



## **AIBA Whistleblower Policy**

The International Boxing Association (“AIBA”) is committed to high standards of ethical, moral, and legal business conduct. AIBA is further dedicated to acting in good faith toward those individuals who raise concerns regarding incorrect financial reporting, unlawful activity, or otherwise improper conduct.

This Policy aims to provide to the persons subject to the AIBA statutes, bylaws, articles, constitutions of AIBA Confederations and National Federations; including but not limited to, the AIBA President, the Executive Committee members, the Commission members, Competition Officials, Referees and Judges, Coaches and Boxers, AIBA Employee including part-time, temporary and contract employees and other organization volunteers, with an avenue for raising such concerns, and to reassure such persons that they will be protected from reprisal or victimization as a consequence of reporting alleged wrongdoings.

The AIBA Whistleblower Policy elaborates on the procedures and safeguards of the confidential reporting scheme in reference to AIBA Code on the Prevention of the Manipulation of Competitions.

### **Statement of Policy**

AIBA encourages all to come forward with credible information on illegal practices or violations of adopted organization policies.

AIBA expressly prohibits any form of retaliation, including harassment, intimidation, adverse employment actions, or any other form of retaliation against an individual who raises or threaten to raise suspected violations of law, cooperates in inquiries or investigations, or identifies potential violations of AIBA policies. Individuals who engage in retaliation will be subject to discipline, up to and including termination.

### **Safeguards**

*Harassment or victimization* – AIBA will not tolerate the harassment or victimization of any person who raises or threatens to raise concerns under this policy. Any individual who believes that he or she has been subjected to any form of retaliation as a result of reporting a suspected violation of law or policy should immediately report such incident as described in the *Reporting* paragraph on page 2 of this policy.

*Confidentiality* – AIBA will make every effort to treat a complainant’s identity with an appropriate regard for confidentiality, with the understanding that the details of complaints may need to be shared with others in order to properly investigate such complaints.

*Anonymous allegations* – Because a thorough investigation often depends on an ability to gather additional information, AIBA encourages complainants to put their names to allegations of wrongdoing. AIBA will explore anonymous allegations to the



extent possible but will weigh the prudence of continuing such investigations against the likelihood of confirming the alleged facts or circumstances from attributable sources.

*Bad Faith Allegations* – Allegations made in bad faith may result in disciplinary action.

## **Procedure**

### **Process for Raising a Concern:**

*Reporting* – AIBA intends this policy to be used for serious and sensitive issues. Such concerns, including

- suspicious approaches or activities related to competition manipulation
- involvement of gambling/betting activities
- incidents of harassment and/or abuse
- any other infringements of the AIBA Code of Ethics or other matters, including financial misconduct or further legal, regulatory and ethical breaches over which AIBA has jurisdiction.

may be reported

- 1) Via AIBA Integrity Hotline for anonymous complaints  
<https://www.aiba.org/aiba-integrity-hotline/> which will be directed to AIBA Legal and Integrity Department/Officer at [Integrity@aiba.org](mailto:Integrity@aiba.org)
- 2) to AIBA Disciplinary Commission

*Timing* – All persons are encouraged to express a concern as soon as it develops. The earlier a concern is expressed, the easier it is for the organization to take action.

*Evidence* – Although a complainant is not expected to prove the truth of an allegation, he or she should be able to demonstrate that he or she has made a report in good faith.

### **How the Report of Concern Will Be Handled:**

*Timing* - Reports of suspected violations of law or policy and reports of retaliation will be investigated promptly and, in a manner, intended to protect confidentiality.

*Initial Inquiries* –The AIBA Legal and Integrity Department/Officer in consultation with legal counsel will make an initial review of the situation if necessary, including if an investigation is needed based on whether the report has been made on reasonable grounds and in good faith.

In the event that a report concerns the individuals responsible for conducting the initial review and the investigations, the individual concerned will recuse himself or herself from the proceedings, and the AIBA Executive Director or the AIBA Executive Committee shall select an appropriate officer to continue the investigation.

*Investigations* – AIBA will only investigate matters within its jurisdiction and may contact the complainant for further information; AIBA shall take all reasonable



precautions to protect the identity of the complainant to the extent possible while doing so.

- If AIBA is not competent to investigate the matter, your complaint will be destroyed;
- If the matter falls within the jurisdiction of AIBA, and an investigation has been deemed necessary by the AIBA Legal and Integrity Department/Officer, such an investigation may be conducted in conjunction with relevant AIBA departments, competent national and international authorities (including sporting, police and/or judicial authorities).
- If the matter relates to competition manipulation (outside of the AIBA jurisdiction), the information will be referred to the Integrity Single Point of Contact (iSPOC) of the relevant organizations or to the police (if there is a suspicion that a crime has been committed).

*Reporting* – The AIBA Legal and Integrity Department/Officer will prepare a report of the findings of the investigation and submit such report to the relevant authorities, the Executive Committee or the Executive Committee Bureau, and/or the Disciplinary Commission.