

**Proposed by the IFF Ethics Commission to be decided by the IFF Central Board on 12<sup>th</sup> of April 2015****Definitions and interpretation**

In this Code of Ethics the following words and expressions have the meanings set out for them:

Federation / IFF	The International Floorball Federation
Members	Those National Floorball Associations who are members of the IFF
Staff	The Staff employed by the Federation including consultants and contractors.
IFF Officials	All those individuals involved with the Federation, including the President, the elected members of the Central Board, elected members of the Commissions, appointed members of Committees and Working Groups and any other volunteers acting for or on behalf of the Federation.
Participants	Those attending Events as part of a national or club team, including players, managers, coaches or other playing support staff, together with referees, technical and other appointed officials.
IOC	The International Olympic Committee
LOC	The Local Organising Committee of any IFF Event
MSG	Multi Sport Games organizer

**§ 0. PREAMBLE**

It is the aim of the International Floorball Federation, its member associations, members of the staff and the entire Floorball family to promote and maintain the highest possible ethical values within sport of Floorball.

The IFF and each of its members, the Organising Committees of the IFF Events restate their commitment to the Olympic Charter and in particular its Fundamental Principles.

The IFF, as the other Olympic parties affirm their loyalty to the Olympic ideal inspired by Pierre de Coubertin.

Consequently, at all times the IFF, and in the framework of any Multi-Sport Events and of events organised or sanctioned by IFF, the participants and the local organiser undertake to respect and ensure respect of the present Code.

This Code of Ethics applies to all IFF Officials, IFF Staff, Participants and Organisers of Events in any capacity whatsoever, in particular Players and the Players' Entourage.

The IFF, as an International Federation which is part of the Olympic movement, adopts this Code of Ethics based on the principles and rules of the IOC Code of Ethics.

## **§ 1. DIGNITY AND EQUALITY**

- 1.1. Safeguarding the dignity of the individual is a fundamental requirement of Olympism.
- 1.2. There shall be no discrimination on the basis of race, gender, sexual orientation, ethnic origin, religious belief, philosophical or political opinion, marital status or other grounds.
- 1.4. All forms of harassment, be it physical, professional or sexual, and anything which causes any physical or mental injuries to participants, are prohibited.
- 1.7. The IFF and Olympic parties shall guarantee the players' conditions of safety, well-being and medical care favourable to their physical and mental equilibrium.

## **§ 2. INTEGRITY**

- 2.1. All persons bound by this code shall use due care and diligence in fulfilling their duties. They must not act in any manner likely to tarnish the reputation of IFF, the Floorball family and the Olympic Movement.
- 2.2. All persons bound by this code shall not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with the daily operations of IFF and/or the organisation of the IFF Events, Multi-Sport Games or of events sanctioned by the IFF.  
  
An exception may be granted if such remuneration, commission, benefit or service is pre-approved by the IFF Central Board upon recommendation of the Ethics Commission according to the IFF Rules concerning Conflict of Interest.
- 2.3. Only gifts of nominal value, in accordance with prevailing local customs, may be given or accepted as a mark of respect or friendship. Any other gift must be passed on to IFF.
- 2.4. The hospitality shown or granted shall only be connected with the specific duties and must ensure that no undue influence on any decision or conflict of interest can arise of it. Any impression of undue influence has to be avoided. .
- 2.5. If a personal or business interest influences or may influence a decision to be taken in the interest of IFF ("conflict of interest") this has to be disclosed according to the conflict of interest policy.
- 2.6. IFF, officials and staff, participants, their agents or their representatives must not be involved with institutions, companies or persons whose activity or reputation is inconsistent with the principles set out in the Olympic Charter and the present Code.
- 2.7. All possible types of doping at all levels are strictly prohibited. The provisions against doping in the World Anti-Doping Code shall be scrupulously observed.
- 2.8. All forms of participation in, or support for, betting related to Floorball games and all forms of promotion of betting related to such events are prohibited.
- 2.9. Also, in the context of betting, participants in relation to IFF Events or events sanctioned by the IFF must not, by any manner whatsoever, infringe the principle of fair play, show non-sporting conduct, or attempt to influence the course or the result of a competition or any part thereof, in a manner contrary to sporting ethics.

### **§ 3. GOOD GOVERNANCE AND RESOURCES**

- 3.1. The basic universal principles of good governance of the Olympic and sports movement in general, in particular transparency, responsibility and accountability, must be respected.
- 3.2. The income and expenditure of the IFF shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles. An independent auditor elected by the IFF General Assembly shall audit these accounts.
- 3.3. The IFF and Olympic parties recognize the significant contribution that broadcasters, sponsors, partners and other supporters of sports events make to the development and prestige of the Multi Sport Games and the IFF sanctioned events throughout the world.

However, such support must be in a form consistent with the rules of sport and the principles defined in the Olympic Charter and the present Code.

They must not interfere in the running of sports institutions. The awarding, organisation and staging of international Floorball competitions are the exclusive responsibility of IFF, and the independent sports organisation recognized by the IOC.

### **§ 4. RELATIONS WITH STATES AND CITIES**

- 4.1. The IFF shall work to maintain harmonious relations with state authorities, in accordance with the principles of autonomy, universality and political neutrality of the Olympic Movement.
- 4.2. The IFF is free to play a role in the public life of the states of its Members. They may not, however, engage in any activity or follow any ideology inconsistent with the principles and rules defined in the Olympic Charter and set out in the present Code.
- 4.3. The IFF shall embrace sustainability principles – economic, environmental and social aspects – in all activities. It shall especially protect human rights and endeavour to protect the environment on the occasion of any events they organise and undertake to uphold generally accepted standards for environmental protection.
- 4.4. The cities' representatives bidding for the organisation of an IFF event shall refrain from approaching CB Members, NAs' representatives or another party with a view to obtaining any financial or political support inconsistent with the provisions of the IFF Code of Conduct.

### **§ 5. CONFIDENTIALITY**

- 5.1. The Members, officials and staff of IFF shall not disclose information entrusted to them in confidence.
- 5.2. Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organization. Especially insider information that may influence the outcome of a competition and thus any bet placed on it has to be protected.

### **§ 6. IMPLEMENTATION**

- 6.1. The IFF shall see to it that the principles and rules of the Olympic Charter and the present Code are applied.

- 6.2. The Ethics Commission including its chair will be elected by the IFF General Assembly. It will be composed of the chair and up to four additional independent members.
- 6.3. Nominations to the Ethics Commission can be made by each IFF member association and/or Olympic Movement Party.
- 6.4. The Ethics Commission shall be informed of any breach or suspicion of a breach of the present code, with a view to an investigation and possible disciplinary action by the IFF. In minor cases the general secretary (with regard to staff) or the specific chair (with regard to officials) may be informed.
- 6.5. Any disciplinary procedure recommended by the Ethics Commission to the IFF Disciplinary Committee shall follow the procedures as outlined in the IFF Juridical Regulation.