



# **FIS UNIVERSAL CODE OF ETHICS**

**EDITION November 2016**

INTERNATIONAL SKI FEDERATION  
FEDERATION INTERNATIONALE DE SKI  
INTERNATIONALER SKI VERBAND

Blochstrasse 2; CH- 3653 Oberhofen / Thunersee; Switzerland

Telephone: +41 (33) 244 61 61  
Fax: +41 (33) 244 61 71  
Website: [www.fis-ski.com](http://www.fis-ski.com)

Oberhofen, November 2016

# Contents

---

- 1. Fundamental Principles ..... - 1 -
- 2. Application and Scope..... - 1 -
  - 2.1 Universal application..... - 1 -
  - 2.2 Council Members..... - 2 -
  - 2.3 FIS Employees ..... - 2 -
  - 2.4 FIS Business Partners ..... - 2 -
- 3. Relevant Conduct..... - 2 -
  - 3.1 Integrity of Competitions ..... - 2 -
  - 3.2 Good Governance and Resources..... - 2 -
  - 3.3 Conflict of Interests ..... - 3 -
  - 3.4 Gifts and other Benefits ..... - 3 -
  - 3.5 Non-Discrimination and Harassment..... - 4 -
- 4. Reporting Obligation..... - 4 -
- 5. Enforcement..... - 5 -
  - 5.1 Independent FIS Ethics and Compliance Officer..... - 5 -
  - 5.2 FIS Ethics Commission..... - 5 -
  - 5.3 Provisional Measures ..... - 6 -
  - 5.4 Sanctions..... - 6 -
  - 5.5 Substantial Assistance..... - 7 -
  - 5.6 Right of Appeal ..... - 7 -
- 6. Review of the Code ..... - 7 -

## **1. Fundamental Principles**

The FIS Universal Code of Ethics (hereinafter “the Code”) sets out the principles of operation of the International Ski Federation (FIS) and defines the rules of conduct of the officials, competitors and partners of the FIS.

The fundamental principles which shall govern all FIS activities, decisions, processes and regulations are

1. Transparency, Integrity, Democracy and political neutrality in all decision-making and management procedures of the FIS;
2. Respect for the spirit of sport which requires mutual understanding with a spirit of friendship, solidarity and fair play;
3. Protection of competitions against all kinds of cheating and manipulation, including doping;
4. Respect for human dignity, non-discrimination of any kind on whatever grounds, and rejection of all forms of harassment;
5. Compliance with the applicable laws, as well as with the rules and regulations of the FIS, the IOC and the WADA.

## **2. Application and Scope**

### **2.1 Universal application**

This Code applies to the following persons involved or dealing with FIS:

- Persons appointed or persons standing for election to any role within the Council, FIS Court, Committees, Sub-Committees, Working Groups and any other governing bodies of FIS;
- Persons officiating as a Competition Technical Delegate, International Technical Official, Judge or in a similar role;
- FIS employees and contract partners (i.e. self-employed personnel or mandatees);
- Organising Committee representatives of competitions included in the FIS Calendar;
- Registered competitors (by a National Ski Association for an international competition licence to participate in FIS calendar competitions);
- Participants in any event under the authority of FIS;
- Persons serving as a member National Ski Association representative, official, team support;
- Representatives of sponsors, partners, suppliers, ski industry and media dealing with FIS and/or have an involvement in FIS activities.

## **2.2 Council Members**

Council Members, including the President and Secretary General are required to sign a separate declaration of acceptance of the specific ethical rules applicable to their functions, i.e. the “FIS Code of Ethics for Council Members” which forms part of this Code. References to this Code shall include the FIS Code of Ethics for Council Members.

## **2.3 FIS Employees**

FIS employees and carry additional duties and responsibilities in accordance with their employment contract, their job description, the FIS Personnel Rules and the Swiss laws of employment.

## **2.4 FIS Business Partners**

FIS shall not enter into business relationships with partners which do not accept to comply with the principles listed in this Code.

## **3. Relevant Conduct**

The persons subject to this Code undertake to comply and ensure compliance with the principles and rules as set out below.

### **3.1 Integrity of Competitions**

The persons subject to this Code must respect the provisions of the FIS Anti-Doping Rules and the applicable rules under the World-Anti Doping Code and the FIS Rules on the Prevention of Manipulation of Competitions.

### **3.2 Good Governance and Resources**

3.2.1 The persons subject to this Code shall:

- (a) use due care and diligence in fulfilling their mission.
- (b) act in an ethical, dignified manner with complete integrity, credibility and transparency, at all times and not only in relation to activities related to FIS.
- (c) not abuse their position in any way to take advantage of their position for private, personal, commercial or other advantage or gain.
- (d) remain neutral and act in a manner compatible with their position, function and integrity in all their involvement in FIS activities.
- (e) not misappropriate or misuse FIS assets, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties.
- (f) not accept commissions or promises of such commission for themselves or intermediaries and related parties for negotiating deals of any kind while performing their duties.

- (g) not offer to or accept payment from anyone associated with FIS in any amount or form or any reimbursement for expenses, which are not officially defined and approved FIS activities.
  - (h) not be reimbursed by FIS for the costs associated with family members or associates accompanying them to events.
- 3.2.2 FIS resources distributed to persons subject to this Code shall be recorded in their accounts or records and all such payments will be recorded in the FIS accounting system. FIS may instruct an independent auditor to audit the recipient's accounts or records as a condition of such funding or distribution.
- 3.2.3 In cases where FIS gives financial support to parties covered by the Code the use of these FIS resources must be clearly demonstrated in the accounts.
- 3.2.4 The persons subject to this Code recognise the significant contribution that broadcasters, sponsors, partners and other supporters of the FIS disciplines make to the promotion and development the sport and disciplines throughout the world. Such support must be in a form consistent with the rules of sport and the principles defined in the FIS Statutes and this Code. They must not interfere in the running of FIS governing institutions.

### **3.3 Conflict of Interests**

- 3.3.1 Conflicts of interests arise if parties covered by this Code have, or appear to have private or personal interests that detract or may detract from their ability to perform their duties with integrity in an independent, fair and correct manner or from which they may derive private or personal benefits. Such interests include gaining any possible advantage for the parties covered by this Code themselves, their family, relatives, friends, and acquaintances.
- 3.3.2 The persons subject to this Code shall:
- (a) disclose to FIS or the respective body any personal interests that could be linked with their activities or prospective activities;
  - (b) refrain from participating in any decision-making of such bodies (e.g. when it comes to the election of a host city of a FIS competition) if there appears to be a conflict of interests.

### **3.4 Gifts and other Benefits**

The persons subject to this Code shall:

- 3.4.1 not offer, promise, give or accept any personal or pecuniary or other advantage in order to obtain or retain business or any other advantage to or from anyone within or outside FIS. Such acts are prohibited, regardless of whether carried out directly or indirectly through, or in

conjunction with, intermediaries or related parties. In particular, parties covered by this Code must not offer, promise, give or accept any pecuniary or other advantage for the execution or omission of an act that is related to their official activities and contrary to their duties or falling within their discretion.

- 3.4.2 only offer or accept gifts or other benefits in relation to their dealings with FIS or in conjunction with their involvement in FIS activities which:
- i. have symbolic or trivial value, exclude any influence for the execution or omission of an act that is related to their official activities or falls within their discretion are not contrary to their duties;
  - ii. do not create any pecuniary or other advantage;
  - iii. do not create a conflict of interests.
- 3.4.3 Any gifts or other benefits not meeting all of these criteria are prohibited. If in doubt, gifts shall not be offered or accepted.

### **3.5 Non-Discrimination and Harassment**

- 3.5.1 The persons subject to this Code may not offend the dignity or integrity of a private person, group of persons or country through contemptuous, discriminatory words or actions on account of race, colour, ethnic, national or social origin, gender, sexual orientation, language, religion, political or other opinion, wealth, or any other reason.
- 3.5.2 Harassment is forbidden. Harassment is defined as systematic, hostile and repeated acts intended to isolate or ostracise a person or group and affect the dignity of a person or group.
- 3.5.3 Sexual harassment is forbidden. Sexual harassment is defined as unwelcome sexual advances that are not solicited or invited. The assessment is based on whether a reasonable person would regard the conduct as undesirable or offensive.

## **4. Reporting Obligation**

The persons subject to this Code:

- 4.1.1 shall immediately report any potential breach of this Code to the FIS Ethics and Compliance Officer (see Article 5.1), in the strictest confidentiality and by using the appropriate mechanisms, any information related to a violation of the FIS Code of Ethics, with a view to possible referral to the FIS Ethics Commission. Any disclosure of information must not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organisation.

- 4.1.2 are obliged to contribute to clarifying the facts of a case, or clarifying possible breaches and to provide evidence requested by the FIS Ethics Commission.

## **5. Enforcement**

### **5.1 Independent FIS Ethics and Compliance Officer**

- 5.1.1 Any open or confidential reporting of a potential breach of this Code shall be directed to an independent FIS Ethics and Compliance Officer, appointed by the FIS Council on a mandate basis. The FIS Ethics and Compliance Officer will review the reported matter and decide whether it concerns a possible violation of this Code. Also anonymous reporting shall be pursued.
- 5.1.2 If there is reasonable suspicion of a violation of this Code, the FIS Ethics and Compliance Officer shall further investigate the matter and complete the information before he/she forwards the matter to the Chairman of the FIS Ethics Commission for adjudication.
- 5.1.3 If the reported matter does not concern a violation of the FIS Ethics Code the FIS Ethics and Compliance Officer may, at his/her discretion, either forward the notification to the FIS Secretary General for assignment to the appropriate FIS body such as the FIS Doping Panel, FIS Anti-Corruption Hearing Panel or the FIS Court or close the matter.

### **5.2 FIS Ethics Commission**

- 5.2.1 Any notification of a potential breach of this Code by the FIS Ethics and Compliance Officer will be adjudicated by the FIS Ethics Commission.
- 5.2.2 The FIS Ethics Commission is composed of five persons appointed by the FIS Council; three/four external to FIS and one/two members of the FIS Council. The names of the members of the FIS Ethics Commission shall be published.
- 5.2.3 Upon notification according to Article 5.2 above, the Chairman of the FIS Ethics Commission will establish the case panel composed of three members to handle the matter, which may also include the Chairman of the FIS Ethics Commission.
- 5.2.4 The principle of confidentiality shall be strictly respected by the FIS Ethics Commission in all its activities. It must also be strictly respected by any person concerned by the FIS Ethics Commission.
- 5.2.5 In reaching a decision on complaints that go before it, the FIS Ethics Commission will respect the principles of independence, impartiality and fair trial and the right to be heard by the parties concerned and affected. All specific procedural matters shall be decided by chairman of the panel in charge.



- 5.2.6 In questions requiring interpretation, reference shall be made to the IOC Code of Ethics.

### **5.3 Provisional Measures**

The Chairman of the FIS Ethics Commission may issue, upon request from the FIS Ethics and Compliance Officer or the Council or ex officio, provisional measures (including the temporary suspension of a person subject to this Code alleged to have violated his or her duties under this Code from participating in any FIS activity or from executing a function as a member of the FIS Council, FIS Committee or other body under the jurisdiction of FIS).

### **5.4 Sanctions**

- 5.4.1 In the case of any decision that there has been an infringement of this Code, a penalty may be imposed. It may take into account all relevant factors in the case, including the offender's assistance and cooperation, the motive, the circumstances and the degree of the offender's guilt, as well as whether the breach has been repeated, or more than one breach has been committed. If the FIS Ethics Commission decides that a violation has occurred, the sanction/s imposed may include the following:

- (a) a reprimand;
- (b) a period of ineligibility on the violating party of a minimum of three (3) months and a maximum of life. It shall fix the period of ineligibility within that range based on its assessment of what is proportionate in all of the facts and circumstances of the case, taking into account in particular
  - i. the nature of the breach(es),
  - ii. the degree of culpability of the Party,
  - iii. the function of the party in the FIS,
  - iv. the harm that the breach(es) has/have done to the sport and/or FIS,
  - v. the need to deter future breaches, and
  - vi. any specific aggravating or mitigating factors.
- (c) financial sanctions on the violating party reflecting any benefit received by the violating party, directly or indirectly, as a result of the offence.

- 5.4.2 The penalty shall be published on the FIS website and by any other medium deemed appropriate by the FIS Ethics Commission.

- 5.4.3 The FIS Ethics Commission may choose to notify the appropriate law enforcement authorities in a relevant case.

## **5.5 Substantial Assistance**

To encourage persons subject to this Code to provide substantial assistance by reporting potential violations of this Code or to assist the FIS Ethics Commission in investigating the reported matter, the FIS Ethics Commission may decide to reduce or refrain from imposing any sanction upon the assisting person who has (or has been asserted to have) committed a violation of this Code.

## **5.6 Right of Appeal**

- 5.6.1 Decisions made under this Code (including decisions under Article 5.3) may be appealed either by the FIS or the party who is the subject of the decision exclusively to the Court of Arbitration of Sport (CAS) in accordance with this Article 5.6.
- 5.6.2 The time for filing an appeal to CAS shall be twenty-one days (21) from the date of receipt of the decision by the appealing party.
- 5.6.3 Any decision and any sanctions imposed shall remain in effect while subject to the appeal process, unless CAS directs otherwise.
- 5.6.4 The decision of CAS shall be final and binding on all parties and on all National Associations and there shall be no right of appeal from the CAS decision. No claim may be brought in any other court, tribunal or via any other dispute resolution procedure or mechanism.

## **6 Review of the Code**

This Code shall come into effect in November 2016. The Council shall review it on a bi-annual basis.