



IPC Code of Ethics

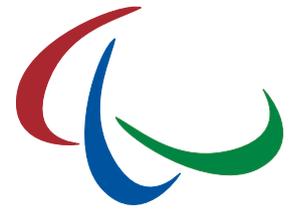
IPC Handbook Section 2, Chapter 1.1

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International Paralympic Committee

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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 discrimination on the basis of race, gender, nationality, ethnic origin, religion, philosophical or political opinion, marital status or sexual orientation. 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.

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 prices

- 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 prices of nominal value such as medals to the athletes. Prices including money prices 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 sportpersonship 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 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.
- 6.5 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).
- 6.6 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.
- 6.7 Athlete autonomy shall be respected as long as it does not violate fair competition and the Paralympic ethos.

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 observe and follow the IPC Classification Code, the IPC Anti-doping Code, and all competition rules and regulations; and shall report any irregularity to the responsible officials.
- 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

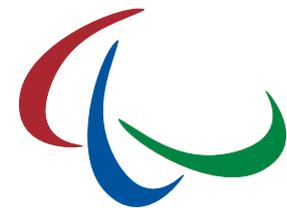
In addition to the principles mentioned in above Articles 1 to 5 and their sub-articles:

- 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 candidates to election

The rules below apply to both the candidates for election as well as to their respective nominating body.

12.1 General Conduct

- 12.1.1 The conduct of all candidates shall comply with all other provisions outlined in the IPC Code of Ethics.
- 12.1.2 Each candidate and/or their respective nominating body has the right to promote the candidature, subject to these Conduct provisions and the IPC Code of Ethics.
- 12.1.3 Nominees and/or their respective nominating body shall not Campaign in any way prior to the official public announcement by the IPC of all valid candidates for election.

For the purposes of this Code of Conduct, to “Campaign” shall mean any effort or action – including (but not limited to) any contact by way of letter, email or via any form of social media – the purpose of which is to influence the decision-making process of any relevant person or group in any IPC elections.



- 12.1.4 The promotion of a candidate by any person or organisation shall always be conducted with dignity and moderation.
- 12.1.5 Candidates and/or their respective nominating body shall seek the advice of the IPC Electoral Commission where any doubt about the proper interpretation of these Rules may arise.
- 12.1.6 For elections to the IPC Governing Board and to the IPC Athletes Council, the IPC shall publish an official, international presentation of all approved candidates, the content of which will be approved in advance by each candidate acting reasonably.
- 12.1.7 Candidates may also produce, at their own expense, a double-sided A4 colour leaflet promoting their candidature. This document shall be submitted to the IPC Electoral Commission for approval at least 14 days prior to publication, unless the content is the same as used for the official announcement already published by the IPC. The candidate's document may include the branding of the candidate's nominating body, but may not include any branding or other references to any third party that might suggest endorsement of the candidate by that party.
- 12.1.8 Following the IPC public announcement of the approved nominees for election and up to midnight on the day prior to the day of formal elections process candidates shall be allowed to distribute their promotional document, including by electronic means such as email, social media (being posts on Facebook, Twitter and other similar sites) to all relevant persons or groups, subject to the following:
- 1) All such communications must comply with the IPC Code of Ethics, and in particular sections 12.1.4 and 12.3.1 of these Rules; and
 - 2) Any electronic communications must be copied to the IPC Electoral Commission for the purpose of monitoring compliance with these the IPC Code of Ethics and these Rules.
- 12.1.9 The distribution of candidates' printed promotional document at the formal elections and other relevant IPC events shall only be allowed in the designated campaign area. No candidate promotional material shall be distributed at any time in the formal IPC General Assembly/Conference meeting rooms or at any IPC competition venues.



12.2 Relations with Members and Other Persons Prior to Elections

12.2.1 No candidate shall attend any IPC Committee or Council meeting, or any IPC Members' meeting with a view to promoting his or her candidature.

12.2.2 No candidate shall hold or promote a social function for or to any IPC Member or other person or group who may have influence in the relevant elections with the aim, or in the framework of, promoting his or her candidature. This prohibition shall include receptions, lunches and dinners at the elections venue or any other location prior to the formal elections process, and shall also include the distribution of vouchers for drinks or meals.

12.2.3 Candidates and/or their respective nominating body may in no circumstances and under no pretext as a part of their Campaign give presents, offer monetary inducements or compensation or gifts (including payment for accommodation and/or flights) or grant advantages of any kind including the promise of any valuable reward to any IPC Member or other person or group who may have influence in the relevant elections.

12.3 Relations with other Candidates and Other Actions

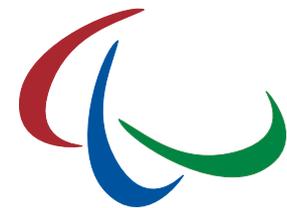
12.3.1 Each candidate and/or their respective nominating body shall, with dignity and consideration, and within the framework of promoting their candidature, fully respect the other candidates, the IPC Members and the IPC itself. Personal attacks shall not be made in public about any other candidate.

12.3.2 At no time shall the candidates, their respective nominating body or an IPC Regions body publicly announce or circulate a list of preferred candidates for election.

12.3.3 Candidates must have the intent and ambition to run for election and to be elected, and their candidature shall not have the sole purpose of disturbing another candidate's election.

12.4 Relations with Third Parties

12.4.1 No candidate and/or their respective nominating body shall enter into any promise or undertaking to be performed, whatever the timing of such performance, for the direct or indirect benefit of any third party in order to influence the result of the



elections or to be performed should the candidate be successful in his or her election bid.

12.5 Relations with the IPC Administration

12.5.1 No support or service in relation to a candidature may be requested from any IPC department or from any member of the IPC Management Team.

12.6 Relations with Media

12.6.1 Subject to respecting the principles set out in this Code of Conduct candidates shall be allowed to give interviews to media on their individual candidacy. Candidates shall not however give any media statements or interviews on behalf of the IPC.

12.6.2 Candidates shall provide to the IPC Electoral Commission a copy of any press article or with a link to any other media interview of which they are aware concerning (in whole or in part) their candidature. Where possible, this copy shall be provided prior to publication or the posting online of such media, with an accompanying English translation.

12.7 Governing Board - Candidates' Presentations

12.7.1 All candidates shall fully respect the IPC Regulations Concerning Candidate Presentations for the IPC Governing Board Elections as issued by the IPC from time to time.

12.8 Compliance and IPC Electoral Commission

12.8.1 A breach of any of these Rules may result in the IPC Electoral Commission deciding on sanctions as outlined in the IPC Electoral Commission rules under article 10.5 of the IPC Legal and Ethics Committee Bylaws.

12.8.2 In addition, a breach of any of these Rules may also be considered as an infringement of the IPC Code of Ethics, which may be further investigated by the IPC Legal and Ethics Committee following any elections and may result in further sanctions.



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.