



*Olympic Congress recommendations XIII Olympic Congress – Copenhagen 2009
“The Olympic Movement in society”*

*All members of the Olympic Movement should “adopt and implement a code of ethics based on the principles and rules of the IOC Code of Ethics”.
(Extract of Recommendation 42)*

ITU CODE OF ETHICS

The mission of the ITU Code of Ethics is to safeguard the integrity, the reputation and the interests of all the constituencies of Triathlon including National Federations, continental Confederations, Athletes, Owners, Organisers, Officials, sponsors, spectators and the ITU itself, to foster their harmonious collaboration, to formalise the collective commitment to the Olympic and the Paralympic ideals, and to protect the image of Triathlon from jeopardy or harm as a result of immoral or unethical activities, methods, and practices.

The purpose of this Code is to safeguard the integrity, reputation and the interests of all the stakeholders in the sport of Triathlon including, but not limited to, the National Federations, Continental Confederations, Athletes, Race Organisers, Officials, Sponsors, spectators and the ITU organisation itself. The code’s aim is to protect the image of the sport of Triathlon from jeopardy or harm as a result of immoral or unethical activities, methods and practices and to ensure the sport’s commitment to the Olympic and Paralympic ideals.

The achievement of this goal and the image of Triathlon are dependent on the respect of the following ethical principles that are compatible with maintenance of the values, spirit and ideals of Triathlon and its part in the Olympic and Paralympic Movements.

In order to achieve this, it is imperative that all those involved in the sport of Triathlon respect ethical principles which are essential to maintain the values, the spirit and the ideals of Triathlon and its part in the Olympic and Paralympic Movements.

Consequently, **all participants** (physical persons) in Triathlon, including but not limited to Athletes (and their Support Personnel), Owners, Organisers, Officials, sponsors, and ITU volunteers and staff undertake **to respect and be bound at all times by the present Code.**



A. DIGNITY

1. Safeguarding the dignity of all participants is a fundamental requirement of Triathlon.
2. There shall be no discrimination on the basis of: race, language, gender, religion, sexual orientation, philosophical or political opinion, marital status, national or ethnic or social origin, property, birth.
3. All doping practices at all levels are strictly prohibited. The provisions against doping in the ITU Anti-Doping Rules shall be scrupulously observed.
4. All forms of harassment, be they physical, professional, psychological or sexual, and any physical or mental injuries to participants, are prohibited.
5. All forms of participation in, or support for betting on the ITU Events, Olympic and Paralympic Games, and all forms of promotion of betting related to the ITU Events, Olympic Games and Paralympic Games are prohibited (see document Olympic Movement Code on the Prevention of the Manipulation of Competitions.).
6. Also, in the context of betting, participants in the ITU Events and Olympic and Paralympic Games must not, by any manner whatsoever, infringe the principle of fair play, show nonsporting conduct, or attempt to influence the result of a competition in a manner contrary to sporting ethics.
7. ITU stakeholders shall guarantee to the Athletes, conditions of safety, well-being and medical care favourable to their physical and mental equilibrium.

B. INTEGRITY

1. ITU representatives shall not, directly or indirectly, solicit, accept or offer any form of personal remuneration or commission, nor any concealed benefit or service of any nature, connected with the organisation of ITU Events that is not part of the official negotiation process or set forth in the contract with the Organiser or Organising Committee.
2. Only gifts of nominal value, in accordance with prevailing local customs, may be given or accepted by ITU Board members, ITU volunteers, or ITU staff by or to any member of an Organising Committee bidding for an ITU Event, as a mark of respect or friendship. Any other gift must be passed on to the organisation of which the beneficiary is a member.
3. The hospitality shown by any Organising Committee bidding for an ITU Event to the volunteers and members of ITU staff as well as persons accompanying them, shall not exceed the standards prevailing in the host country.
4. Conflicts of interest, whether real or perceived, are to be avoided.
5. A stakeholder in the Sport of Triathlon should not engage in any criminal or other improper activity, either within or outside Triathlon.
6. The ITU Constitution should be observed at all times as should all regulations and decisions of the ITU.
7. Even the appearance of misconduct or impropriety should be recognized as damaging to the ITU's reputation, and should, therefore, be avoided.

C. GOOD GOVERNANCE AND RESOURCES

1. Triathlon Organisations must be administered in a transparent and fair manner, free from bias and corruption and through open and democratic elections and processes. These organisations should always conduct their work and administration as follows: -

- a. With respect for the IOC basic universal principles of good governance, in particular transparency, democratic process, checks and balances, solidarity, responsibility and accountability;
- b. Ensuring openness and transparency in all dealings of administration and operation;
- c. Ensuring decisions are based, as far as is possible, on objective rather than subjective criteria;
- d. Respecting contractual obligations and commercial-in-confidence transactions and intellectual property rights;
- e. Acting in accordance with the fiduciary duties of an office bearer, complying with the spirit and letter of the law, and recognising both the legal and moral duties of the role;
- f. Ensuring full, fair, accurate, and timely disclosure in reports to ITU or to any other superior authority within the sport as may be required and also to relevant official authorities in the country or state of formation in full accordance with the law;
- g. Ensuring that the personal rights of individuals are protected, respected, and safeguarded;
- h. Ensuring the privacy of individuals (apart from what is essential information for the organisation to function);
- i. Providing due process in disciplinary matters.

2. The resources available to ITU volunteers and staff may be used only for ITU purposes.

3.1. The ITU's income and expenditures shall be recorded in its accounts, which must be maintained in accordance with generally accepted accounting principles. An independent auditor will check these accounts, in an annual basis.

3.2. In cases where the ITU gives financial support to any National Federation, Organising Committee, or other person or entity:

- a. the use of these ITU resources must be clearly demonstrated in the accounts of the recipient;
- b. the accounts of the recipient may be subjected to auditing by an expert designated by the ITU Executive Board upon reasonable notice to the recipient.

4. ITU constituents recognise the significant contribution that broadcasters, sponsors, partners and other supporters of Triathlon events make to the development and prestige of ITU Events throughout the world. However, such support must be in a form consistent with the rules of sport and the principles defined in the ITU Rules and Regulations, the Olympic Charter and the present Code. They must not interfere in the running of the sport. The organisation and staging of Triathlon competitions are the exclusive responsibility of the ITU and, where appropriate of the National Federations and/or Organisers recognised by the ITU.

D. ELECTIONS

In the pursuit of open and democratic election processes, candidates offering themselves for election to office should observe the following principles:

- a. A candidate has the right to promote his/her candidature, subject to respecting any special provisions relating to that office and to this Code of Ethics;
- b. The promotion of a candidate is conducted with dignity and moderation;
- c. Excessive expenditure is avoided in order to preserve equality between candidates;
- d. Candidates may, in no instance and under no pretext give presents or offer donations or gifts, or offer to grant advantages of whatever nature;
- e. No candidate may enter into any promise or undertaking to be performed, whatever the timing of such performance, for the direct benefit or indirect benefit of another Triathlon constituent;
- f. Each candidate shall, in the framework of promoting his/her candidature, be respectful towards the other Triathlon constituent candidates;
- g. A candidate may produce no spoken word, written text or representation of any matter likely to harm the image of another candidate or cause him/her prejudice;

E. BIDDING FOR CHAMPIONSHIPS/EVENTS

The documents and/or information published by the ITU linked to the selection of host Organisers of the ITU World Triathlon Series/ITU Championships and ITU World Cups shall be respected. The cities wishing to organise these ITU events shall refrain from approaching another constituent, or a third authority, with a view to obtaining any financial or political support inconsistent with the provisions of such documents and/or information and/or the present Code.

F. RELATIONS WITH STATES and NOCs

1. National Federations and/or Organising Committees shall work to maintain harmonious relations with state authorities, in accordance with the principles of universality and political neutrality.
2. National Federations and/or Organising Committees are free to play a role in the public life of the states to which they belong. 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.
3. National Federations and/or Organising Committees shall endeavour to protect the environment on the occasion of any events they organise.

G. CONFIDENTIALITY

ITU constituents shall not disclose information entrusted to them in confidence. 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.

I. BREACHES OF THE CODE

Competent body

Any interested party shall bring any breach of this Code and its directions to the attention of the ITU Arbitration Tribunal, which will undertake an inquiry and may impose a sanction foreseen under the Procedures and rules of the Arbitration Tribunal.



H. IMPLEMENTATION

1. The ITU headquarters shall see to it that the principles and rules of ITU Rules and Regulations, the Olympic Charter, the IOC Ethics Code and the present Code are applied.
2. The ITU Headquarters shall inform the ITU President of any breach of the present Code, with a view to possible referral to an ITU Arbitration Tribunal.
3. The ITU Executive Board may, if it wishes, set out the provisions for the implementation of the present Code in a set of Implementing Provisions.

The principles listed above form the ITU Code of Ethics which all ITU constituents must comply with, as a condition of representing or participating in ITU activities in any form and under any circumstances.





CONFLICT OF INTEREST

The appearance of impropriety can be as damaging as actual impropriety to the ITU's reputation. As a result, this policy is designed in such a way that compliance therewith will avoid, to the fullest practicable extent, both the perception and incidence of improper situations. A substantial appearance of a conflict of interest exists whenever others may reasonably infer from the given circumstances that a conflict exists.

A conflict of interest is defined as any personal or financial relationship, including relationships of family members, that could influence or be perceived to influence objectivity when representing or conducting business or other dealings for or on behalf of the ITU. Family members include a spouse, parent, child or spouse of a child, sibling, spouse of a sibling, cohabitating companion or any other individual with a significant familial or familial-like relationship.

Upon election, re-election, acceptance or designation, each ITU Board member, member of a Committee or commission thereof, other member of a body or group designated by any of the former to act on behalf of or advise the ITU (including but not limited to working groups and task forces), and senior ITU employees ("ITU Representatives") must disclose any conflict by submitting the appropriate form to the ITU Secretary General. Senior ITU employees are department heads or anyone exercising substantially similar decision-making discretion. The ITU Secretary General must submit a copy of the appropriate form to the President.

Procedure

Any ITU Representative with a conflict of interest with respect to a given person or concern must:

1. Disclose the interest to the ITU Secretary General, who shall have the authority to either:
 - a. approve or disapprove the relationship if with respect to an employee other than the Secretary General himself/herself;
 - b. refer the matter to the ITU Arbitration Tribunal, always in case of an Executive Board member.
2. Not be present during or participate in any formal or informal discussions related to the relationship between the ITU and the person of concern unless and until notified by the ITU Secretary General or the Arbitration Tribunal; and
3. Not be present during any discussion and abstain from voting and from influencing the vote on any matter related to the person or concern.

The Secretary General may disclose decisions taken under 1(a) or 1(b) above in the interest of transparency.

If a conflict of interest involves the Secretary General, the matter shall be referred to the Arbitration Tribunal by the President.





Enforcement

Any person who violates or condones a violation of this policy is subject to disciplinary measures which may include termination of employment and/or expulsion from the Table Officers, Executive Board, Committee, Commission, or other relevant body including but not limited to working groups or task forces. The ITU Secretary General shall review all violations of this policy and, if appropriate:

1. As to volunteers, refer the matter to the Arbitration Tribunal for determination of what, if any disciplinary action should be taken; or
2. As to staff, sanction the individual in accordance with the Federation's standard employment practices.





CONFLICT OF INTEREST DISCLOSURE STATEMENT

1. Do you or a member of your immediate family transact business with or provide services to the ITU, one of its National Federations, an organiser of ITU events, and/or a sponsor of ITU Events?

Please list the relevant entities or persons below and describe the dealings. If none, please state "none".

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2. Are you or a member of your immediate family an officer, partner, director, trustee, owner (in the case of public companies, of at least 5% of total equity), beneficial owner, consultant or employee of any person or entity that does business with or provides services to the ITU, one of its National Federations, an organiser of ITU events, and/or a sponsor of ITU events?

Please list the relevant entities or persons below and describe the dealings. If none, please state "none".

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3. Is there any other relationship or matter not disclosed above that might be perceived to compromise your obligations to the ITU or its National Federations, competitors, owners, organisers, officials and/or sponsors?

If none, please state "none".

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I have read and understood the ITU Conflict of Interest Policy and certify that the answers to the questions above are complete and fully reflect any conflicts of interest as defined in this policy. I understand that this document must be submitted annually to the ITU Secretary General and that I have a responsibility to update it as often as necessary in the interim should my circumstances change. Refusal to provide the requested information, failure to timely update such information or provision of incomplete information is a violation of the policy and may result in removal from the Table Officers, Executive Board, Committee, or other relevant body including but not limited to working groups or task forces or employment.

_____ Name

_____ ITU Position

Signature

Date and place

