



## IFSC CODE OF CONDUCT

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## Section 1 – Preamble

IFSC acknowledges its duty to safeguard the integrity and reputation of Sport Climbing worldwide. The following Code defines and develops the core values for behaviour and conduct within IFSC and its affiliates.

The persons covered by this Code represent IFSC and Sport Climbing, hence their conduct shall reflect the principles and objectives of IFSC, and they shall refrain from behaviours that could potentially bring harm to these principles and objectives.

The Code recognises and is based on the principles set by the International Olympic Committee's Code of Ethics and the International Partnership Against Corruption in Sport Governance's (IPACS) Sport Governance Benchmark, and vows to follow best practices in governance and ethics in sport. The Code may be amended by the IFSC Executive Board from time to time, upon guidance of the IFSC Ethics Commission.

## Section 2 – Definition of Terms

1. **IFSC:** International Federation of Sport Climbing
2. **Code:** the IFSC Code of Conduct
3. **IFSC activities:** all activities of IFSC, including but not limited to the IFSC General Assembly, IFSC Executive Board meetings, IFSC Continental Councils meetings, IFSC Commissions meetings, IFSC competitions, as well as any other event that is within IFSC's authority or organised by IFSC.
4. **Officials:** members of the IFSC Executive Board, members of IFSC Commissions and Judicial Bodies, voting delegates at the IFSC General Assembly, national federation delegates at the IFSC General Assembly, members of Continental Councils, and candidates for an executive position within IFSC or within the Continental Councils.
5. **Entities subject to IFSC Regulations:** national federations members of IFSC ("Member Federations"), members of Member Federations, and IFSC Continental Councils ("Continental Councils").
6. **IFSC staff and consultants:** IFSC staff, consultants and any person holding a role representing IFSC or working on behalf of IFSC in connection with IFSC activities, governance, or anti-doping.
7. **Event organisers:** organisers and applicants for the organisation of the IFSC World Championships, IFSC World Cups and any other IFSC competition or event, regardless of their form or constitution.

Note/NB: terms referring to natural persons are applicable to both genders. Any term in the singular applies to the plural and vice versa.

## Section 3 – Scope of Application

### 1. Persons bound

The following persons, as defined above, are bound by the Code:

- (a) Officials;
- (b) Entities subject to IFSC Regulations;
- (c) IFSC staff and consultants, only for the purposes of the duties covered by Articles 5, 6.1, 6.2, 6.4, 7, 8, 9, and 11;
- (d) Event organisers;
- (e) Athletes, only for the purposes of the duties covered by Articles 5.2, 5.4, 5.5, 6.4, 7, and 11.

Member Federations are requested to adopt a code of conduct/ethics based on the present Code. Member Federations may decide to apply the present Code for their own organisation, subject to the necessary drafting amendments.

### 2. Scope of applicability

The Code shall apply to conduct that damages the integrity and reputation of Sport Climbing and, in particular, to illegal, immoral, and unethical behaviour.

The application of the Code is subsidiary regarding any behaviour by a member of IFSC staff and consultants which is governed by internal regulations applicable pursuant to the relevant contract.

### 3. Applicability in time

This Code applies to conduct whenever it occurred, including before the enactment of this Code. The investigation of breaches of the Code may no longer be initiated after a period of 10 years from the date when the incident leading to the alleged breach took place. Provided that the investigation is initiated in a timely manner, a disciplinary panel shall be entitled to complete pending cases and render decisions.

### 4. Breach of the Code

As a general rule, any breach of the Code may be established whether it was committed deliberately or negligently, whether the breach constitutes an act or an attempted act, and whether the parties acted as participant, accomplice, or instigator.

## Section 4 – Rules of Conduct

### 5. General duties

#### 5.1 General principles

Persons bound by the Code are expected to abide by the obligations and responsibilities arising from their position and adhere to the highest degree of ethics. They shall conduct themselves with utmost integrity, honesty, dignity, impartiality, and dedication when executing their function. They shall not act, or fail to act, in a manner likely to harm the reputation of IFSC or contrary to the objectives of IFSC, not limited to activity directly related their function.

Persons bound by the Code shall not in any way abuse their position, in particular to obtain personal gains or to pursue private interests.

In addition to these general principles, all persons bound by the Code shall observe the rules below and shall immediately report any potential breach to the IFSC Ethics Officer.

#### 5.2 Non-discrimination

The persons bound by the Code shall not in any way and in any circumstance discriminate a person or a group of persons because of race, nationality, skin colour, religion, language, sex (including pregnancy, sexual orientation, or gender identity), disability, social origin or status, age, political preferences, or any other reason contrary to human dignity.

#### 5.3 Neutrality

In dealings with government institutions, national and international organisations, associations and groupings, persons bound by the Code shall, in addition to observing the general principles of Article 5.1, remain politically neutral, in accordance with the principles and objectives of IFSC, whenever expressing themselves on behalf of the IFSC or of the organisation they represent.

#### 5.4 Confidentiality

Persons bound by the Code shall not disclose information entrusted to them in confidence and which has not been made public. Other information shall not be divulged for personal gain or benefit, nor be undertaken in bad faith to damage the reputation of any person or organisation.

The obligation of confidentiality survives the termination of any relationship which makes a person subject to the Code.

#### 5.5 Protection of physical and mental integrity

Persons bound by the Code shall respect the physical and mental integrity of all persons with whom they interact in the context of their functions. All forms of harassment and abuse, with particular attention to minors and to sexual harassment in any form, is strictly forbidden.

### 6. Conduct of office

#### 6.1 Offering and accepting gifts

Persons bound by the Code shall neither offer nor accept gifts or other benefits in the context of their function, unless such gift or benefit fulfils all the following requirements:

- (a) It has a symbolic or trivial value (in any case, it shall not exceed EUR 200.-), or is exclusively aimed at sharing local customs;
- (b) It is not offered or accepted as a way of influencing any actions undertaken within the roles of either of the persons or entities concerned;
- (c) It is not offered or accepted in contravention of the duties of the persons bound by the Code;
- (d) It does not create any undue pecuniary or other advantage;
- (e) It does not create a conflict of interest; and
- (f) It has been declared.

In case of doubt, the gift or benefit in question shall not be offered or accepted.

The gift, offer, promise, acceptance, solicitation, or request of cash, in any amount or form, is forbidden in all cases.

#### 6.2 Bribery and corruption

Persons bound by the Code, shall not, directly or indirectly, give, solicit, request, accept, offer, or promise any form of undue remuneration or fee, nor any concealed benefit or service of any nature. This rule shall apply to all activities related to the organisation of competitions or the governance of the sport, whether within or outside the IFSC, Continental Councils or Member Federations and whether in connection with the person's official activities or not.

#### 6.3 Votes

Persons bound by the Code shall neither give nor accept instructions to vote or intervene in a certain manner, conflicting with their respective functions and duties, within the organs of the IFSC, Continental Councils or Member Federations and their affiliates, or any organisation to which the IFSC is affiliated.

#### 6.4 Conflicts of interest

Persons bound by the Code shall refrain from placing themselves in any actual or potential/perceived conflict of interest and shall not perform their duties in situations in which an existing or potential/perceived conflict of interest might affect such performance. Persons bound by the Code shall respect the IFSC Conflict of Interest Policy (*Appendix A*).

Any situation that could lead to a conflict of interest shall be avoided by taking appropriate measures such as (i) immediately disclosing to the IFSC Ethics Officer any interests that are susceptible of influencing or that could be perceived as influencing the decision-making of the person concerned, and (ii) abstaining from taking part, directly or indirectly, in a decision or an agreement. In case of doubt, disclosure is the rule.

A conflict of interest shall arise when the objectivity and independence of persons bound by the Code in the performance of their duties (in particular, preparing or participating in the taking of a decision), may be influenced or be perceived as being influenced by direct or indirect personal interests. This includes, but is not limited to, gaining any possible advantage for the persons bound by the Code, their family, relatives, and friends. Refer to the IFSC Conflict of Interest Policy in *Appendix A* for further details.

### 7. Integrity of competitions

#### 7.1 Manipulation of events

Any activity that is aimed at or that may potentially modify or influence the course or result of a competition, or any part thereof, in any manner contrary to sporting ethics, is forbidden.

#### 7.2 Betting and gambling

Persons bound by this Code shall not bet or gamble, either directly or indirectly, or instruct, permit, cause or enable any individual to bet or gamble on the result, progress, conduct or any other aspect of, or occurrence in or in connection with, any Sport Climbing competition.

#### 7.3 Anti-doping

Any activity promoting, facilitating, associating with, or otherwise supporting behaviour or actions that contravene the provisions of the World Anti-Doping Code, is forbidden. For the avoidance of doubt, the application of the Code shall be subsidiary to that of the World Anti-Doping Code in respect of any person bound thereto.

### 8. Good governance and resources

#### 8.1 IFSC and Continental Councils resources

The resources of IFSC and Continental Councils must only be used for the purposes indicated in their respective statutes. Misappropriation or misuse of IFSC and/or Continental Council assets by persons bound by the Code is prohibited, regardless if carried out directly or indirectly through, or in conjunction with, third parties.

#### 8.2 Support from IFSC or Continental Councils

Any support from IFSC or Continental Councils to any person bound by the Code, whether financial, material, or of any other nature, shall be utilised in strict compliance with the purpose for which it was granted.

IFSC or the Continental Councils shall be entitled to request from the recipient the production of any appropriate evidence demonstrating the use and purpose of the granted resources.

### 9. Relations with third parties

#### 9.1 Partners

In dealings, negotiations and decisions concerning relationships with partners, including but not limited to sponsors, broadcasters, and suppliers, the persons bound by the Code shall act in compliance with the Code and neither be influenced in any manner nor accept any kind of interference.



9.2 Candidatures for IFSC competitions and other events

Persons bound by the Code shall observe the applicable rules in all activities regarding the bidding and selection processes for organisers of IFSC competitions and other events, and neither be influenced in any manner nor accept any kind of interference.

The applicants wishing to organise IFSC competitions and other events shall respect the provisions of the Code in their entirety as well as all other applicable rules.

*9.2.1 Bidding information*

The information contained in the applicant's bidding material shall be complete and truthful, shall not include comparisons of other bids, and shall not insult, belittle, or humiliate other applicants or organisers of IFSC competitions or other events.

*9.2.2 Lobbying*

Applicants shall refrain from approaching any person, party, or third authority, with a view to obtaining any financial, political, or de facto support inconsistent with the provisions of the Code and the regulations concerning the relevant bidding process.

**10. Elections and candidatures for executive positions**

When running as candidates for executive positions, persons bound by the Code shall act with the highest degree of integrity and must not exploit any illegitimate means that could potentially influence the outcome of the election. Any promise of a direct or indirect, pecuniary, material, in-kind or other benefit or aid, made by a candidate in an election to any person involved in the election process or in favour of the entity for which the election is being held, is considered as illegitimate and is forbidden.

**11. Obligation to report**

Persons bound by the Code who become aware of any breaches or any action that may be reasonably considered a breach of the Code shall notify the IFSC Ethics Officer, through the channels of communication indicated at Article 21. All information provided will be handled with the strictest confidentiality. If a person bound by the Code fails to report a breach, and it is established that he/she was aware of the existence of such breach, the failure to report shall itself constitute a breach of the Code.

Any disclosure of information must not be for personal gain or benefit, nor be undertaken in bad faith to damage the reputation of any person or organisation. Reporting for personal gain or benefit or in bad faith will constitute a breach of the Code.

## Section 5 – IFSC Ethics Commission

### *Functioning*

**12. Composition**

The IFSC Ethics Commission ("Ethics Commission") is appointed by the General Assembly upon recommendation of the IFSC Executive Board.

The Ethics Commission shall be composed by a minimum of 3 and a maximum of 5 members of different nationalities and respecting gender diversity. Members shall uphold the highest degree of personal and professional integrity and honesty. They shall be independent and not hold any official position within IFSC or its Member Federations, nor serve or have served as a delegate of Member Federations. They shall be fluent in English, and provide demonstrated experience in one or more of the following areas:

- legal;
- mediation and conflict resolution;
- organizational internal audit;
- risk, compliance, and control mechanisms.

In addition to the above competences, members shall preferably possess prior experience in similar bodies and/or international sports organisations.

### **13. Principles of functioning**

#### 13.1 Chair

The Ethics Commission shall appoint one of its members as chair (the “Chair”); the Chair shall preside over meetings.

#### 13.2 Meetings

The Ethics Commission shall meet at its own discretion, but at least when called upon to provide non-binding recommendations under Article 16.

### *Duties and tasks*

### **14. Research**

The Ethics Commission shall conduct constant research on ethical practices, remain up to date on the latest developments and topics, and regularly inform the IFSC Executive Board of its findings.

### **15. Code updates**

The Code shall be periodically updated based on the guidelines set by the Ethics Commission to ensure IFSC’s continued observance of international best practices and of recommendations made by the International Olympic Committee (IOC) and the Association of Summer Olympic International Federations (ASOIF).

### **16. Recommendations**

The Ethics Commission shall examine issues of ethical nature that may lead to breaches of the Code referred to it by the IFSC Executive Board via the IFSC Ethics Officer and, upon referral from the IFSC Ethics Officer, address conflicts resulting from breaches of the Code. Within 21 days, the Ethics Commission shall formulate non-binding recommendations.

Exceptionally, the Chair may demand for an extension of the time limit; the request will be assessed by the IFSC General Director in light of the circumstances of the case and the reasons provided.

All information received under this Article must remain strictly confidential and be handled on a need-to-know basis.

### **17. Report to the IFSC General Assembly**

The Ethics Commission shall present a report of its yearly activities and findings at the annual IFSC General Assembly. For reasons of confidentiality, ongoing procedures related to cases of breach of the Code shall not be included in the report.

## Section 6 – Rules of Procedure

### **18. Reports to the IFSC Ethics Officer**

As provided by Article 11, any person bound by the Code who become aware of any breaches or any action that may be reasonably considered a breach of the Code has the obligation to submit a report to the IFSC Ethics Officer.

The IFSC Ethics Officer shall be an external, independent, and competent individual appointed by the IFSC Executive Board and shall operate in a neutral and unbiased capacity. In case the position is vacant, it may be temporarily be assigned to a member of the IFSC staff.



**19. Reporting channels**

The report may be addressed to the IFSC Ethics Officer in English, in written form, within 30 days following the date of the discovery of the alleged breach of the Code. The report may be filed:

- (a) By email at the dedicated address [ethics@ifsc-climbing.org](mailto:ethics@ifsc-climbing.org);
- (b) Through the 'Unethical Conduct Report Form', found at the 'Ethics' section on the IFSC website, [www.ifsc-climbing.org](http://www.ifsc-climbing.org);
- (c) By letter, clearly labelled "Confidential – to be opened only by the IFSC Ethics Officer", sent to the following address of the IFSC office:

IFSC – International Federation of Sport Climbing,  
Corso Vinzaglio 12,  
10121 Torino, Italy.

**20. Content of the report**

The report must include:

- (a) The full name, nationality, address, and role of the person reporting (the "Claimant");
- (b) The full name, nationality, address, and role (if known) of the individual who allegedly committed a breach of the Code (hereinafter the "Respondent");
- (c) A description of the facts of the alleged breach; and
- (d) The signature of the Claimant.

Reports lacking any of the above information will not be taken into consideration.

**21. Inquiry by the IFSC Ethics Officer**

Upon the receipt of a report complying with the content requirements and submitted through the indicated channels, the IFSC Ethics Officer shall commence an inquiry into the circumstances of the case at hand.

The IFSC Ethics Officer shall handle the information contained in the report and conduct the inquiry with utmost respect for the confidentiality of the parties involved and the delicate nature of the situation.

In order to determine the existence or not of the alleged breach and the appropriate consequences (if any), the IFSC Ethics Officer may:

- (a) Carry out interviews with the Respondent, the Claimant, witnesses, and other informed persons;
- (b) Examine any document and other evidence deemed relevant;
- (c) Request to be given access to documents and other evidence deemed relevant in the possession of the Respondent and the Claimant, and examine them.

All parties are required to ensure their full collaboration. Lack of collaboration and instances of obstruction may be taken into consideration in the IFSC Ethics Officer's decision.

**22. Decision on the course of action**

**22.1 Time limit**

The IFSC Ethics Officer must communicate his/her decision within 21 days from the date when the report was received.

**22.2 Dismissal**

If the IFSC Ethics Officer establishes that a breach of the Code was not committed, the case shall be dismissed. If it is found that the Claimant deliberately acted in bad faith, this shall constitute a breach of the Code and will be addressed under Article 22.3 below.

**22.3 Establishment of breach**

If the IFSC Ethics Officer establishes that a breach of the Code has been committed, he/she shall determine what measures are appropriate and proportionate to the seriousness of the breach and to the person or body responsible.



The IFSC Ethics Officer may impose any one or more of the following sanctions:

- (a) Warning;
- (b) Fine in an amount not inferior to EUR 25.- nor superior to EUR 1,000.-. Failure to pay within 30 days will automatically result in a suspension until the fine is paid;
- (c) Suspension from any IFSC body for a specified period, starting immediately;
- (d) Ban from taking part in one or more specific IFSC activity for a specified period, starting immediately;
- (e) Ban from taking part in any IFSC activities for a specified period, starting immediately;
- (f) Recommendation to the IFSC Executive Board of removal from any IFSC body.

**23. Disciplinary Proceedings**

If the Claimant or the Respondent does not accept the decision taken by the IFSC Ethics Officer, he/she may request the initiation of disciplinary proceedings, by filing a complaint before the Disciplinary Commission. The procedure laid out in the IFSC Disciplinary and Appeals Rules applies.

## Section 7 – Final Provisions

**24. Entry into force**

The present Code was approved by the IFSC Executive Board on 22 February 2023 and entered into force on 1 April 2023.

## Appendix A – IFSC Conflict of Interest Policy

### 1. Scope of application

This Policy applies to the persons bound by the IFSC Code of Conduct as indicated in Article 1 of the Code and defined in Section 2 of the Code.

### 2. Definition of conflict of interest

For the purposes of this Policy and the IFSC Code of Conduct, a distinction is made between a "potential or perceived conflict of interest" and an "actual conflict of interest".

#### 2.1 Potential or perceived conflict of interest

A potential or perceived conflict of interest arises when the opinion or decision of a person, acting alone or within an organisation, could be reasonably considered as liable to be influenced by relations that the aforementioned person has, has had, or is on the point of having with another person or organisation that would be affected by the person's opinion or decision.

#### 2.2 Actual conflict of interest

An actual conflict of interest occurs when a person, acting alone or within an organisation, expresses an opinion or participates to a decision while this person is liable to be influenced by relations that the aforementioned person has, has had, or is on the point of having with another person or organisation that would be affected by the person's opinion or decision. An actual conflict of interest may occur irrespective of whether or not the person has declared the relevant interests pursuant to Point 4.2 below.

### 3. Types of interests to take into consideration

In assessing the situations described in Point 2 above, direct as well as indirect interests of the relevant person must be considered. This includes the interests of close members of the immediate family of such person, such as their children, spouse or partner, and dependents, as well as those of the spouse or partner.

For the purposes of this Policy and the IFSC Code of Conduct, interests to be taken into consideration are situations where the relevant persons, or a close member of their immediate family (as described above), is in a position to control or materially influence the situation of any commercial entity, sports organisation, or other types of legal entities, by any means (including through the ownership of voting rights, or other equity interest, by contract or otherwise).

### 4. Resolution and prevention

Only actual conflicts of interest are prohibited. It is the personal responsibility of each person to avoid any case of actual conflict of interest. Faced with a situation of potential or perceived conflict of interest, the person must refrain from expressing an opinion, from making a decision or participating in the decision-making process.

In order to prevent a conflict of interest, the persons shall disclose their interests to the IFSC, which shall keep such disclosures confidential. The interests to be disclosed shall be all the direct and indirect interests, as mentioned in Point 3 above.

The IFSC Ethics Officer is responsible for advising persons, at their request, in a situation of a potential or perceived conflict of interest.

### 5. Undeclared or actual conflicts of interest

In the event that a person omits to declare an interest, as described in Point 3, and/or is in an actual conflict of interest, the IFSC Ethics Officer may refer the case to the IFSC Ethics Commission in view of making a recommendation to the IFSC Executive Board.



Appendix B – Conflict of Interest Declaration Form

First name(s): .....

Last/Family name(s): .....

Date of birth: .....

Nationality(ies): .....

Country of residence: .....

Role in IFSC: .....

**List all positions held by you or a family member in climbing and the name of the relevant organisation.**

*E.g. you are, or a family member is employed by/President or Board Member of/Chief Executive or Secretary General of: IFSC/a national or continental climbing association/an IFSC competition or other event organiser, etc.*

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**List any additional current employment, voluntary position and/or source of income that is connected with IFSC or the sport of climbing.**

*E.g. you or a family member: own/owns or are/is employed by an entity that provides services, goods or sponsorship to IFSC and/or another climbing organisation; President, Board Member, Chief Executive or Secretary General of an organisation sponsoring climbing events; involved in the provision of services or employment to IFSC Official or IFSC staff member, etc.*

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**List any financial or other interests held by you or a family member in a climbing organisation or in any other organisation that provides services, goods or sponsorship to a climbing organisation.**

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**Provide details of any other facts that may give rise to actual, apparent or potential conflicts or interest.**

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I, the undersigned, declare that:

1. I have read, understood and agree to be bound by and comply with the IFSC Code of Conduct.
2. The information provided above is complete and accurate, to the best of my knowledge, and **I do not have, nor do I presently anticipate having**, any conflict of interest (actual, apparent or potential) other than what indicated in this declaration.
3. I agree to make immediate disclosure of any material change required to this declaration in order to ensure that it remains accurate.
4. I agree to make immediate disclosure of any additional actual, apparent or potential conflict of interest that arises subsequent to the preparation of this declaration, by way of a separate declaration, to ensure my disclosure remains complete at all times.
5. I agree to be bound by any decisions taken by relevant authorities under the IFSC Code of Conduct.
6. I give my consent for this declaration to be made available to the members of the authorised bodies and published on the IFSC website.

Place, date: .....

Signature: .....



Appendix C – Gift and Benefit Receipt Declaration Form

<b>Recipient name</b>	
Position within/relationship with IFSC	
<b>Details of gift or benefit</b>	
Date of offer	
Date of receipt (if applicable)	
Estimated value	
<b>Name of person and/or company/organisation making the offer</b>	
Position within company/organisation (if applicable)	
Nature of business	
Relationship with IFSC	
<b>Why was offer made?</b>	
<b>Provide details of current/potential contract (if any)</b>	
<b>Was gift/hospitality accepted or declined? (Explain why)</b>	
<b>Other comments</b>	

Place, date: .....

Signature: .....