

EUROPEAN ATHLETICS ASSOCIATION

CODE OF ETHICS



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EAA Code of Ethics

Preamble

It is an object of the EAA to safeguard the authenticity and integrity of Athletics in Europe and to take all possible measures to eliminate conduct which might place the authenticity, integrity and reputation of Athletics at risk.

In furtherance of this object, the EAA Council has adopted the following EAA Code of Ethics that sets out the Principles of ethical conduct applicable to the EAA Family (the “Code”).

The Code further provides in its appendices for rules and procedures in specific cases and for the Statutes of the EAA Ethics Board and the Procedural Rules of the EAA Ethics Board (Procedural Rules). The appendices form part of, and are incorporated into, the Code.

The Definitions set out in the Rules against Betting, Manipulation of Results and Corruption shall also apply in the Code and his Appendices.

A Scope of Application

1. **Persons subject to the Code:** The Code applies to the following individuals and entities (collectively referred to as the “EAA Family”):
 - a. “EAA Officials” meaning all members of the EAA Council and EAA Commissions and any person who acts or is entitled to act for or on behalf of the EAA, including without limitation EAA staff, consultants, agents and advisors;
 - b. “Member Officials”, meaning all members of the council and/or executive bodies, committees and commissions of Area Associations and Members and others who act, or are entitled to act, for or on behalf of Member, including without limitation, staff, consultants, agents and advisors;

- c. "Participants" meaning all Athletes, Athlete Support Personnel, competition officials, officials, managers or other members of any Athletics delegation, referees, jury members and any other person who is or has been accredited to attend or participate in any European Athletics Event;
 - d. "Members and Candidate Cities/Host Cities" meaning those Members and candidate or host cities wishing to host or hosting EAA competitions and other International Competitions organised by the EAA and the local organising committees of such competitions and their respective officials, employees and others acting, or entitled to act, on their behalf; and
 - e. Such other persons who agree in writing at the request of the EAA to be bound by the Code.
- 2. **Conduct covered by the Code:** The Code applies to all conduct that damages the authenticity, integrity and reputation of Athletics whether it occurs within or in connection with European Athletics Events or otherwise.
 - 3. It shall be the personal responsibility of every Person subject to this Code to make himself aware of the Code, including conduct that constitutes a violation of the Code, and to comply with it.
 - 4. Every Person subject to the Code submits to the exclusive jurisdiction of the EAA Ethics Board convened under the Code to hear and determine violations and to the exclusive jurisdiction of CAS to determine any appeal from a decision of the EAA Ethics Board.
 - 5. Timing: The Code shall come into force on **1st May 2017** ("Commencement Date") and apply to all violations of the Code committed on or after the Commencement Date.

B Principles of the Code

- 6. The Principles on which the Code is founded are set out in parts C and D below.
- 7. Persons subject to the Code shall immediately report any suspected breach of the Code to the Case Manager (Article 34 below).

8. Persons subject to the Code who attempt, or agree with another person, to act in a manner that would constitute or culminate in the commission of a violation of the Code shall be treated as if a violation has been committed, whether or not such attempt or agreement in fact resulted in such violation. However, there shall be no violation where the person who is subject to the Code renounces his attempt or agreement prior to it being discovered by a third party not involved in the attempt or agreement.
9. Persons subject to the Code who knowingly assist fail to report or are otherwise complicit in any act or omission that constitutes or culminates in the commission of a violation of the Code shall themselves be treated as having committed a violation of the Code.

C Principles of Conduct Applicable to EAA Family

This Part C applies to all Persons subject to the Code.

C1 Integrity

10. Persons subject to the Code shall not act in a manner likely to affect adversely the reputation of the EAA, or the sport of Athletics generally, nor shall they act in a manner likely to bring the sport into disrepute.
11. Persons subject to the Code shall act with the utmost integrity, honesty and responsibility in fulfilling their respective roles in the sport of Athletics.
12. Persons subject to the Code shall act in accordance with the World Athletics Anti-Doping Rules
13. Persons subject to the Code shall not participate in betting on Athletics, nor manipulate the results of competitions nor engage in other corrupt conduct in accordance with the Rules against Betting, Manipulation of Results and Corruption (Appendix 1).
14. Persons subject to the Code, shall not offer, promise, give, solicit or accept any personal or undue pecuniary or other benefit (or the legitimate expectation of a benefit irrespective of whether such benefit is in fact given or received) in connection with their activities or duties in Athletics.
15. Persons subject to the Code are prohibited from misappropriating EAA assets.

C2 Proper conduct

16. In the context of an European Athletics Event, members of the EAA Family shall respect the rules and protocols in place (i.e. competition, sanitary, etc.), and behave in a correct way. They shall conduct themselves in a professional and courteous manner and in particular refrain from using language or conduct that is obscene, offensive or of an insulting nature towards another person.

C3 Equality

17. There shall be no discrimination in Athletics on the basis of race, sex, ethnic origin, colour, culture, religion, political opinion, marital status, sexual orientation or any unfair or other irrelevant factor, except as permitted by law, including in the EAA Council, Commissions or other elected or appointed bodies of the EAA.
18. In electing or appointing persons to positions, Councils, Boards, committees, commissions or other elected or appointed bodies within the EAA, both sexes must be considered.

C4 Dignity

19. Safeguarding the dignity of the individual is fundamental as well as not engaging, directly or indirectly in and any form of harassment in Athletics, be it physical, verbal, mental, sexual or otherwise, are prohibited (see European Athletics Safeguarding Policy - Principles in Appendix 5).

C5 Good Faith

20. Members of the EAA Family shall act in good faith towards each other with mutual trust and understanding in all their dealings.

C6 Fair Elections

21. Candidates for elected EAA positions shall conduct their candidacies with honesty, dignity and respect for their opponents in accordance with the Rules Concerning Candidacy for EAA Office and the Conduct of Elections (Appendix 2).

C7 Bidding

22. Members and Candidate Cities wishing to host EAA competitions and other International Competitions organised by the EAA (including those persons acting or entitled to act on their behalf) shall conduct their candidacies with honesty, dignity and respect for their opponents in accordance with the Rules of Conduct Applicable to Members and Candidate Cities Wishing to Host EAA competitions and other International Competitions organised by EAA (Appendix 3).

C8 Confidentiality

23. Persons subject to the Code shall not at any time disclose information entrusted to them in confidence in connection with their role or activities in Athletics unless required to do so by the Code or by law. Information which is not confidential and is obtained in connection with their role or activities in Athletics shall not be disclosed for personal gain or benefit, nor be used maliciously to damage the reputation of any person or organisation.

D Principles of Conduct Applicable to EAA Officials

24. This Part D shall apply to all EAA Officials.

D1 Fiduciary Duties

25. EAA Officials shall use due care and diligence in fulfilling their roles for and on behalf of the EAA.

D2 Improper Benefits

26. EAA Officials shall not, directly or indirectly, solicit, accept or offer any form of improper remuneration or commission, or any concealed benefit or service of any nature, connected with the organisation of any Athletics event or election or appointment to office.
27. Gifts and other benefits of nominal value may be given or accepted by an EAA Official as a mark of respect or friendship. The giving or accepting of any other gift or benefit by an EAA Official is prohibited. In all circumstances, the giving or accepting of cash by an EAA Official in any amount is prohibited.

28. The hospitality shown to EAA Officials and the person(s) accompanying them shall not be excessive.

D3 Improper Association

29. EAA Officials must not be involved with firms or persons whose activity or reputation is inconsistent with the principles set out in the Code.

D4 No Conflicts of Interest

30. EAA Officials shall act for the benefit of EAA when making decisions that affect or may affect the EAA and must do so without reference to their own personal interest, either financial or otherwise.
31. EAA Officials shall comply with the EAA Rules Concerning Conflicts of Interest of EAA Officials (Appendix 4).

D5 Neutrality

32. EAA Officials shall remain politically neutral in their dealings on behalf of the EAA with government institutions, national and international organisations.

E Enforcement

33. The Principles in the Code shall be enforced in accordance with its provisions and in accordance with the provisions of the Rules and Regulations referred to in it, in particular the EAA Court Procedural Rules.
34. There shall be an independent and appropriately qualified investigator appointed by the EAA Council to undertake investigations into violations of the Code (i.e. the Case Manager).
35. There shall be an EAA Ethics Board established pursuant to Article 36 of the EAA Constitution, which shall carry out its functions in accordance with the Statutes of the EAA Ethics Board and the Procedural Rules. These functions shall include adjudicating whether violations of the Code have been committed and imposing sanctions. The EAA Court shall act as EAA Ethics Board.

F Sanctions

36. Ineligibility: Where it is determined that a violation of the Code or its Appendices has been committed, the EAA Ethics Board shall have the power to impose an appropriate sanction to the person found guilty ranging from a minimum of a warning and no period of Ineligibility to a maximum of a lifetime period of Ineligibility. When determining the appropriate sanction, the EAA Ethics Board shall take into consideration all aggravating and mitigating circumstances and shall detail the effect of such circumstances on the final sanction in the written decision.
37. Where a person subject to the Code is found guilty of two violations in relation to the same incident or the same set of facts, and is sanctioned separately, the sanctions imposed shall run concurrently.
38. Fines: In addition to the imposition of a period of Ineligibility, the EAA Ethics Board may, at its discretion, impose a fine of up to a maximum amount of the value of any Benefit received by the person out of, or in relation to, the violation(s) of these Rules.
39. Disqualification of Results: A violation of these Rules by an Athlete occurring during or in connection with an Event in which the Athlete is participating shall lead to the automatic disqualification of the Athlete and the annulment of all of the Athlete's results from the Event, with all resulting consequences for the Athlete, including the forfeiture of all titles, awards, medals, points and prize and appearance money.
40. Where an Athlete who has committed a violation of the Code participated as a member of a relay team, the relay team shall be automatically disqualified from the Event in question, with all resulting consequences for the relay team, including the annulment of all results and forfeiture of all titles, awards, medals and points and prize and appearance money.
41. In all other cases, the EAA Ethics Board shall decide whether or not a violation of these Rules shall lead to the disqualification of results from an Event or Competition taking into consideration the specific circumstances of the violation in question.

G Final Provisions

42. The Code has been adopted by the EAA Council as a Rule of the EAA in accordance with Article 22 of the EAA Constitution. To the extent of any inconsistency between the Code and the EAA Constitution, the relevant provisions of the EAA Constitution shall prevail.
43. Reference to “the Code” includes reference to its Appendices.
44. Words used in the Code shall have the same meaning as set out in the EAA Constitution and the EAA Rules, unless specified otherwise.
45. The provisions of the Code shall be governed by and interpreted in accordance with the EAA Rules & Regulations and subsidiarily laws of Switzerland.

Appendix 1

RULES AGAINST BETTING, MANIPULATION OF RESULTS AND CORRUPTION

1. The EAA Code of Ethics provides that:

“Persons subject to the Code shall not participate in betting on Athletics, nor manipulate the results of competitions, nor engage in other corrupt conduct in accordance with the Rules against Betting, Manipulation of Results and Corruption (Appendix 1)” (paragraph C1.13).

2. These Rules against Betting, Manipulation of Results and Corruption apply to all persons subject to the EAA Code of Ethics (see paragraph C1 of the Code of Ethics).
3. For the purposes of these Rules against Betting, Manipulation of Results and Corruption (the Rules), the following definitions apply:

Athlete: An athlete who participates in an EAA Competition.

Benefit: The direct or indirect receipt or provision of money or the equivalent such as, but not limited to, bribes, gains, gifts and other advantages including, without limitation, winnings and/or potential winnings as a result of the wager. The foregoing shall not include official prize money, appearance fees or payments to be made under sponsorship or other contracts.

Bet or Betting: Any wager of a stake of monetary value in the expectation of prize money of monetary value subject to a future and uncertain occurrence related to an Event or Competition.

Club: A club or society of athletes, directly or through a body, affiliated to a Member in accordance with the rules of the Member.

Code: The EAA Code of Ethics

Competition: An Event or series of Events held over one or more days.

Ethics Board: The EAA Ethics Board established in accordance with Article 36 of the EAA Constitution.

Event: A single race or contest in a Competition (e.g. the 100 metres or the Javelin Throw), including any qualifying rounds thereof.

Ineligibility: The person subject to the Code is barred from participating in Athletics in any Competition, function, event or other activity authorised or organised by the World Athletics or any Area Association or Member (or any Club or other member organisation of a Member). The term “activity” includes without limitation participating in any administrative or professional role in Athletics such as serving as an official, director, officer, consultant, employee or volunteer of any organisation that is referred to in this definition.

Inside Information: Any information relating to any Person, Competition or Event that a person possesses by virtue of his position in relation to a Competition or Event excluding any information already published or common knowledge, easily accessible to interested members of the public or disclosed in accordance with the rules and regulations governing the relevant Competition.

International Competition: Any of the International Competitions listed under Article 40 of EAA Constitution.

Major Event Organisation: Any international multi-sport organisation that acts as the ruling body for any continental, regional or other International Competition.

Member: A national governing body for Athletics affiliated to the EAA.

Person: A natural person, organisation or other entity, including all persons subject to the Code.

Violations

4. The following conduct shall constitute a violation of these Rules (in each case, whether effected directly or indirectly).

5. Betting

- (a) Any form of Betting related to an Event or Competition in Athletics, including Betting with another Person on the result, progress, outcome, conduct or any other aspect of such an Event or Competition.
- (b) Inducing, instructing, facilitating or encouraging a person subject to the Code to commit a violation of this Rule 5.

This Rule applies to any form of Betting related to an Event or Competition in Athletics, whether or not the person subject to the Code is directly participating in the Event or Competition in question, and to any form of Betting related to an Event or Competition in a sport other than Athletics taking place at an International Competition organised by a Major Event Organisation in which the person subject to the Code is directly participating.

6. Manipulation of Competitions

- (a) An intentional arrangement, act or omission aimed at an improper alteration of a result or the course of an Event or Competition in order to remove all or part of the unpredictable nature of the Event or Competition with a view to obtaining an undue Benefit for oneself or for others.
- (b) Inducing, instructing, facilitating or encouraging a person subject to the Code to commit a violation of this Rule 6.

7. Bribery

- (a) Accepting, offering, agreeing to accept or offer, any bribe or other Benefit (or the legitimate expectation of a Benefit, irrespective 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;
- (b) Inducing, instructing, facilitating or encouraging a person subject to the Code to commit a violation of this Rule 7.

8. Gifts

- (a) Providing, offering, giving, requesting or receiving any gift or benefit in circumstances that the Person might reasonably have expected could bring him or the sport of Athletics into disrepute;

- (b) Inducing, instructing, facilitating or encouraging a person subject to the Code to commit a violation of this Rule 8.

9. Corrupt Conduct

- (a) Providing, requesting, receiving, seeking or accepting a Benefit related to the manipulation of an Event or Competition or any other form of corruption;
- (b) Inducing, instructing, facilitating or encouraging a person subject to the Code to commit a violation of this Rule 9.

10. Inside Information

- (a) Using Inside Information for the purposes of Betting, any form of manipulation of an Event or Competition or any other corrupt purpose whether by the Person or via another Person;
- (b) Disclosing Inside Information to any Person, with or without Benefit, where the Person knew or should have known that such disclosure might lead to the information being used for the purposes of Betting, any form of manipulation of an Event or Competition or for any other corrupt purpose;
- (c) Giving and/or receiving a Benefit for the provision of Inside Information regardless of whether any Inside Information is actually provided;
- (d) Inducing, instructing, facilitating or encouraging a person subject to the Code to commit a violation of this Rule 10.

11. Failure to report

- (a) Failing to report to the EAA or other relevant disclosure/reporting mechanism or authority, at the first available opportunity, full details of any approaches or invitations received by the person subject to the Code to engage in conduct that would amount to a violation of these Rules.
- (b) Failing to report to the EAA or other relevant disclosure/reporting mechanism or authority, at the first available opportunity, full details of any incident, fact or matter that comes to the attention of the person subject to the Code that may evidence a violation under these Rules, including (without limitation) approaches or invitations that have been received by another Person to engage in conduct that could amount to a violation of these Rules.

12. Failure to co-operate

- (a) Failing to cooperate with any investigation carried out by the EAA or other competent authority in relation to a possible violation of these Rules, including, without limitation, failing to provide accurately, completely and without undue delay any information and/or documentation and/or assistance requested as part of such investigation;
- (b) Obstructing or delaying any inquiry or investigation that may be carried out by the EAA or other competent authority in relation to a possible violation of these Rules, including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to the investigation.

13. Other Violations

- (a) Attempting, or aiding, abetting or agreeing with another Person, to act in a manner that could culminate in the commission of a violation of these Rules shall be treated as if a violation has been committed, whether or not such attempt, aiding, abetting or agreement in fact resulted in such violation and/or whether that violation was committed deliberately or negligently.
- (b) Knowingly assisting, covering up or otherwise being complicit in any acts or omissions of the type described in these Rules;

14. The following are not relevant to the determination of a violation under these Rules:

- (a) whether or not the person subject to the Code, or whether an Athlete assisted by another Person, is participating in the specific Event or Competition;
- (b) the outcome of the Event or Competition on which the Bet was made or intended to be made;
- (c) the nature or outcome of the Bet;
- (d) the outcome of the Event or Competition in which the manipulation occurred;
- (e) the nature of the manipulation of the Event or Competition;
- (f) whether or not any Benefit was actually given or received;

- (g) whether or not the person subject to the Code's efforts or performance (if any) in the Event or Competition were (or could be expected to be) affected by the acts or omissions in question;
- (h) whether or not any of the results in the Event or Competition in issue were (or could be expected to be) affected by the acts or omissions in question;
- (i) whether or not the manipulation included a violation of a technical rule of the Event or Competition;
- (j) whether or not the Event or Competition was attended by an official representative of the EAA.

Appendix 2

RULES CONCERNING CANDIDACY FOR EAA OFFICE AND CONDUCT OF ELECTIONS

1. The EAA Code of Ethics provides that:

“Candidates for elected EAA positions shall conduct their candidacies with honesty, dignity and respect for their opponents and in accordance with the Rules Concerning Candidacy for EAA Office and the Conduct of Elections” (paragraph C6.21); and

“EAA Officials shall not, directly or indirectly, solicit, accept or offer any form of improper remuneration or commission, or any concealed benefit or service of any nature, connected with the organisation of any Athletics event or election or appointment to office.” (paragraph D2.26).

Candidature

2. Candidates for an elected position within the EAA have the right to promote their candidacies subject to the provisions set out in these Rules.
3. The promotion of a candidature shall be conducted with honesty, dignity and moderation and shall comply with the Code.
4. Candidates shall in no case and under no pretext give presents or offer donations or gifts or grant advantages or benefits of whatever nature to or at the request of any party who will vote in, or who may otherwise influence, an election.
5. Candidates shall not enter into any promise or undertaking to personally act (whether as a candidate or following election), for the direct or indirect benefit of an Area Association, Member, a group of Members or individuals within any such body or grouping.

6. Candidates shall not enter into any form of undertaking with any natural or legal person that is likely to affect the candidate's freedom of decision or action if elected.
7. Candidates may make declarations or give interviews provided, in doing so, that they comply with the Code.
8. Candidates shall not make payments, directly or indirectly, to journalists or other persons affiliated to the media in order to promote their candidacies.
9. Candidates shall, in the framework of promoting their candidacies, respect the other candidates and the EAA itself.
10. Candidates shall not produce (or cause third parties to produce) any spoken word, written text or representation of any nature likely to harm the image or reputation of another candidate.
11. Candidates shall not engage in any act, collaboration or collusion by or between candidates with the intent to defraud or manipulate the result of the vote.
12. Candidates shall not request support or service from EAA staff, consultants, agents or advisors in connection with their candidacies.

Athletes' Committee

13. For candidates for the EAA Athletes' Committee, the following additional rules apply:
 - a. Candidates must keep expenses to a strict minimum;
 - b. Other than the candidates' biography accompanying their application form, no document, poster, sign, banner or present may be distributed and/or displayed inside or outside the athletes' village;
 - c. From the opening day of the athletes' village until the conclusion of the election, candidates may promote their candidacy in social situations inside the village and the stadium. Such promotion must be limited to discussions among athletes.
 - d. Campaigning in or around the voting centres is prohibited.

Appendix 3

RULES OF CONDUCT APPLICABLE TO MEMBERS AND CANDIDATE CITIES WISHING TO HOST EAA COMPETITIONS AND OTHER INTERNATIONAL COMPETITIONS ORGANISED BY EAA

1. The EAA Code of Ethics provides that:

Members and Candidate Cities wishing to host EAA competitions and other International Competitions organised by the EAA (including those persons acting or entitled to act on their behalf) shall conduct their candidacies with honesty, dignity, and respect for their opponents in accordance with the Rules of Conduct Applicable to Members and Candidate Cities Wishing to Host EAA competitions and other International Competitions organised by the EAA" (paragraph C7.22).

2. For the purposes of these Rules, Members and Candidate Cities (including those persons acting or entitled to act on their behalf) are collectively referred to as a "Bidding Party" or "Bidding Parties".
3. It is essential to the integrity, image and reputation of the EAA and the European Athletics Events and other International Competitions organized by the EAA that the conduct of Bidding Parties complies at all times with the Code (including in particular these Rules).

Bidding Information

4. Bidding Parties may promote their candidacies by any media. Such promotion may list third parties providing financial support to the candidature. The sale of promotional items and services is subject to the EAA's prior written approval.

5. Printed material (including bid documents submitted to the EAA), website and social network content and oral statements (“Bidding Information”) published or made by or on behalf of a Bidding Party to host a EAA competition or any other International Competition organised by the EAA shall be dignified, complete and truthful. Facts or information that come to light following the submission of a bid that result in the Bidding Information no longer being complete or truthful must be disclosed by any one or more of the Bidding Parties to the EAA immediately. Such information must be corrected by the Bidding Parties immediately.
6. Bidding Parties are jointly and severally responsible for ensuring that all Bidding Information strictly complies with the Code, including in particular these Rules.
7. Bidding Information shall not include comparisons of different bids and shall not disparage or demean other bids or Bidding Parties.

Promotion of Candidate Cities

8. Bidding Parties may attend events to which the EAA and/or other parties have invited them, and undertake promotional activities at those events, provided always that an equivalent proposal has been guaranteed to all other Bidding Parties, subject to approval by EAA.
9. Bidding Parties shall not solicit or accept any support or promotion from EAA sponsors, suppliers or other EAA marketing partners.

Lobbying of Council Members

10. In-person contacts, involving any discussion of a bid, between persons acting on behalf of a bid and EAA Council Members shall be limited to contacts at the site of Council meetings immediately prior to such meetings and contacts at the site of, and in connection with, EAA competitions and other International Competitions organised by the EAA, World Athletics and IOC. Exception is made for the contacts of the EA Council Members with the bidders of their home country strictly related to the developments of their respective bid.

Gifts

- 11, Gifts or benefits, (other than of nominal value), shall not be offered, given to or received by an EAA Official in connection with a bid. Similarly, no advantage or promise of any kind of advantage may be made to or accepted by an EAA Official.

Collaboration between Members/Candidature Cities

12. Collaboration and collusion between Bidding Members/Candidate Cities are not permitted.

Sanctions

13. In case of a breach of these Rules, the matter shall be referred to the EAA Ethics Board for determination which may impose any sanctions set out in the Code and/or recommend to the Council that the bid be withdrawn.

Appendix 4

RULES CONCERNING CONFLICTS OF INTEREST OF EAA OFFICIALS

1. The EAA Code of Ethics provides that:

“EAA Officials shall act for the benefit of the EAA when making decisions that affect or may affect the EAA and must do so without reference to their own personal interest, either financial or otherwise” (paragraph D4.30).
2. All EAA Officials must perform their duties with integrity, transparency and in an independent manner, free from any influence that might interfere with their loyalty to the EAA.
3. It is the individual responsibility of all EAA Officials to avoid any case of conflict of interest and to disclose any potential conflict of interest as detailed in this Rule.
 - a. An “interest” for the purposes of the Code and this Rule means and includes any interest, direct or indirect, whether private or personal, financial or otherwise related to the EAA Official concerned. This also includes the interest of a third person (such as a parent, spouse or other immediate family, or dependent).
 - b. The following is a non-exhaustive list of examples of circumstances in which conflicts of interest could arise: personal and/or material involvement as an employee, contractor, director, trustee, shareholder, partner or other position with suppliers to the EAA, sponsors, broadcasters, or other parties contracting with the EAA or any other organisation or person likely to benefit from the assistance of the EAA (such as a subsidy, approval or election).
4. The fact that an EAA Official also holds a position in a Member federation shall not in and of itself constitute a potential conflict of interest.
5. EAA Officials shall be required to disclose any interest that may give rise to a potential or actual conflict of interest by submitting to the person in charge of the body of which they are a member or to whom they report.

6. Should there be a potential conflict of interest between an EAA Official and the EAA (whether or not it has been disclosed on a EAA Code of Ethics Interests Reporting Statement), the individual EAA Official concerned must refrain from expressing their opinion, and from taking any further part in the matter, including any deliberations or decisions, unless permitted by the person in charge of the body of which they are a member or to whom they report. If necessary, the person in charge of the body of which the EAA Official is a member or to whom the EAA Official reports may refer the matter to the Case Manager (Article 34 of the Code of Ethics) for further proceeding.
7. Should there be an alleged conflict of interest, it shall be referred to the EAA Ethics Board for determination of whether it is a violation of the Code.

Appendix 5

EUROPEAN ATHLETICS SAFEGUARDING POLICY - PRINCIPLES

1. Introduction and Purpose

The Safeguarding principles apply to the following individuals and entities (collectively referred to as the “European Athletics Family”):

- a. “European Athletics Officials” meaning all members of the European Athletics Council and European Athletics Commissions and any person who acts or is entitled to act for, or on behalf of, the European Athletics Association, including without limitation European Athletics staff, consultants, agents and advisors;
- b. “Member Officials”, meaning all members of the council and/ or executive bodies, committees and commissions of Area Associations and Members and others who act, or are entitled to act, for or on behalf of Member, including without limitation, staff, consultants, agents and advisors;
- c. “Participants” meaning all Athletes, Athlete Support Personnel, competition officials, officials, managers or other members of any Athletics delegation, referees, jury members and any other person who is or has been accredited to attend or participate in any European Athletics Event;
- d. “Members and Candidate Cities/Host Cities” meaning those Members and candidate or host cities wishing to host or hosting European Athletics competitions and other International Competitions organised by European Athletics and the local organising committees of such competitions and their respective officials, employees and others acting, or entitled to act, on their behalf.
- e. Such other persons who agree in writing at the request of the European Athletics to be bound by the Safeguarding principles.

The Safeguarding principles aim at integrating principles of respect, dignity and justice in Athletics in Europe.

2. Duty to Uphold the Safeguarding Principles

If an individual is aware of any other individual breaching the relevant Safeguarding principles, then this should be referred to the European Athletics Integrity Platform as a concern for investigation and potential disciplinary action. Breaches of any of the codes of conduct may be dealt with under disciplinary procedures if there are no specific safeguarding rules in use by European Athletics.

- Treat every individual with justice, respect, and appropriate care, free from favouritism.
- Support serious reporting of cases following the reporting procedure in place at European Athletics
- Always challenge and condemn any unacceptable behaviour and report any allegations and suspicions accordingly.
- Always respect personal privacy with great confidentiality.
- Adapt language and behaviour so everyone feels safe, nor bullied, offended, intimidated, or discriminated based on their ability, age, gender, race, religion or belief, sex, sexual orientation, marriage or civil partnership, pregnancy.
- Encourage contributions of anyone for decisions that concern them regardless of their age or ability.
- Always avoid any unnecessary physical contact. Never assume that someone needs physical comfort when in distress.
- Encourage a culture where anyone is open to raise safeguarding concerns or issues at all times.

3. Inappropriate Behaviours

Harassment abuse and exploitation often result from an abuse of authority by someone in a position of trust, meaning the improper use of power by someone in a position of influence, power, or authority by an individual against another person. Coaches, staff, members and volunteers, including elected representatives and senior officials, should be aware that they may be seen as role models and therefore must act in an appropriate manner at all times. Elected representatives and others in positions of authority must take particular

care that their status and power is not used, or may seem to be used, inappropriately to influence others and even cause them harm.

Harassment abuse and exploitation also statistically highly occurs between peers, in our case colleagues, same working group members etc., contrary to common beliefs.

European Athletics Family members are urged to never:

- Use of any type of physical punitive discipline. Shouting should also be avoided.
- Receive high-value gifts from someone that see them as an authority figure (over EUR 250).

4. Focus on Online Safety

With the use of technology that takes an increasing part in Athletics and our day-to-day ways of communication, all members of the European Athletics Family have a role to play.

- Always be respectful and ask how the message could be perceived by others.
- Prevent from using explicit or implicit sexual, discriminating, bullying or illegal content (text, icons, picture, videos).
- Ensure the content has a clear professional purpose.
- Never disclose non-public information about European Athletics or European Athletics Family.
- Always keep the history of private conversations for others to check, if necessary, therefore only use apps that identify their users.
- Always signal any breach of the above set of rules together with allegations and suspicions.
- Always keep mobile phone numbers safe and don't share without consent. Children are never considered as able to give their consent in those situations.

5. Definitions

As referred into World Athletics Safeguarding Policy that is the common ground for European Athletics' own Safeguarding Policy, we remind here of the key terms used under these Safeguarding principles.

Child -a "child" or "children" refers to an individual or group of individuals who have not yet reached the age of 18 years old.

Harassment, abuse and exploitation are described below:

Exploitation is when someone exercises control over another person and/or their assets for their own "personal gain" and without the fully informed consent of the person. Personal gain may be psychological, reputational or commercial and constitutes exploitation when the rights of a person are sold or negotiated without express and fully informed consent of the other person. Examples in athletics may be fraudulent misrepresentation of an athlete's age or nationality, acting on behalf of an athlete fraudulently or taking an unreasonable share of the proceeds of sponsorship or funding arrangements. Exploitation comes in many different guises. Examples include sexual exploitation, financial exploitation and signing up athletes to long term contracts while they are still children.

Grooming is the process whereby an individual builds a relationship with a child encouraging them to trust them so that the groomer can manipulate and exploit them for their own advantage. Grooming an athlete's family, entourage and friends often leads those individuals to believe that the groomer is dependable and trustworthy enabling the groomer to have access to the athlete. By manipulating the athlete and exploiting the relationship they will make the athlete believe they have to comply with the groomer's demands. The power a groomer has over the child is used to isolate them from friends and family who might otherwise warn or caution them from complying with the groomer's demands. Grooming can take place online as well as in-person; online grooming is often much quicker due to the groomer pretending to be younger and sometimes a different gender than they are in reality. Groomers may provide advice to a child as well as offering gifts or attention.

Neglect is the failure to provide a minimum level of care either physical or emotional which causes harm, allowing harm to be caused or creating an imminent danger of harm. This usually relates to the care given by parents or caregivers to children but is also relevant to other people who have a duty of care towards another person such as a coach or team leaders towards an athlete. This can include the failure to provide adequate water in high temperatures, adequate clothing in cold temperatures or failing to provide suitable food, accommodation or safe travel arrangements.

Physical abuse is any intentional or unwanted act, for example, kicking, beating, biting or burning which causes injury or physical harm. It can include the forced consumption of alcohol or systematic doping practices. It can also be any forced or inappropriate physical activity such as training which is unsuitable for the age or physique of the athlete. Forced or excessive training may escape notice in a sporting environment as the ambitions of both athletes and coaches, as well as peer pressure, may induce one or both to impose or take on excessive training loads and/ or competition commitments. Dialogue among athletes and coaches aimed at setting mutually agreed and achievable performance goals can help define tolerable and acceptable training demands. It is up to coaches to temper ambitions that may run counter to an athlete's health and wellbeing.

Psychological abuse is an unwelcome act including vilification, belittling, rejection, confinement, isolation, verbal assault, humiliation, intimidation, infantilisation or any other behaviour which may diminish an individual's sense of identity, dignity or self-worth. This is at the centre of most types of abuse as when these occur so does psychological abuse. This can often also be seen as bullying or cyber-bullying.

Sexual abuse is any conduct of a sexual nature, either contact (penetrative or non-penetrative) or non-contact, where consent is not given or cannot be given or is coerced or manipulated. This can involve individuals looking at or making sexual images, watching sexual activities, encouraging others to behave in sexually inappropriate ways, or grooming a person in preparation for abuse. It can be perpetrated by both men and women and is often where one party is in a position of power over the other.

Sexual harassment is any unwanted or unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical. Examples include unwanted or degrading intimate questions relating to body, clothes or one's private life, jokes with a sexual innuendo and proposals or demands for non-consensual sexual acts. These may be unwanted text messages, telephone calls, letters or other forms of communication with sexual content. They may also include staring, gesticulation, or sharing photographs or pictures with sexual allusions. Examples of physical sexual harassment are unnecessary physical contact with a sexual nature such as pinching, attempting to kiss or caress or touching.

Harassment and abuse may be based on race, religion, colour, beliefs, ethnic origin, sex, gender, sexual orientation, age, disability, socio-economic status and athletic ability or a combination of any of these characteristics. It can be a single isolated incident or a series of events, in person or online, deliberate, unsolicited or coercive. Bullying, hazing,

negligence or homophobia are all other aspects of harassment or abuse and should be treated in the same way under the terms of this Policy.

Any of these forms of abuse, harassment and exploitation may include an aspect of financial abuse. It may be that an individual may be coerced or unwittingly induced into signing contracts or agreements which benefit others financially but are not necessarily of financial benefit to themselves. Any element of coercion may be considered to be abuse, harassment or exploitation if the individual is a child or if the individual has not authorized someone to act on their behalf or if they have not been adequately advised by an independent professional such as an accountant or lawyer on the impact of the terms of the agreement.

There may be times when actions that might not be abusive to one person may be considered to be abusive or harmful due to the vulnerability of the individual who is being abused. This may be due to the person's age, ability or another form of vulnerability.