

<p><b>APPENDIX S11 BYE-LAWS TO ARTICLE 58 –</b></p>	<p><b>APPENDIX S11 BYE-LAWS TO ARTICLE 548 –</b></p>	
<p><b>WORLD ROWING’S CODE OF ETHICS</b></p>		
<p><b>1. Preamble</b></p>		
<p>1.1 World Rowing is responsible for maintaining the integrity of the sport of rowing worldwide. It is committed to the Basic Universal Principles of Good Governance within the Olympic Movement, as proposed by the IOC (appendix S11c) 1.2 World Rowing strives to protect the sport of rowing from illegal, immoral or unethical practices that may harm it and bring it into disrepute.</p>		
<p>1.3 World Rowing 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.</p>		
<p>1.4 This Code defines the most important standards of behaviour and conduct within World Rowing as well as with external parties.</p>		
<p>1.5 The conduct of persons bound by this Code shall reflect the fact that they support the principles and objectives of World Rowing 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 World Rowing and its members,</p>		

and represent them and behave towards them honestly, fairly, respectably and with integrity.		
<b>2. Parties Covered</b>		
This Code covers any party that deals with World Rowing, is a member of World Rowing or shares in its activities including a party which:		
2.1 Participates in an event under the authority of World Rowing;		
2.2 Acts as an official (trainer, coach, team manager, delegate, representative, etc.) of a team, a club, a Member Federation, or a recognised continental rowing confederation or Member Grouping;		
2.3 Officiates as an international umpire or in a similar role;		
2.4 Organises or participates in a competition which is placed under World Rowing's authority, according to the Statutes and Rules of Racing;		
2.5 Assumes any role within World Rowing, within its Council, its Executive Committee, one of its Commissions or Committees or Working Groups; or	2.5 Assumes any role within World Rowing, within its Council, its Executive Committee, one of its Commissions or Committees or Working Groups; <del>or</del>	
2.6 Otherwise deals with World Rowing and/or shares in its activities; in relation to that dealing with World Rowing or involvement in its activities.	<del>in relation to that dealing with World Rowing or involvement in its activities.</del>	Superfluous phrase deleted.
<b>3. Relevant Conduct</b>		
3.1 Parties covered by this Code are obliged to respect all applicable laws and regulations as well as World Rowing's Statutes, Rules, Bye-Laws and Event Regulations.		

<p>3.2 Parties covered by this Code shall act in an ethical and dignified manner, and with complete integrity and credibility.</p>		
<p>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.</p>		
<p>3.4 In all their dealings with World Rowing or their involvement in World Rowing’s activities, parties covered by this Code shall remain neutral and act in a manner compatible with their function and integrity.</p>		
<p>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.</p>		
<p>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 World Rowing. 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</p>		

activities and contrary to their duties or falling within their discretion.		
3.7 Parties covered by this Code are prohibited from misappropriating or misusing World Rowing 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 a commission or promises of such commission for themselves or intermediaries and related parties for negotiating deals of any kind while performing their duties.		
3.9 Parties covered by this code acknowledge the Athletes' Rights and Responsibilities Declaration (See Appendix S11a).		
<b>4. Duties of Disclosure</b>		
4.1 Subject to 9.2, parties covered by this Code shall immediately report any potential breach of this Code to the World Rowing 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; clarifying possible breaches; and to providing evidence <a href="#">sought requested</a> by the <a href="#">Executive Committee</a> , see paragraph 10.3 below or by the Ethics Panel, see paragraph 10.5 and 11.3 below .	
<b>5. Conflicts of Interest</b>		
5.1 Parties covered by this Code or parties standing for election to World Rowing or other	5.1 Parties covered by this Code or parties standing for election to World Rowing or	

<p>relevant body shall disclose to World Rowing or that body any personal interests that could be linked with their activities or prospective activities.</p>	<p>other relevant body shall disclose to World Rowing or that body any personal interests that could be <del>linked</del> <u>deemed a conflict of interest</u> with their <u>World Rowing</u> activities or prospective activities.</p>	
<p>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.</p>	<p>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.</p>	
<p>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 for World Rowing 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.</p>	<p>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 for World Rowing with integrity in an independent, fair and <del>correct</del> <u>impartial</u> manner. <del>Such p</del>Private or personal interests include gaining any possible advantage for the parties covered by this Code themselves, their <u>immediate family, relatives, friends, and acquaintances, (by immediate family we consider: your children and spouse or partner; children of your spouse or partner; and dependents of yourself, your spouse</u></p>	

	<p><u>or your partner) arising from the parties' World Rowing activities.</u> 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.</p>	
<b>6. Gifts and other Benefits</b>		
6.1 Parties covered by this Code may only offer or accept gifts or other benefits in relation to their dealings with World Rowing or in conjunction with their involvement in World Rowing activities which meet all of the following criteria:	6.1 Parties covered by this Code may only offer or accept gifts or other benefits in relation to their dealings with World Rowing or in conjunction with their involvement in World Rowing activities which <del>meet all the following criteria:</del>	Deleted extra word 'of'
a. 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;	<del>a. Have</del> <u>only symbolic or trivial-nominal 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 which do not create a conflict of interest as defined in 5.3 above. ;</u>	
b. Do not create any pecuniary or other advantage; and	<del>b. Do not create any pecuniary or other advantage; and</del>	
c. Do not create a conflict of interest.	<del>c. Do not create a conflict of interest.</del> If in doubt, gifts shall not be offered or accepted	
If in doubt, gifts shall not be offered or accepted.	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 World Rowing cash	6.2 Parties covered by this Code shall not offer to or accept from anyone within World Rowing cash in any amount or	

<p>in any amount or form or any reimbursement for expenses which are not official activities.</p>	<p>form or any reimbursement for expenses which are not <u>incurred from World Rowing official</u> activities.</p>	
<p>6.3 Parties covered by this Code may not be reimbursed by World Rowing for the costs associated with family members or associates accompanying them to official events, unless expressly permitted to do so by the World Rowing Executive Committee. Any such permission must be documented.</p>		
<p><b>7. Non-Discrimination and Harassment</b></p>	<p><b>7. Discrimination, Harassment and Reprisals</b></p>	<p>Corrected and updated title</p>
<p>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.</p>		
<p>7.2 Harassment is forbidden. Harassment is defined as systematic, hostile and repeated acts over an extended period, that result in a person or group being isolated or ostracised and affect the dignity of a person or group.</p>		
<p>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</p>		

or offensive. Threats, the promise of advantages and coercions are particularly prohibited.		
7.4 Parties covered by this Code are also bound by the World Rowing Policy on Safeguarding Participants in Rowing from Harassment and Abuse and the related Procedures document, annexed to this Code (Appendix S11b) and which shall be considered integral to this Code.		
	7.5 Any person who has reasonable grounds to believe that a reprisal has occurred may file a complaint under the Code.	Additional clauses to include new areas for the Code related to Complaints and Whistleblowing Policy.
	7.6 Anyone who has been found to have taken or attempted to take retaliatory action against a whistleblower <a href="#">or anyone who brings a complaint under this Code</a> may be sanctioned under the Code.	
	<b>8. False Claims</b>	
	Anyone who is found to have knowingly made a groundless or false allegation, knowingly provided false information may be subject to sanctions under the Code.	
<b>8. World Rowing Resources and Finances</b>	<b>8. World Rowing Resources and Finances</b>	
8.1 World Rowing resources may be used only for World Rowing purposes.	<del>98.1</del>	
8.2 World Rowing 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. World Rowing may require an independent auditor to audit these accounts as a condition of such funding or distribution.	<del>98.2</del>	

<p>8.3 In cases where World Rowing gives financial support to parties covered by the Code the use of these World Rowing resources must be clearly demonstrated in the accounts.</p>	<p><del>98.3</del></p>	
<p>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 World Rowing Statutes and this Code. They must not interfere in the running of rowing institutions. The organisation and staging of rowing competitions are the exclusive responsibility of World Rowing, the Member Federations or other independent organisations recognised by World Rowing.</p>	<p><del>98.4</del></p>	
<p><b>9. Application of the Code</b></p>	<p><b>10. Application of the Code</b></p>	
<p>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.</p>	<p>10.1 This <del>Ce</del>code shall apply to any conduct referred to in paragraphs 3 to 9 hereof which occurs after adoption of this Bye-Law.</p>	<p>Update numbering and amend Bye-Law for consistency. Second sentence moved to 10.3</p>
<p>9.2 Complaint – Anyone, including members of the Executive Committee, may make a complaint to the World Rowing President. In accordance with Art. 60, any complaint concerning a member</p>	<p>10.2 Complaint – Anyone, including members of the Executive Committee, may make a complaint to the World Rowing President. In accordance with Article <del>56</del>, any complaint concerning a</p>	<p>Updated numbering and Article reference, refer to IOC procedures for clarity.</p>

<p>of the Executive Committee may be submitted directly to the IOC Ethics Commission.</p>	<p>member of the Executive Committee will be submitted directly to the IOC Ethics Commission and will follow IOC procedures. Complaints received via the whistleblowing form will be triaged <a href="#">by the World Rowing Governance Function who will assess and direct the complaint appropriately as per paragraph 10.3 or 10.4 below</a>.<del>and if considered a possible violation of the Code they will be referred to a Panel.</del></p>	
<p>9.3 Decision to refer the complaint – The World Rowing President with up to two members of the Executive Committee or, in the case of a complaint against a member of the Executive Committee, the IOC Ethics Commission, 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.</p>	<p>10.3 <del>Handling Decision to refer</del> the complaint – <a href="#">For non- safeguarding complaints</a>, <del>S</del>subject to Article 54, the World Rowing President with up to two members of the Executive Committee will <a href="#">seek necessary information and</a> decide if there is, prima facie, a possible violation of the Code and, if yes, they may convene a Panel as follows</p> <ul style="list-style-type: none"> <li>○ a sub-group of the Executive Committee (see Article 52.2.2), or</li> <li>○ an Ethics Panel, (see paragraph 10.5 below)</li> </ul> <p>which will decide whether any conduct referred to it falls within paragraphs 3 to 8 of this Bye-Law.</p>	<p>Incorporating Executive Committee authority to hear and decide on cases regarding breaches of statutes and rules, Art.52.2.2. Update article references.</p>
	<p>10.4 Complaints and reports that relate to breaches of the Safeguarding <a href="#">Participants in Rowing from Harassment and Abuse</a> policy will be managed under the relevant</p>	<p>Note specifically the process regarding safeguarding cases outlined in the relevant policy.</p>

	procedures in Appendix S11b. <b>The Safeguarding Case Management Panel shall determine whether there may have been a violation of that policy, and if yes, shall recommend <u>sanctions, disciplinary action or referral to an Ethics Panel which shall be convened by the Executive Director.</u></b>	
9.4 World Rowing Ethics Panel – At World Rowing, alleged violations of the Code (excluding those involving an Executive Committee member) may be assessed and decided upon by an Ethics Panel comprised of three persons: an Executive Committee member and two members selected from the World Rowing Ethics Advisory Group; one member of the Panel must be a recognised legal expert. 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. Where the possible violation relates to the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Panel will comprise Ethics Advisory Group members only, one of whom shall have relevant experience in Safeguarding matters. The Panel shall designate a chair of the panel (Panel Chair).	<del>9.4</del> 10.5	Update numbering
9.5 World Rowing Ethics Advisory Group – The Ethics Advisory Group is comprised of independent individuals who are independent of World Rowing and who are recognised for their involvement in the world of sport, their	<del>9.5</del> 10.6	numbering

<p>experience and their integrity. These individuals are appointed by the Executive Committee for a four-year term starting on 1 January of the year following the Olympic and Paralympic Games and may be reappointed. The list of members of the Ethics Advisory Group will be published on the World Rowing website.</p>		
<p>9.6 Constitution of a World Rowing 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 Advisory Group; the person accused of violation of the Code may select, in a time set by the Executive Director, the third member from the list of Ethics Advisory Group members. If the person accused does not do so, in a reasonable timescale set by the Executive Director, the Executive Committee will select the third member.</p>	<p><del>9.6</del>10.7</p>	<p>numbering</p>
<p><b>10. Assessment and Sanctions</b></p>	<p><b>11. Assessment and Sanctions</b></p>	<p>numbering</p>
<p>10.1 In reaching a decision on complaints that come before it, the Panel will apply the principles set out in Art. 63 of the Statutes.</p>	<p>11.1 In reaching a decision on complaints that come before it, the Panel will apply the principles set out in Art. 59 of the Statutes.</p>	<p>Numbering and article reference, applies to either an ExCo sub-group/panel or an Ethics Panel</p>
<p>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</p>	<p>11.2 The Panel will determine the procedure to be followed to ensure a fair assessment of the complaint. Where an Ethics Panel is assessing a possible</p>	<p>To be clear regarding a Panel’s right to determine the procedure, unless the matter is one of a safeguarding breach being assessed by an Ethics Panel.</p>

<p>Participants in Rowing from Harassment and Abuse, the Ethics Panel will refer to that Policy and the related Procedures.</p>	<p>violation that 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.</p>	
<p>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 sanctions set out in Art. 64 of the Statutes, including deciding the scope and duration of the sanction, and the geographical reach 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, as well as whether the breach has been repeated or more than one breach has been committed. The sanction will be final within World Rowing.</p>	<p>11.3 After having <a href="#">sought relevant information and</a> assessed all elements of the complaint, the Panel will render a decision. In the case of any decision that there has been an infringement of this Code, the Panel may impose the sanctions set out in Art. 60 of the Statutes, including deciding the scope and duration of the sanction, and the geographical reach 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, as well as whether the breach has been repeated or more than one breach has been committed. The sanction will be final within World Rowing.</p>	<p>Updated for either panel composition and article reference.</p>
<p>10.4 The Ethics Panel may apply the other provisions of Art. 64 of the Statutes, regarding suspension of a sanction or ordering payment of a fine.</p>	<p>11.4 The Panel may apply the other provisions of Art. 60 of the Statutes, regarding suspension of a sanction or ordering payment of a fine.</p>	<p>Numbering and article reference update</p>
<p>10.5 The Ethics Panel shall notify the appropriate law enforcement authorities in a relevant case.</p>	<p>11.5 The Panel shall notify the appropriate law enforcement authorities in a relevant case.</p>	<p>Numbering/any Panel</p>

<p>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.</p>	<p>11.6 The 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.</p>	<p>Numbering/any Panel</p>
<p>10.7 The 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.</p>	<p>11.7 The 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 Panel.</p>	<p>Numbering/any Panel</p>
<p>10.8 Any appeal against a decision of the Ethics Panel under this Code or of the IOC Ethics Commission regarding a member of the World Rowing Executive Committee may be made only to the Court of Arbitration for Sport under Arts. 65 or 66 of the World Rowing Statutes.</p>	<p>11.8 Any appeal against a decision of the Panel under this Code or of the IOC Ethics Commission regarding a member of the World Rowing Executive Committee may be made only to the Court of Arbitration for Sport under Arts. 61 or 62 of the World Rowing Statutes.</p>	<p>Numbering and article reference update</p>
	<p><a href="#"><u>12. World Rowing Whistleblower Form</u></a>  <a href="#"><u>In line with Art. 56 and the World Rowing Complaints and Whistleblowing Policy, World Rowing will issue a Whistleblower Form which allows the complainants name and contact information to be provided in confidence to assist World Rowing in investigating the concern raised. Should the complainant not wish to provide their name, reported incidents will still be accepted and investigated if sufficient documentation and evidence is</u></a></p>	<p>New content for a whistleblowing form to support reporting of allegations and complaints to World Rowing.</p>

	<p><u>provided to substantiate the claim, however it will not be possible to contact the complainant for clarification or to provide any updates on the investigation.</u></p> <p><u>Note: any complaint concerning a member of the Executive Committee should be submitted directly to the IOC Ethics Commission and will follow IOC procedures.</u></p> <p>-</p> <p><u>Instructions may include the following:</u></p> <ol style="list-style-type: none"><li><u>1. Describe the nature of concern. Include sufficient information for an independent person to understand the concern and to enable further investigation.</u></li><li><u>2. Provide details with respect to the location and/or date of the incident (e.g. region, event, specific location, department, etc.) and how you became aware of it.</u></li><li><u>3. State the full name, title and role of each individual whom you suspect of wrongdoing.</u></li><li><u>4. How many times has this incident taken place (if applicable)?</u></li><li><u>5. How long has this incident been taking place (if applicable)?</u></li><li><u>6. Describe steps if any, you took prior to completing this report (e.g. discussing it with individual, informing supervisor).</u></li><li><u>7. Would you be willing to provide your name and contact information? (Please note that this is optional)</u></li></ol>	
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	<p><u>No. If no, we may not be able to follow up with you.</u></p> <p><u>Yes. If yes, please provide your name, email, and telephone number for follow up purposes.</u></p>	
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