



2019

IAAF INTEGRITY CODE OF CONDUCT

(In force from 1 January 2019)

1. INTRODUCTION

1.1 The purposes of the IAAF described in the Constitution include to:

- a. protect the integrity of Athletics and the IAAF by developing and enforcing standards of conduct and ethical behavior and implementing good governance (Article 4.1(e));
- b. protect clean athletes in Athletics by applying and enforcing the World Anti-Doping Code including implementing rules, programmes, systems and disciplinary measures (Article 4.1(f)); and,
- c. preserve the right of every individual to participate in Athletics as a sport without unlawful discrimination of any kind undertaken in the spirit of friendship, solidarity and fair play (Article 4.1(j)).

1.2 To fulfil these purposes and comply with the Constitution, this Integrity Code of Conduct (“Code”) was made by Council in accordance with Article 17.1 of the 2017 Constitution.

2. COMMENCEMENT AND STATUS

2.1 This Code was approved by Council and shall be effective from 1 January 2019.

2.2 This Code refers to a number of Rules which are deemed to be part of and incorporated into this Code. A violation of any such Rule shall be deemed to be a violation of this Code, unless specified otherwise.

2.3 This Code replaces the Former Code of Ethics with effect from 3 April 2017, except to the extent set out in this Code (see Rule 5).

2.4 This Code (and the Rules and Regulations incorporated into it) may be amended from time to time by Council.

2.5 To the extent of any inconsistency between this Code and the Constitution, the relevant provision of the Constitution shall apply.

2.6 This Code (including all Rules and Regulations referred to in it) shall be governed by and interpreted in accordance with the laws of Monaco.

3. APPLICATION OF THE CODE

3.1 This Code applies to the following persons and entities (“Applicable Persons”) who are, or are seeking to become:

- a. “IAAF Officials” has the meaning described in the Constitution; namely any person who is elected or appointed to a position in which they represent the IAAF including but not limited to, Council Members, Executive Board members, members of the Integrity Unit Board, the Integrity Unit Board Appointments Panel, the Disciplinary Tribunal,

Committees, Commissions, sub-Commissions, and other working groups, advisory groups and taskforces, unless specifically provided otherwise in the Constitution;

- b. “Area Officials” subject to Rule 3.2, has the meaning described in the Constitution; namely any person who is elected or appointed to a position in which they represent an Area Association, including but not limited to Area presidents, members of Area Association executive bodies;
- c. “Member Federation Officials” subject to Rule 3.2, has the meaning described in the Constitution; namely any person who is elected or appointed to a position in which they represent a Member Federation, including but not limited to the president, vice-president, members of its executive body, the general secretary and delegates at Congress meetings;
- d. Persons and entities bidding to host, or hosting, International Competitions;
- e. Persons who are engaged by or acting on behalf of the IAAF including IAAF Staff;
- f. Persons and entities who are participating in Athletics in International Competitions, including but not limited to Athletes and Athlete Support Personnel;
- g. Such other persons who agree in writing to be bound by this Code.

3.2 As specified in Article 75.1(b) of the Constitution, this Code shall only apply to Area Officials and Member Federation Officials limited to their relations or dealings with the IAAF.

3.3 All Applicable Persons will be deemed to have agreed:

- a. that it is their personal responsibility to familiarise themselves with all of the requirements of this Code, including what conduct constitutes a violation of the Code;
- b. to submit to the exclusive jurisdiction of the Disciplinary Tribunal to hear and determine charges brought pursuant to the Code; and,
- c. not to bring any proceedings in any court or other forum that are inconsistent with the foregoing submission to the jurisdiction of the Disciplinary Tribunal.

4. DEFINITIONS

4.1 The capitalised words and phrases used in this Code shall have the meanings specified in the Constitution, unless specified otherwise. Other words and phrases shall have the following meaning:

“**Anti-Doping Rules**” means the IAAF Anti-Doping Rules which came into effect on 1 January 2019.

“**Applicable Persons**” means the persons described in Rule 3 of this Code.

“**Athletes' Representative**” means a person who is duly authorised and registered as an Athletes' Representative in accordance with the IAAF Athletes' Representatives Regulations.

“**Athlete**” means an athlete who is entered for or competing in, or has competed in, any International Competition and includes an International-Level Athlete.

“**Athlete Support Personnel**” means any coach, trainer, manager, authorised athlete representative, agent, team staff, official, medical or para-medical personnel, parent or any other Person working with, treating or assisting an Athlete participating in, or preparing for, International Competition in Athletics.

“**Bidding Rules**” means the IAAF Bidding Rules applicable to Members and candidate cities wishing to host competitions of the World Athletics Series.

“**Code**” means this Integrity Code of Conduct and includes all Rules and Regulations referred to in it.

“**Competition Rules**” means the rules of the IAAF, including (but not limited to) rules on International Competitions and the Technical Rules, known as the Competition Rules.

“**Conflicts, Disclosures and Gifts Rules**” means the IAAF Conflicts, Disclosures and Gifts Rules.

“**Constitution**” means the constitution of the IAAF which came into effect on 1 January 2019, known as the 2019 Constitution, (unless stated otherwise) including any amendments to it made from time to time.

“**2017 Constitution**” means the constitution of the IAAF which came into effect on 1 January 2017, known as the 2017 Constitution, (unless stated otherwise) including any amendments to it made from time to time.

“**Disciplinary Tribunal Rules**” means the IAAF Disciplinary Tribunal Rules.

“**Doping**” and “**Doping Violation**” means a violation of Rule 6.3c of this Code including an anti-doping rule violation under the Anti-Doping Rules.

“IAAF Staff” means any person employed or engaged by the IAAF to undertake work for it, or on its behalf (including those employed or engaged to work with the Integrity Unit, unless specified otherwise).

“Integrity Standards” means the standards described in Rule 6 of this Code.

“Integrity Unit Rules” means the IAAF Athletics Integrity Unit Rules.

“International-Level Athlete” has the meaning given to it in the Anti-Doping Rules.

“International Competition” has the meaning given to it in Rule 1 of the Competition Rules.

“Jury of Appeal” means the body described in Rule 119 of the Competition Rules.

“Manipulation of Sports Competitions Rules” means the IAAF Manipulation of Sports Competitions Rules.

“Non-Doping Violation” means a violation of this Code which is not a Doping Violation.

“Procedural Rules Applicable Under This Code” means rules setting out the procedures for dealing with alleged violations of the Code (or the Former Code of Ethics) including reporting, investigating, prosecuting and deciding such violations and includes the Integrity Unit Rules, the Reporting, Investigations and Prosecution Rules, the Disciplinary Tribunal Rules and the Anti-Doping Rules.

“Proceedings” means all of the stages under the applicable procedural rules of the predecessor code of ethics, including the Former Code of Ethics, including complaints, investigations, notifications, hearings and adjudications.

“Referee” means the person described in Rule 125 of the Competition Rules.

“Reporting, Investigation and Prosecution Rules – Non-Doping” means the IAAF Athletics Integrity Unit Reporting, Investigation and Prosecution Rules – Non-Doping.

“Rules Concerning Candidacy for IAAF Office” means the IAAF Rules Concerning Candidacy for IAAF Office.

“Rule” means a rule of this Code, unless expressly stated otherwise.

“Technical Delegate” means the person described in Rule 112 of the Competition Rules.

“Technical Rules” means chapter 5 of the Competition Rules.

“Vetting Rules” means the IAAF Vetting Rules.

4.2 In these Rules all references to the masculine shall include the feminine.

5. TRANSITION PROVISIONS

Violations of the Code

- 5.1 Any complaint or information concerning an alleged violation of this Code where the violation is alleged to have occurred on or after 3 April 2017 shall be reported to the Integrity Unit, in accordance with this Code and the Rules (including the Reporting, Investigation and Prosecution Rules – Non-Doping and the Anti-Doping Rules).
- 5.2 The Integrity Unit shall decide whether to investigate and prosecute any such violation, in accordance with the Rules (including the Integrity Unit Rules, the Reporting, Investigation and Prosecution Rules – Non Doping and the Anti-Doping Rules).
- 5.3 The Disciplinary Tribunal shall hear and decide all alleged violations of this Code filed with it by the Integrity Unit in accordance with the Disciplinary Tribunal Rules and the Anti-Doping Rules, as applicable.

Violations of predecessor Codes of Ethics

- 5.4 With respect to any Proceedings filed with the Ethics Board prior to 31 December 2016 under the Former Code of Ethics or any predecessor codes of ethics, such Proceedings will be governed by the substantive provisions of the Former Code of Ethics or predecessor code of ethics (as applicable) and other applicable IAAF Rules in force at the relevant time. All such Proceedings will be governed by the statutes of the Ethics Board and procedural rules under the Former Code of Ethics and be adjudicated by the Ethics Board.
- 5.5 With respect to any Proceedings filed with the Ethics Board or the Integrity Unit after 31 December 2016 concerning an alleged violation of the Former Code of Ethics or any predecessor codes of ethics, such Proceedings will be governed by the substantive provisions of the Former Code of Ethics or predecessor code of ethics (as applicable) and other applicable IAAF Rules in force at the relevant time (unless the Disciplinary Tribunal determines that the principle of *lex mitior* applies in the circumstances of the case). All such Proceedings will be governed by the Procedural Rules Applicable Under This Code, including being transferred or referred to the Integrity Unit, as appropriate, with any charges being heard and decided by the Disciplinary Tribunal.

Violations Under Both the Code and predecessor codes of ethics

- 5.6 In any case that concerns an alleged violation of both this Code and any predecessor code(s) of ethics (including the Former Code of Ethics) arising out of the same incident or set of facts, or where there is a clear link between separate incidents, the matter will be referred to the Integrity Unit which will decide whether to pursue the alleged violations under this Code and/or under the predecessor code(s), and whether such matter will be governed by the Procedural Rules Applicable Under This Code or by the statutes of the Ethics Board and procedural rules under predecessor codes.

6. INTEGRITY STANDARDS

- 6.1 In order to protect the integrity, authenticity and reputation of Athletics, the IAAF requires all Applicable Persons to meet the highest ethical standards in its governance and administration (“Integrity Standards”).
- 6.2 These Integrity Standards apply to each Applicable Person in connection with Athletics or otherwise, subject to Rule 3.2 and this Code.
- 6.3 The Integrity Standards require Applicable Persons:
- a. **Honesty:** to act with utmost integrity and honesty at all times including acting in good faith towards others and with mutual trust and understanding in all their dealings and in particular not to forge any document, falsify any authentic document or use a forged or falsified document;
 - b. **Fulfil Duties:** to actively fulfil their duties and responsibilities with the IAAF with all due care and skill and in good faith and in particular not to act outside of their authority;
 - c. **Clean Athletics:** to protect clean athletes and not engage in Doping, and in particular to comply with the Anti-Doping Rules;
 - d. **Maintain Integrity of Competition:** to ensure the integrity of, and not to improperly benefit from, Athletics competitions, and in particular to comply with the Manipulation of Sports Competitions Rules;
 - e. **Disclose Interests:** to ensure conflicts of interest are minimised and interests properly disclosed as specified in the Vetting Rules and the Conflicts, Disclosures and Gifts Rules;
 - f. **Minimal Gifts and Benefits:** to ensure that any gifts, hospitality or other benefits which are offered, promised, given or received are strictly in accordance with the Conflicts, Disclosures and Gifts Rules and any related guidelines and in particular:
 - i. not to engage in any form of conduct in which there is an abuse of entrusted power for private gain;
 - ii. not to offer any bribe, payment, commission, gift, donation, kickback, facilitation payment, or other inducement or incentive (whether monetary or otherwise) in order to influence decision-making in relation to any matter involving the IAAF;
 - iii. not accept any bribe, payment, commission, gift, donation, kickback, facilitation payment, or other inducement or incentive (whether monetary or otherwise) that is offered, promised or sent to influence their actions or decisions in relation to any matter involving the IAAF (including, without limitation, in relation to events and commercial activities);

- g. **Protect Assets:** to protect the assets of the IAAF and only use or authorise others to use them within the authority granted, and in particular not to misappropriate any such assets regardless of whether this is carried out directly or indirectly through, or in conjunction with, intermediaries or related parties;
- h. **Proper Conduct:** to conduct themselves in a professional and courteous manner and in particular to refrain from using language or conduct that is obscene, offensive or of an insulting nature towards another person;
- i. **Equality:** not to unlawfully discriminate on the basis of race, sex, ethnic origin, colour, culture, religion, political opinion, marital status, sexual orientation or other differences and in particular to encourage and actively support equality of gender in Athletics;
- j. **Dignity:** to safeguard the dignity of individuals and not to engage, (directly or indirectly) in any form of harassment or abuse, whether physical, verbal, mental, sexual or otherwise;
- k. **Maintain Confidentiality:** to keep confidential all information which is entrusted to them in confidence unless permitted to disclose such information under any Rule or this Code, or required to disclose such information by law. In addition, information obtained in connection with an Applicable Person's role or activities in Athletics that is not confidential may not be disclosed for personal gain or benefit, nor be used maliciously to damage the reputation of any person or organisation;
- l. **Fair Elections:** to conduct their candidacy for any role or position within the IAAF, Area Association or Member with honesty, fairness, and respect for others and as otherwise specified in the Rules Concerning Candidacy for IAAF Office;
- m. **Fair Bidding:** to conduct their candidacy for any bid or proposal to host any International Competitions with honesty, fairness, and respect for others and as otherwise specified in the Bidding Rules;
- n. **Neutrality:** to remain politically neutral in their dealings on behalf of the IAAF with government institutions, national and international organisations;
- o. **Reporting:** to promptly report to the Integrity Unit any act, thing or information which the person becomes aware of, which may constitute (on its own or with other information) a violation of this Code;
- p. **Comply with Rules:** to comply with all Rules and Regulations of the IAAF and not to violate (or cause any other person to violate) any Rules and Regulations including, but not limited to:
 - i. the Rules on Eligibility to Represent a Member (Rule 5 of Competition Rules);
 - ii the Athletes Representative Rules and Regulations (including Rule 7 of Competition Rules);

- iii. the Rules and Regulations on Advertising and Displays during International Competitions (Rule 8 of Competition Rules);
 - iv. the Rules on Age Categories (Rule 141.1 of Competition Rules);
 - v. the Rules on Sex Categories (Rule 141.3 of Competition Rules);
 - vi. the Rules on Clothing, Shoes and Athlete Bibs (Rule 143 of Competition Rules);
 - vii. the Rules on Failure to Participate (Rule 142.4 of Competition Rules);
 - viii. the Vetting Rules;
- q. **Protect Reputation:** to protect the reputation of the IAAF and not act, or fail to act, in any manner which may:
- i. adversely affect the reputation of the IAAF or Athletics generally; or,
 - ii. bring the IAAF or Athletics into disrepute; or,
 - iii. be contrary to the objects of the IAAF; or,
 - iv. be prejudicial to, or adversely affect the interests of, the IAAF or Athletics.

7. VIOLATIONS OF THIS CODE

- 7.1 Subject to Rule 7.2, it shall be a violation of this Code for an Applicable Person on or after 1 January 2019 to violate or fail to comply with any one or more of the Integrity Standards set out in Rule 6 (whether a Doping Violation or a Non-Doping Violation), including any one or more of the Rules referred to in this Code.
- 7.2 The following matters arising in connection with International Competition are not covered by the Code and shall not constitute a violation of the Code:
- a. any protests made prior to a competition concerning the status of an Athlete to compete in the competition in question, under the Technical Rules. The decision of the Technical Delegate in such cases will be subject to a right of appeal to the Jury of Appeal. The decision of the Jury of Appeal (or of the Technical Delegate(s) in the absence of a Jury of Appeal or if no appeal to the Jury of Appeal is made) will be final; and,
 - b. any protests or disputes arising out of the field of play, including, without limitation, protests concerning the result or conduct of an event as specified in the Technical Rules. The decision of the Referee in such cases will be subject to a right of appeal to the Jury of Appeal. The decision of the Jury of Appeal (or of the Referee in the absence of a Jury of Appeal or if no appeal to the Jury of Appeal is made) will be final.

- 7.3 It shall also be a violation of this Code for an Applicable Person to attempt, or agree with another person or entity, to act in a manner that would constitute or culminate in the commission of a violation of this Code, whether or not such attempt or agreement in fact resulted in a violation. However there shall be no violation where the Applicable Person renounces his attempt or agreement prior to it being discovered by a third party not involved in the attempt or agreement.
- 7.4 Applicable Persons shall also violate this Code if they assist, encourage, aid, abet, conspire, cover up or engage in any other type of intentional complicity involving a violation or attempted violation of this Code.
- 7.5 Applicable Persons shall cooperate fully with the Integrity Unit and the Disciplinary Tribunal and any person appointed by either of them, including any investigator appointed by the Integrity Unit:
- a. refusing or failing without compelling justification to cooperate with any reasonable investigation carried out by the Integrity Unit or other competent authority in relation to a possible violation of this Code, shall constitute a violation of the Code, including without limitation refusing or failing to provide accurately, completely and without any undue delay any information and/or documentation and/or access or assistance requested by the Integrity Unit or other competent authority as part of such investigation; and,
 - b. obstructing or delaying any investigation that may be carried out by the Integrity Unit (or its designee) or other competent authority in relation to a possible violation of this Code, shall constitute a violation of this Code, including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to the investigation.
- 7.6 Conduct which may constitute the commission of a violation of this Code may also amount to a criminal offence and/or a breach of other applicable laws or regulations. This Code is intended to supplement such laws and regulations with further rules of conduct for those involved in the sport of Athletics. It is not intended, and should not be interpreted, construed or applied, to prejudice or undermine in any way the application of such laws and regulations (which must be complied with at all times).
- 7.7 For the avoidance of doubt, this Code will not replace or in any way affect or alter the IAAF's ability to pursue appropriate disciplinary action against IAAF Staff under the terms of any employment or consultancy contract with any IAAF Staff member and/or pursuant to any of the IAAF's employment rules or policies in force from time to time. Where conduct prohibited under this Code also amounts to a breach of the terms of an IAAF Staff member's employment or consultancy arrangement with the IAAF, the IAAF (including the Integrity Unit with respect to Integrity Unit Staff) will be entitled, at its absolute discretion, to elect to pursue disciplinary action against such IAAF Staff member pursuant to the applicable employment or consultancy contract, and there will be no requirement for any action to be taken under this Code. In the event there is action taken against IAAF Staff under this Code, the IAAF may also pursue appropriate disciplinary action in accordance with this Rule.
- 7.8 It is acknowledged that Applicable Persons may also be subject to other rules of Member

Federations that govern discipline and/or conduct and that the same conduct of such persons may constitute not only a violation of this Code but also such other rules that may apply. For the avoidance of doubt, such persons acknowledge and agree that:

- a. this Code is not intended to limit the responsibilities of any person under such other rules; and,
- b. nothing in such other rules will be capable of removing, superseding or amending in any way the jurisdiction of the Disciplinary Tribunal to determine matters properly arising pursuant to this Code.

8. REPORTING

- 8.1 Every Applicable Person has an obligation to report, as soon as practicable, any act, thing or information which they become aware of, which may constitute (on its own or with other information) a violation of this Code, including any approaches or requests to engage in conduct that may constitute a violation of this Code.
- 8.2 Any such information shall be reported to the Head of the Integrity Unit or to the Integrity Unit in accordance with the Reporting, Investigation and Prosecution Rules – Non-Doping and the Anti-Doping Rules, as applicable.

9. INVESTIGATIONS AND PROSECUTIONS

- 9.1 Upon receiving any report from an Applicable Person or receiving or becoming aware of any information which may constitute an alleged violation of this Code by any Applicable Person, the Integrity Unit shall proceed in accordance with the Reporting, Investigation and Prosecution Rules – Non-Doping or the Anti-Doping Rules as applicable, to decide whether or not to prosecute a charge for violation of the Code before the Disciplinary Tribunal.