



# **WSSF**

## **World Snowshoe Federation**

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### **Internal Rules and Regulations**

#### **Code of Ethics**

Version 2jpg. 05/31/2017

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## Article 1

### Introduction

**1.1. The World Snowshoe Federation, WSSF, its bodies, representatives and members, and all persons and organizations in any way whatsoever related to the WSSF, as well as countries/regions/cities organizing or wishing to hold official competitions recognized by the WSSF are required to respect at all times and in all points the statutes and internal rules of the WSSF. Accordingly, these individuals, officials, athletes and organizations subject to the rules of the WSSF undertake particular care to comply with the rules and principles of the Code of Ethics formulated below:**

## Article 2

### Dignity and Equal Rights

- 2.1. The protection of the dignity of individuals is a fundamental requirement of the WSSF.**
- 2.2. The WSSF tolerates no discrimination between individuals, whether on grounds of ethnicity, sex, language, religion, policy, or for any other reason.**
- 2.3. Practices that could endanger the integrity or morality of individuals are not accepted by the WSSF. This prohibition includes the practices of harassment to individuals, may it be professional, physical, sexual or other.**
- 2.4. The practice of doping is strictly forbidden and actively fought against by the WSSF. The World Anti-Doping Code will be scrupulously observed.**
- 2.5 The WSSF seeks to comply with all applicable rules and laws of the International Olympic committee (IOC) and World Anti-Doping Agency (WADA).**

## Article 3

### Integrity

- 3.1. People and organizations subject to the rules of the WSSF should not give or accept into, instructions, bribes or other benefits for voting in the organs of the WSSF.**
- 3.2. The people and organizations subject to the rules of the WSSF should not solicit, accept, or offer into salaries, commissions or benefits of any nature whatsoever in relation to the activities and competitions of the WSSF.**
- 3.2 WSSF members may not participate in practices that most people would think are unethical.**
- 3.3. Only gifts, delivered as a token of respect or friendship, symbolic and corresponding to local customs may be offered or accepted by the people and organizations subject to the rules of the WSSF. Refunds of fees and fees are not considered as gifts.**
- 3.4. The hospitality offered to persons and organizations subject to the rules of the WSSF, as well as persons accompanying such persons, must not go beyond the necessary and common practice in the host country. Ideally, the WSSF manages itself all costs relating to the stay of its representatives.**

**3.5. The individuals and organizations subject to the rules of the WSSF must avoid conflicts of interest, real or perceived. If, however, such a conflict of interest or the risk of a conflict of interest arises, the individuals and organizations concerned shall immediately inform the Executive Committee, which will decide on possible measures to be taken.**

**3.6. The WSSF requires individuals and organizations subject to its rules to observe a certain amount of prudence and care in the performance of their duties.**

**3.7. The individuals and organizations associated with the WSSF must not act to tarnish the image and reputation of the WSSF or endanger its operation.**

#### **Article 4**

##### **Resources**

**4.1. All revenue and expenses of organizations subject to the statutes of the WSSF shall be included in their accounting records, which shall be kept in accordance with the statutes of WSSF in effect.**

**4.2. In case the WSSF assigns financial resources to an organization subject to its rules, these resources should clearly appear in the WSSF accounts and their use should be limited to the purpose intended by the WSSF. The WSSF may, at its expense, mandate an expert to audit the accounts of the particular organization in question.**

#### **Article 5**

##### **Responsibilities**

**5.1. The WSSF expects individuals and organizations subject to its rules to acknowledge the responsibilities they have, in an individual or collective manner, and be they formal, social, environmental or ethical responsibilities.**

**5.2. It is important to keep in mind that the concept of life in society takes precedence over individual interests, and that the interests of future generations are to be considered at least equal to those of our own generation.**

#### **Article 6**

##### **Independence**

**6.1. The WSSF official competitions and events are organized according to the WSSF, which lays down these rules independently.**

**6.2. Sponsors, partners, broadcasters and other media play an important role in modern sports, by their contributions to the development of sport in general. Snowshoeing is no exception to this phenomenon. However, it is the responsibility of the individuals and organizations subject to the rules of the WSSF to maintain, as a priority, the utmost respect for the principles set out in the statutes and internal rules of the WSSF. The WSSF along with the people and organizations subject to its rules must at all times retain their independence from potential conflicts of interest.**

**6.3. WSSF Non-Disclosure Agreement:**

The standard of behavior at the WSSF is that all volunteers, board and committee members and staff scrupulously avoid conflicts of interest between the interests of the WSSF on one hand, and personal, professional, and business interests on the other. This includes avoiding potential and actual conflicts of interest, as well as perceptions of conflicts of interest.

I understand that the purposes of this policy are to protect the integrity of the WSSF's decision making process, to enable our constituencies to have confidence in our integrity, and to protect the integrity and reputations of volunteers, staff, board and committee members. Upon or before the election, hiring or appointment, I will make a full, written disclosure of interests, relationships, and holdings that could potentially result in a conflict of interest. This written disclosure will be kept on file and I will update it as appropriate.

In the course of meetings or activities, I will disclose any interests in a transaction or decision where I (including my business or other non-profit affiliations), my family and/or my significant other, employer, or close associates will receive a benefit or gain. After disclosure, I understand that I will be asked to leave the room for the discussion and will not be permitted to vote on the question.

I understand that this policy is meant to supplement good judgement, and I will respect its spirit as well as its wording.

Name: \_\_\_\_\_ Role: \_\_\_\_\_

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

My full disclosure of interests, relationships, and holdings that could potentially result in a conflict of interest are as follows;

**Article 7****Environmental and Social Responsibilities**

7.1. The individuals and organizations subject to the rules of the WSSF should encourage and support a responsible approach to environmental problems and promote sustainable development in sport.

7.2. In the context of the WSSF competitions, individuals and organizations subject to the rules of the WSSF undertake to respect and support commonly accepted standards for environmental protection and social responsibility.

**Article 8****Participants in Official Competitions and Activities**

8.1. Participants in WSSF official competitions and activities are expected to:

a. Respect established sporting rules, as well as the provisions in the statutes and internal rules of the WSSF,

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- b. **show respect to others,**
- c. **provide mutual assistance in cases of critical situations,**
- d. **in general behave in a manner that matches the Olympic spirit and fair play.**

**8.2. Participants in official competitions of the WSSF are required to abstain from participating, directly or indirectly, on betting and other transactions based on the results of these competitions.**

## **Article 9**

### **Committee on Ethics**

**9.1. The Committee on Ethics is, according to the statutes of the WSSF, one of the permanent committees of the WSSF. It consists of at least 3 members, all elected by the Congress, and for which the Executive Committee elects a Chairman.**

**9.2. The Committee on Ethics, by the statutes of the WSSF, has to examine any violation of the Code of Ethics which is reported to it directly or referred to it by the Executive Committee of the WSSF. It may also decide by itself to examine cases that would seem to go counter to the rules of the Code of Ethics of the WSSF.**

**9.3. The Committee on Ethics shall propose to the Executive Committee any modifications of this Code of Ethics. The Executive Committee, however, remains the competent organ for their definition and adoption. The Committee on Ethics shall meet at least once between each Congress and shall present, through its Chairman, a report to the Congress on its activities.**

**9.4. If necessary, the Committee on Ethics may at any time, submit a report on its activities or on a particular case by directly informing members of the WSSF.**

**9.5. The Committee on Ethics has not, as such, the ability to punish acts contrary to the Code of Ethics. However, it may report such acts to the Congress, the Executive Committee or members of the WSSF and, in its report, make proposals for measures or sanctions to be taken.**

**9.6. The WSSF bodies and members may also request an advisory opinion from the Committee on Ethics. These requests are to be submitted in writing to the Chairman of the Committee on Ethics.**

## **Article 10**

### **Procedure for Investigation of Cases Contrary to the Code of Ethics**

**10.1. Cases covered by the Committee on Ethics may be reported directly to the Committee on Ethics by any organization or person, whether or not it is related to the WSSF. This reporting is done via the Chairman of the Committee on Ethics, in writing or by other means.**

**10.2. If the Executive Committee of the WSSF reports a case to the Committee on Ethics, it shall be in a written form to the Chairman of the Committee on Ethics.**

- 10.3. The Chairman of the Committee on Ethics shall inform the President of WSSF of the cases that are reported directly from the WSSF.**
- 10.4. Once notified of a case, the Committee on Ethics shall conduct an investigation taking all measures necessary in order to prepare its report.**
- 10.5. The Chairman coordinates and directs this survey as well as the deliberations and work towards the drafting of the report of the Committee on Ethics.**
- 10.6. Each case submitted to the Committee on Ethics shall be summarized in an individual report comprising, at least, of information about the case investigated and the conclusions and recommendations of the Committee on Ethics.**
- 10.7. Reports on the cases reported and dealt with by the Committee on Ethics may be consulted by the members and organs of the WSSF. However, when deemed necessary by the Committee on Ethics, parts or all of these reports can be classified as confidential and the information can be redacted. Such measures are particularly necessary when it is necessary to protect implied persons, and does not, in the opinion of the Committee on Ethics, cause any violation of the Code of Ethics of the WSSF.**
- 10.8. The deliberations and voting of the Committee on Ethics are confidential.**
- 10.9. If any member of the Committee on Ethics is related to a case submitted to the Committee on Ethics in any way, that member shall be prohibited from joining any of the procedures relating to the matter in question.**
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