



IPC HANDBOOK

SECTION 2, CHAPTER 1.1

IPC CODE OF ETHICS

APRIL 2021

PREAMBLE

The International Paralympic Committee (IPC), its members, partners, officials, sportsmen and sportswomen affirm their commitment to the Paralympic ethos, which is rooted in the history of the Paralympics and the tradition of fair and honourable sports competition. Paralympic history and tradition are based on the principles of excellence in sport, opportunity to participate in fair competition, and enhancement of the dignity of athletes and sport. This necessitates acceptance of the fundamental values of honesty, human rights, fairness, justice, non-discrimination and personal integrity.

Members of the Paralympic Family shall endorse the vision, mission and values of the IPC and shall respect all IPC codes, policies and rules.

The IPC is an athlete centred organisation. The athletes' interests, priorities, and opportunity to participate in fair competition and excel in sport are the main objectives of the IPC.

SCOPE

The IPC Code of Ethics shall apply to the Paralympic Games, all IPC organised or sanctioned competitions, and any other IPC event or activity, and it shall overrule any local or national practices, traditions, or customs.

Any member of the Paralympic Family, i.e., a person who accepts and assumes a function in the IPC, or in association with the IPC, regardless whether it is a voluntary or paid position, elected or appointed, an athlete or team official, shall be subject to the provisions as laid down in this IPC Code of Ethics.

1 DIGNITY, INTEGRITY AND EQUALITY

Members of the Paralympic Family shall abide by and respect the IPC Code of Ethics at all times and, in particular, adhere to the following ethical standards:

- 1.1 Safeguard the dignity of the individual and of the sport.
- 1.2 Fight against any unlawful discrimination on the grounds of disability, race, skin colour, national, ethnic or social origin, age, sex, gender, sexual orientation, language, political or other opinion, religion or other beliefs, circumstances of birth, or other improper ground. In particular, discrimination on the basis of impairment or disability is forbidden by the Paralympic ideals. Athletic classification, which promotes sport participation of athletes with disabilities, is not discrimination but empowerment.

- 1.3 Work for the benefit of the entire Paralympic Movement and all its athletes and not just for a particular constituent such as an NPC, IOSD, Sport or Region.
- 1.4 Safeguard the athletes' interests, priorities and opportunity to participate in fair competition and excel in sport.
- 1.5 Safeguard the athletes' physical and mental health and equilibrium.
- 1.6 Contribute to the creation of a drug free sport environment for all Paralympic athletes in conjunction with the World Anti-Doping Agency (WADA).
- 1.7 Not tolerate any practice constituting any form of physical or mental injury. All forms of harassment including physical, mental, professional, or sexual, are prohibited. Behaviours that are humiliating, intimidating, or insulting will not be tolerated.
- 1.8 Conduct business with integrity, maintain a high standard of personal conduct and avoid any behaviour or action that would tarnish or give the impression of tarnishing the reputation of the Paralympic Movement.
- 1.9 Refrain from being involved with any firms, organisations or persons whose activity is inconsistent with the IPC Constitution, bylaws, codes and policies.
- 1.10 Abstain from participating in, supporting, or promoting betting related to Paralympic Games or any other IPC sanctioned event.
- 1.11 Refrain from using the Paralympic Games and the Paralympic Movement to promote any political agenda, other than the advancement of sport for persons with an impairment and democracy, empowerment, equality, and the protection of human rights.
- 1.12 Respect the principle of neutrality in sport, including by (without limitation) complying with Article 2.2.2 of the Paralympic Games Principles and any related supplementary regulations issued by the IPC.

2 CONFLICT OF INTEREST

- 2.1 Members of the Paralympic Family shall have no undisclosed direct or indirect interest in or any relationship with any outside organisation or person that might affect, or be reasonably misunderstood by others to be affecting his/her objectivity, judgement, or conduct in carrying out the duties and responsibilities that he or she has in conjunction with the Paralympic activities. This also applies to spouses, family members,

businesses, or organisations to which members of the Paralympic Family may belong.

2.2 In the following non-exhaustive list of examples, the circumstances in which a conflict of interest could arise and which persons should avoid being involved in or create the appearance of, are:

- i. personal and/or material involvement (salary, shareholding, services, loans or any other benefit) with sponsors, suppliers, vendors, contractors;
- ii. using association with the IPC for private gain or preferential treatment;
- iii. impeding the IPC's efficiency, or economy, or service
- iv. loss of independence, or impartiality;
- v. adversely affecting public confidence in the integrity or reputation of the IPC;
- vi. endangering life, health or safety.

2.3 It is the personal responsibility of each member of the Paralympic Family to avoid any case of conflict of interest. Faced with a situation of a potential conflict of interest, the person concerned must refrain from expressing an opinion, from making, or participating in making, a decision or accepting any form of benefit whatsoever. However, if the person wishes to continue to act or if the person is uncertain as to the steps to take, the person must inform the IPC Legal and Ethics Committee of the situation; the Legal and Ethics Committee is responsible for advising persons, at their request, in a situation of a potential conflict of interest.

3 IMPROPER USE OF ASSETS

3.1 Members of the Paralympic Family shall do all in its power to avoid any loss, damage, misuse or theft of property, records, funds or other assets belonging to the IPC that may be in their possessions. All IPC assets must be used exclusively for conducting IPC activities.

3.2 Proper use of funds is a fiduciary responsibility. No member of the Paralympic Family shall make any illegal or unethical payments including, without limitation, bribes, kickbacks, grafts, unauthorised commissions or finder fees from the assets or resources of the IPC or otherwise.

4 IMPROPER USE OF INFORMATION

- 4.1 Members of the Paralympic Family shall safeguard confidentiality. No person shall use for her/his personal gain or disclosure outside the IPC any confidential information obtained through her/his association with the IPC. This includes spoken, written and computer-generated data relating to IPC business. It includes not only material marked as "confidential" but all IPC material and information that a member should reasonably understand to be subject to a duty of confidentiality.
- 4.2 Members of the Paralympic Family shall respect and protect from any inappropriate disclosure, by oral, written or electronic means, the confidentiality of any private and personal information concerning athletes and other members of the Paralympic Family that is shared within the scope of their function.
- 4.3 Members of the Paralympic Family shall accept and respect that any intellectual property (including copyrights, trademarks and other material subject to protection) that is created and used by the IPC is the property of the IPC.

5 GIFTS, GRATUITIES AND PRIZES

- 5.1 Members of the Paralympic Family shall not seek or accept gifts or gratuities for him/herself, his/her family or friends from any outside organisation or person having or seeking to have an involvement with the IPC. Only gifts of nominal value that shall be determined by the IPC Governing Board in accordance with prevailing local customs may be given or accepted by the IPC representatives in the spirit of respect or friendship. Any other gift must be immediately turned over to the IPC. This includes entertainment, non-business travel or other favours such as loans, services or non-approved compensation.
- 5.2 The IPC, recognising that the honour of winning competitions lies in sporting performance and excellence, will award only prizes of nominal value such as medals to the athletes. Prizes including money prizes given by others, such as sponsors and organising committees, are not promoted by the IPC, but are acceptable if given in accordance with the spirit of sportspersonship and fair competition.

6 CODE OF CONDUCT FOR ATHLETES

In addition to the principles mentioned in above Articles 1 to 5 and their sub-articles:

- 6.1 All athletes shall participate in Paralympic events, competitions and activities in the true spirit of fair play for the glory of sport.
- 6.2 All athletes shall respect the performance of their fellow competitors and not cause any illegal obstruction, damage or bodily harm to them.
- 6.3 All athletes shall respect their coaches and team officials and not follow any illegal advice that would violate the Paralympic ideals of fair play.
- 6.4 All athletes shall respect the IPC rules and regulations set out in the IPC Handbook and any other rules, regulations, policies, procedures and/or participation agreements issued by the IPC from time to time. In particular, without limitation:
 - 6.4.1 All athletes shall respect the IPC Classification Code and process and participate fully in it. They must respect the final decision of classifiers and officials and understand that failure to do so may jeopardise their ability to participate in IPC events and competitions. Athletes and team officials will only lodge a protest when there is genuine doubt about the classification of an athlete.
 - 6.4.2 All athletes shall respect the IPC Anti-Doping Code. It is recognised that athletes may have significant medical conditions that require treatment, but the use of any technique or medication whose sole purpose is sport performance enhancement while being detrimental or potentially detrimental to health will not be tolerated. Use of medications in this situation will be evaluated based on whether the medication gives an unfair advantage, whether it is essential to the athlete's health in everyday life not just sport, and whether an alternative medication can be found. Everything possible shall be done to contribute to the creation of a drug free sport environment for all Paralympic athletes in conjunction with the World Anti-Doping Agency (WADA).
 - 6.4.3 All athletes participating in the Paralympic Games shall respect the Paralympic Games Principles (chapter 3 of the IPC Handbook) and any supplementary regulations issued by the IPC in relation thereto.
- 6.5 Athletes shall not support or assist other athletes to gain any illegal or unfair advantage and shall report any infringement to this principle to the responsible officials.

- 6.6 Athlete autonomy shall be respected as long as it does not violate the IPC rules and regulations, fair competition, the Paralympic ethos, or applicable law.

7 CODE OF CONDUCT FOR COACHES AND TEAM OFFICIALS

In addition to the principles mentioned in above Articles 1 to 5 and their sub-articles:

- 7.1 Coaches and team officials shall comply with the Paralympic ideals in the spirit of fair play.
- 7.2 Coaches and team officials shall never compromise true sportsmanship or the Paralympic values and ideals to obtain personal, team or national advantage.
- 7.3 Coaches and team officials shall respect the IPC rules and regulations set out in the IPC Handbook and any other rules, regulations, policies, procedures and/or participation agreements issued by the IPC from time to time. In particular, but without limitation, coaches and team officials shall respect the IPC Classification Code, the IPC Anti-Doping Code, and all competition rules and regulations; and shall report any irregularity or potential breach of the IPC rules and regulations to the responsible officials. Any coaches and team officials participating in the Paralympic Games must (as a condition of such participation) comply with the Paralympic Games Principles (set out at chapter 3 of the IPC Handbook) and any supplementary regulations issued by the IPC in relation thereto.
- 7.4 Coaches and team officials must respect the classification process and doping control procedures and shall ensure that their athletes perform honestly and make protests only when there is genuine doubt about the classification of a competitor.

8 CODE OF CONDUCT FOR CLASSIFIERS AND ANTI-DOPING OFFICIALS

In addition to the principles mentioned in above Articles 1 to 5 and their sub-articles:

- 8.1 Classifiers and officials must perform their duties courteously, competently, consistently, and objectively for all athletes regardless of team or national origin.
- 8.2 Classifiers and officials must declare any potential conflicts of interest.
- 8.3 Classifiers and officials must not abuse their positions or capacity to obtain advantage or benefits.
- 8.4 Classifiers and officials must respect athletes and coaches and be sure that there is a courteous attitude during the classification process and during doping control tests. They must maintain confidentiality of athlete information and respect the dignity of the athletes.

9 CODE OF CONDUCT FOR SPORTS TECHNICAL OFFICIALS

In addition to the principles mentioned in above Articles 1 to 5 and their sub-articles:

- 9.1 Sports technical officials shall apply the respective rules consistently for all athletes and ensure fair play at all times.
- 9.2 Sports technical officials must make all decisions with absolute impartiality and objectivity.
- 9.3 Sports technical officials must declare any potential conflict of interest that would prevent them from being impartial.

10 CODE OF CONDUCT FOR ALL ELECTED OR APPOINTED SPORTS LEADERS AND ADMINISTRATORS

In addition to the principles mentioned in above Articles 1 to 5 and their sub-articles:

- 10.1 Sports leaders and administrators shall make all decisions with absolute impartiality in the best interest of the athletes and the sport.
- 10.2 All elected sports leaders and administrators shall respect the democratic election process and not offer any material benefits, directly or indirectly, to the voting constituencies to influence the result of an election.

- 10.3 No material benefits shall be offered to any voting member to influence the voting on any decision and/or policy within the IPC.
- 10.4 Sports leaders and administrators shall declare any potential conflict of interest and shall not act in association with any national or vested interest.
- 10.5 Sports leaders and administrators shall not abuse their positions or capacity in obtaining advantages or benefits.
- 10.6 There shall be no association with any agencies or persons that are inconsistent with the principles of the Paralympic Movement and its ideals.
- 10.7 Sports leaders, administrators, and elected officers shall promote the IPC Code of Ethics by role modelling, peer monitoring, and active peer support.

11 CODE OF CONDUCT FOR MEMBERS ELECTED OR APPOINTED TO THE IPC GOVERNING BOARD, IPC COMMITTEES AND COUNCILS

In addition to the principles mentioned in above Articles 1 to 5 and article 10, and their sub-articles:

- 11.1 Members shall serve the IPC, demonstrate the importance and value of the IPC and endorse the vision, mission and values of the IPC.
- 11.2 Members shall comply with, and respect the IPC Constitution, bylaws, standing orders, codes and any other regulations or decisions as approved by the General Assembly and/or the IPC Governing Board.
- 11.3 Members shall act honestly, in good faith and in the best interest of the IPC.
- 11.4 Members shall exercise due diligence and skill, i.e., members shall take their tasks and responsibilities seriously and perform their duties to the best of their personal abilities.
- 11.5 Members shall conduct business with integrity, maintain a high standard of personal conduct and avoid any behaviour or action that would tarnish or give the impression of tarnishing the reputation of the Paralympic Movement.
- 11.6 Members have a duty of loyalty to the decisions of the Governing Board.
- 11.7 To protect the individual member from any personal liability, members shall not sign any agreement or contract on behalf of the IPC; shall not

sign for the acceptance of any claim on behalf of the IPC, nor as an individual member of the IPC Governing Board/ Committee/Council; shall not sign for the admission of settlement or any liability on behalf of IPC, nor as an individual member of the IPC Governing Board/ Committee/Council.

12 CODE OF CONDUCT FOR ALL PARTIES INVOLVED IN AN ELECTION TO AN IPC BODY

All candidates for election to an IPC body such as the IPC Governing Board and the IPC Athletes Council, as well as their respective nominating bodies or any other third party associated with a candidate or nominating body, shall adhere to and fully comply with the rules and regulations as set out in 'Appendix B' to the Code of Ethics.

Such appendix, including its guidelines for IPC member organisations, officials and voting delegates shall form an integral part of the IPC Code of Ethics.

13 RELATIONS WITH PARALYMPIC PARTNERS AND SUPPORTERS

- 13.1 All relationships and activities with partners, supporters, and sponsors must be done in the spirit of promoting the Paralympic athletes and Paralympic sports in the true spirit of fair play and in compliance with the Paralympic values and ideals.

14 SUSPECTED BREACHES OF THIS CODE OF ETHICS

- 14.1 Suspected breaches of this Code of Ethics will be governed by the 'IPC Regulations governing the procedure for dealing with complaints regarding alleged breaches of the IPC Code of Ethics' a copy of which can be obtained from the management team or a member of the Legal and Ethics Committee.