



FÉDÉRATION INTERNATIONALE DE TEQBALL

FITEQ
DISCIPLINARY
POLICY AND
PROCEDURES

ADOPTED 12 DECEMBER 2020

POLICY OBJECTIVE

To provide for assessment, reporting, fair and effective investigation, and as required, prosecution of violations of the FITEQ Code of Ethics and/or any element of FITEQ's integrity pillars of Conduct, Competition and Governance, as set out in the supporting policies of Equality and Anti-Discrimination, Anti-Corruption, Safeguarding and Welfare.

Anti-Doping shall be dealt with through a specific policy and procedures in compliance with the World Anti-Doping Code; notwithstanding those further violations arising under an integrity policy may be dealt with under the relevant policy.

PURPOSE OF THIS POLICY

- Provide accountable, transparent disciplinary processes that allow an alleged offender the right to a timely, fair impartial hearing;
- Initiate intelligence gathering and credible investigation processes;
- Identify major threats to the integrity of FITEQ and respond responsibly to contain them;
- Maintain confidence in FITEQ's ability to receive information in confidence and act appropriately;
- Establish the competence of the FITEQ Ethics and Disciplinary Committee;
- Protect, respect and safeguard the integrity and personal dignity of FITEQ parties.

1. BACKGROUND AND INTRODUCTION

Consistent application and adherence to the FITEQ Code of Ethics and FITEQ Integrity Standards is a significant factor in preventing and eradicating corruption or breaches of integrity. FITEQ is committed to the prevention of integrity violations by continual assessment of risks, open reporting of information and comprehensive education of its members. Anything contrary to the integrity of teqball, likely to damage the image or reputation, or failing to comply with FITEQ's Code of Ethics or Integrity Policies shall be subject to investigation and, where appropriate, sanction.

1.1 FITEQ parties and related personnel (volunteers, supporters, commercial partners, sponsors and others associated with the sport) should be able to raise any concern about the integrity of the sport at national or international level.

1.2 Where a breach of the FITEQ Code of Ethics or any integrity policy is identified, FITEQ is committed to ensuring that each incident is thoroughly investigated and the 'applicable person' is held accountable and where appropriate, sanctioned via a fair and just process. This Disciplinary Code provides FITEQ's Ethics and Disciplinary Committee with the power and autonomy to review the adequacy of FITEQ's Code of Ethics and integrity policies, to proactively and robustly investigate incidents of violations of its Code of Ethics and/or integrity policies and to determine the consequences.

1.3 Where a breach of the FITEQ Code of Ethics or any integrity policy is identified, FITEQ is committed to ensuring that each incident is thoroughly investigated and the 'applicable person' is held accountable and where appropriate, sanctioned via a fair and just process as set out in this Disciplinary Policy.

2. APPLICATION AND SCOPE

2.1 This Disciplinary Policy shall apply to all FITEQ parties, specifically all participants in FITEQ activities, (as player, coach, official, employee, agent or intermediary) and each participant shall be automatically bound by and be required to comply with this Policy by virtue of FITEQ membership or participation.

2.2 It shall be the personal responsibility of each participant to make him/herself aware of this Disciplinary Policy including without limitation the mechanisms for providing information in confidence, for reporting potential breaches of the Code of Ethics and/or an Integrity Policy.

2.3 Each participant shall submit to the exclusive jurisdiction of the FITEQ Ethics and Disciplinary Committee, its investigations and Adjudication Tribunal convened under this Policy and where relevant to the jurisdiction of the Court of Arbitration for Sport.

2.4 The FITEQ Disciplinary Code shall be included in situ within the respective applicable regulations of member associations and the principles of the sanctioning system shall be used as minimum guidance by member federations.

2.5 Omissions in this Disciplinary Code, the FITEQ Code of Ethics, integrity policies and in cases of doubt regarding interpretation shall be decided by the Ethics and Disciplinary Committee.

2.6 Offences that occur overseas shall be subject to the law of the country the competition occurs in. However, FITEQ may still apply sanctions under the relevant Integrity Policy. Any alleged violation which is considered by the to be a prima facie unlawful offence shall be reported to the police force in the jurisdiction the offence is alleged to occur.

3. ETHICS AND DISCIPLINARY COMMITTEE

3.1 Consistent with the Code of Ethics, the Ethics and Disciplinary Committee shall be composed of two arms, an Investigation and an adjudication Disciplinary process, reporting to the FITEQ Board via the Chair of Ethics and Disciplinary Committee. The sub-Committee shall include experienced legal and regulatory experts to guide the reporting, investigation and prosecution of ethical issues and concerns. Where an investigation requires the matter be referred to a hearing, the Disciplinary Tribunal shall be the first instance hearing and shall hear all alleged violations, the investigation concludes shall be prosecuted unless it is determined by the that the hearing shall take place at national level. In the case of conflicts of interest, the Ethics and Disciplinary Committee shall decide which authority is most competent to hear the case.

3.2 The Disciplinary Tribunal shall pronounce sanctions described in this Policy. Unless otherwise specified (for example anti-doping rule violations, criminal or professional conduct charges), a breach

of the FITEQ Code of Ethics and/or an integrity policy shall be subject to the sanctions set out in this Disciplinary Code, whether or not the violation constitutes an act or attempted act, and whether the parties acted as principal accomplice (including failure to report) or instigator.

3.3 Members of this Committee shall ensure that everything disclosed during the course of their duty remains confidential, in particular, deliberations and private personal data, in compliance with the Code of Ethics and Data Privacy legislation.

4. CONFIDENTIAL REPORTING AND WHISTLEBLOWING

4.1 To actively promote the reporting of alleged corruption in teqball on a secure basis, FITEQ offers its member bodies, its athletes and officials several different interfaces that offer both confidential and anonymous reporting. This allows the reporting person to select the mechanism that best suits their specific circumstances. Information can be shared in four ways:

- 4.1.1 Encrypted online form/ mailbox;
- 4.1.2 FITEQ Anti-Corruption App;
- 4.1.3 FITEQ Confidential Telephone Hotline;
- 4.1.4 Direct report to FITEQ Ethics and Disciplinary sub-Committee.

4.2 FITEQ shall provide adequate information about how to make a report easily and how reports are processed and investigated. Following a report of alleged wrongdoing, an acknowledgement of receipt shall be given to the reporting person, unless the report is made anonymously, along with a timeframe specified for further communication. There shall also be regular communication with the reporting person throughout the handling process to maintain the highest levels of trust.

4.3 FITEQ shall ensure that all of their member bodies and athlete contracts include clauses that safeguard the confidentiality and the sanctioning of retaliation against persons who report any perceived incidents of corruption. FITEQ will ensure transparent and effective reporting mechanisms are in place that will allow reporting to be done safely and confidentially without any fear of reprisals or negative consequences.

5. PROCEDURAL RULES

5.1 Only the accused shall be deemed to be a participant to an investigation, other persons may be considered as witnesses. During any investigation or hearing the participant and other persons bound by this Code may have legal representation of their own choice and at their own cost and expense. He/she can be assisted by a person of his/her choice.

5.2 In hearings, the Disciplinary Tribunal may require a limit to the number of legal representatives present if deemed excessive. If the participant has insufficient financial means to represent themselves, legal aid may be requested and FITEQ shall make available a list of pro bono counsel. Application should be made to the Integrity Commissioner. There shall be no requirement to use these legal services and the participant shall be free to select from this list.

5.3 Language used in proceedings shall be English unless by agreement the hearing can be conducted in another language with adequate translation as confirmed by the Integrity Commissioner. During an investigation, where oral testimony is given, such testimony may be given in person by telephone or via video.

6. INVESTIGATION OF A BREACH

6.1 Any allegation or suspicion of a violation of the FITEQ Code of Ethics or an Integrity Policy shall be reported to the FITEQ Ethics and Disciplinary Committee.

6.2 The FITEQ Ethics and Disciplinary Committee Chair shall oversee an investigation into a possible breach of the Policy, and refer the case to the FITEQ Ethics and Disciplinary Committee to conduct a formal and thorough investigation into the activities of the participant. This investigation may be conducted in collaboration with relevant competent criminal, administrative, professional and judicial authorities and all participants must co-operate fully at every stage. The FITEQ Ethics and Disciplinary Committee shall have discretion where it deems it appropriate to conduct its own investigation pending the outcome of investigations undertaken by other competent authorities.

6.3 As part of any such investigation, where the FITEQ Ethics and Disciplinary Committee reasonably suspects that a participant has violated the Code of Ethics and/or an Integrity Policy, it may submit a formal written request to the participant for information related to the alleged violation and/or require the attendance of the participant for interview. Any interview shall occur at a time and place to be determined by the FITEQ Ethics and Disciplinary Committee. The relevant participant shall be given reasonable notice in writing of the requirement to attend. Interviews shall be recorded and the participant shall be entitled to have a legal representative (at their own cost) and interpreter present if they wish.

6.4 Following an investigation, the FITEQ Ethics and Disciplinary Committee shall provide the FITEQ Disciplinary Committee Chair (Integrity Commissioner) with a report including the findings and facts, the conclusion and recommendation(s) of its investigation. They shall report on all inquiries and deliberations to the Board at the appropriate time.

6.5 **Data Sharing:** By participating in an event or competition under the jurisdiction of FITEQ, each participant shall be deemed to have consented to the collection, processing and disclosure or any use of information relating to his/ her activities including and without limitation the following:

6.5.1 records relating to the alleged corrupt conduct (betting account number and information, itemised telephone billing statements, texts messages received and sent, banking statements, Internet service records, computers, hard drives and other electronic information storage devices

6.5.2 written statement setting forth the facts and circumstances concerning the alleged corruption offence.

7. ISSUING A NOTICE OF CHARGE

7.1 Allegations or reports of alleged corruption shall be handled with the highest degree of impartiality and confidentiality by all parties involved in the investigation and disciplinary process. The assessment of each report and the subsequent investigation shall be undertaken without undue interference and influence. FITEQ (through its Ethics and Disciplinary Committee shall ensure that when each incident is assessed, objective criteria are used so that each report is approached without both bias or prejudice relating to the reporting person or the alleged offender. This will allow a report to be considered solely on the merits of the information received.

7.2 Where, following the investigation report from the FITEQ Investigation Unit, the FITEQ Ethics and Disciplinary Committee determines that there is a case for the participant to answer under rule 6, the FITEQ Ethics and Disciplinary Committee Chair shall issue the participant with a written notice of charge (and as appropriate persons with parental/guardian responsibility and legal representative) setting out the following:

- 7.2.1 The specific violation that the participant is alleged to have committed;
- 7.2.2 The fact upon which such allegations are based;
- 7.2.3 The range of sanctions applicable under the Policy for such violations;
- 7.2.4 Details relating to the participant's response to the notice of charge within a specified deadline;
- 7.2.5 The participant's right to have a matter determined by a hearing.

7.3 The notice of charge shall also specify that, if the participant wishes to exercise his right to a hearing, he must submit a written request for a hearing so that it is received by FITEQ as soon as possible but in any event within 14 days of receipt of the notice of charge. The request must specify how the participant responds to the charge and must explain in brief the basis for such response.

7.4 **Failure to Co-operate:** In the event, the participant fails to file a written request for a hearing by the specified deadline, he/ she shall be deemed to have:

- 7.4.1 Waived his/her right to a hearing;
- 7.4.2 Admitted that he/ she has committed the violation specified in the notice of charge;
- 7.4.3 Agreed to the range of applicable sanctions specified in the notice of charge (final sanction to be determined by the Adjudication Tribunal).

7.5 Where the participant requests a hearing, the matter shall proceed to a hearing under rule 8.

Where the participant is deemed to have waived his/her right to a hearing and to have admitted the violation(s), any hearing held at FITEQ's discretion shall be limited to determining the applicable sanctions only.

7.6 In any case, where FITEQ decides to charge a participant with a violation under this Policy, they shall have discretion in circumstances where they consider that the sport of teqball could otherwise be seriously damaged, to provisionally suspend the participant pending the Disciplinary Tribunal's decision as to whether he/she has committed a violation. A Provisional Suspension shall be effective from the date of notification to the participant under this Policy. Alternatively, the participant may accept a voluntary suspension from competition and other FITEQ activities provided that it is confirmed in writing to FITEQ. A voluntary suspension shall be effective only from the date of receipt of the participant's written confirmation to FITEQ's Ethics and Disciplinary Committee Chair.

7.7 A decision to impose a Provisional Suspension on a participant shall not be subject to appeal.

7.8 If a participant retires during a disciplinary proceeding under this Policy, FITEQ shall retain jurisdiction to complete the procedure. If the participant retires before any disciplinary procedure has begun, FITEQ shall nevertheless have jurisdiction to conduct the relevant procedure.

8. BURDEN AND STANDARD OF PROOF

8.1 FITEQ or other relevant prosecuting authorities shall have the responsibility of proving that a violation has taken place under this Policy. The standard of proof will be whether FITEQ or other prosecuting authorities have proved that a violation to the comfortable standard of the FITEQ Disciplinary Tribunal, the standard which is greater than the mere balance of probability but less than proof beyond a reasonable doubt.

8.2 Where this Policy places the burden of proof on the participant alleged to have committed a violation to prove facts or circumstances, the standard of proof shall outweigh the evidence.

8.3 The FITEQ Disciplinary Tribunal shall not be bound by judicial Policy governing the admissibility of evidence and facts may be established by any reliable means including but not limited to admissions, evidence of third parties, witness statements, expert reports, documentary evidence and other analytical data. For the avoidance of doubt, any type of proof may be produced, in particular:

- 8.3.1 Documents;
- 8.3.2 Reports from officials;
- 8.3.3 Declarations from parties;
- 8.3.4 Declarations from witnesses;
- 8.3.5 Audio or video recordings;
- 8.3.6 Expert opinions;

8.3.7 All other proof relevant to the case.

8.4 The FITEQ Disciplinary Tribunal shall have the discretion to accept any facts established by a decision of a court or professional disciplinary Tribunal of any competent jurisdiction which is not subject to pending appeal as irrefutable evidence against the participant to whom the decision relates unless the participant establishes that the decision violated the principles of natural justice.

8.5 The FITEQ Disciplinary Tribunal shall be entitled to draw an inference adverse against any participant who is accused of committing a violation if that participant fails to appear in front of the FITEQ Disciplinary Tribunal if requested to do so and when a reasonable advance notification of the hearing has been given, or fails to comply with any information request that has been submitted in accordance with this Policy.

9. RIGHT TO A FAIR HEARING

9.1 Where the FITEQ Ethics and Disciplinary Committee Chair alleges that a participant has committed a violation of this Policy and the participant denies the allegation and/or contests the sanctions to be imposed for such violation, then the matter shall be referred to a hearing before the FITEQ Disciplinary Tribunal.

9.2 The FITEQ Disciplinary Tribunal shall be appointed in accordance with the principles outlined in this Policy. Members of the FITEQ Disciplinary Tribunal shall have had no prior involvement with the case or conflict of interest with the participant.

9.3 The hearing process shall respect the following principles:

9.3.1 a timely hearing;

9.3.2 a fair and impartial FITEQ Disciplinary Tribunal;

9.3.3 the right to be represented by counsel (at the participant's own expense);

9.3.4 the right to respond to the specific policy violation and associated sanction;

9.3.5 the right of each party to present evidence;

9.3.6 the right to call and question witnesses;

9.3.7 the right to an interpreter (FITEQ Disciplinary Tribunal to determine the identity and responsibility for the cost of the interpreter);

9.3.8 a timely, written decision specifically including an explanation of the reason for the sanction(s) imposed.

9.4 As soon as the parties have made their submissions, the FITEQ Disciplinary Tribunal shall determine whether a violation has been committed. Where the FITEQ Disciplinary Tribunal decides that a violation

has been committed, the FITEQ Disciplinary Tribunal shall select the appropriate sanction within the range of possible sanctions for such violation after considering any submissions on the subject that the parties wish to make.

9.5 The FITEQ Disciplinary Tribunal shall issue a decision in writing, with explanations, as soon as possible after the conclusion of the hearing. The decision will outline and explain FITEQ Disciplinary Tribunal's:

9.5.1 Findings as to whether a violation has been committed;

9.5.1.1 Findings as to what sanctions if any are to be imposed;

9.5.2 The date that the period of ineligibility will commence;

9.5.3 The rights of appeal described in rule 12.

9.6 The hearing shall be scheduled for 14 days after referral to the FITEQ Disciplinary Tribunal. The hearing date may be adjourned at the request of any party. The request for adjournment must be received at least 8 days before the hearing and may only be requested once by each party.

10. NOTICE OF THE DISCIPLINARY TRIBUNAL DECISION

10.1 Within 48 hours of the Hearing, the Disciplinary Tribunal Chair shall:

10.1.1 Forward a notice of the Disciplinary Tribunal's decision to the FITEQ Integrity Commissioner, to the FITEQ Executive Director and include any disciplinary measures imposed.

10.1.2 Forward a notice of the Disciplinary Tribunal's decision to the relevant national governing body to which the participant is a member including any disciplinary measures imposed. Upon request, the national federation will be granted access to all related documents, facts and findings of the investigation and hearing.

10.1.3 Forward a letter reconfirming the Disciplinary Tribunal's decision to the parties including any disciplinary measures imposed. The letter should outline the process for an appeal. If the matter is particularly complex or significant, the Disciplinary Tribunal Chair may inform the parties in writing within 48 hours that the decision will be postponed by a further 48 hours.

11. CONFIDENTIALITY AND INFORMATION SHARING

11.1 The principle of confidentiality shall be strictly respected by all FITEQ parties during the investigation and disciplinary procedures. Information shall only be shared with parties who have a legitimate need to know. It must also be strictly respected by any person concerned with the procedure until formal

publication of the case decision. When sharing a report, FITEQ will exercise due care to minimise the information that is disclosed to third parties in order not to expose any whistleblower or affected party, without their consent. In general, reports will be shared in an anonymous format.

11.2 FITEQ will demonstrate due care to specific sensitivities such as gender, age (minor) and ethnic or religious minorities in the investigative process. When a reported allegation has a criminal element, national requirements regarding the referral of case information to law enforcement shall be followed. It may be possible in these such cases that a disciplinary investigation will be carried out in parallel to or after a criminal investigation has concluded. The Chair of the Ethics and Disciplinary Committee shall be the person who liaises with the criminal enforcement agency. The Chair shall act as a single point of contact for continuity purposes and be best placed to advise on due process and the independence of the investigation.

11.3 Personal Information of FITEQ Parties or other relevant persons may be shared with law enforcement agencies, government agencies and/or other sporting organisations to prevent and investigate integrity violations, noting that at all times teqball shall comply with its legal obligations regarding privacy and data protection in sharing information.

12. SANCTIONS

Violations of this Code or any other FITEQ rule or regulation by persons bound by this Code are punishable by one or more of the following sanctions, as appropriate:

- 12.0.1 Warning;
- 12.0.2 Reprimand;
- 12.0.3 Compliance Training;
- 12.0.4 Return of Awards;
- 12.0.5 Suspension of licence to coach/act as agent;
- 12.0.6 Fine;
- 12.0.7 Community work;
- 12.0.8 Match suspension(s);
- 12.0.9 Ban from training grounds, dressing rooms, field of play and/or substitute's bench;
- 12.0.10 Ban from entering FITEQ competitions;
- 12.0.11 Ban from attending FITEQ competitions or training activities;

12.0.12 Ban on taking part in any FITEQ-related activity.

and may include Public Disclosure

12.1. Ineligibility

12.1.1 If the FITEQ Disciplinary Tribunal decides that a Participant has committed a violation, the Disciplinary Tribunal shall be entitled to impose a period of ineligibility on the participant. It shall fix the period of ineligibility within that range based on its assessment of what is proportionate taking into account all of the facts and circumstances of the case with particular reference to the following:

12.1.1.1 The nature of the breach;

12.1.1.2 The degree of culpability of the participant;

12.1.1.3 The damage that the breach(es) has/ have done to the sport;

12.1.1.4 The need to deter future similar breaches;

12.1.1.5 Any specific aggravating and mitigating factors.

12.1.2 The period of ineligibility shall commence on the date that the FITEQ Disciplinary Tribunal publishes a decision and shall end of the date stated in the published decision. The FITEQ Disciplinary Tribunal may at its sole discretion reduce the period of ineligibility imposed by any period of provisional suspension already served by the participant before the decision is published.

12.1.3 No participant shall participate in any capacity in any event or competition during the period of eligibility as imposed by the FITEQ Disciplinary Tribunal with the exception and only if directly invited by FITEQ, an ineligible participant may attend an event in an educational capacity as part of an anti-corruption/integrity programme organised by FITEQ.

12.1.4 If a participant violates any prohibition relating to participation under rule 11, the participant will be disqualified immediately from the event or competition and the period of ineligibility originally imposed shall restart from the date of the violation.

12.1.5 This policy shall continue to apply to any ineligible participant and any violation committed during a period of ineligibility shall be treated as a gross violation and independent proceedings shall be brought against the participant under this Policy.

12.2 Financial Sanctions

The FITEQ Disciplinary Tribunal has the discretion to impose a financial penalty in addition to ineligibility.

12.3 Disqualification of Results

If a participant is found to have committed a violation at events or competitions that he/she has entered, the participant's results will be considered void and he/she will be disqualified.

12.4 Aggravating Factors and Circumstances

The aggravating factors which may be considered by the FITEQ Disciplinary Tribunal shall include, as applicable, the following:

- 12.4.1 A failure to co-operate by the participant with any investigation or requests for information;
- 12.4.2 Any previous, repeated or concurrent violations by the participant;
- 12.4.3 The participant receives or is due to receive a significant benefit in connection with the violation;
- 12.4.4 The violation has, or potential to have, impact on the course or result of an event, competition, or training programmes;
- 12.4.5 The participant displays a lack of remorse or regret or refuses to engage in any anti-corruption education or training;
- 12.4.6 The harm to individuals and/or a particular FITEQ event or competition;
- 12.4.7 Any other aggravating factors deemed relevant by the Disciplinary Tribunal

12.5 Mitigating Factors

The mitigating factors which may be considered by the FITEQ Disciplinary Tribunal shall include wherever applicable the following:

- 12.5.1 Co-operation by the participant with any investigation or requests for information;
- 12.5.2 A timely admission of guilt by the participant;
- 12.5.3 The participant's clean disciplinary record;
- 12.5.4 The youth or inexperience of the participant;
- 12.5.5 The violation not having affected or having the potential to affect the course or results of the event or competition;
- 12.5.6 The participant displays regret and remorse and showing a willingness to engage in anti-corruption educational or training programmes;
- 12.5.7 Any other mitigating factors deemed relevant by the Disciplinary Tribunal.

13. RIGHT OF APPEAL

13.1 Appeals against decisions of the FITEQ Disciplinary Tribunal may be lodged with the FITEQ Ethics and Disciplinary Committee Chair/ either by FITEQ or the participant who is subject of the decision.

13.2 The time for filing an appeal to FITEQ shall be 14 days from the date of receipt of the decision by the appealing party.

13.3 Any decision and any sanctions imposed shall remain in effect while subject to the appeal process unless the FITEQ Appeals Panel directs otherwise.

14. FURTHER APPEAL

14.1 Any further appeal against the decision by the FITEQ Appeals Panel can only be lodged with the Court of Arbitration of Sport (CAS) who will act as an arbitration Disciplinary Tribunal and there shall be no right to appeal to any other jurisdictional body.

14.2 The time for filing an appeal to CAS shall be 21 days from the date of receipt of the decision by the appealing party.

15. ACKNOWLEDGEMENT OF DECISIONS

15.1 Final decisions of other International Federations or Major Event Organisations in relation to a participant that are within their jurisdiction and based on the same or comparable Code of Ethics and/or Integrity Policy shall be recognised and honoured by FITEQ upon receipt of notice of the same. Any disciplinary process, so far as determining a participant's sanction beyond the sanction imposed by the International Federation or Major Event Organisation is concerned, shall be determined by FITEQ under this Policy.

16. NOTIFICATION AND EFFECT OF DECISIONS

16.1 Decisions and other documents intended for persons bound by the Code of Ethics and Integrity Policies may be addressed to the Person directly and/or the association concerned on condition the documents are forwarded to the intended recipient. Decisions and other documents shall be communicated by email (or by email link to document sharing) and may be followed by registered letter.

16.2 All parties shall be notified of the decisions. The decision shall be effected by publication on the FITEQ website, except where the sensitivity of the case demands and may include the redaction of party names. This shall be determined by the in conjunction with the Ethics and Disciplinary Committee.

16.3 Decisions shall come into force as soon as they are communicated. Any obvious errors may be rectified by the Integrity Commissioner, at any time.

17. CONCILIATION AND STATUTE OF LIMITATIONS

17.1 At the agreement of all parties (including FITEQ), a matter may proceed to conciliation and mediation (for example investigations of poor practice that do not meet the threshold burden of proof to proceed to discipline or criminal action). The shall manage this process. In the case of refusal of one or more parties, the matter shall be referred to the disciplinary procedure. Some matters shall not be permitted to proceed to conciliation, at the discretion of the Ethics and Disciplinary Committee.

17.2 **Statute of Limitations:** With the exception of an alleged violation of the following FITEQ Integrity Policies: **Safeguarding and Welfare, Equality and Anti-Discrimination and Anti-Corruption**, where an alleged violation may lead to a criminal investigation, no disciplinary action may commence against a participant for other violations unless the action starts within 10 years of the alleged breach taking place.

18. REVIEW AND FEEDBACK

18.1 FITEQ shall maximise opportunities to use closed integrity cases as a learning tool for:

- 18.1.1 Preventing integrity violations by alerting persons in authority of the need for change in organisational policy or sport rules;
- 18.1.2 Improving the reporting mechanism;
- 18.1.3 Raising awareness about different types of wrongdoing and how to report wrongdoing in teqball;
- 18.1.4 Improving reporting interfaces;
- 18.1.5 Improving classification of reports;
- 18.1.6 Improving the investigation process.

18.2 FITEQ shall conduct teqball specific risk assessments relating to integrity periodically and following every significant change or event such as a change to structure or activities of FITEQ or following the revelation of an integrity issue in sport. This will ensure that FITEQ responds and modifies its policies and procedures as required to ensure maximum effectiveness in its promotion of integrity.

18.3 This Disciplinary Policy shall come into full force and effect as of September 1, 2020.