

2021



CODE OF ETHICS

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International Korfball Federation
Antwerp, Belgium**

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DEFINITIONS AND INTERPRETATION

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

Federation / IKF	International Korfball Federation
Members	Those National Korfball Organizations who are Members or Associate Members of the IKF
Staff	The Staff employed by the Federation including consultants and contractors.
IKF Officials	All those individuals involved with the Federation, including the President, the elected members of the Council, elected members of the General Meeting Committees, elected members of the executive committees of the continental confederations, 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 athletes, managers, coaches or other playing support staff, together with referees, technical and other appointed officials.
IOC	The International Olympic Committee
LOC	Local Organising Committee of any IKF Event
MSG	Multi Sport Games organiser

1. PREAMBLE

It is the aim of the International Korfball Federation, its member organisations, members of the staff and the entire korfball community to promote and maintain the highest possible ethical values within korfball.

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

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

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

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

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

2. DIGNITY AND EQUALITY

- 2.1. Safeguarding the dignity of the individual is a fundamental requirement of Olympism.
- 2.2. 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.
- 2.3. All forms of harassment, be it physical, professional or sexual, and anything which causes any physical or mental injuries to participants, are prohibited.
- 2.4. The IKF and Olympic parties shall guarantee the athletes' conditions of safety, well-being and medical care favourable to their physical and mental equilibrium.

3. INTEGRITY

- 3.1. 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 IKF, the korfball community and the Olympic Movement.
- 3.2. 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 IKF and/or the organisation of the IKF Events, Multi-Sport Games or of events patronage or recognised by the IKF.
- 3.3. An exception may be granted if such remuneration, commission, benefit or service is pre-approved by the IKF Council upon recommendation of the Ethics Committee according to the IKF Rules concerning Conflict of Interest. Formal registered employees are exempt from such pre-approval provided they are formally employed by the IKF or a Member of the IKF, and records hitherto are accessible to the IKF Ethics Committee upon request.
- 3.4. 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 the IKF.
- 3.5. 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. .
- 3.6. If a personal or business interest influences or may influence a decision to be taken in the interest of IKF ("conflict of interest") this has to be disclosed according to the conflict of interest policy.
- 3.7. IKF, 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.
- 3.8. 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.
- 3.9. All forms of participation in, or support for, betting related to korfball matches and all forms of promotion of betting related to such events are prohibited.

- 3.10. Also, in the context of betting, participants in relation to IKF Events or events patronage or recognised by the IKF 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.

4. CONFLICT OF INTEREST POLICY

4.1. All IKF Officials shall respect the following rules concerning conflicts of interest, the nature of which may be categorised as “possible” or “real”:

- A “possible” conflict of interest is any situation in which a person’s judgments or decisions on matters affecting IKF, when reasonably considered, may be deemed to be capable of influencing the relations that person has (or is on the point of having) with other persons or organisations that could be affected (positively or negatively) by his/her judgments or decisions.
- A conflict of interest becomes “real” when the person who finds her-/himself in a “possible” conflict then expresses an opinion or makes a decision in favour of, or against, the person or organisation concerned, or accepts any benefit from that person or organisation.

4.2. Conflicts of interest may arise as a result of direct personal relations, or indirectly, through interests of a closely related third person (parent, spouse, partner dependent etc.).

4.3. Types of interests: Typical circumstances in which conflicts of interest arise are involvement with suppliers, sponsors, broadcasters, professional advisors, event organisers and other contracting parties evidencing an advantage in the form of shareholdings, payments, hospitality, gifts or other benefits.

4.4. In the event of doubt arising from the possibility or the type of a conflict of interest or the persons involved in the conflict, the IKF Official so confronted shall seek clarification from any member of the Council, the Executive Committee or the Ethics Committee.

- 4.5. Disclosures: All IKF Officials to whom these conflict rules apply shall, when confronted with a possible or real conflict of interest, refrain from giving their opinion, making any decision or accepting any benefit, and shall, without delay, declare the conflict of interest. This can be disclosed orally or by a written statement to any IKF body such as the Council, the Executive Committee or any IKF Committee, in particular, to the Ethics Committee, or to the IKF CEO. This disclosure of conflict will be kept confidential if requested.
- 4.6. Treatment of Disclosures: The IKF Council, acting on the advice of the Ethics Committee, shall take the necessary decisions with regard to the conflict. The solutions may include, but are not limited to:
- a) registering the declaration without further action;
 - b) removing the IKF Official from part or all of the action or decision-making opportunity that created the potential for real conflict;
 - c) eliminating the IKF Official's involvement in the external interest causing the conflict.
- 4.7. Penalties: Failure to disclose potential conflicts of interest may lead to action under IKF disciplinary rules.
- 4.8. Prevention: All IKF Officials, upon their appointment, will receive the "Ethics Compliance and Conflicts of Interest Declaration", thus providing them a formal opportunity for the disclosure of potential and real conflicts of interest.
- 4.9. Prior to examination of any candidate for election or appointment to a Committee of IKF or for employment with the IKF or for an official role as IKF Official, the Council or the Executive Committee shall request from the candidate the disclosure of possible and real conflicts of interest. This shall not exempt the candidate from making any subsequent disclosures if a conflict subsequently arises.

5. GOOD GOVERNANCE AND RESOURCES

- 5.1. The basic universal principles of good governance of the Olympic and sports movement in general, in particular transparency, responsibility and accountability, must be respected.
- 5.2. The income and expenditure of the IKF shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles. An independent Auditing Committee elected by the IKF General Meeting shall audit these accounts.
- 5.3. The IKF and Olympic parties recognise the significant contribution that broadcasters, sponsors, partners and other supporters of sports events make to the development and prestige of the IKF Events, Multi Sport Games and the IKF patronage and recognised 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 korfball competitions are the exclusive responsibility of IKF, and the independent sports organisations recognised by the IOC.

6. RELATIONS WITH STATES AND CITIES

- 6.1. The IKF shall work to maintain harmonious relations with state authorities, in accordance with the principles of autonomy, universality and political neutrality of the Olympic Movement.
- 6.2. The IKF 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.
- 6.3. The IKF 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 any events they organise and undertake to uphold generally accepted standards for environmental protection.
- 6.4. The cities' representatives bidding for the organisation of an IKF event shall refrain from approaching Council Members, National Organisations' representatives or another party with a view to obtaining any financial or political support inconsistent with the provisions of the IKF Code of Ethics.

7. CONFIDENTIALITY

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

8. IMPLEMENTATION

- 8.1. The IKF shall see to it that the principles and rules of the Olympic Charter and the present Code are applied.
- 8.2. The Ethics Committee will be elected by the IKF General Meeting and will elect a chair from among its midst. It will be composed of the chair and up to four additional independent members.
- 8.3. Nominations to the Ethics Committee can be made by each IKF member organisation, the IKF Council and/or other parties in the Olympic Movement.
- 8.4. The Ethics Committee 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 IKF. In minor cases, the general secretary (with regard to staff) or the specific chair (with regard to officials) may be informed.
- 8.5. Any disciplinary procedure recommended by the Ethics Committee to the IKF Council and/or the IKF Disciplinary Committee shall follow the procedures as outlined in the IKF Disciplinary Procedures.