



# **INTEGRITY CODE OF CONDUCT**

*(In force from 1 November 2019)*



## Specific Definitions

The words and phrases used in these Rules that are defined terms (denoted by initial capital letters) shall have the meanings specified in the Constitution and the Generally Applicable Definitions, or (in respect of the following words and phrases) the following meanings:

**“Applicable Persons”** means the persons described in Rule 1 of this Integrity Code.

**“Candidacy Rules”** means the Candidacy Rules.

**“Competition Rules”** means section C.1.1 of Chapter C.1 (International Competitions) of the Book of Rules.

**“Conflicts, Disclosures and Gifts Rules”** means the Conflicts, Disclosures and Gifts Rules.

**“Disciplinary Tribunal Rules”** means the Disciplinary Tribunal Rules.

**“Doping”** and **“Doping Violation”** means a violation of Rule 3.3.3 of this Integrity Code including an anti-doping rule violation under the Anti-Doping Rules.

**“Ethics Board Proceedings”** means all of the stages under the applicable procedural rules of the predecessor Code of ethics, including the Former Code of Ethics, including complaints, investigations, notifications, hearings and adjudications.

**“Event Bidding Rules”** means the Rules applicable to Members and candidate cities wishing to host competitions of the World Athletics Series.

**“Staff”** means any person employed or engaged by World Athletics to undertake work for it, or on its behalf (including those employed or engaged to work with the Integrity Unit, unless specified otherwise).

**“Integrity Standards”** means the standards described in Rule 3 of this Integrity Code.

**“Integrity Unit Rules”** means the Athletics Integrity Unit Rules.

**“Jury of Appeal”** means the body described in Rule 12 of the Competition Rules.

**“Manipulation of Sports Competitions Rules”** means the Manipulation of Sports Competitions Rules.

**“Non-Doping Violation”** means a violation of this Integrity Code of Conduct which is not a Doping Violation.

**“Procedural Rules Applicable Under This Integrity Code”** means rules setting out the procedures for dealing with alleged violations of the Integrity Code of Conduct including reporting, investigating, prosecuting and deciding such violations and includes the Integrity Unit Rules, the Reporting, Investigations and Prosecution Rules – Non-Doping, the Disciplinary Tribunal Rules and the Anti-Doping Rules.

**“Referee”** means the person described in Rule 18 of the Competition Rules.

**“Reporting, Investigation and Prosecution Rules – Non-Doping”** means the Athletics Integrity Unit Reporting, Investigation and Prosecution Rules – Non-Doping.

**“Technical Delegate”** means the person described in Rule 5 of the Competition Rules.

**“Technical Rules”** means section C2.1 of Chapter C.2 (Technical Rules) of the Book of Rules.

## **1. Application of the Integrity Code of Conduct**

- 1.1 This Integrity Code of Conduct applies to the following persons and entities (“Applicable Persons”):
- 1.1.1 Officials or persons seeking to become Officials; “Officials” has the meaning described in the Constitution;
  - 1.1.2 Area Officials subject to Rule 1.2; “Area Officials” has the meaning described in the Constitution;
  - 1.1.3 Member Federation Officials subject to Rule 1.2; “Member Federation Officials” has the meaning described in the Constitution;
  - 1.1.4 Persons and entities bidding to host, or hosting, International Competitions;
  - 1.1.5 Persons who are engaged by or acting on behalf of World Athletics including Staff;
  - 1.1.6 Persons and entities who are participating in Athletics in International Competitions, including but not limited to Athletes and Athlete Support Personnel;
  - 1.1.7 Such other persons who agree in writing to be bound by this Integrity Code of Conduct or who are bound to this Integrity Code of Conduct by virtue of the Rules applying to them, which Rules are incorporated into this Integrity Code of Conduct.
- 1.2 As specified in Article 75.1(b) of the Constitution, this Integrity Code of Conduct shall only apply to Area Officials and Member Federation Officials limited to their relations or dealings with World Athletics.
- 1.3 All Applicable Persons will be deemed to have agreed:
- 1.3.1 that it is their personal responsibility to familiarise themselves with all of the requirements of this Integrity Code, including what conduct constitutes a violation of the Integrity Code;
  - 1.3.2 to submit to the exclusive jurisdiction of the Disciplinary Tribunal to hear and determine charges brought pursuant to the Integrity Code; and,
  - 1.3.3 not to bring any proceedings in any court or other forum that are inconsistent with the foregoing submission to the jurisdiction of the Disciplinary Tribunal.

## **2. Transition Provisions**

### **Violations of the Integrity Code**

- 2.1 Any complaint or information concerning an alleged violation of this Integrity Code of Conduct where the violation is alleged to have occurred on or after 3 April 2017 shall be reported to the Integrity Unit, in accordance with this Integrity Code of Conduct and the Rules (including the Reporting, Investigation and Prosecution Rules – Non-Doping and the Anti-Doping Rules).

- 2.2 The Integrity Unit shall decide whether to investigate and prosecute any such violation, in accordance with the Rules (including the Integrity Unit Rules, the Reporting, Investigation and Prosecution Rules – Non-Doping and the Anti-Doping Rules).
- 2.3 The Disciplinary Tribunal shall hear and decide all alleged violations of this Integrity Code of Conduct filed with it by the Integrity Unit in accordance with the Disciplinary Tribunal Rules and the Anti-Doping Rules, as applicable.

### **Violations of predecessor Codes of Ethics**

- 2.4 With respect to any Ethics Board Proceeding filed with the Ethics Board under the Former Code of Ethics or any predecessor codes of ethics, either the Ethics Board or the Integrity Unit shall have jurisdiction and authority for it, as specified in the Integrity Unit Rules.
- 2.5 In any case that concerns an alleged violation of both this Integrity Code of Conduct and any predecessor code(s) of ethics (including the Former Code of Ethics) arising out of the same incident or set of facts, or where there is a clear link between separate incidents, either the Ethics Board or the Integrity Unit shall have jurisdiction and authority for the case, as specified in the Integrity Unit Rules.

### **3. Integrity Standards**

- 3.1 In order to protect the integrity, authenticity and reputation of Athletics, World Athletics requires all Applicable Persons to meet the highest ethical standards in its governance and administration (“Integrity Standards”).
- 3.2 These Integrity Standards apply to each Applicable Person in connection with Athletics or otherwise, subject to Rule 1.2 and this Integrity Code.
- 3.3 The Integrity Standards require Applicable Persons:
  - 3.3.1 **Honesty:** to act with utmost integrity and honesty at all times including acting in good faith towards others and with mutual trust and understanding in all their dealings and in particular not to forge any document, falsify any authentic document or use a forged or falsified document;
  - 3.3.2 **Fulfil Duties:** to actively fulfil their duties and responsibilities to World Athletics with all due care and skill and in good faith and in particular not to act outside of their authority;
  - 3.3.3 **Clean Athletics:** to protect clean athletes and not engage in Doping, and in particular to comply with the Anti-Doping Rules;
  - 3.3.4 **Maintain Integrity of Competition:** to ensure the integrity of, and not to improperly benefit from, Athletics competitions, and in particular to comply with the Manipulation of Sports Competitions Rules;
  - 3.3.5 **Disclose Interests:** to ensure conflicts of interest are minimised and interests properly disclosed as specified in the Vetting Rules and the Conflicts, Disclosures and Gifts Rules;

- 3.3.6 **Minimal Gifts and Benefits:** to ensure that any gifts, hospitality or other benefits which are offered, promised, given or received are strictly in accordance with the Conflicts, Disclosures and Gifts Rules and any related guidelines and in particular:
- a. not to engage in any form of conduct in which there is an abuse of entrusted power for private gain;
  - b. not to offer any bribe, payment, commission, gift, donation, kickback, facilitation payment, or other inducement or incentive (whether monetary or otherwise) in order to influence decision-making in relation to any matter involving World Athletics;
  - c. not accept any bribe, payment, commission, gift, donation, kickback, facilitation payment, or other inducement or incentive (whether monetary or otherwise) that is offered, promised or sent to influence their actions or decisions in relation to any matter involving World Athletics (including, without limitation, in relation to events and commercial activities);
- 3.3.7 **Protect Assets:** to protect the assets of World Athletics and only use or authorise others to use them within the authority granted, and in particular not to misappropriate any such assets regardless of whether this is carried out directly or indirectly through, or in conjunction with, intermediaries or related parties;
- 3.3.8 **Proper Conduct:** to conduct themselves in a professional and courteous manner and in particular to refrain from using language or conduct that is obscene, offensive or of an insulting nature towards another person;
- 3.3.9 **Equality:** not to unlawfully discriminate on the basis of race, sex, ethnic origin, colour, culture, religion, political opinion, marital status, sexual orientation or other differences and in particular to encourage and actively support equality of gender in Athletics;
- 3.3.10 **Dignity:** to safeguard the dignity of individuals and not to engage, (directly or indirectly) in any form of harassment or abuse, whether physical, verbal, mental, sexual or otherwise;
- 3.3.11 **Maintain Confidentiality:** to keep confidential all information which is entrusted to them in confidence unless permitted to disclose such information under any Rule or this Integrity Code, or required to disclose such information by law. In addition, information obtained in connection with an Applicable Person's role or activities in Athletics that is not confidential may not be disclosed for personal gain or benefit, nor be used maliciously to damage the reputation of any person or organisation;
- 3.3.12 **Fair Elections:** to conduct their candidacy for any role or position within World Athletics, Area Association or Member with honesty, fairness, and respect for others and as otherwise specified in the Candidacy Rules;
- 3.3.13 **Fair Bidding:** to conduct their candidacy for any bid or proposal to host any International Competitions with honesty, fairness, and respect for others and as otherwise specified in the Event Bidding Rules;

- 3.3.14 **Neutrality:** to remain politically neutral in their dealings on behalf of World Athletics with government institutions, national and international organisations;
- 3.3.15 **Reporting:** to promptly report to the Integrity Unit any act, thing or information which the person becomes aware of, which may constitute (on its own or with other information) a violation of this Integrity Code;
- 3.3.16 **Comply with Rules:** to comply with all Rules and Regulations of World Athletics and not to violate (or cause any other person to violate) any Rules and Regulations including, but not limited to:
- a. the Eligibility to Represent a Member Rule;
  - b. the Athletes Representative Rules and Regulations;
  - c. the Marketing and Advertising Rules and Regulations;
  - d. the Rules on Age Categories (Rule 3 of the Technical Rules);
  - e. the Rules on Sex Categories (Rule 3 of the Technical Rules);
  - f. the Rules on Clothing, Shoes and Athlete Bibs (Rule 5 of the Technical Rules);
  - g. the Rules on Failure to Participate (Rule 4 of the Technical Rules);
  - h. the Vetting Rules;
- 3.3.17 **Protect Reputation:** to protect the reputation of World Athletics and not act, or fail to act, in any manner which may:
- a. adversely affect the reputation of World Athletics or Athletics generally; or,
  - b. bring World Athletics or Athletics generally into disrepute; or,
  - c. be contrary to the objects of World Athletics; or,
  - d. be prejudicial to, or adversely affect the interests of, World Athletics or Athletics generally.

#### 4. Violations of this Integrity Code

- 4.1 Subject to Rule 4.2, it shall be a violation of this Integrity Code of Conduct for an Applicable Person on or after 1 November 2019 to violate or fail to comply with any one or more of the Integrity Standards set out in Rule 3 (whether a Doping Violation or a Non-Doping Violation), including any one or more of the Rules referred to in this Integrity Code.
- 4.2 The following matters arising in connection with International Competitions are not covered by the Integrity Code of Conduct and shall not constitute a violation of the Integrity Code:
- 4.2.1 any protests made prior to a competition concerning the status of an Athlete to compete in the competition in question, under the Technical



Rules. The decision of the Technical Delegate in such cases will be subject to a right of appeal to the Jury of Appeal. The decision of the Jury of Appeal (or of the Technical Delegate(s) in the absence of a Jury of Appeal or if no appeal to the Jury of Appeal is made) will be final; and,

- 4.2.2 any protests or disputes arising out of the field of play, including, without limitation, protests concerning the result or conduct of an event as specified in the Technical Rules. The decision of the Referee in such cases will be subject to a right of appeal to the Jury of Appeal. The decision of the Jury of Appeal (or of the Referee in the absence of a Jury of Appeal or if no appeal to the Jury of Appeal is made) will be final.
- 4.3 It shall also be a violation of this Integrity Code of Conduct for an Applicable Person to attempt, or agree with another person or entity, to act in a manner that would constitute or culminate in the commission of a violation of this Integrity Code, whether or not such attempt or agreement in fact resulted in a violation. However there shall be no violation where the Applicable Person renounces their attempt or agreement prior to it being discovered by a third party not involved in the attempt or agreement.
- 4.4 Applicable Persons shall also violate this Integrity Code of Conduct if they assist, encourage, aid, abet, conspire, cover up or engage in any other type of intentional complicity involving a violation or attempted violation of this Integrity Code.
- 4.5 Applicable Persons shall cooperate fully with the Integrity Unit and the Disciplinary Tribunal and any person appointed by either of them, including any investigator appointed by the Integrity Unit:
  - 4.5.1 refusing or failing without compelling justification to cooperate with any reasonable investigation carried out by the Integrity Unit or other competent authority in relation to a possible violation of this Integrity Code, shall constitute a violation of the Integrity Code, including without limitation refusing or failing to provide accurately, completely and without any undue delay any information and/or documentation and/or access or assistance requested by the Integrity Unit or other competent authority as part of such investigation; and,
  - 4.5.2 obstructing or delaying any investigation that may be carried out by the Integrity Unit (or its designee) or other competent authority in relation to a possible violation of this Integrity Code, shall constitute a violation of this Integrity Code, including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to the investigation.
- 4.6 Conduct which may constitute the commission of a violation of this Integrity Code of Conduct may also amount to a criminal offence and/or a breach of other applicable laws or regulations. This Integrity Code of Conduct is intended to supplement such laws and regulations with further rules of conduct for those involved in the sport of Athletics. It is not intended, and should not be interpreted, construed or applied, to prejudice or undermine in any way the application of such laws and regulations (which must be complied with at all times).
- 4.7 For the avoidance of doubt, this Integrity Code of Conduct will not replace or in any way affect or alter World Athletics' ability to pursue appropriate disciplinary action against Staff under the terms of any employment or consultancy contract with any Staff member and/or pursuant to any of World Athletics' employment rules or policies

in force from time to time. Where conduct prohibited under this Integrity Code of Conduct also amounts to a breach of the terms of a Staff member's employment or consultancy arrangement with World Athletics, World Athletics (including the Integrity Unit with respect to Integrity Unit Staff) will be entitled, at its absolute discretion, to elect to pursue disciplinary action against such Staff member pursuant to the applicable employment or consultancy contract, and there will be no requirement for any action to be taken under this Integrity Code. In the event there is action taken against Staff under this Integrity Code, World Athletics may also pursue appropriate disciplinary action in accordance with this Rule.

4.8 It is acknowledged that Applicable Persons may also be subject to other rules of Member Federations that govern discipline and/or conduct and that the same conduct of such persons may constitute not only a violation of this Integrity Code of Conduct but also such other rules that may apply. For the avoidance of doubt, such persons acknowledge and agree that:

4.8.1 this Integrity Code of Conduct is not intended to limit the responsibilities of any person under such other rules; and,

4.8.2 nothing in such other rules will be capable of removing, superseding or amending in any way the jurisdiction of the Disciplinary Tribunal to determine matters properly arising pursuant to this Integrity Code.

## **5. Reporting**

5.1 Every Applicable Person has an obligation to report, as soon as practicable, any act, thing or information which they become aware of, which may constitute (on its own or with other information) a violation of this Integrity Code, including any approaches or requests to engage in conduct that may constitute a violation of this Integrity Code.

5.2 Any such information shall be reported to the Head of the Integrity Unit or to the Integrity Unit in accordance with the Reporting, Investigation and Prosecution Rules – Non-Doping and the Anti-Doping Rules, as applicable.

## **6. Investigations and Prosecutions**

6.1 Upon receiving any report from an Applicable Person or receiving or becoming aware of any information which may constitute an alleged violation of this Integrity Code of Conduct by any Applicable Person, the Integrity Unit shall proceed in accordance with the Reporting, Investigation and Prosecution Rules – Non-Doping or the Anti-Doping Rules as applicable, to decide whether or not to (i) prosecute a charge for violation of the Integrity Code of Conduct before the Disciplinary Tribunal, or (ii) to refer the matter to a person or body pursuant to Rule 7 of the Reporting, Investigation and Prosecution Rules – Non-Doping.