

IBA DISCIPLINARY AND ETHICS CODE



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PREAMBLE

IBA is responsible to save the integrity and reputation of boxing at international level. IBA is striving to protect the image and reputation of boxing from any risk or harm in result of illegal, immoral or unethical conduct. For this purpose, this Code defines disciplinary and ethics rules of conduct mandatory within IBA and boxing community in general, describes infringements of the rules in IBA Regulations in this regard and determines the sanctions incurred. The conduct of persons covered by this Code shall reflect the fact that they support the principles

and objectives of IBA and refrain from anything that could be harmful to these principles and objectives.

INTERPRETATION

- 1.1 Capitalized terms used in this Code shall have the meaning ascribed to them in the Constitution.
- 1.2 The following terms – used in this Code only – have the meanings ascribed to them in this article:
 - a. **“Anti-harassment Policy”** means the IBA Anti-harassment Policy;
 - b. **“BIIU”** means the Boxing Independent Integrity Unit;
 - c. **“BIIU Rules”** means the rules of BIIU adopted by the IBA Board on 23 September 2022 and any possible update to them.
 - d. **“CAS”** means the Court of Arbitration for Sport with seat in Lausanne, Switzerland.
 - e. **“Circular”** means a letter or advertisement distributed by IBA to its affiliated members.
 - f. **“Coach”** means any individual who organises, supervises and/or conducts the training of Boxers in order for them to reach their best potential;
 - g. **“Code”** means this IBA Disciplinary and Ethics Code;
 - h. **“Confederation”** means any of the 5 (five) continental associations affiliated to IBA;
 - i. **“Constitution”** means the IBA Constitution adopted on December 12, 2021, and any possible update to it;
 - j. **“Decision”** means a resolution reached after consideration of IBA, any its bodies and/or the relevant ordinary court or sport tribunal;
 - k. **“Directive”** means an official or authoritative instruction issued by IBA or any of its bodies stipulating the manner in which a disciplinary measure must be carried out, including the date and conditions on which the disciplinary measure is enforced;
 - l. **“IBA Anti-Doping Rules”** means the International Boxing Association (IBA)s Anti-Doping Rules adopted in accordance with the World Anti-Doping Code;
 - m. **“IPO”** means Investigation and Prosecution Officer, a person appointed to investigate and prosecute any breach of the Regulations before the Tribunal;
 - n. **“Manager”** means a person who provides career assisting services to a Boxer and who is

recognized in this status within the jurisdiction of National Federation by means of licensing, contract etc.;

- o. **“National Federation”** means any of the national associations affiliated to IBA;
- p. **“Official”** means:
 - (a) any Person elected to an IBA, a Confederation or a National Federation office;
 - (b) any Person appointed by IBA, by a Confederation or by a National Federation to any position;
 - (c) any Person employed by IBA, by a Confederation or by a National Federation; or
 - (d) any Competition Official or like official in a Confederation or National Federation boxing competition;
- q. **“Person”** means any individual, firm, company, corporation, body corporate, government, state, or agency of a state, local or municipal authority or government body or any joint venture, association, federation, confederation or partnership (whether or not having separate legal personality);
- r. **“Policy on the Prevention of the Manipulation of Competitions”** means the IBA Policy on the Prevention of the Manipulation of Competitions;
- s. **“Promoter”** means a person who is responsible for staging of Competitions and who is recognized in this status within the jurisdiction of National Federation by means of licensing, contract etc.
- t. **“Regulations”** mean the regulations made by the IBA Board in accordance with the Constitution;
- u. **“Tribunal”** means a body, being part of the Compliance Unit, responsible to hear cases where a breach of the Regulations allegedly accrued and to apply sanctions, established in accordance with BIIU Rules.

1.3 In this Code, unless otherwise specified:

- a) references to articles are references to articles in this Code;
- b) unless otherwise specified below references to a “person” shall be construed so as to include any individual, firm, company, corporation, body corporate, government, state, or agency of a state, local or municipal authority or government body or any joint venture, association, federation, confederation or partnership (whether or not having

separate legal personality);

- c) a reference to any of the regulations, or to any provision or provisions in a regulation, shall be construed, unless the context otherwise requires, as including a reference to any amendment or replacement made to the same from time to time;
- d) a reference to natural persons are applicable to both genders, any term in the singular applies to the plural and vice versa; and
- e) in the event of any inconsistency between this Code and the Constitution, the Constitution shall prevail.

1.4 All headings and titles in this Code have been inserted for ease of reference only and may not be considered as an aid to its interpretation.

SECTION 1 – SCOPE OF APPLICATION

1. Applicability

1.1 This Code applies to any conduct specified in this Code, to any breach of IBA’s Constitution, Regulations, Directives or Decisions and to any IBA Competition.

2. Persons bound by this Code

2.1 This Code shall apply to all Officials (including Competition Officials), Boxers, Coaches, Managers, Promoters, other persons elected, appointed, contracted or accredited by IBA, the Confederation or National Federation. This Code shall also apply to any candidate who applied for a position of the Official at IBA, Confederation or National Federation.

2.2 The Tribunal is entitled to investigate and judge the conduct of persons who were bound by this or previously applicable Code at the time the relevant conduct occurred, regardless of whether the person remains bound by the Code at the time proceedings commence or any time thereafter.

2.3 All persons elected, appointed, contracted or accredited to each National Federation or Confederation shall be bound by this Code and shall be bound to comply with any decision to be issued by the Tribunal.

3. Principles of responsibility

3.1 Each person to whom this Code applies is responsible for his individual conduct at all times, irrespective of whether such conduct occurs under the direction of any other person, and may be sanctioned appropriately.

- 3.2 National Federations are responsible for the behaviour of their Boxers, Coaches, Competition Officials, trainers, seconds, team doctors or administrative officials, members and any other person or organisation exercising a function on behalf of the National Federation during an IBA Competition.
- 3.3 A National Federation is liable to be sanctioned for the behaviour of the aforementioned persons regardless of whether or not such persons are sanctioned separately in respect of their behaviour, that is prohibited under this Code.
- 3.4 The organizer(s) of an IBA Competition is/are liable for the order and security inside and around the Competition Venue. Such organizers are liable for incidents of any kind, and may be subject to the sanctions set out in this Code.
- 3.5 National Federations are responsible for, and obliged to ensure, the enforcement of sanctions imposed by the Tribunal on any affiliated person.

4. Territory of Sanctions

- 4.1 Unless otherwise decided by the Tribunal, any sanction imposed under this Code shall apply worldwide.
- 4.2 Upon decision of the Tribunal, sanctions may be limited to a geographical area or to one or more specific categories of matches or competitions.

5. Limitation Period

- 5.1 Offences may not be longer sanctioned in accordance with the following periods:
- (a) 10 (ten) years for the following offences:
- i. Discrimination and Racism under article 20;
 - ii. Threats and Coercion under article 21;
 - iii. Failure to perform Competition Officials' duties under article 32;
 - iv. Forgery and Falsification under article 33;
 - v. Manipulation of Competitions under article 35;
 - vi. Harassment under article 36;
 - vii. Neutrality and Loyalty under article 39;
 - viii. Participation in other international boxing associations or organisations under article 40;
 - ix. Conflict of Interests under article 42;
 - x. Gifts and Other Benefits under article 43;

- xi. Bribery and Corruption under article 46;
- xii. Misappropriation and Misuse of Funds under article 47;
- xiii. Betting and Similar Activities under article 50;

(b) 3 (three) years for the rest of offences.

5.2 The period of limitation commences:

- (a) on the day on which the offence was allegedly committed;
- (b) if the infringement is recurrent, from the day on which the most recent infringement was committed;
- (c) if the alleged offence lasted for a certain period, from the day on which it ended;
- (d) from the day on which the Decision becomes final and binding.

5.3 The limitation period, when applicable, shall be interrupted where criminal proceedings are formally opened against a person bound by this Code during such proceedings.

5.4 For the purpose of this article, the commencement of proceedings shall be deemed to occur upon the first notification by IBA, the IPO or the Tribunal to the concerned person that an investigation will be undertaken.

SECTION 2 – TRIBUNAL

6. The Tribunal

6.1 The Tribunal is a body established and acting in accordance with BIIU Rules.

3.2 The Tribunal is in charge of dealing with all ethical and disciplinary issues. In this regard, it has jurisdiction to hear cases where a breach of the Regulations allegedly accrued and to apply sanctions.

6.2 The competence, composition, organization of operation of the Tribunal is determined in accordance with BIIU Rules.

SECTION 3 – DUTY TO COLLABORATE

7. Duty to collaborate

7.1 The parties shall act in good faith during the whole proceedings.

7.2 The parties shall collaborate to establish the facts and, in particular, comply with requests for information from the Tribunal and/or the IPO.

7.3 At the request of the Tribunal, persons subject to this Code shall help to establish and/or clarify

the facts of a case or any possible breaches of this Code and, in particular, shall provide any evidence requested, including to provide an access to a digital device (computer, laptop, smartphone etc.) or an access to email, messengers etc. as per BIIU Procedural Rules.

- 7.4 If the parties are dilatory in responding, the chairperson of the Tribunal may, after warning them, impose disciplinary measures on them. The same principle applies to persons subject to this Code and witnesses.
- 7.5 If the parties fail to collaborate, especially if they ignore the stipulated time limits, the Tribunal may nonetheless reach a decision on the case using the file in its possession.
- 7.6 The National Federations and Confederations have the duty to cooperate with other National Federations, Confederations and IBA to forward and notify them of documents or to provide information related to and/or required for domestic disciplinary proceedings. If a National Federation fails to cooperate in this way, it may lead to sanctions as provided under this Code.
- 7.7 National Federations and Confederations shall inform IBA of the sanctions imposed.
- 7.8 The Tribunal reserves the right to investigate, prosecute and sanction serious infringements within the scope of application of this Code that fall under the jurisdiction of Confederations or National Federations if deemed appropriate in a specific case and if the Confederation or National Federation fails to prosecute serious infringements within 3 (three) months from the infringement becoming known to the Tribunal and/or BIIU.

SECTION 4 – SANCTIONS

8. Basis for Sanctions

- 8.1 The Tribunal may pronounce the sanctions described in this Code.
- 8.2 Unless otherwise specified, breaches of this Code are punishable, whether acts of commission or omissions, regardless of whether they have been committed deliberately, recklessly, negligently or carelessly and whether the parties acted as principal, participant, accomplice or instigator, aiding or abetting. In particular, National Federations and Confederations may be responsible for the behaviour of their members, Boxers, officials or supporters or any other person carrying out a function on their behalf even if the National Federation or person concerned can prove the absence of any fault or negligence
- 8.3 Acts which amount to an attempt to commit any offence under the Sections 5 and 6 of this Code is also subject to a sanction as an offence under the Code.
- 8.4 Any person who prompts another to act in a manner which could result in the commission of

an offence (instigator), or any person who assists another to commit an offence (accomplice), is also liable to be sanctioned under this Code.

9. Type of Sanctions

9.1 Breaches the rules of conduct defined under section 5 and 6 of this Code by Persons bound by this Code are punishable by one or more of the following sanctions:

- (a) warning;
- (b) fine;
- (c) cancellation of the result of a bout;
- (d) deprivation of a title/return of an award;
- (e) prohibition from organizing any IBA Competition;
- (f) exclusion from a Competition or Competitions;
- (g) suspension of an Official, Boxer, Coach, Manager or Promoter for a defined period;
- (h) suspension or permanent ban from the exercise of certain boxing activities (including administrative and executive functions);
- (i) suspension or permanent ban from on taking part in all boxing activities;
- (j) ban from competition venue.

9.2 Fines due under this Code shall be up to CHF 50,000 and shall be fixed upon discretion of the Tribunal.

9.3 If a suspension is combined with a fine, the suspension will be automatically extended until the fine has been paid in full.

9.4 The duration of any suspension or ban shall be up to a maximum of 4 (four) years for a first offence or up to 8 (eight) years in case of recidivism, upon discretion of the Tribunal, unless specified otherwise in this Code or unless exceptional circumstances allow for a sanction of a longer duration, including possibly a lifetime sanction.

10. Provisional Sanctions

10.1 At any time during an investigation, the Chairperson of the Tribunal may apply provisional sanctions in order to ensure that investigation proceedings are not interfered with or when a breach of this Code *prima facie* appears to have been committed and a decision on the merits of the case may not be taken early enough, but the integrity of sport requires application of

provisional sanction.

10.2 Provisional sanctions may be valid for a maximum of ninety (90) days. The duration of provisional sanctions shall be taken into account in the final decision.

10.3 Decision on application of the provisional sanctions shall be provided to the interested party in written form with grounds.

11. Suspension of Sanctions and Probationary Period

11.1 The Tribunal may decide to suspend the sanction specified in this Code, in full or in part. The probationary period shall be from 1 (one) to 5 (five) years.

11.2 If the Person benefiting from a suspended sanction commits any other breach of this Code or of any other IBA Regulation during the probationary period, the suspension shall automatically be revoked and the original sanction fully applied and added to the sanction imposed for the new breach.

12. Determining the sanctions

12.1 When imposing a sanction, the Tribunal shall take into account all relevant facts in the case, including the nature of the offence; the substantial interest in deterring similar misconduct; the offender's assistance to and cooperation with the Tribunal; the motive; the circumstances; the degree of the offender's guilt; the extent to which the offender accepts responsibility, any possible aggravating circumstances and whether the person mitigated his guilt by returning the advantage received, where applicable.

12.2 In case of mitigating circumstances, and if deemed appropriate taking into account all circumstances of the case, the Tribunal may go below the minimum sanction and/or decide to hand down alternative sanctions specified in article 6.1 of this Code.

12.3 Repeated breaches shall be considered aggravating circumstances, allowing the Tribunal to go beyond the maximum limit provided for a violation of the relevant rule, as specified in this Code.

12.4 Where more than one breach has been committed, the sanction other than monetary sanctions shall be based on the most serious breach, and increased as appropriate, depending on the specific circumstances.

12.5 Unless this Code mentions otherwise, the Tribunal shall decide the scope and duration of any sanction.

SECTION 5 – DISCIPLINARY RULES OF CONDUCT

13. General Principles of Conduct

Any person must respect the IBA Constitution, IBA Technical & Competition Rules, IBA's Regulations, Directives, Guidelines, Circulars and Decisions, and comply with the principles of fair play, loyalty and integrity.

REGULATORY OFFENCES

14. Violation of Constitution and Regulations

Any person who violates or acts contrary to provisions of the IBA Constitution, IBA Technical & Competition Rules, IBA's Regulations, Directives, Guidelines, Circulars and Decisions will be subject to the sanctions provided for under Section 6 of this Code.

15. Failure to Respect Decisions

Any Person who fails to respect a binding and final Decision of a body of IBA, its Confederations or National Federations or the CAS will be subject to the sanctions provided for under Section 5 of this Code.

OFFENSIVE BEHAVIOUR

16. Misconduct towards a Competition Official

Any person who acts improperly or engages in misconduct towards a Referee, Judge or other Competition Official will be subject to the following sanctions:

- (a) Fine of up to CHF 10,000 and/or a suspension from all boxing activities for up to 1 (one) year for spitting; and
- (b) Fine of up to CHF 20,000 and/or a suspension from all boxing activities for up to 4 (four) years for unsportsmanlike behaviour;
- (c) Fine of up to CHF 50,000 and/or a suspension from all boxing activities for up to 4 (four) years for physical assault.

17. Inciting Hatred or Violence

Any Person who publicly incites others to violence or hatred will be subject to a fine of up to CHF 20,000 and may be suspended from all boxing activities for up to 4 (four) years.

18. Attempt to Undermine Honour

18.1 Any Person who attempts to undermine the honour of another Person subject to this Code,

notably through insulting gestures or inappropriate discourse, will be subject to a fine of up to CHF 10,000. If the perpetrator is a Boxer, the fine may be increased to CHF 20,000 and if the perpetrator is an Official, up to CHF 50,000.

18.2 According to the seriousness of the misconduct, a suspension of up to 4 (four) years from all boxing activities may also be imposed.

19. Disparagement of IBA's Reputation and Interests

19.1 Any action that adversely affects the reputation or interests of IBA, its Confederations or National Federations, either internally amongst its National Federations and Confederations or externally amongst the general public or which has harmed the image of boxing generally, as well as any conduct likely to injure or discredit the reputation of IBA, its events, organizers, participants, sponsors or that will enhance the goodwill which attaches to the same will be subject to the following sanctions:

(a) If the action is committed by a Confederation or a National Federation

- a fine of up to CHF 10,000, and/or
- a referral to the Board in order for the Confederation or National Federation to be suspended in accordance with the Constitution

(b) If the action is committed by an individual:

- a fine of up to CHF 10,000, and/or
- a suspension from all boxing activities for up to 2 (two) years.

20. Discrimination and Racism during Competitions

20.1 Any Person who publicly displays discriminatory or racist behaviour during a Competition will be subject to a fine of up to CHF 20,000 and a suspension from all boxing activities for up to 4 (four) years.

20.2 If supporters engage in discriminatory or racist behaviour during a Competition, the National Federation, which the perpetrators support, will be subject to a fine of up to CHF 20,000. If the supporters cannot be related to a National Federation, the organizing National Federation may be fined up to CHF 20,000.

21. Liability for Spectator Conduct

21.1 A National Federation organizing a Competition is strictly liable for the misconduct of spectators. Misconduct shall include violence against persons, vandalism, throwing of objects,

displaying banners with offensive language or images.

21.2 The National Federation will be subject to a fine of up to CHF 50'000 and/or a prohibition from organizing any international Competition for 1 (one) year.

22. Provoking the General Public

Any Person who provokes the general public during a Competition will be subject to a fine of up to CHF 10,000 and may be suspended or excluded from the Competition and/or future Competitions.

23. Threats and Coercion

Any Person who intimidates a Referee, Judge, Competition Official or Boxer with serious threats in order to influence their decision making and/or hinder them from acting freely will be subject to one or more of the following sanctions:

- (a) a fine of up to CHF 10,000, and/or
- (b) a suspension from all boxing activities for up to 4 (four) years.

24. Inciting a Boycott of a Competition

Any Official who incites a boycott of a Competition or withdraws from a Competition without a valid reason will be subject to a suspension of up to 4 (four) years from all boxing activities.

ADMINISTRATIVE OFFENCES

25. Cancellation of Competition

A Confederation or a National Federation that cancels a Competition - which it was obliged by IBA or Confederation to organize by virtue of a contractual or other agreement entered into between the parties will be subject to a fine of up to CHF 50,000 and may be prohibited from organizing any IBA Competition for up to 4 (four) years.

26. Unsatisfactory Organization of Competition

An organizing National Federation that fails to fulfil its obligations in respect of the organization of a Competition or organizes a Competition in a manner contrary to the IBA Technical & Competition Rules and/or the event management/operation guidelines issued by IBA and/or the contract signed with IBA/ Confederation will be subject to a fine of up to CHF 50,000 and may be prohibited from organizing a Competition for up to 4 (four) years.

27. Refusal or Late Participation in Competition

If, in violation of an obligation, a National Federation refuses to participate in a Competition

without any objectively justifiable reason, or refuses to continue taking part or is late in participating in, the National Federation will be subject to a fine of up to CHF 20,000 and/or will be required to reimburse the expenses incurred by the organizer(s). In addition, such National Federation may be referred to the Board in order for the National Federation to be suspended in accordance with the Constitution.

28. Participation of a Suspended Boxer, Suspended Official, or Suspended or Excluded National Federation, in Competition

28.1 A Confederation or a National Federation that allows:

- (a) one of its Boxers, who is suspended by IBA, to participate in a Competition will be subject to a fine of up to CHF 10,000;
- (b) any Official, who is suspended by IBA, to exercise any official duty at a Competition will be subject to a fine of up to CHF10,000.

28.2 For the avoidance of doubt, sanctions under clause 27.1 (a) and (b) above are imposed cumulative for each Boxer and/or Official who violates the suspension.

28.3 If a suspended National Federation nevertheless participates in a Competition:

- (a) the suspended National Federation will be subject to a fine of up to CHF 10'000;
- (b) the organizer(s) of the relevant competition will be subject to a fine of up to CHF 10'000 and may be prohibited from organizing any Competition for 2 years;
- (c) other National Federations which compete with the suspended or excluded National Federation may be suspended from all boxing activities for up to 2 (two) years.

In addition, the suspended National Federation shall be referred to the Board in order for its suspension to be extended.

28.4 For the avoidance of doubt, this provision does not prohibit to compete against a Boxer affiliated to a suspended National Federation, who has been authorised to take part in the Competitions as per a Decision by the Board.

29. Participation of an Ineligible Boxer in a Competition

29.1 If a Boxer is suspended or does not meet the eligibility requirements (as set out in the IBA Technical & Competition Rules) nevertheless takes part in a Competition, the National Federation to which such Boxer is affiliated will be subject to a fine of up to CHF 10,000 and the Boxer may be suspended from all boxing activities for up to (additional) 3 (three) years.

29.2 The Tribunal has also the capacity to act *ex officio*.

30. Authorization from IBA to organize an Event or Failure to submit a Competition Report

30.1 A National Federation that fails to submit a Competition report by the relevant deadline or fails to request or files a late request to IBA for an authorization to organize a Competition will be subject to a fine of:

- (a) CHF 1,000 in the case of failure to submit a report or failure to request an authorization; and
- (b) CHF 500 in the case of a late request.

31. Relationship with a Suspended or Excluded National Federation

31.1 Any Confederation or National Federation that maintains sporting relationships with a suspended or excluded National Federation or participates in a Competition with a suspended or excluded National Federation will be subject to a fine of up to CHF 10'000.

31.2 For the avoidance of doubt, this provision does not prohibit to compete against a Boxer affiliated to a suspended National Federation, who has been authorised to take part in the Competitions as per a decision by the Board.

OFFENCES BY COMPETITION OFFICIALS

32. Failure to perform Competition Officials' duties

32.1 A Competition Official who fails to meet the standards may be downgraded from his level and/or suspended from his activities until he satisfies the requirements decided by the Tribunal (obligation to follow courses; obligation to pass an exam, etc...).

32.2 In case of repeated violations of his duties or in case of intentional violation of the IBA Technical & Competition Rules or IBA Referee and Judge Regulations, the Competition Official will be suspended from all boxing activities up to a life ban.

32.3 Any Competition Official, or candidate to become a Competition Official, who cheats or otherwise tries to circumvent the conditions of accreditation / the mandatory education and instruction courses provided by the IBA Technical & Competition Rules or any other Regulations, guidelines or decision issued by IBA will be suspended from all boxing activities up to a life ban.

32.4 Any Competition Official, who commits any breach of the Code of Conduct applicable to Competitions Officials will be subject to the sanctions provided for under Section 6 of this Code, depending on the seriousness of the offence, and subject to any further sanctions provided for in this Code.

OTHER OFFENCES

33. Forgery and Falsification

33.1 If a Person, in connection with boxing related activities, in order to deceive or procure an advantage for itself or another:

- (a) forges or falsifies an authentic document, such as a license, certificate, passport, identification paper, medical certification, record book or any other document of this nature, or uses such a document, or
- (b) misleads or bribes a third party to falsify an authentic document

such person will be subject to a fine of up to CHF 20,000 and/or a suspension from all boxing activities for up to 4 (four) years.

33.2 If it is held that a National Federation had overall responsibility for the forgery and/or falsification, such National Federation will be subject to a fine of up to CHF 20,000 and a suspension from all boxing activities for a period up to 4 (four) years.

34. Doping

All violations and sanctions relating to doping cases will be handled according to the IBA Anti-Doping Rules.

35. Manipulation of Competitions

All violations relating to manipulation of competitions will be handled according to the IBA Policy on the Prevention of the Manipulation of Competitions.

36. Harassment

All violations relating to harassment will be handled according to the IBA Anti-Harassment Policy.

37. Extending sanctions to have worldwide effect

37.1 If the infringement is serious, in particular but not limited to discrimination, the manipulation of boxing matches and competitions, misconduct against Competition Officials or forgery and falsification, the National Federation, Confederations, and other organising sports bodies shall request the Tribunal to extend the sanctions they have imposed so as to have worldwide effect.

37.2 The request shall be submitted in writing and enclose a true copy of the decision with a translated copy into English language. It shall show the name and address of the person who has been sanctioned and the National Federation and/or Confederation concerned.

- 37.3 If the Tribunal discovers that National Federations, Confederations and other sports organisations have not requested a decision to be extended to have worldwide effect, a decision may still be passed *ex officio*.
- 37.4 A worldwide extension will be approved if:
- a) the Person sanctioned has been cited properly;
 - b) he has had the opportunity to state his case (with the exception of provisional measures);
 - c) the Decision has been communicated properly;
 - d) the Decision is compatible with the regulations of IBA;
 - e) extending the sanction does not conflict with public order or with accepted standards of behaviour.
- 37.5 The Chairperson of the Tribunal takes his decision, in principle, without deliberations or orally hearing any of the parties, using only the file.
- 37.6 The Chairperson may exceptionally decide to summon the parties concerned.
- 37.7 The Chairperson is restricted to ascertaining that the conditions of this article have been fulfilled. He may not review the substance of the Decision.
- 37.8 The Chairperson shall either grant or refuse to grant the request to have the sanction extended.
- 37.9 A sanction imposed by a National Federation or a Confederation has the same effect in each National Federation, in each Confederation and in IBA itself as if the sanction had been imposed by any one of them.
- 37.10 If a Decision that is not yet final in a legal sense is extended to have worldwide effect, any decision regarding extension shall follow the outcome of the National Federation's or Confederation's current Decision.
- 37.11 Notwithstanding the above, any doping-related legally binding sanction imposed by any National Federation, national anti-doping organisation or any other state or sports body that complies with fundamental legal principles shall automatically be recognised and implemented by IBA and shall be automatically recognised by all Confederations and National Federations.

SECTION 6 – ETHICS RULES OF CONDUCT

38. General Principles of Conduct

38.1 A Person bound by this Code must comply with the following principles:

- (a) human dignity;
- (b) non-discrimination, either on the basis of race, gender, nationality, ethnic origin, religion, philosophical or political opinions, sexual preference or any other grounds;
- (c) nonviolence, including abstaining from any kind of pressure and harassment, whether physical, mental, professional or sexual;
- (d) friendship, mutual aid and fair play;
- (e) integrity;
- (f) transparency;
- (g) priority to the interests of the sport of boxing and the athletes in relation to financial interests;
- (h) sustainability;
- (i) political neutrality;
- (j) promotion of the Olympic Movement ideals.

38.2 Any Person bound by this Code shall be aware of the importance of his duties to comply with the abovementioned general principles of conduct and other rules of conduct specified in this Code. A Person bound by this Code shall fulfil and exercise his duties and responsibilities diligently, especially with regard to finance-related matters.

38.3 Any Person bound by this Code must refrain from any activity or behaviour or any attempted activity or behaviour that might give rise to the appearance or suspicion of improper conduct.

39. Neutrality and Loyalty

39.1 In dealings with government institutions, national and international organisations, associations and groupings, any person bound by this Code shall, in addition to observing the basic rules of article 37, remain politically neutral, in accordance with the principles and objectives of IBA, Confederations and National Federations, and generally act in a manner compatible with their function and integrity.

39.2 Any Person bound by this Code shall have a fiduciary duty to IBA, Confederations and

National Federations and its bodies, and shall demonstrate a general loyalty to these organisations.

40. Participation in other international boxing associations or organisations

An Official, Confederation or National Federation cannot hold any position in any international boxing organization other than IBA or a Continental Confederation, or participate in establishment of such international boxing organization, unless the IBA Board grants its express approval before such official's appointment or election.

41. Confidentiality

41.1 Depending on his function, information of a confidential nature divulged to any Person bound by this Code while performing his duties shall be treated as confidential or secret, if the information is given with the understanding or communication of confidentiality.

41.2 The obligation to respect confidentiality survives the termination of any relationship which makes a person subject to this Code.

42. Conflict of Interests

42.1 Any Person bound by this Code shall comply with the Conflict of Interest Policy.

42.2 Any Person bound by this Code shall not perform his duties (in particular, preparing or participating in the taking of a decision) in situations in which an existing or potential conflict of interest might affect such performance. A conflict of interest arises if a Person bound by this Code has, or appears to have, secondary interests that could influence his ability to perform his duties with integrity in an independent and purposeful manner. Secondary interests include, but are not limited to, gaining any possible advantage for the Persons bound by this Code themselves or related parties.

42.3 Before being elected, appointed, employed or contracted, a Person bound by this Code shall disclose any relations and interests that could lead to situations of conflicts of interest in the context of his prospective activities.

42.4 A Person bound by this Code shall not perform his duties (in particular preparing, or participating in, the taking of a decision) in situations in which there is a danger that a conflict of interest might affect such performance. Any such conflict shall be immediately disclosed and notified to the organisation for which the Person bound by this Code performs his duties (within IBA such notification shall be made to the Tribunal). The relevant organisation shall take a decision (within IBA such decision shall be taken by the Tribunal) whether a conflict

of interest exists and whether it affect performance of the duties of a Person bound by this Code.

43. Gifts and Other Benefits

43.1 A Person bound by this Code may only offer or accept gifts or other benefits to and from persons within or outside IBA, or in conjunction with intermediaries or related parties where such gifts or benefits:

- (a) have symbolic or trivial value;
- (b) are not offered or accepted as a way of influencing persons bound by this Code to execute or omit an act that is related to their official activities or falls within their discretion;
- (d) are not offered or accepted in contravention of the duties of persons bound by this Code;
- (e) do not create any undue pecuniary or other advantage; and
- (f) do not create a conflict of interest.

43.2 Any gifts or other benefits not meeting all of these criteria are prohibited.

43.3 If in doubt, gifts or other benefits shall not be accepted, given, offered, promised, received, requested or solicited. In all cases, persons bound by this Code shall not accept, give, offer, promise, receive, request or solicit from anyone within or outside IBA, or in conjunction with intermediaries or related parties as defined in this Code, cash in any amount or form. If declining the gift or benefit would offend the giver on the grounds of cultural norms, persons bound by this Code may accept the gift or benefit on behalf of their respective organisation and shall report it and hand it over, where applicable, immediately thereafter to the competent body.

44. Commission

Unless covered by a genuine commercial agreement, a Person bound by this Code shall not accept, give, offer, promise, receive, request or solicit commission for themselves or third parties for negotiating deals or conducting other business in connection with his duties.

45. Abuse of Position

A Person bound by this Code shall not abuse his position in any way, especially to take advantage of his position for his private aims or gains or private aims or gains of related parties.

46. Bribery and Corruption

46.1 A Person bound by this Code shall not accept, give, offer, promise, receive, request or solicit any personal or undue pecuniary or other advantage in order to obtain or retain business or any other improper advantage to or from anyone. Such acts are prohibited regardless of whether carried out directly or indirectly through, or in conjunction with, third parties. In particular, a person bound by this Code shall not accept, give, offer, promise, receive, request or solicit any personal or undue pecuniary or other advantage for the execution or omission of an act that is related to his official activities and is contrary to his duties or falls within his discretion.

46.2 A Person bound by this Code shall refrain from any activity or behaviour that might give rise to the appearance or suspicion of a breach of this article.

47. Misappropriation and Misuse of Funds

47.1 A Person bound by this Code shall not misappropriate or misuse funds of IBA, Confederations and National Federations, whether directly or indirectly through, or in conjunction with, third parties.

47.2 A Person bound by this Code shall refrain from any activity or behaviour that might give rise to the appearance or suspicion of a breach of this article.

48. Inappropriate Representation

A Person who represents IBA, a Confederation or National Federation in an outside body shall be obliged to intervene and to vote in accordance with any instructions that they have received from the competent authority of the organisation he represents. Such Person shall not accept any instructions as to how to vote from any third-party.

49. Discrimination and Defamation outside Competition

49.1 A Person bound by this Code shall not offend the dignity or integrity of a country, private person or group of people through contemptuous, discriminatory or denigratory words or actions on account of race, skin colour, ethnicity, nationality, social origin, gender, disability, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason.

49.2 A Person bound by this Code is forbidden from making any public statements of a defamatory nature towards IBA, Confederations, National Federations and/or towards any other person bound by this Code.

50. Betting and Similar Activities

- 50.1 A Person bound by this Code shall be forbidden from participating in, either directly or indirectly, betting or similar activities (excluding lotteries etc.) related to boxing matches or competitions and/or any related boxing activities.
- 50.2 A Person bound by this Code shall not have any interests, either directly or indirectly (through or in conjunction with third parties), in entities, companies, organisations, etc. that promote, broker, arrange or conduct betting or similar activities as specified the above connected with boxing matches and competitions. Interests include gaining any possible advantage for the persons bound by this Code themselves and/or related parties.

SECTION 7 – FINAL PROVISIONS

51. Adoption, Enforcement and Transitional Provisions

- 51.1 This Code is adopted by the Board on November 5, 2022 and comes into force immediately.
- 51.2 This Code applies to any Disciplinary or Ethics proceedings which have been formally opened after the date when this Code came into force. Any offence shall be governed by the substantive rules in force on the date of which the offence has been committed, unless the principle of *lex mitior* applies (implying that this Code is more favourable to the offender than prior regulations). Procedural rules, including rules governing the authority of the Tribunal shall apply as of the entry into force of this Code and shall apply immediately, no matter when the offence has been committed. Disciplinary and Ethics proceedings which have been formally opened before the date when this Code came into force shall be concluded according to the previous edition of the Code.