



F.I.B.

FÉDÉRATION INTERNATIONALE
DE BOULES

Code of ethics

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1. Introduction

The FIB Code of Ethics is inspired by the IOC Code of Ethics and aims to preserve the values and ethical principles that are upheld by the Olympic Charter and which must inspire, in all circumstances, the actions of the members of the FIB which will be called "FIB family".

The FIB Family Code of Ethics sets out the principles of behavior that should govern the sporting and administrative activities of the entity and the FIB. It aims to promote and protect the ideals of dignity, integrity, cooperation, fair play and fair competition that should animate the actions of all members of the FIB family.

The FIB community is composed of officials and members of the FIB, of the Federations and Confederations recognized by the FIB and their directing people, of the members of the Organizing Committees of official competitions and the representatives of the candidate cities to the organization of the official competitions, as much as the players, trainers, referees and other members of the National Delegations participating to any competition or any event organized under the aegis of the FIB and, eventually, the employees, partners and service providers directly or indirectly related to the FIB.

2. Ethic principles, rules and principles

The FIB family is obliged to respect and make respect the rules and principles stated herein after, especially for what concerns the organization and the unfolding of a competition, an event or an official activity recognized by the FIB and for the management and functioning of the organs of the FIB.

I. Dignity

1. Safeguarding the dignity of all people and respecting their fundamental rights is a fundamental requirement of Olympism and the FIB.
2. In all circumstances, respect and consideration must be given to the FIB family and the public in order to affirm the principles of legality, sportsmanship and fair competition.
3. No discrimination is exercised in reason of race, sex, philosophical or political opinion, familial status or other inside the FIB.
4. No practice that violates the physical or moral integrity, dignity, honor or reputation of the FIB family will be tolerated. Any form of doping is strictly prohibited at any level.
5. The use of medias or social networks to slander or undermine the honour of members of the FIB's Family shall never be tolerated.
6. Any form of physical, psychological, professional or sexual harassment is forbidden.
7. The competitions organizers guarantee to the FIB family in general, conditions of security, wellness and necessary medical care favourable to their physical and mental balance.

II. Integrity

II. A. Behaviour integrity

1. The FIB family must reject and denounce all forms of favoritism and corruption, in any form whatsoever, and bring honesty and dignity to the world of sport. It must show the highest degree of integrity at all times and, in particular when making decisions, it must act with impartiality, objectivity, independence and professionalism.
2. The FIB family may not, directly or indirectly, solicit, accept or offer any remuneration, any commission, any benefit or service of any kind whatsoever in connection with the

organization of Championships, activities or official events or as part of their function as FIB officials.

Any hidden commission, indemnity, benefit or service, of any nature whatsoever, whose value exceeds the normal standards of hospitality in accordance with the local practices of the country offering them, received by an agent of the FIB, must be declared in writing at the FIB office within 30 days of receipt. In case of doubt about value, the FIB family member may seek the advice of the Ethics Committee. The Ethics Committee will review the reported cases and decide, within 90 days, whether the FIB should receive these benefits or whether they should be returned to their donor.

3. The FIB family must not establish any complicity or relationship with companies or persons whose activities do not respect the principles set forth in the Olympic Charter and this Code, could violate or be incompatible with them.

3.1 Only the presents of which the value is according to the normal standards of hospitality of the country offering them can be offered and accepted as a sign of respect and friendship by the members of the FIB family.

3.2 FIB family members must neither give nor accept voting instructions or intervene in any specific or predetermined way with any composing part or organ of the FIB.

3.3 Hospitality provided to IBF Family Officials and their accompanying persons shall not exceed the applicable standards. Invitations to travel addressed by the organizers of competitions or events or by member federations (with the exception of those of which the official concerned is a member) which do not fall within the framework of a cooperation agreement between the organizer and the member federation or the FIB must be communicated to the Ethics Committee before the date of the trip concerned. If he considers that the invitation violates the Code of Ethics, the Ethics Committee may suggest to the intended recipient to decline the invitation.

3.4 The members of the FIB family must avoid any conflict of interest, between them on the first part and any other person on the second part, in regard of the organization to which they belong. If a conflict of interest could happen or risks to happen, the parties must inform the Ethic Committee of the FIB of the situation.

3.5 The members of the FIB family fulfil their mission with care and attention and renounce to any behaviour likely to damage the reputation of Sport-Boules.

II. B. Integrity of competitions

1. The members of the FIB family pledge to fight any form of cheating or fraud and take all necessary measures to ensure the integrity of sports competitions.
2. The members of the FIB family must comply with the provisions of the World Anti-Doping Code.
3. The participants in a competition must not, in any way, manipulate the outcome of this competition in a manner contrary to sports ethics.
4. Any form of participation, promotion or support to bets relative to the competition are forbidden.

III. « Fair-play »

More than the simple conformity to rules and regulations, the « fair-play » concept expands to the notions of loyalty, mutual respect and sportive spirit. It encompasses the struggle against any unappropriated attitude in view to obtain an unfair advantage in the competition, a fraudulent behaviour in the rules application, to doping, to violence (in words or acts), to the unbalanced chances or in corruption.

Sport is a positive activity that enriches the person and the society as long as it is made in an honest and honourable manner. It is incumbent to all the members of the FIB family to avoid to act in such manner which could go against the fair-play in the larger acceptance of the word.

IV. Good management and resources

1. The FIB resources can only be used to serve Sport-Boules.
2. Basis universal principles of a good management of the Olympic and sportive Movement must be respected, especially transparency, responsibility and obligation to render accounts.
3. Revenues and expenses of the FIB are recorded in its accounting books accordingly to the good uses rules.
4. When FIB resources are used to provide financial support to members of the FIB family (national federations, confederations, etc.), the destination of such funds must appear in the accounts.
5. The FIB family recognizes the importance of the contribution to the development and visibility of the Olympic Movement around the world by the media, sponsors, partners and other entities supporting sports events. However, their support must remain compatible and consistent with the rules of sport and the principles defined in the Olympic Charter and in this Code. The organization and conduct of the sporting events are the sole responsibility of the FIB and the member federations recognized by the FIB.
6. Media, sponsors and other supporters should not interfere with the operation of the FIB.

V. Applications for the organization of events organized on behalf of the FIB

The members of the FIB family must respect in all points the statutes and regulations adopted by the FIB and concerning the selection of the cities hosts for the organization of the Championships and official competitions.

VI. Relations with countries

1. The members of the FIB family strive to maintain harmonious relations with the authorities of the countries of the member federations, in accordance with the principles of universality and political neutrality. However, the spirit of humanism, fraternity and respect for human rights that inspires the Olympic ideal requires the

governments of the countries of the member federations in which competitions and other official events of the FIB take place, to guarantee absolute respect for the principles of the Olympic Charter and this Code.

2. Family members of the FIB are free to hold public office in their home country. They cannot, however, exercise any activity or claim any ideology that is implicitly contrary to the principles and rules defined in the Olympic Charter or in this Code.
3. FIB family members are committed to protecting the environment at all events organized under the auspices of the FIB. They also strive to meet generally accepted standards for environmental protection during these activities.

VII. Confidentiality

Unless otherwise specified in this Code, FIB Family Members undertake not to disclose any information entrusted to them in confidence. Disclosure of information must not result in personal gain or interference with the purpose of damaging the reputation of any person or organization.

3. Rules of Behaviour

The rules of conduct establish the responsibilities, rights and obligations that must be respected in all matters relating to the exercise of sport and at the various levels of the organization and administration of the community of the FIB and the Sport-Boules.

I. The FIB Family

1. Must know, respect and apply the laws, statutes, rules and regulations governing the practice of Sport Boules. It must also respect, in its actions, the legal procedures established in the Statutes and Regulations of the FIB.
2. Must guide the initiatives and commitment of their entity towards the promotion of the legitimate interests of Sport Boules, while respecting the criteria of transparency, honesty and fair play, by promoting and promoting good practice of the discipline.
3. Must enhance cooperation among member federations, governments, sponsors and investors by building respectful and consideration links and highlighting the

importance of sport for social development, culture, training and health of those who practice it.

4. Must strengthen and maintain relations with all media to ensure the integrity and objectivity of all information disseminated in reference to Sport Boules and promote the sport to the eyes of the public.
5. Must take all necessary measures to ensure the safety of the venues in which the competitions are held keeping in mind the physical and moral well-being of all persons participating in sports events.
6. Must behave at all times in an exemplary manner and avoid participating in actions that undermine their own credibility or that may harm the image of the FIB and the FIB family.
7. Must prevent, deter and denounce (and encourage the reporting of) any use of illegal substances, any undue advantage or any type of corruption in the practice of Sport-Boules.
8. Must prohibit the FIB's family from suggesting, recommending, promoting or advertising any product or service that may be harmful to general health, healthy habits, or the environment.
9. Must prohibit and report to the Ethics Committee any preferences or prejudices that may arise from ethnic origin, colour, sex, religious beliefs, disability, political orientation, financial, social or intellectual position, sexual orientation, age, marital status, or any other form of social exclusion, in all competitions.
10. Must punish acts of violence that compromise the physical and moral integrity of the FIB family, the media and the public, ensuring their safety and well-being, by helping to convey a positive image of sport and projecting this image into other sectors of society.
11. Must fight against all acts likely to discredit or damage the reputation of the FIB and all members of the FIB family. It must also prevent, deter and denounce the use of media or social media to slander or damage the reputation of the FIB or members of the FIB family..
12. Must highlight the professionals and technicians of the entities in charge of the management of the world of Sport-Boules, by providing them with training and keeping up-to-date current best practices to improve the management of sport.

13. Must encourage the defence of human rights and promote actions to preserve natural resources and disseminate healthy habits and participate to them.
14. Must produce financial results that are duly and faithfully documented, controlled by independent persons, in a timely manner and in accordance with the principles of ethic and transparency.
15. Must do its best to protect referees from any pressure from players, coaches, leaders, teammates, managers, the medias or the public.
16. In particular, officials participating in competitions (Referees, Stewards, Trainers, Medical Delegates, etc.) may not in any way influence the outcome of a match, influence or put pressure on referees, and must avoid the appointment of referees who may be confronted with a conflict of interest in relation to a specific match.

II. The referees and delegates or stewards

1. Must demonstrate objectivity and impartiality in competitions and not be swayed by any pressure from athletes, coaches, leaders, teammates, managers, the media or the public.
2. Must avoid to accept a mission with goal to arbitrate or to be involved in a specific match in which they perceived or noted a "conflict of interest" with any participant. A conflict of interest is any situation where there is a conflict between the rights and private interests of a referee, a delegate or commissioner, in which he has direct or indirect private interests, which affect, may affect or appear to affect performance, in an incorrect manner, the responsibilities and duties of the referee, the delegate or the commissioner for that match (*).
3. Must stay informed of the Sport Boules rules and how they have changed. Must be able to perform their duties effectively, demonstrating motivation and commitment without fail.
4. Must take appropriate decisions taking into account the full contribution of their assistants.
5. Must treat athletes, coaches and leaders with respect in their work and impose sanctions, if necessary, to enforce sports regulations.
6. Must avoid any action that could unfairly compromise or determine the outcome of a match, game, event.

7. Must immediately inform the FIB officials or the board of any attempt at corruption and misleading activities that could compromise the outcome of a competition, game or event.
8. Must respect the public in all circumstances, with politeness, objectivity and impartiality.
9. Must avoid making comments and statements that could trigger controversy and damage the image of FIB referees, delegates or commissioners or member federations, by providing only technical analysis and decisions.
10. In their area of influence, they must not tolerate the use of illegal drugs or substances by contributing to joint efforts in this direction and by sharing the negative consequences of these practices within Sport Boules.
11. Must, in all circumstances, prohibit and punish any preference based on ethnic origin, race, colour, sex, religious beliefs, disability, political orientation, financial, social or intellectual position, sexual orientation, age and marital status.
12. Must refrain from promoting, propagating, advertising, marketing, or exposing brands of drugs, food, tobacco, alcohol, or any other product or service that harms or is likely to harm, health, the environment, or contravention of the law, or to display such marks.

(*) Below is a non-exhaustive list of examples of circumstances in which a conflict of interest may arise. These examples are included as illustrations to assist arbitrators, delegates or commissioners and the FIB in determining whether a conflict of interest exists. Category A potential conflicts are more likely to require action by referees than Class B.

- Category A conflicts :
 - The referee or judge has or has had the same nationality as a party concerned. A relevant party must include a fencer in the match as well as the coaches or national weapon masters of that fencer.
 - The referee, delegate or commissioner has, or has had, a domicile in the last five (5) years in the country of a concerned party.
 - The referee, delegate or commissioner is or has been employed by a concerned party during the five (5) last years.
 - The referee, delegate or commissioner is or has been a relative or a partner of one of the concerned parties.
 - The referee, delegate or commissioner has or has had a relationship related to the Sport-Boules with one party concerned during the five (5)

last years including, without limitation, as trainer, player, captain or chief of mission.

- Category B conflicts :
 - One of the Category A conflicts has occurred for more than five (5) years since the date of the competition.
 - The referee, the delegate or the commissioner has other relations with a concerned party.

III. The players

1. Must compete in a sportive spirit and with fair play. Must avoid any action that could unfairly compromise or predetermine the outcome of meetings.
2. Must be fully aware of the rules applicable to sport and appreciate and apply them.
3. Must adhere to the guidelines of competition management and referees, treating their teammates and opponents with respect. Moreover, they must not commit any insulting acts, whether by words or gestures, against referees, delegates, commissioners or the public, and must neither encourage nor incite disrespectful behavior leading to prejudice.
4. Must defend the interests of Sport-Boules in particular but also of sport in general, by emphasizing the values, practices and interests of competitiveness, sportsmanship and self-transcendence that must guide the athletes behaviour.
5. Must avoid, reject and denounce any form of violence or derision based on ethnic origin, race, colour, sex, religious beliefs, disability, political preferences, financial, social or intellectual position, sexual orientation, age and marital status.
6. Must reject any use of drugs, illicit chemical stimulants, active or passive bribery, whether on or off the field.
7. Must respect the discipline and express their disagreement, if any, calmly and through legal channels.
8. Must express their point of view in a responsible, balanced and consistent manner in accordance with the principles and interests of the organization they represent. In addition, they refrain from making, in public, any criticism and inappropriate observation concerning any incidents that occurred during the

competition, so as not to alter the image of an athlete, referee, leader or a technician.

9. Must refrain from promoting, advertising, or marketing a product or service that compromises or could compromise general health, healthy habits, the environment or contravenes current laws.

IV. The coaches (trainers)

1. Must refrain from public criticism of referees, athletes, officials, competitors, teammates, other coaches, the media and the public, whether by word, deed or their behaviour.
2. Must strongly condition the athletes during training and competition to participate demonstrating fair play, accepting referees; decisions and showing respect and consideration for competitors, trainers and the public and must demonstrate the same qualities.
3. Must inform and train athletes to exercise discipline and calm in the face of potential sanctions.
4. Must constantly monitor the behaviour of athletes, identify, avoid, reject, denounce, deter, prevent and report any acts of violence based on gender, religious beliefs, disability, political preferences, financial, social or intellectual position, sexual orientation, age and marital status.
5. Must avoid, deter, prevent and report the use of illegal drugs and chemical stimulants, as well as any evidence of corruption that damages the image of the FIB family they represent or the reputation of the sport.
6. Must refrain from engaging in, or entering into, spurious agreements that would result in an undue advantage, anticipated outcome of result or illegal financial compensation.

4. Rules concerning conflicts of interest

1. The present rules are applicable to any member of the FIB family.
2. A distinction is made between situations of “potential conflict of interest” and “conflict of interest” :

A situation of potential conflict of interest arises when the opinion or decision of a person, acting alone or in a body of the FIB, in the context of his activities / functions / responsibilities, can be reasonably considered as likely to be influenced by the relationships that this person has, had or is about to have with another person or organization that his or her opinion or decision would affect.

A case of conflict of interest is created when, having failed to make the declaration of a possible conflict of interest, a person expresses an opinion or takes a decision under the conditions described.
3. In appreciating the situations described, both direct and indirect interests, including the interests of third parties (family members or dependents), must be taken into account.

Examples of circumstances in which conflicts of interest may arise are the situations of personal relationships (kinship, friendship or apparent hostility) and / or material (salary, partnership, professional relations, collaboration agreements, financing, subsidies ...) with suppliers, sponsors, journalists, media or organizations that may benefit from assistance or funding from the relevant party, and in the case of competition referees, with athletes or teams participating in the official competition of the FIB.
4. Resolution of potential conflicts of interest.
 - 4.1.- It is everyone’s personal responsibility to avoid any conflict of interest.
 - 4.2.- Facing a potential conflict of interest, the person subject must refrain from giving his assessment, making a decision or accepting any advantage whatsoever.

However, if he wishes to continue acting or if he hesitates about the arrangements to be made, the person must notify the Chairman of the Ethics Committee, who must be the “Chief Official for Ethics and Compliance” of the FIB ».
 - 4.3.- The “Chief Official for Ethics and Compliance of the FIB” (the Official) is responsible for advising, at their request, persons in a situation of potential conflict of interest.

It is then proposed to the interested one of the following possibilities :

(a) registration of the declaration or participation in the decision without special measures;

(b) removal of the party concerned from part or all of the action or decision that gave rise to the conflict;

(c) divestment of the economic interest causing the conflict.

The Official may also propose any other complementary measure.

4.4.- The person concerned shall then take the steps which he considers appropriate.

4.5.- The transmitted informations and the entire process remain confidential.

5. Undeclared or actual conflicts of interest.

In the event that a person fails to declare a potential conflict of interest situation and / or is in an actual conflict of interest situation, the “Chief Official for Ethics and Compliance of the FIB” / the FIB Ethics

Committee or any member of the FIB family who has knowledge of the facts, must refer to the FIB Ethics Committee / Disciplinary Committee under the conditions laid down in the established procedure.

6. Particular dispositions.

Any candidate for a position or body of the FIB must declare any potential conflicts of interest or potential conflicts of interest when submitting an application. This does not exempt the person from making the declarations stipulated in section 4.2 above.

APPENDICES: Measures and sanctions applicable by the discipline commission of the FIB.

In the event of a breach of the Code, the Discipline Committee may impose the following measures and sanctions:

- issue a warning or warning;
- impose penalties;
- suspend a person, with or without conditions, or remove a person from his post;
- suspend or prohibit a person from participating in activities related to bowls sports, including all international events;
- remove any medal, award or other honour awarded to the individual by the FIB;

The ethics committee may at any time impose interim measures or sanctions pending the outcome of the case.

Removal of a member of the Ethics Committee

A member of the Ethics Board shall refuse to participate in or withdraw from a matter in which he or she participates in any of the following circumstances:

- if he is of the same nationality as an interested party, unless his participation has been accepted by the parties;
- whether you have a direct or indirect interest in the case;
- whether he has already dealt with the case while in another capacity;
- if you have already expressed an opinion on the case;
- If there are other serious reasons for doubting your independence.

A member of the Ethics Committee may be disqualified in a case as soon as the grounds for disqualification appear.

Decisions on an application for objection issued by one of the parties fall within the exclusive competence of the President of the EC.

Limitation period

The FIB may initiate proceedings with respect to alleged violations of the Code no later than 10 years after the occurrence of the alleged violation, or the shortest period prescribed by applicable law.

This applies to all violations of the Code, with the exception of those related to corruption, in all its forms, that are not subject to the 10-year limitation, but to the mandatory provisions of the current law.

Appeals

Decisions made by the Ethics Board, with the exception of interim decisions, may be appealed to the Sports Arbitral Court within 21 days of receipt of the decision.

When the appeal is filed, a non-refundable fee of up to €10,000 must be paid to the FIB.

The decisions of the ethics committee shall remain valid during the appeal procedure, unless the appeal body concerned decides otherwise.

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