



PREFACE

The Code of Ethics prepared by the EOC Ethics Commission in cooperation with the IOC was circulated to the ENOCs for approval by way of resolution as per Byelaw 5 to Article 12 of our constitution last September. As at the deadline on 20th September, it was approved (in the sense that some approved explicitly and some by silent assent) by all NOCs.

Norway, Germany, and the Netherlands however also made some suggestions that in their opinion reinforce the Code.

As they authored the Code, these were shared with the Ethics Commission Members Ms Martina Spreitzer-Kropiunik, Ms Maja Smrdu and Mr Juha Viertola, who substantially accepted their suggestions and incorporated them into the new draft.

The only other remark received was from the Secretary General of the GSSE regarding the inclusion of the GSSEs in the definition of EOC sport events; whilst they do want the GSSEs to be subject to the EOC Code of Ethics, they think it is incorrect to include them as an EOC sports event and suggest a change to reflect this. Given also how the EOC constitution sets out GSSEs in Chapter 3, it was decided that their proposal is perfectly acceptable, and the Code was duly amended for this as well.

Given these changes it has been decided that it would be appropriate to circulate the updated version once again for final approval as per Byelaw 5 to Article 12 of the EOC Articles of Association, which you are asked to do by completing the following declaration by close of business on 10 December 2022. Should the EOC not receive a reply by that date, this will be considered silent assent and therefore the Code of Ethics approved by your NOC.

I _____
(full name)

In my capacity as the undersigned legal representative of the National Olympic Committee of

(country)

Hereby:

APPROVE

DISAPPROVE

the Resolution as per Byelaw 5 to Article 12 of the EOC Articles of Association for the approval of the EOC Code of Ethics as shown below.

(Signature)



EOC CODE OF ETHICS

Definitions

EOC:	The acronym for European Olympic Committees.
EOC Articles of Association (AofA):	The constitution of the EOC.
EOC Sports Events:	The sport events organized by the EOC: the <i>European Games and the European Youth Olympic Festival</i>
<i>Games of the Small States of Europe: (hereinafter the “GSSE”)</i>	The multisport event owned and managed by the National Olympic Committees of the small states of Europe recognised by the IOC that all had a population of less than one million people in the year the GSSE was founded or when the State became a member, and that are held under the aegis of the EOC and IOC in accordance with the GSSE statutes.
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European Olympic Committees:	The Association of the NOCs of Europe recognised by the IOC as described in its Articles of Association.
Resources:	The financial contributions, value in kind contributions, and earnings from its activities that the EOC receives from third parties for the pursuit of its constitutional ends.

Preamble:

EOC and its NOCs restate their commitment to the Olympic Charter and in particular its Fundamental Principles and reaffirm their loyalty to the Olympic ideals inspired by Pierre de Coubertin.

The EOC Code of Ethics in no way limits any EOC policies that address in greater detail any of the subjects mentioned. In the event of any conflict, this Code of Ethics prevails.

I. INTRODUCTION

About the EOC

The European Olympic Committees (EOC) is the Umbrella body for Europe’s 50 National Olympic Committees (NOCs) governed by the EOC Articles of Association. The EOC’s mission is to lead Europe in the global delivery of elite sport and healthy lifestyles by guiding and supporting the activities of the 50 NOCs and working closely with European Federations (EFs), government agencies, athletes and organizing committees under the leadership of the International Olympic Committee (IOC) and in compliance with the Olympic Charter.

Scope of application

The EOC Code of Ethics applies to members of the following groups (“Members”):

- **EOC officers and members of the Executive Committee** as defined in the AofA at all times and in all circumstances;
- **Officers of European National Olympic Committees (ENOCs):** These are the 50 member organizations, all recognized by the IOC, that uniformly form the European Olympic Committees at all times and in all circumstances.
- **Organizing Committees:** The Organizing Committees and candidates of the EOC Sports Events and the GSSE and their officials, throughout the existence of each such Committee;
- **Athletes:** All sportswomen, sportsmen and members of the LGBTQI+ presently and actively involved in EOC Sports Events and GSSE, throughout each edition of the event for which they are accredited.
- **Athletes’ Support Personnel:** with accreditation to EOC Sports Events and GSSE, including but without limitation: coaches, trainers, managers, agents, team staff, officials, medical or para-medical personnel working with or treating athletes throughout each edition of the EOC Sports Events and GSSE for which they are accredited.

II. FUNDAMENTAL PRINCIPLES

Article 1

Respect for the universal fundamental ethical principles is the foundation of Olympism.

1. Respect for the Olympic Spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play.
2. Respect of the principles of the universality and political neutrality of the Olympic Movement.
3. Maintaining harmonious relations with state authorities, while respecting the principle of autonomy as set out in the Olympic charter.
4. Respect for international conventions on the protection of human rights insofar as they apply to the Members and insofar as they apply to the EOC sports events activities, which ensure in particular:
 - Respect for human life
 - Respect for human dignity
 - Rejection of discrimination of any kind on whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status;
 - Rejection of all forms of harassment and abuse be it verbal, physical, professional or sexual, and any physical or mental injuries.
5. Ensuring the participants at the EOC Sports Events and GSSE take part in conditions of safety, well-being and medical care favourable to their physical and mental equilibrium.

III. INTEGRITY OF CONDUCT

ARTICLE 2

Members must use due care and diligence in fulfilling their mission. At all times, they must act with the highest degree of integrity, and particularly when taking decisions, they must act with impartiality, objectivity, independence and professionalism. They must refrain from any act involving fraud or corruption. They must not act in a manner likely to damage the reputation of EOC or the Olympic Movement.

ARTICLE 3

Members must not directly or indirectly solicit, accept or offer any concealed form of remuneration or commission, benefit, or service of any nature.

ARTICLE 4

Only tokens of consideration or friendship of nominal value, in accordance with prevailing local customs, may be given or accepted by Members or their representatives or third parties in connection with EOC business and activities, and then only where such tokens will not lead to reasonable concerns about the impartiality and integrity of Members. Any other form of token, object or benefit constitutes a gift that may not be accepted but must be passed on to the organization of which the beneficiary is a member.

ARTICLE 5

For hospitality shown to the Members as well as those accompanying them, a sense of measure must be respected.

ARTICLE 6

At all times, Members must refrain from placing themselves in any situation that may lead to a potential, perceived or actual conflict of interest. They must act with the highest degree of integrity, and particularly when taking decisions, they must act with impartiality, objectivity, independence and professionalism.

They must refrain from any act involving fraud or corruption. They must not act in a manner likely to tarnish the reputation of the Olympic Ideal and Movement.

IV. INTEGRITY OF COMPETITION

ARTICLE 7

Members shall at all times commit to combatting all forms of cheating and enact all the necessary measures to ensure the integrity of sport competitions.

ARTICLE 8

Members shall respect the provisions and comply with the obligations of the World Anti-Doping Code and of the Olympic Movement Code on the Prevention of the Manipulation of Competitions, including during the EOC Sports Events and GSSE.

ARTICLE 9d

Members must not, in any way whatsoever, manipulate the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics, nor must they infringe the principle of fair play or show unsporting conduct.

V. GOOD GOVERNANCE AND RESOURCES

ARTICLE 10

Members must respect the Basic Universal Principles of Good Governance of the Olympic and Sports Movement, in particular transparency, responsibility and accountability, and must also recognise that good governance is participatory, consensus oriented, accountable, transparent, responsive, effective and efficient, equitable and inclusive, and follows the rule of law.

ARTICLE 11

Resources that are received by Members, be their indicated purposes specific or general, must be used only for such purposes and in compliance with their constitution.

ARTICLE 12

13.1 The income and expenditure of EOC and its Members shall be recorded in their accounts and maintained in accordance with generally accepted accounting principles, and each such party shall ensure that an independent external auditor will check these accounts annually.

The EOC and its Members must publish their annual balance sheet on their website.

13.2 In cases where EOC gives financial support to member NOCs:

- The NOCs shall be accountable for the use of said financial support, and must provide detailed financial report in compliance with IOC and EOC directives;
- The use of these EOC resources must be specifically recorded in the NOC's accounts;
- The accounts of said NOCs may be subjected to auditing by an independent expert designated by the EOC Executive Committee.

ARTICLE 13

Members recognize the significant contribution that broadcasters, sponsors, partners and other supporters and stakeholders make to the development and prestige of the EOC Sports Events and GSSE. In order to preserve the integrity and neutrality of the various candidature procedures, the support and promotion of any of the candidatures by broadcasters, sponsors,

partners and other supporters and stakeholders must be in a form consistent with the rules of sport and the principles defined in the Olympic Charter and the present Code.

However, EOC marketing partners must refrain from supporting or promoting a candidature within any of the EOC candidature procedures. The broadcasters, sponsors, partners and other supporters and stakeholders must not interfere in the running of sports organizations.

ARTICLE 14

Members shall respect the integrity of any candidature procedure initiated by EOC, in order to allow equal access to the promotion of each candidature and the avoidance of any risk of conflict of interest.

VI. CONFIDENTIALITY

ARTICLE 15

The principle of confidentiality shall be strictly respected by the Members of the EOC Ethics Commission in the implementation of this Code of Ethics, except to the extent determined in advance by the Executive Committee and legislative requirements.

VII. CASE MANAGEMENT

ARTICLE 16 Introduction

The EOC Ethics Commission shall be empowered to hear any complaint against any officer or Member whether made by another officer, Member, or a member of the public (Article 21 AofA) under the scope of this code.

Pursuant to Article 6 of this Code of Ethics, Ethics Commission members may not take part in any situation where any form of conflict of interest or any other conflict exists or is perceived to exist.

The EOC Ethics Commission's meetings shall take place in Rome, Italy. However, the EOC Ethics Commission may carry out all the actions either on site in Rome or in any other place they deem appropriate or remotely, according to the case.

ARTICLE 17 Notification and Communications

Cases arising shall be brought, in the strictest confidentiality, to the attention of EOC by electronic mail (eoc@eurolympic.org or ethics@eurolympic.org), courier or facsimile in a form permitting proof of receipt, which shall be provided by the EOC Head Office if addressed to the EOC and by the Ethics Commission if addressed to them.

In compliance with Article 21 of the AofA, the EOC Ethics Commission shall review the reports made to it, confirm and in turn forward the complaint to the Member concerned by email or by post within a reasonable time from the time of receipt of the initial report.

Parties shall send any evidence required by the EOC for purposes of record keeping and case management within a reasonable time period, determined by the EOC Ethics Commission, from the receipt of the EOC email or post containing the charges.

All notifications and communications that the EOC Ethics Commission intends for the parties shall be made through the EOC Head Office. The notifications and communications shall be sent to the address shown in the report or submission, or to any other address specified at a later date.

Parties must ensure that their email, if used, is conspicuous and is active to avoid instances of bounced electronic mail. The same applies for postal addresses.

ARTICLE 18 Challenge

A member of the EOC Ethics Commission may be challenged if the circumstances give rise to legitimate doubts over her/his independence or over her/his impartiality. The challenge shall be brought within seven days after the grounds for the challenge have become known. Challenges shall be determined by the EOC Executive Committee.

ARTICLE 19 Written Submissions

The Member concerned shall have opportunity within reasonable time period, determined by the EOC Ethics Commissions, to make a response to the complaint as sent to them.

Once the responses have been received by the EOC, the EOC Ethic Commissions shall decide, whether a hearing is necessary or not.

All written submissions shall be disclosed to all parties prior to the hearing.

All parties are required to fully disclose to the EOC Ethics Commission no later than fourteen (14) days prior to the scheduled date of the hearing all written evidence and shall specify any witnesses and experts which they intend to or may call, and disclose any other evidence which they intend to present during the course of the hearing. The parties shall not be permitted to produce further written evidence, except if the deciding EOC Ethics Commission so permits on the basis of exceptional circumstances.

In case no hearing is held, parties may present a last round of submissions.

ARTICLE 20 Language

All the proceedings shall be conducted in English. Each party who wishes to have an interpreter during the proceedings shall bear the costs of the interpreter. Any person requiring the assistance of an interpreter at a hearing must arrange for the attendance of an interpreter, retained at the expense of the Party requiring the interpreter.

ARTICLE 21 Representation and Assistance

Parties shall be free to appoint a representative of their choice at their own expense. Such representatives include but are not limited to: parents or guardians for parties who are minors; lawyers, or any other person who has the capacity to represent a party.

ARTICLE 22 Provisional Measures

Should an application for provisional measures be filed, the EOC Ethics Commission shall invite the other party or parties to express a position within a reasonable time under the circumstances of the request. The EOC Ethics Commission may rule on an application for provisional measures. The parties must be given the opportunity to be heard, in writing or in person, either before any decision on an application for provisional measures, or in a timely manner after imposition of the provisional measures, if circumstances do not allow a hearing prior to the decision, and then only for the shortest time possible under all circumstances.

ARTICLE 23 Hearing

Hearings are not public.

Any defence based on lack of jurisdiction of the EOC Ethics Commission must be raised at the start of the proceedings or, at the latest, at the start of the hearings.

The EOC Ethics Commission shall have full power to establish the facts relevant to any decisions to be taken in the proceedings.

The EOC Ethics Commission shall reach its decision within a reasonable period of time.

Decisions such as reprimand, fine, suspension for whatever period of time, and termination of Membership are defined in Art 21 para 3.a.b.c.d. of the AofA and shall be written, dated, signed and notified to the persons/entities concerned.

Proceedings under this Code are confidential in principle. The parties and EOC undertake not to disclose to any third party any facts or other information relating to the dispute or the proceedings until the decision.

Decisions shall not be made public unless all parties agree or the EOC Executive Committee so decides, and in such cases as permitted by law.

ARTICLE 24 Costs

Parties shall not bear any costs in making an application before the EOC. Parties shall however incur costs of any form of representation as chosen by themselves.

VIII. APPEALS

ARTICLE 25

Any Member sanctioned by the Ethics Commission shall have right of appeal to an Extraordinary General Assembly of the EOC called for that purpose, as determined in Articles 21.4, 5 and 6 of the AofA:

- 21.4 Any officer or Member against whom the disciplinary action referred to in this Article shall have been taken shall have a right of appeal to an Extraordinary General Assembly of the EOC called for that purpose.

21.5 Notice of such appeal must be served in writing to the Secretary General not more than 14 days after the date upon which any decision of an Ethics Commission shall have been communicated to the said officer or Member concerned. Any decision of the Ethics Commission or (on appeal) of the EOC taken at the aforesaid Extraordinary General Assembly shall be by not less than a two thirds majority.

21.6 Any decision made by the Extraordinary General Assembly referred to in this Article may be submitted exclusively by way of appeal to the Court of Arbitration for Sport in Lausanne, Switzerland, which will resolve the dispute definitively in accordance with the Code of Sports-Related Arbitration. The decision of the Court of Arbitration for Sport in Lausanne shall be final and binding on the parties. The time limit for appeal is twenty-one-days after the receipt by the appellant of the decision to be appealed.

The disciplined party must be informed about these appeal rights.

IX. IMPLEMENTATION and ENTRY INTO FORCE

ARTICLE 26

The EOC Executive Committee may set out Implementing Provisions, that need to be ratified by the EOC General Assembly for them to be fully valid.

This code enters into force on mm.yyyy through publishing on the EOC website.