



FÉDÉRATION INTERNATIONALE DE TEQBALL
**FITEQ CODE OF
ETHICS**

ADOPTED 12 DECEMBER 2020

INTRODUCTION

FITEQ, the International Federation of Teqball, is fully committed to promoting and safeguarding teqball's values worldwide. As custodian of the sport, FITEQ has adopted this Code of Ethics to establish clear ethical standards governing the activities and persons directing, supporting and participating in teqball.

To protect the integrity and reputation of teqball from harms caused as a result of illegal, immoral or unethical practices or methods, this Code of Ethics sets out the governance framework and best practice for integrity policies and procedures at international and national levels.

FITEQ personnel, its member bodies, athletes, coaches, officials (hereinafter described as **FITEQ parties**) and other relevant personnel are required to adhere to and apply the values of this Code of Ethics, which is based on the principles of the *IOC Code of Ethics* (which respect the fundamental principle of Olympism), and to undertake to disseminate FITEQ's culture of ethics and integrity within their respective areas of competence.

To lead the application, implementation and annual review of this Code, the Chair of the Ethics and Disciplinary Committee shall act as an independent and impartial *Integrity Commissioner* to advise and guide the FITEQ Board.

This Code of Ethics comes into full force and effect as of September 1, 2020 and will supersede any previous interim versions of the Code of Ethics from this date. It may be amended at any time to take effect as and when required. An up to date copy of the Code of Ethics will be posted on the FITEQ [website](#).

PURPOSE

FITEQ Code of Ethics is a comprehensive Code underpinned by a series of associated policies. It aims to achieve the following objectives:

- Clearly define expected levels of behaviour, decision making and consequences;
- Maintain the highest level of ethical standards in the governance and administration of the sport, to secure the long-term health and prosperity of teqball at all levels;
- Protect everyone associated with teqball both on and off the court, (i.e. athletes, officials, affiliated bodies, clubs, national federations, player agents, related parties) from harms;
- Establish and reinforce FITEQ's authority to tackle corruption including doping within the sport;
- Ensure FITEQ parties conduct themselves with the highest standard of honesty, impartiality, equity and integrity when undertaking their duties and responsibilities;
- Safeguard and enhance the reputation of teqball to positively promote and develop the sport globally;
- Foster public confidence in FITEQ as guardians of the sport;

A breach of this Code may be committed deliberately or negligently, by an act or attempted act, whether as participant, accomplice or instigator.

SCOPE OF APPLICATION

This Code applies to any conduct, (other than that provided for specifically by other regulations in respect of rules on the field of play that damages the integrity and reputation of teqball and/or FITEQ), in particular to illegal, immoral or unethical behaviour by FITEQ parties.

All FITEQ parties agree to be bound by and to comply with this Code of Ethics; to familiarise themselves with all of the requirements of this Code of Ethics including what constitutes a violation of the Code of Ethics and to submit to the jurisdiction of the FITEQ Ethics and Disciplinary Committee, (including its Integrity Commissioner, Investigators, Adjudicators) and the Court of Arbitration of Sport (CAS) in relation to its enforcement.

FITEQ parties include FITEQ Board members holding a governance position within the sport or its member organisations, members of a committee, staff members, individuals who are contracted to support FITEQ events, appointed officials, associated companies, representatives and any other persons who agree in writing at the request of FITEQ to be bound by the Code of Ethics.

Compliance with the FITEQ Code of Ethics shall apply in the following circumstances:

- FITEQ, national member bodies, athletes, administrators and officials at all times;
- FITEQ participants throughout each international and national event for which they are accredited;
- Organising Committees/Major Event Organisers for any FITEQ or member body accredited event;
- Cities and/or officials taking part in any bidding or candidature procedures of FITEQ;
- Any other persons who agree in writing at the request of FITEQ to be bound by the Code of Ethics or who are bound by virtue of FITEQ Rules applying to them, including persons seeking to become officials or participants.

Official volunteers at FITEQ accredited events are **not** classified as staff members and are therefore **not** bound to comply with the Code of Ethics, however it is expected that they shall comply with a **volunteer Code of Conduct** which includes similar obligations to those contained within the Code of Ethics.

Although this Code of Ethics does **not** apply directly to employees of FITEQ's commercial partners, there is an expectation that commercial partners shall have a similar code or policies in place based on the same principles and rules of the Code of Ethics binding upon all individuals in their dealings with FITEQ.

Applicability in Time: This Code applies to conduct whenever it occurred, including before enactment or revision of this Code. An individual may be sanctioned for a violation of this Code only if the relevant conduct contravened the Code applicable at the time it occurred.

Transitional Arrangements: Proceedings filed before the effective date of a revision to this Code of Ethics shall be governed by former Code of Ethics. Proceedings filed after the effective date of the revised Code which relate to an alleged violation of the previous Code of Ethics shall be governed by the later version of the Code.

A FUNDAMENTAL PRINCIPLES

This Code of Ethics covers four key values: **fairness, integrity, responsibility, respect** set out in three pillars of integrity:

Integrity of Conduct - Integrity of Competition - Integrity of Governance

To deliver this Code of Ethics, FITEQ has developed specific integrity policies setting out in detail expected standards and protections for:

- Equality and Anti-Discrimination,
- Anti-Corruption,
- Safeguarding and Welfare.

Breaches and violations of the Code of Ethics and/or an Integrity Policy are managed by the FITEQ Disciplinary Policy which also sets out FITEQ's commitment to encouraging feedback to improve our integrity programmes and whistleblowing to ensure potential integrity breaches and allegations can be addressed promptly.

ARTICLE 1 - GENERAL PRINCIPLES

1.1 FITEQ parties shall have respect for the universal fundamental ethical principles, which are the foundation of Olympism, fully endorsed and reflected in the FITEQ Code of Ethics.

These include:

1.1.1 Respect for human dignity;

1.1.2 Ensuring conditions of safety for athletes and officials' well-being, and medical care favourable to their physical and mental equilibrium by safeguarding the well-being of all participants;

1.1.3 Rejection of discrimination of any kind on whatever grounds, be it age, race, colour, gender, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status including any other form of discrimination covered by national legislation e.g. disability, marriage, civil partnership, pregnancy and maternity or paternity;

1.1.4 Rejection of all forms of harassment and abuse be it physical, emotional, professional or sexual and any physical or mental injuries;

1.1.5 Respect for the Olympic spirit which requires mutual understanding with a spirit of friendship, solidarity, and fair play;

1.1.6 Respect for the principle of autonomy whilst maintaining harmonious relations and co-operation with state authorities

1.1.7 Respect for international conventions for the protection of human rights in respect of their application to FITEQ activities to ensure in particular the **Universal Declaration of Human Rights**.

1.2 **Human Rights:** In preparing for and delivering teqball events, respect for human rights, positive impact on legacy and sustainability shall be prioritised. Planning shall include an assessment of the human rights risks, potential adverse or negative impacts, vulnerability of groups of people, security, transport requirements, influx of workers and volunteers in determining hosting of events. FITEQ shall ensure human rights are recognised, managed and mitigated, pre- and post-event and during delivery. Sustainable goals, promotion of health and well-being, including improvements to local infrastructure shall be planned from the outset.

B INTEGRITY OF CONDUCT

Article 2 - DUTY OF CARE (OBLIGATION of FAIRNESS)

2.1 FITEQ, its member bodies, athletes, administrators and officials shall use due care and diligence in fulfilling their duties. At all times they shall act with the highest degree of integrity, particularly when involved in decision making, acting with impartiality, objectivity, independence and professionalism. FITEQ parties shall adhere to all anti-corruption policies.

2.2 All FITEQ parties shall avoid any conduct that is inconsistent with or undermines in any way the objectives of the FITEQ Code of Ethics and refrain from any actions that could be perceived as improper or that denigrate FITEQ or bring (or have the potential to bring) FITEQ and/ or the sport into disrepute.

2.3 FITEQ parties shall conduct themselves in a professional and courteous manner. In particular FITEQ parties shall refrain from using language or conduct that is obscene, offensive or of an insulting nature towards another person and shall not exploit their position in any way especially for personal aims and benefits.

2.4 FITEQ parties shall safeguard the dignity of individuals and shall not engage (directly or indirectly) in any form of harassment or abuse, whether physical, verbal, mental, sexual, racial or otherwise.

2.5 FITEQ persons shall not unlawfully discriminate on the basis of race, sex, ethnic origin, colour, culture, religion, political opinion, marital status, sexual orientation or other differences and in particular to encourage and actively support gender equality.

Article 3 - DUTY OF HONESTY (BRIBERY AND GIFTS)

3.1 FITEQ parties may offer and accept proportionate, reasonable and bona fide gifts and hospitality that and given specifically as a mark of friendship, respect or to commemorate a significant occasion, on the condition that any gifts or hospitality with a financial worth in excess of 400 CHF (Swiss Francs) must be disclosed to, recorded and approved by the FITEQ Ethics and Disciplinary Committee following the completion of the Minimal Gift/Benefits Declaration Form (Appendix 1 of Financial/Anti-Corruption Policy). If the application is declined, the gift or hospitality shall be withdrawn or returned as applicable.

3.2 It is recognised that FITEQ parties may, on occasions, be offered gifts and hospitality from its national membership bodies, service providers and stakeholders. Any form of token, object or benefit offered to a FITEQ parties, from a third party, which constitutes a gift and compromises his/ her personal judgement and professional integrity should not be accepted. The recipient is required to use an acute sense of

perception in their decision making. No party should act in a way that may give the impression that he/she has or might be influenced by a gift or hospitality to show bias for or against any person or organisation while undertaking official duties for FITEQ.

In deciding whether a gift or hospitality can be legitimately accepted, consider whether the following are applicable:

- 3.2.1 it is likely to facilitate organisational efficiency;
- 3.2.2 it places any (perceived) obligation on the recipient;
- 3.2.3 it is frequent, excessive or lavish;
- 3.2.4 it is related to any decision affecting FITEQ or the individual offering it;
- 3.2.5 it can be justified;
- 3.2.6 it provides benefits to FITEQ that outweigh the risk of possible misperception of hospitality;
- 3.2.7 it may be construed as being intended to influence a decision that is not in the best interest of FITEQ;
- 3.2.8 it is a cash payment;

3.3 FITEQ parties shall refrain from any act involving fraud or corruption.

3.4 FITEQ parties shall **not offer** any bribe, commission, payment, gift, donation, hospitality or any other incentive (monetary or otherwise) in order to influence actions or decision making in relation to any matters relating to FITEQ. FITEQ parties shall disclose any request that he/ she receives for such incentive to the FITEQ Integrity Commissioner immediately.

3.5 FITEQ, its member bodies, athletes, administrators and officials shall not directly or indirectly, solicit, accept or offer any form of remuneration or commission nor any concealed benefit or service of any nature connected with FITEQ activities.

3.6 All FITEQ parties shall not accept any bribe, commission, payment, gift, donation, hospitality or any other incentive that is offered, promised or sent to him/ her to influence actions or decision making in relation to any matter relating to FITEQ events and commercial activities. FITEQ parties shall disclose knowledge of all such matters to the FITEQ Ethics and Disciplinary Committee immediately, in writing.

ARTICLE 4 - DUTY OF LOYALTY AND IMPARTIALITY

4.1 FITEQ parties shall not use their position or the access and privileges assumed by their role to further their personal interests or those of any family member, friend or associate.

4.2 FITEQ parties shall remain faithful and owe a duty of care to FITEQ and all associated activities. All decisions should be made based on his/ her independent judgement and on the best interests of the

Federation and sport. He/she shall not be influenced by external factors and shall not look to advance any conflicting interests.

4.3 Favouritism should not be displayed to any institution i.e. a national membership body or third party i.e. a governmental or political body where doing so would undermine the overriding obligation of FITEQ to act in the best interests of all of FITEQ's collective membership and the sport of teqball as a whole.

4.4 FITEQ parties shall not allow themselves to be subject to any activity that would conflict the duty of care that he/ she is bound to comply with under the Code of Ethics. This is particularly the case when it would result or potentially result in them being unduly influenced and compromise their obligation to maintain undivided loyalty.

4.4 FITEQ parties shall promptly report to the **FITEQ Integrity Commissioner** any act, thing or information which the person becomes aware of which may constitute (on its own or with other information, a violation of this Code of Ethics.

ARTICLE 5 - DECLARATION OF INTEREST

5.1 FITEQ parties shall disclose to the FITEQ Integrity Commissioner any matter that arises which may be construed as having an impact upon their ability to make impartial decisions that are in the best interest of FITEQ and the sport. Full details of the activity shall be provided so that its effects can be fully assessed and understood.

5.2 When a FITEQ party has or could potentially encounter a situation where there is a conflict of interest in respect of his/ her duties owed to FITEQ, the conflict shall be disclosed immediately to the FITEQ **Integrity Commissioner**. The potential conflict should be presented in the Conflict of Interest Form (Appendix 1 of the Anti-Corruption Policy) and comply with the following requirements:

5.2.1 excuse him/ herself from any discussions that relate to the conflict

5.2.2 refrain from voting on any matter that relates to the conflict

5.2.3 refrain from taking any further part in handling of the conflict or of matters relating to the conflict

5.2.4 Advise the FITEQ **Integrity Commissioner** immediately if there are any changes in circumstances that occur since the submission of the initial declaration by completing a supplementary declaration outlining the changes.

5.3 Where an actual or potential conflict of interest is declared and registered, the FITEQ **Integrity Commissioner** is required to advise all relevant persons of the conflict, put in place appropriate mechanisms to contain the actual or potential conflict and its associated threats.

C INTEGRITY OF COMPETITION

Article 6 - CHEATING AND CORRUPT PRACTICES

6.1 FITEQ and its member bodies shall commit to ensuring the integrity of all sports competitions by opposing all forms of cheating and corrupt betting practices. FITEQ parties shall undertake all necessary measures to ensure the integrity of all teqball competitions by the implementation of the FITEQ Anti-Corruption Policy and compliance with the [Olympic Movement Code on the Prevention of the Manipulation of Competitions](#) and [UN Convention on Corruption](#).

Under FITEQ's Anti-Corruption Policy the following activities are prohibited:

6.1.1 Betting on all FITEQ Events.

6.1.2. Misuse of inside information for betting purposes.

6.1.3 Providing or giving to any player or player support personnel any gift, payment or hospitality for the purpose of any breach of the Anti-Corruption Policy or which could bring him/ her or the sport into disrepute.

6.1.4 Failing to disclose to the FITEQ [Integrity Commissioner](#) full details of any gift, payment and/or hospitality that the recipient knew could be a breach of the Anti-Corruption Policy or that was given in circumstances that could bring the recipient or the sport into disrepute.

6.1.5 Failing to disclose any approaches or invitations to engage in activity which would be construed as a breach of the Anti-Corruption Policy.

6.1.6 Failing to disclose any information or matter that may provide supporting evidence that a breach of the Anti-Corruption Policy has been committed by a third party.

6.1.7 Failing to cooperate or assist any investigation by the FITEQ [Integrity Commissioner](#) and/or proceedings brought against an individual(s) in relation to potential corrupt practices.

6.1.8 Obstructing or intentionally hindering any investigation that may be carried out in relation to potential corrupt practices.

6.1.9 Encouraging or inciting any individual(s) to engage in any of the above activities.

6.2 For purposes of current and applicable data protection and laws, FITEQ parties are informed of their obligations regarding consent to the collection, processing, disclosure and use of information relating to themselves and their activities for the specific purposes and under the terms of the FITEQ Anti-Corruption Policy and shall confirm as such in writing.

6.3 FITEQ parties are personally responsible for familiarising themselves with all requirements of the FITEQ Anti-Corruption Policy including what constitutes a breach and to comply with these requirements.

6.4 FITEQ parties agree to abide to the authority of FITEQ to adopt, apply, monitor and enforce the Anti-Corruption Policy, and not to infringe the principles of fair play.

6.5 FITEQ parties agree to submit to the jurisdiction of any Tribunal convened under the Anti-Corruption Policy to hear and determine charges brought by FITEQ and/ or related issues under the Anti-Corruption Policy.

6.6 FITEQ parties agree to submit to the jurisdiction of any Court of Arbitration of Sport (CAS) panel convened under Anti-Corruption Policy to hear and determine appeals made.

6.7 FITEQ parties are not permitted to have any business association or enter into any business arrangement with any betting organisation that involves the payment of money to or by, or enter into any discussion that involves benefits or advantages upon or by the individual as a result of such association or arrangement unless it has been disclosed to, recorded and approved by the Integrity Commissioner.

6.8 FITEQ parties' immediate family members shall not have an influential interest or relationship in a betting organisation or be employed in the day to day operations of a betting organisation unless disclosed to, recorded and approved by the Integrity Commissioner.

6.9 FITEQ parties who attempt or have the intention of committing any conduct that would if completed have constituted a breach of the Code of Ethics shall be treated as if it had been completed and has resulted in a violation.

6.10 FITEQ parties who authorise, cause, knowingly assist, encourage, aid, abet or conceal or is otherwise complicit in the breach of the Code of Ethics by another FITEQ party will be treated in the same way as having committed the violation him/herself.

Article 7- MATCH FIXING

Participants in FITEQ activities shall not, in any way whatsoever manipulate the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics, infringe the principle of fair play or show unsporting conduct as encompassed in FITEQ's Anti-Corruption Policy (covering match fixing, manipulation, prohibited betting and gaming).

Article 8 - ANTI-DOPING VIOLATIONS

FITEQ parties shall protect athletes' rights to participate in doping free sport, and shall comply with and respect the WADA (World Anti-Doping) Code and its International Standards, encompassed in FITEQ's Anti-Doping Rules.

D INTEGRITY OF GOVERNANCE

Article 9 – PROTECTION OF FITEQ ASSETS

9.1 The Basic Universal Principles of Good Governance and Financial Asset Management with particular reference to transparency, responsibility and accountability shall be respected by all FITEQ member bodies.

9.2 The resources of FITEQ may only be used for the benefit of the sport in accordance with the FITEQ Statutes, and commercial opportunities shall not be exploited for personal gain, rather for legacy and meeting sustainability goals.

9.3 FITEQ and its member bodies recognise the significant contribution that broadcasters, sponsors, partners and other stakeholders make to the development and prestige of FITEQ on a global level.

9.4 In order to preserve the integrity and impartiality of the different candidature processes, the support and promotion of any of the candidatures by broadcasters, sponsors, partners and other stakeholders shall be in a form that is consistent with the rules of the sport and the principles defined in both FITEQ Code of Ethics and the Olympic Charter. Broadcasters, sponsors, partners and other stakeholders shall not interfere in the running of teqball organisations.

Article 10 - FINANCIAL AND CONTRACTUAL INTEGRITY

10.1 FITEQ and member body resources and financial assets shall be used for the sole purpose of FITEQ activities, (inter alia the business of the sport, promotion of events, coaching courses and allied activities.)

10.2 FITEQ shall ensure strict internal financial controls are in place, such as financial regulations, signing authority, contract management standards, regulations for travel expenses, determination of remuneration, tendering procedures. FITEQ shall publish audited annual accounts.

10.3 The income and expenditure of FITEQ and member bodies shall be recorded in their accounts in line with standard good practice accounting principles.

10.4 In cases where FITEQ gives financial support to any of its member bodies:

10.4.1 the use of these resources shall be for the purpose of FITEQ activities only and highlighted in the accounts.

10.4.2 the accounts of FITEQ member bodies shall be subjected to auditing by a financial expert designated by the FITEQ Executive Board.

Article 11 - MAINTAIN CONFIDENTIALITY

11.1 The principle of confidentiality shall be strictly respected by FITEQ's Boards and Committees in all of its activities. It shall be strictly adhered to by any person associated with the activities of the FITEQ Ethics and Disciplinary Committee.

11.2 All FITEQ parties shall not disclose to any third party (whether for personal gain or otherwise) any information disclosed to him/her in confidence due to their FITEQ activities except where required by law or where the **FITEQ Integrity Commissioner** (with the guidance of the Ethics and Disciplinary Committee) agrees to such disclosure in advance in writing or the information is already in the public domain.

11.3 With the consent of FITEQ Board, minutes, papers and relevant documents deriving from FITEQ Board and Committee Meetings may be circulated to national membership bodies, Committee Members and national membership bodies so that FITEQ and national membership body matters can be discussed as required. All such individuals shall treat this information with confidentiality and not share or disseminate with any third parties out with their national membership body.

Article 12 - OBLIGATION TO REPORT

12.1 FITEQ parties shall inform the FITEQ Integrity Commissioner confidentially and by using the appropriate channels, of any information related to a violation of the FITEQ Code of Ethics, with a view to potential referral to the FITEQ Ethics Committee. This shall be done without delay, as soon as practicable, any act, thing or information that may constitute (on its own or with other information) a violation or potential breach of this Code.

12.2 Any disclosure of such information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organisation.

12.3 FITEQ parties are required to cooperate fully with all investigations commissioned by the Integrity Commissioner in relation to possible violations by both him/herself and/or others of the Code by providing any information, documentation pertinent to the investigation.

E IMPLEMENTATION

Article 13 - ETHICS AND DISCIPLINARY COMMITTEE / INTEGRITY COMMISSIONER

The FITEQ Ethics and Disciplinary Committee shall establish the policies and procedures relating to the implementation of the Code of Ethics which will be subject to approval by the FITEQ Executive Board.

13.1 To lead the application, implementation and review of the Code, the FITEQ Board shall appoint **an independent and impartial Chair** of the Ethics and Disciplinary Committee, who shall be the FITEQ **Integrity Commissioner**, to advise/guide the Ethics and Disciplinary Committee. The FITEQ **Integrity Commissioner** is ultimately responsible for this Code and to act as an Ombudsman for the sport, on behalf of the Ethics and Disciplinary Committee to receive concerns, complaints or information concerning an alleged violation of this Code of Ethics and/or any of its supporting policies.

13.2 The FITEQ **Integrity Commissioner** shall report on a quarterly basis to the FITEQ Board of Directors in relation to both FITEQ and each of its member bodies' compliance with this Ethics and Anti-Discrimination Policy. FITEQ's Board of Directors may decide to take action as it sees necessary with respect to any elements of the Report including any incidents of inappropriate conduct referred to therein and/ or

failure or refusal to comply with the requirements of FITEQ's Code of Ethics and/or any of its supporting integrity policies.

13.3 FITEQ Ethics and Disciplinary Committee and Jurisprudence:

The Ethics and Disciplinary Committee shall be composed of two arms, an Investigation Unit and adjudication Disciplinary Tribunal reporting via the Chair of the Ethics and Disciplinary Committee who shall report to the Board.

The Investigation Unit shall include independent experienced legal and regulatory experts to guide the reporting, investigation and prosecution of ethical issues and concerns.

The adjudication Disciplinary Tribunal shall be the first instance hearing and shall hear all alleged violations the Investigation Unit decide shall be prosecuted, unless it is determined the hearing shall take place at national level. Disciplinary Procedures are set out in the FITEQ Disciplinary Policy

Article 14 - VIOLATIONS OF THE CODE OF ETHICS AND / OR ANY INTEGRITY POLICY

Violations of this Code of Ethics: it shall be a violation of this Code of Ethics for any applicable person (see Scope of Application) to violate or fail to comply with any one or more of the Code of Ethics Articles and/or its supporting Integrity Policies.

FITEQ parties shall also violate the Code of Ethics if they assist, encourage, aid, abet, conspire, cover-up or engage in any other type of intentional complicity involving a violation or attempted violation of this Code of Ethics and/or its supporting Integrity Policies.

14.1 **Anti-Doping Rule Violations:** Alleged violations of Anti-Doping Rules shall be dealt with under that policy in the first instance, unless further investigation and prosecution of alleged associated violations are required.

14.2 **Technical Rules:** It shall not constitute a violation to raise a protest under the Technical Rules of the sport as provided for in the Official Rules of Teqball.

14.3 **Request for Early Reinstatement:** Any FITEQ party who is serving a period of suspension for confirmed a violation of the Code of Ethics may apply to the FITEQ **Integrity Commissioner** for early reinstatement of his eligibility on the basis of new and significant facts or proof that despite the investigation could not have been produced sooner and would have resulted in a more favourable decision.

14.4 **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.

Article 15 – EDUCATION AND NATIONAL LEVEL IMPLEMENTATION

15.1 Education and Training: All FITEQ Parties shall complete appropriate education and training as directed by FITEQ from time to time. This includes, at the commencement of the Code of Ethics, and policy implementation, at induction, prior to competing in an event or competition, within two months of commencing employment (whether paid or voluntary). As a minimum FITEQ shall specify parties that must undertake an online education programme on the Code of Ethics.

15.2 Each Federation is required to adopt a national level code of ethics (consistent with this document, including national integrity policies that respect national legislation), to govern the behaviour of individuals directing and supporting it in its role as national governing body for the sport of teqball, to be implemented within the restrictions of its national jurisdiction.

15.3 When there is a potential violation or alleged breach of FITEQ's Code of Ethics or of the National Federation's national code of ethics (wherever this exists), the FITEQ **Integrity Commissioner** shall determine whether the matter should be pursued by the National Federation or under this Code of Ethics. This is typically determined by whether the violation or alleged breach is a domestic matter or has more far reaching international implications.

15.4 Each National Federation shall acknowledge, respect and implement within its national jurisdiction all decisions made in applying and enforcing this FITEQ Code of Ethics.

F SANCTIONS FOR BREACH

Article 16 – Sanctions

16.1 Consistent with the Disciplinary Policy, any one of the following sanctions may be imposed for a proven breach of the FITEQ Code of Ethics:

16.1.1 A warning relating to future conduct (i.e. a reminder of the particular component of the FITEQ Code of Ethics that has been violated along with a written threat of sanction in the event of a further infringement).

16.1.2 A formal reprimand.

16.1.3 A fine (of an infinite amount) and/ or an order of reimbursement or compensation.

16.1.4 Disqualification of results, forfeiture of any individual awards or benefits received as a consequence of the conduct that resulted in the infringement.

16.1.5 Removal from office/redundancy.

16.1.6 Suspension from carrying out activities on behalf of FITEQ for a specified period.

16.1.7 Public Disclosure.

16.1.8 Other such sanctions that are deemed appropriate.

16.2 Sanctions for a proven breach of a specific integrity policy shall be applied as required by that policy. The sanction imposed shall be determined by assessment of all of the relevant circumstances of the case including the gravity of the breach and any mitigating or aggravating factors.

16.3 An individual may seek mitigation of sanction on the basis of that he/she has provided substantial assistance to FITEQ given that the contribution of the substantial assistance directly resulted in FITEQ and associated authorities to establish other breaches of the Code of Ethics.