



INTERNATIONAL TEQBALL FEDERATION

FITEQ
ANTI-CORRUPTION
POLICY

ADOPTED 12 DECEMBER 2020

POLICY OBJECTIVE

To safeguard Teqball and the reputation of FITEQ by prohibiting conduct that undermines the integrity of the sport, in particular any corruption of, or unfair impact on, the outcome of competitions and events; to establish effective mechanisms preventing corrupt gambling practices, enforcement and sanctioning of illegitimate and corrupt conduct; and/or undermine the integrity or reputation of the sport.

PURPOSE OF THE POLICY

- Preserve the fundamental character of Teqball as an honest test of skill and ability.
- Prevent corrupt gambling practices from undermining the integrity of the game.
- Maintain public confidence in the transparency and authenticity of the sporting contest.
- Ensure that all matches are contested on a level playing field with the outcome and all eventualities that take place during each match to be determined solely by the merits of the competing players and teams and their respective player support personnel.
- Safeguard the sport by ensuring that persons who are involved in the game are of suitable character reflecting the reputation and spirit of the sport.
- Preserve public confidence in the readiness, willingness and ability of the IF to protect the sport from corrupt practices.
- Reflect the *Olympic Movement Code on the Prevention of the Manipulation of Competitions* wherever applicable and appropriate.

1. BACKGROUND AND INTRODUCTION

1.1 Corruption undermines society and has detrimental consequences on all spheres of life. In sport, corruption sends a devastating message particularly amongst young people by undermining the capability of sport to be a force for good. Corruption and fraud in sport jeopardise the core values of sport and its social, cultural and educational values, and undermine its economic significance.

Corruption in sport ultimately exists because of the ability to make significant financial profit by betting on the result or a particular characteristic of the match when the outcome has been predetermined by illegitimate conduct. Betting occurs legally on the regulated markets facilitated by the proliferation in online gambling via mobile phone apps and also via unregulated markets predominantly in the sub-continent where gambling is illegal. It also takes places at a range of levels from small scale to large scale international crime syndicates.

Advancements in digital technology, social media, popularity, television, the number and form of matches and the expansion of betting markets has created a significant increase in the amount, sophistication and different types of bet being placed on the game. The development of new betting products and methods, including spread betting and betting exchanges, as well as online and phone accounts allows gamblers to place a bet at any time and place, including whilst a match

is in play. These developments raise the potential for persons not associated with the game to attempt to corrupt persons within the sport and for persons in the sport to seek to financially gain from corrupt gambling.

The integrity of sport depends upon the outcome of sporting events and competitions being fair and determined wholly on the competing merits of the athletes involved. Any form of corruption that may undermine public confidence in the integrity of a sporting contest is fundamentally contrary to the spirit of the sport and must be eliminated at all costs.

1.2 FITEQ and its member bodies are fully committed to taking all possible steps within its jurisdiction to prevent corrupt practices that threaten the integrity of the sport. This commitment will include the following measures:

1.2.1 Raising awareness of the Policy at all levels within the sport, including using educational programmes and tools to provide information to the widest possible target audience.

1.2.2 Establishing the most effective and appropriate means of monitoring sports betting at the event or competition under the jurisdiction of FITEQ including monitoring any irregular or suspicious betting patterns that may occur.

1.2.3 Establishing the most effective and appropriate means to facilitate the reporting of third-party information on a confidential basis.

1.2.4 Establishing and, where appropriate, making full use of effective exchange for the sharing of intelligence and information related to the investigation and/ or prosecution of violations under this Policy.

1.2.5 Collaborating and cooperating with competent national and international authorities where information in its possession may amount to or corroborate violations of other applicable laws or regulations.

1.2.6 Exchanging information with partners in the Olympic Movement through the *IOC Integrity Betting Intelligence System* or otherwise on acknowledged areas of best practice in relation to tackling corruption in sport.

2. APPLICATION AND SCOPE

2.1 This Policy shall apply to all participants who participate or assist in an event or competition under the jurisdiction of FITEQ and each participant shall be automatically bound by and be required to comply with this Policy at all times.

2.2 It shall be the personal responsibility of each participant to make him/herself aware of this Policy including, without limitation, what conduct constitutes a violation of the Policy and to comply with those requirements. Participants shall also be aware that conduct prohibited under this Policy may also constitute a criminal offence and/ or breach of other applicable laws and regulations.

2.3 Each participant submits to the exclusive jurisdiction of the FITEQ Ethics and Disciplinary sub-Committee Tribunal convened under this Policy to hear and determine charges brought by FITEQ.

2.4 FITEQ may, at its discretion, prohibit other conduct it deems appropriate, for example prohibiting use of mobile phone during an event to reduce opportunities for Prohibited Conduct.

2.5 Conduct prohibited under this Policy may also be a criminal offence and/or a breach of applicable laws/regulations. This Policy is intended to supplement such laws and regulations. It is not intended, and should not be interpreted, construed, or applied to prejudice or undermine in any way, the application of such laws or regulations.

3. OFFENCE AND RULE VIOLATIONS

The following conduct shall constitute a violation of this Policy whether it be affected directly or indirectly. A person who knowingly assists or is party to 'covering up' Prohibited Conduct shall be treated as having engaged in the Prohibited Conduct personally.

3.1 Prohibited Betting

3.1.1 Participation in, support for, or promotion of, any form of betting related to an event or competition under the jurisdiction of FITEQ regardless of whether the participant is directly participating or is otherwise taking place in organisation in which the participant is participating, including betting with another person on the result, progress, outcome, conduct or any other aspect of the an event or competition under the jurisdiction of FITEQ.

3.1.2 Inducing, instructing, facilitating and encouraging a participant to commit a violation outlined in rule 3.1.

3.2 Competition Manipulation

3.2.1 Fixing or contriving in any way or otherwise improperly influencing or aiding and abetting to fix or contrive in any way or other improperly influence the result, progress, outcome, conduct or any other aspect of an event or competition under the jurisdiction of FITEQ.

3.2.2 Ensuring that a particular incident, that is the subject of a bet, occurs.

3.2.3 Deliberately underperforming or 'tanking' as part of an arrangement relating to betting on the outcome of any contingency within a competition or event.

3.2.4 Ensuring or seeking to ensure the occurrence of a particular incident in an event or competition under the jurisdiction of FITEQ which occurrence is to the participant's knowledge the subject of a bet and for which he/she or another person expects to or has already been the recipient of a benefit.

3.2.5 Failing deliberately in return for a benefit (or the legitimate expectation of a benefit irrespective of whether such benefit is in fact given or received) to perform to the best of one's ability in an event or competition under the jurisdiction of FITEQ.

3.2.6 Inducing, instructing, facilitating or encouraging a participant to commit a violation outlined in rule 3.2.

3.3 Bribery

3.3.1 Accepting, offering, agreeing to accept or offer, a bribe or a benefit (or the legitimate expectation of a benefit, regardless of whether such benefit is in fact given or received) to fix or contrive in any way or otherwise to influence improperly the result, progress, outcome, conduct or any other aspect of an event or competition under the jurisdiction of FITEQ.

3.3.2 Providing, offering, giving, requesting or receiving any gift or benefit (or the legitimate expectation of a benefit regardless of whether such benefit is in fact given or received) in circumstances that the participant might reasonably have expected could bring him/self or the sport into disrepute.

3.3.3 Inducing, instructing, facilitating or encouraging a participant to commit a violation outlined in rule 3.3.

3.3.4 FITEQ has formal procedures and internal regulations to ensure that anti-corruption controls are in place related to transactions or projects that require the allocation of funding such as bidding dossiers for major FITEQ events and the allocation of high value tender and procurement processes.

3.4 Misuse of Inside Information

3.4.1 Providing inside information that is considered to be information not publicly known (such as team configuration, composition, tactics, injuries or personal circumstances) other than in connection with bona fide media interviews and commitments.

3.4.2 Using inside information (information that is not available within the public sphere) for betting purposes or otherwise in relation to betting.

3.4.3 Disclosing inside information to any person with or without benefit where the participant should reasonably be expected to know that its disclosure in such circumstances could be used to inform betting.

3.4.4 Giving and/or receiving a benefit for the provision of inside information regardless of whether any inside information is actually provided.

3.4.5 Inducing, instructing, facilitating or encouraging a participant to commit a violation outlined in rule 3.4.

3.5 Failure to Report Prohibited Conduct

3.5.1 Knowingly assisting, covering up or otherwise being complicit in any acts or omissions of the type described in rule 3 committed by a participant.

3.5.2 Failing to disclose to FITEQ or other relevant competent authority without undue delay full details of any approaches or invitations received by the participant to engage in conduct or incidents that would amount to a violation as outlined in rule 3.

3.5.3 Failing to approach to FITEQ or other relevant competent authority without undue delay full details of any incident, fact or matter that comes to the attention of the participant that may evidence a violation under this rule by a third party including approaches or invitations that may have received by any other party to engage in conduct that would amount to a violation of this rule.

3.6 Failure to Cooperate or Obstruct an Investigation/ Proceedings

Failing to cooperate with any reasonable investigation carried out by FITEQ or other relevant competent authority in relation to a possible breach of this Policy, including failing to provide any information and/or documentation requested by FITEQ or competent competition authority that may be relevant to the investigation.

3.7 Irrelevant Factors

3.7.1 The following factors are all irrelevant to the determination of a violation of this Policy:

3.7.1.1 Whether or not the participant was participating, or a participant assisted by another participant was participating in the specific event or competition under the jurisdiction of FITEQ.

3.7.1.2 The nature or outcome of any bet placed.

3.7.1.3 The outcome of the event or competition on which the bet was made.

3.7.1.4 Whether or not the participant's efforts or performance (if any) in any event or competition under the jurisdiction of FITEQ were (or could be expected to be) affected by the acts or omissions in question.

3.7.1.5 Whether or not the results in the event or competition were (or could be expected to be) affected by the acts or omissions.

3.7.1.6 Any form of aid, abetting or attempt by a participant that could culminate in a violation of this Code shall be treated as if a violation had been committed whether or not such an act in fact resulted in a violation and/ or whether that violation was committed deliberately or negligently.

3.7.2 Any attempt by a participant, or any agreement by a participant with any other person to engage in conduct that would amount to the commission of any violation of this rule 3 will be treated as if a violation had been committed, regardless of whether the attempt or agreement

resulted in any such violation. The only situation whereby there shall be no violation under this rule 3 is where the participant renounces his/ her attempt or agreement prior to it being discovered by a third party not involved in the attempt or agreement.

4. MANDATORY REPORTING

4.1 Any individual to whom this policy applies must promptly notify the *Integrity Commissioner* if he or she:

4.1.1 Is interviewed as a suspect, charged, or arrested by police in respect of conduct that would amount to an allegation of Prohibited Conduct under this Policy.

4.1.2 Is approached by another person to engage in conduct that is Prohibited Conduct.

4.1.3 Knows or reasonably suspects that another person has engaged in conduct, or been approached to engage in conduct that is Prohibited Conduct.

4.1.4 Has received, or is aware or reasonably suspects that another person has received, actual or implied threats of any nature in relation to past or proposed conduct that is Prohibited Conduct.

4.2 Notification can be made verbally or in writing at the discretion of the person and may be made confidentially if there is a genuine concern of reprisal. There is a continuing obligation to report any new knowledge or suspicion regarding any conduct that may amount to Prohibited Conduct under this Policy. A report will be dealt with confidentially.

5. CRIMINAL OFFENCES

Any alleged Prohibited Conduct by an alleged offender which is considered by the Integrity Commissioner as a prima facie unlawful offence will be reported to the police force in the jurisdiction the offence is alleged to have occurred.

6. BURDEN AND STANDARD OF PROOF

6.1 FITEQ or other 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, a standard which is greater than the mere balance of probability but less than proof beyond reasonable doubt.

6.2 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.

6.3 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.

6.4 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.

6.5 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.

7. EDUCATION AND TRAINING

7.1 FITEQ and its member bodies shall adopt appropriate policies, protocols, mission statements and similar so that it is clear to all employees, officials, commercial partners and other participants and stakeholders that Inappropriate Conduct as defined by the Anti-Corruption Policy (including in any public statements) will not be tolerated by FITEQ or its member bodies whether at international competitions and events played within its jurisdiction or those played on a domestic level as part of a FITEQ event or in the course of FITEQ business or representation at any other time so as to bring the sport into disrepute.

7.2 FITEQ and its member bodies shall take the necessary steps within its own jurisdiction to ensure that all employees and officials and participants have read and understood this Anti-Corruption Policy and received appropriate training and education about their own conduct and how they should respond to conduct of others. Commercial partners shall be advised of the FITEQ Anti-Corruption Policy by reference in contracts and agreements.

FITEQ parties (as designated by FITEQ) must complete appropriate education and training programmes as directed by FITEQ from time to time.

7.3 FITEQ and its member bodies shall, wherever reasonably practical, monitor the conduct of its employees, officials, commercial partners and participants and take such action as it considers appropriate in respect of any inappropriate conduct.

7.4 FITEQ member bodies are required to develop two specific plans- one for dealing with incidents of Inappropriate Conduct that take place at FITEQ national level and one for referring complaints of inappropriate conduct regarding persons from outside their country and membership.

8. CONFIDENTIAL REPORTING/WHISTLEBLOWING

8.1 To actively promote the reporting of alleged corruption in Teqball on a secure basis, FITEQ offers its member bodies and athletes a number of 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

- 8.1.1 Encrypted online form/ mailbox
- 8.1.2 FITEQ Corruption App
- 8.1.3 FITEQ Telephone Hotline
- 8.1.4 Direct report to FITEQ Disciplinary sub-Committee.

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

8.3 FITEQ shall ensure that all 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.

9. AMENDMENTS AND INTERPRETATION

9.1 This Policy may be amended as and when deemed necessary by FITEQ. If any rule or provision of this Policy is held invalid, unenforceable or illegal for any reason, it shall be deemed to be deleted and the Policy shall otherwise remain in full force and effect.

9.2 This Anti-Corruption Policy is by its nature fundamental to the integrity of all FITEQ participants and activities, and governs the conditions under which Teqball is played. The standards outlined in this Policy represent the fight against corruption in sport and a broad consensus of those with an interest in fair, clean sport and should be respected by all courts and adjudicating bodies. It is not intended to be subjected to, or limited by the requirements and legal standards applicable to legal proceedings.

9.3 This Anti-Corruption Policy shall come into full force and effect as of September 1, 2020.

10. REVIEW AND FEEDBACK LESSONS

10.1 FITEQ shall maximise opportunities to use closed cases of corruption as a learning tool for:

10.1.1 Preventing corruption by alerting persons in authority of the need for change in organisational policy or sport rules.

10.1.2 Improving the reporting mechanism.

10.1.3 Raising awareness about different types of wrongdoing and how to report wrongdoing in Teqball.

10.1.4 Improving reporting interfaces.

10.1.5 Improving classification of reports.

10.1.6 Improving the investigation process.

10.2 FITEQ shall conduct sport specific risk assessments relating to corruption periodically and following every significant change or event such as change to structure or activities of FITEQ or following revelation of corruption within Teqball. This will ensure that FITEQ responds and modifies its policies and procedures as required to ensure maximum effectiveness in its fight against corruption.