect confidentiality survives the termination of any relationship which makes a party covered by this Code.	3.5 Information of a confidential nature in the knowledge of parties covered by this Code is to be treated as confidential. The obligation to respect confidentiality survives the termination of any relationship which makes a party covered by this Code.	
3.6 Parties covered by this Code must not offer, promise, give or accept any personal or undue pecuniary or other advantage in order to obtain or retain business or any other improper advantage to or from anyone within or outside FISA. Such acts are prohibited, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties. In particular, parties covered 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 and contrary to their duties or falling within their discretion.	3.6 Parties covered by this Code must not offer, promise, give or accept any personal or undue pecuniary or other advantage in order to obtain or retain business or any other improper advantage to or from anyone within or outside <u>FISAWorld Rowing</u> . Such acts are prohibited, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties. In particular, parties covered 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 and contrary to their duties or falling within their discretion.	
3.7 Parties covered by this Code are prohibited from misappropriating or misusing FISA assets, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties.	3.7 Parties covered by this Code are prohibited from misappropriating or misusing <u>FISAWorld Rowing</u> assets, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties.	

3.8 Parties covered by this Code are prohibited from accepting commission or promises of such commission for themselves or intermediaries and related parties for negotiating deals of any kind while performing their duties.	3.8 Parties covered by this Code are prohibited from accepting <u>a</u> commission or promises of such commission for themselves or intermediaries and related parties for negotiating deals of any kind while performing their duties.	
	<u>3.9 Parties covered by this code acknowledge the Athletes' Rights and Responsibilities Declaration (See Appendix S11a).</u>	New text to provide a link to the IOC Athletes' Declaration (Appendix S11a)
4. Duty of Disclosure	4. Duty of Disclosure	
4.1 Parties covered by this Code shall immediately report any potential breach of this Code to the FISA Executive Committee.	4.1 <u>Subject to 9.2, p</u> Parties covered by this Code shall immediately report any potential breach of this Code to the <u>FISAWorld Rowing</u> Executive Committee.	
4.2 Parties covered by this Code are obliged to contribute to clarifying the facts of a case, or clarifying possible breaches and to provide evidence requested by the Ethics Panel.	4.2 Parties covered by this Code are obliged to contribute to clarifying the facts of a case, or clarifying possible breaches and to provide evidence requested by the Ethics Panel.	
5. Conflict of Interests	5. Conflict of Interests	
5.1 Parties covered by this Code or parties standing for election to FISA or other relevant body shall disclose to FISA or that body any personal interests that could be linked with their activities or prospective activities.	5.1 Parties covered by this Code or parties standing for election to <u>FISAWorld Rowing</u> or other relevant body shall disclose to <u>FISAWorld Rowing</u> or that body any personal interests that could be linked with their activities or prospective activities.	
5.2 A Council or Executive Committee member must declare any conflict of interest regarding matters before a Council or Executive Committee meeting and not take part in a vote or determinative discussion where such a conflict exists. The declaration and proceedings related to a conflict must be documented in the meeting Minutes.	5.2 A Council or Executive Committee member must declare any conflict of interest regarding matters before a Council or Executive Committee meeting and not take part in a vote or determinative discussion where such a conflict exists. The declaration and proceedings related to a conflict must be documented in the meeting Minutes.	

5.3 Conflicts of interest arise if parties covered by this Code have, or appear to have private or personal interests that detract or may detract from their ability to perform their duties with integrity in an independent, fair and correct manner. Private or personal interests include gaining any possible advantage for the parties covered by this Code themselves, their family, relatives, friends, and acquaintances. In cases requiring interpretation, reference shall be made to the section entitled “Rules concerning conflicts of interest affecting the behaviour of Olympic parties” in the IOC Code of Ethics.	5.3 Conflicts of interest arise if parties covered by this Code have, or appear to have private or personal interests that detract or may detract from their ability to perform their duties <u>for FISA</u> with integrity in an independent, fair and correct manner. Private or personal interests include gaining any possible advantage for the parties covered by this Code themselves, their family, relatives, friends, and acquaintances. In cases requiring interpretation, reference shall be made to the section entitled “Rules concerning conflicts of interest affecting the behaviour of Olympic parties” in the IOC Code of Ethics.	
6. Gifts and other Benefits	6. Gifts and other Benefits	
6.1 Parties covered by this Code may only offer or accept gifts or other benefits in relation to their dealings with FISA or in conjunction with their involvement in FISA activities which:	6.1 Parties covered by this Code may only offer or accept gifts or other benefits in relation to their dealings with <u>FISAWorld Rowing</u> or in conjunction with their involvement in <u>FISAWorld Rowing</u> activities which <u>meet all of the following criteria; if in doubt, gifts shall not be offered or accepted:</u>	
6.1.1 Have symbolic or trivial value and do not influence the execution or omission of an act that is related to their official activities or falls within their realm of responsibility;	6.1.1 Have symbolic or trivial value and do not influence the execution or omission of an act that is related to their official activities or falls within their realm of responsibility;	
6.1.2 Do not create any pecuniary or other advantage; and	6.1.2 Do not create any pecuniary or other advantage; and	
6.1.3 Do not create a conflict of interest. Any gifts or other benefits not meeting all of these criteria are prohibited. If in doubt, gifts shall not be offered or accepted.	6.1.3 Do not create a conflict of interest. Any gifts or other benefits not meeting all of these criteria are prohibited. If in doubt, gifts shall not be offered or accepted.	
6.2 Parties covered by this Code shall not offer to or accept from anyone within FISA	6.2 Parties covered by this Code shall not offer to or accept from anyone within	

cash in any amount or form or any reimbursement for expenses which are not official activities.	FISA World Rowing cash in any amount or form or any reimbursement for expenses which are not official activities.	
6.3 Parties covered by this Code may not be reimbursed by FISA for the costs associated with family members or associates accompanying them to official events, unless expressly permitted to do so by the FISA Executive Committee. Any such permission will be documented.	6.3 Parties covered by this Code may not be reimbursed by FISA World Rowing for the costs associated with family members or associates accompanying them to official events, unless expressly permitted to do so by the FISA World Rowing Executive Committee. Any such permission will <u>must</u> be documented.	
7. Non-Discrimination and Harassment	7. Non-Discrimination and Harassment	
7.1 Parties covered by this Code may not offend the dignity or integrity of a country, private person or group of people through contemptuous, or discriminatory words or actions on account of race, skill, colour, ethnicity, national or social origin, gender, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason.	7.1 Parties covered by this Code may not offend the dignity or integrity of a country, private person or group of people through contemptuous, or discriminatory words or actions on account of race, skill, colour, ethnicity, national or social origin, gender, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason.	
7.2 Harassment is forbidden. Harassment is defined as systematic, hostile and repeated acts for a considerable duration, intended to isolate or ostracise a person or group and affect the dignity of a person or group.	7.2 Harassment is forbidden. Harassment is defined as systematic, hostile and repeated acts for a considerable duration <u>over an extended period</u> , intended that result in a person or group being <u>to isolated</u> or ostracised a person or group and affect the dignity of a person or group.	
7.3 Sexual Harassment is forbidden. Sexual harassment is defined as unwelcome sexual advances that are not solicited or invited. The assessment is based on whether a reasonable person would regard the conduct as undesirable or offensive. Threats, the	7.3 Sexual Harassment is forbidden. Sexual harassment is defined as unwelcome sexual advances that are not solicited or invited. The assessment is based on whether a reasonable person would regard the conduct as undesirable or offensive. Threats, the	

promise of advantages and coercions are particularly prohibited.	promise of advantages and coercions are particularly prohibited.	
7.4 Parties covered by this Code are also bound by the FISA Policy on Safeguarding Participants in Rowing from Harassment and Abuse and the related Procedures document, annexed to this Code (Appendix 8b) and which shall be considered integral to this Code.	7.4 Parties covered by this Code are also bound by the <u>FISAWorld Rowing</u> Policy on Safeguarding Participants in Rowing from Harassment and Abuse and the related Procedures document, annexed to this Code (Appendix 8b <u>S11b</u>) and which shall be considered integral to this Code.	
8. FISA Resources and Finances	8. <u>FISAWorld Rowing</u> Resources and Finances	
8.1 FISA resources may be used only for FISA purposes.	8.1 <u>FISAWorld Rowing</u> resources may be used only for <u>FISAWorld Rowing</u> purposes.	
8.2 FISA resources distributed to parties covered by this Code shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles. FISA may require an independent auditor to audit these accounts as a condition of such funding or distribution.	8.2 <u>FISAWorld Rowing</u> resources distributed to parties covered by this Code shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles. <u>FISAWorld Rowing</u> may require an independent auditor to audit these accounts as a condition of such funding or distribution.	
8.3 In cases where FISA gives financial support to parties covered by the Code the use of these FISA resources must be clearly demonstrated in the accounts.	8.3 In cases where <u>FISAWorld Rowing</u> gives financial support to parties covered by the Code the use of these <u>FISAWorld Rowing</u> resources must be clearly demonstrated in the accounts.	
8.4 The parties covered by the Code recognise the significant contribution that broadcasters, sponsors, partners and other supporters of rowing make to the development and prestige of the sport of rowing throughout the world. However, such support must be in a form consistent with the rules of sport and the principles defined in the FISA Statutes and this Code. They must not	8.4 The parties covered by the Code recognise the significant contribution that broadcasters, sponsors, partners and other supporters of rowing make to the development and prestige of the sport of rowing throughout the world. However, such support must be in a form consistent with the rules of sport and the principles defined in the <u>FISAWorld Rowing</u> Statutes and this Code.	

interfere in the running of rowing institutions. The organisation and staging of rowing competitions are the exclusive responsibility of FISA, the member federations or other independent organisations recognised by FISA.	They must not interfere in the running of rowing institutions. The organisation and staging of rowing competitions are the exclusive responsibility of <u>FISAWorld Rowing</u> , the <u>Mmember Efederations</u> or other independent organisations recognised by <u>FISAWorld Rowing</u> .	
9. Application of the Code	9. Application of the Code	
9.1 This code shall apply to any conduct referred to in paragraphs 3 to 8 hereof which occurs after adoption of this Bye-Law. The Executive Committee may appoint an Ethics Panel (see paragraph 9.4 below) responsible to decide whether any conduct referred to it falls within paragraphs 3 to 8 of this Bye Law.	9.1 This code shall apply to any conduct referred to in paragraphs 3 to 8 hereof which occurs after adoption of this Bye-Law. The Executive Committee may appoint an Ethics Panel (see paragraph 9.4 below) responsible to decide whether any conduct referred to it falls within paragraphs 3 to 8 of this Bye Law.	
9.2 Complaint – Anyone, including the Executive Committee, may make a complaint to the FISA President. In accordance with Art. 61, any complaint involving a member of the Executive Committee shall be submitted to the IOC Ethics Commission.	9.2 Complaint – Anyone, including <u>members of</u> the Executive Committee, may make a complaint to the <u>FISAWorld Rowing</u> President. In accordance with Art. <u>6160</u> , any complaint <u>involving concerning</u> a member of the Executive Committee <u>shall may</u> be submitted <u>directly</u> to the IOC Ethics Commission.	The wording here has been aligned with Art.60: “Any party claiming to have a valid complaint in relation to Art. <u>5958</u> and Art. <u>6059</u> concerning a party mentioned in Art. <u>5756</u> may submit it to the <u>Executive CommitteeWorld Rowing President</u> or, in a case involving a member of the Executive Committee, to the IOC Ethics Commission.” It is proposed by the GWG that complaints are referred to one person, albeit they will be addressed by the Executive Committee as a group.
9.3 Decision to refer the complaint – The FISA Executive Committee or the IOC Ethics Commission President will decide if there is, prima facie, a possible violation of the Code and, if yes, they may refer the complaint to	9.3 Decision to refer the complaint – The <u>FISAWorld Rowing President with up to two members of the</u> Executive Committee or, <u>in the case of a complaint against a member of the Executive Committee,</u> the IOC Ethics	Wording reviewed to provide greater clarity.

the relevant Ethics Panel. For complaints relating to the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Case Management Panel shall determine whether there may have been a violation of that policy, and if yes, shall recommend referral to an Ethics Panel which shall be convened by the Executive Director.	Commission-President, will decide if there is, prima facie, a possible violation of the Code and, if yes, they may refer the complaint to the relevant Ethics Panel. For complaints relating to the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Case Management Panel shall determine whether there may have been a violation of that policy, and if yes, shall recommend referral to an Ethics Panel which shall be convened by the Executive Director.	
9.4 FISA Ethics Panel – At FISA, alleged violations of the Code (excluding those involving an Executive Committee member) shall be assessed and decided upon by an Ethics Panel comprised of three persons: an Executive Committee member and two members selected from the FISA Ethics Group. Where the possible violation relates to the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Panel will comprise Ethics Group members only. The Panel shall designate a President of the panel.	9.4 FISA<u>World Rowing</u> Ethics Panel – At FISA<u>World Rowing</u>, alleged violations of the Code (excluding those involving an Executive Committee member) shall<u>may</u> be assessed and decided upon by an Ethics Panel comprised of three persons: an Executive Committee member and two members selected from the FISA<u>World Rowing</u> Ethics Group; <u>one member of the Panel must be a recognised legal expert.</u> <u>The President and Executive Committee members that have been involved in the decision to refer the complaint to a World Rowing Ethics Panel cannot participate as members of that Panel.</u> Where the possible violation relates to the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Panel will comprise Ethics Group members only, <u>one of whom shall have relevant experience in Safeguarding matters*</u>. The Panel shall designate a President<u>chair</u> of the panel (<u>Panel Chair</u>).	

9.5 FISA Ethics Group – The Ethics Group is comprised of known individuals, independent of FISA, recognised for their involvement in the world of sport, their experience and their integrity. These individuals are appointed by the Executive Committee for a four year term and may be reappointed. The list of members of the Ethics Group will be published.	9.5 <u>FISAWorld Rowing</u> Ethics Group – The Ethics Group is comprised of known <u>independent</u> individuals, independent of <u>FISAWorld Rowing</u> , recognised for their involvement in the world of sport, their experience and their integrity. These individuals are appointed by the Executive Committee for a four year <u>four-year</u> term and may be reappointed. The list of members of the Ethics Group will be published.	
9.6 Constitution of a FISA Ethics Panel – When a complaint has to be referred to an Ethics Panel, such a panel will be constituted and convened. Except for possible violations of the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Executive Committee will appoint its representative and select one of the members of the Ethics Group; the person accused of violation of the Code may select the third member from the list of Ethics Group members. If he does not do so, the Executive Committee will select the third member.	9.6 Constitution of a <u>FISAWorld Rowing</u> Ethics Panel – When a complaint has to be referred to an Ethics Panel, such a panel will be constituted and convened. Except for possible violations of the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Executive Committee will appoint its representative and select one of the members of the Ethics Group; the person accused of violation of the Code may select, <u>in a time set by the Executive Director</u> , the third member from the list of Ethics Group members. If he the <u>person accused</u> does not do so, <u>in a reasonable timescale set by the Executive Director</u> , the Executive Committee will select the third member.	
10. Assessment and Sanctions	10. Assessment and Sanctions	
10.1 In reaching a decision on complaints that go before it, the Ethics Panel will apply the principles set out in Art. 64 of the Statutes.	10.1 In reaching a decision on complaints that go before it, the Ethics Panel will apply the principles set out in Art. 64 <u>63</u> of the Statutes.	
10.2 The Ethics Panel will determine the procedure to be followed in order to ensure a fair assessment of the complaint. Where the	10.2 The Ethics Panel will determine the procedure to be followed in order to ensure a fair assessment of the complaint. Where the	

possible violation relates to the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Ethics Panel will refer to that Policy and the related Procedures.	possible violation relates to the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Ethics Panel will refer to that Policy and the related Procedures.	
10.3 After having assessed all elements of the complaint, the Ethics Panel will render a decision. In the case of any decision that there has been an infringement of this Code, the Ethics Panel may impose the penalties set out in Art. 65 of the Statutes, including deciding the scope and duration of the penalty, and the geographical reach of the penalty. The penalty 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, as well as whether the breach has been repeated or more than one breach has been committed. The sanction will be final within FISA.	10.3 After having assessed all elements of the complaint, the Ethics Panel will render a decision. In the case of any decision that there has been an infringement of this Code, the Ethics Panel may impose the penalties <u>sanctions</u> set out in Art. 65-64 of the Statutes, including deciding the scope and duration of the penalty <u>sanction</u> , and the geographical reach of the penalty <u>sanction</u> . The penalty <u>sanction</u> 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, as well as whether the breach has been repeated or more than one breach has been committed. The sanction will be final within FISA <u>World Rowing</u> .	
10.4 The Ethics Panel may apply the other provisions of Art. 65 of the Statutes, regarding suspension of a penalty or ordering payment of a fine.	10.4 The Ethics Panel may apply the other provisions of Art. 65-64 of the Statutes, regarding suspension of a penalty <u>sanction</u> or ordering payment of a fine.	
10.5 The Ethics Panel may choose to notify the appropriate law enforcement authorities in a relevant case.	10.5 The Ethics Panel may <u>shall</u> choose to notify the appropriate law enforcement authorities in a relevant case.	
10.6 The Ethics Panel reserves the right to allocate, in part or in totality, the administrative costs associated with the management of the complaint to the parties	10.6 The Ethics Panel reserves the right to allocate, in part or in totality, the administrative costs associated with the management of the complaint to the parties	

involved in the case, as the Ethics Panel deems appropriate.	involved in the case, as the Ethics Panel deems appropriate.	
	<u>10.7 World Rowing Executive Committee may publish a sanction and some or all of the details of any violation including the name and affiliations of any individual sanctioned, determining the appropriate level of disclosure, taking into account confidentiality and any recommendation from the Ethics Panel.</u>	This proposal is to align the Code of Ethics with Appendix S11b, Safeguarding Procedures, paragraph 7.2.
10.7 Any appeal against a decision of the Ethics Panel under this Code or of the IOC Ethics Commission regarding a member of the FISA Executive Committee may be made only to the Court of Arbitration for Sport under Arts. 66 or 67 of the FISA Statutes.	10. 7 <u>8</u> Any appeal against a decision of the Ethics Panel under this Code or of the IOC Ethics Commission regarding a member of the FISA <u>World Rowing</u> Executive Committee may be made only to the Court of Arbitration for Sport under Arts. 66-65 or 67-66 of the FISA <u>World Rowing</u> Statutes.	