



WDGF Code of Ethics

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OBJECTIVES OF THE CODE

The WDGf undertakes to adopt, for its internal activities, a code of ethics based on the principles and rules of the ICSD Code of Ethics.

Within the framework of WDGf's activities, the Participants undertake to respect and ensure respect of the WDGf Code of Ethics as outlined.

The Participants shall be bound by and shall comply with all the provision of this code (the "**Code**") and restate their commitment to the WDGf Constitution.

DEFINITIONS

"**ICSD**" means International Committee of Sports for the Deaf.

"**Olympic Movement**" means concerted, organised, universal and permanent action, carried out under the supreme authority of the International Olympic Committee, or all individuals and entities who are inspired by the values of Olympism.

"**Participants**" refers to:

- (a) the WDGf and its members or representatives;
- (b) the WDGf officials and any persons or organisation belonging in any capacity whatsoever to the WDGf or to one of its affiliated members;
- (c) the Organising Committee of the World Deaf Golf Championships;
- (d) Championships Support Personnel;
- (e) WDGf employees and volunteers;
- (f) Athletes and Athletes Support Personnel at the World Deaf Golf Championships;
and
- (g) members of the WDGf Board.

"**Championships Support Personnel**" refers to any tournament director, owner, operator, employee, volunteer, referee, technical official, and any of their respective agents, delegates, commissioners, or contractors, and any similarly situated person at any WDGf Event and any other person who receives accreditation for a WDGf Event.

"**WDGF**" means the World Deaf Golf Federation.

"**WDGF Event**" means any golf competition sanctioned by the WDGf including the World Deaf Golf Championships.

A. FUNDAMENTAL PRINCIPLES

1. Respect for the universal fundamental ethical principles is the foundation of Olympism. These include:
 - (a) Respect for the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play;
 - (b) Respect of the principle of the universality and political neutrality of the Olympic Movement;
 - (c) Maintaining harmonious relations with state authorities, while respecting the principle of autonomy as set out in the Olympic Charter;
 - (d) Respect for international conventions on protecting human rights insofar as they apply to the WDGf activities and any WDGf Event and which ensure in particular: – 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 physical, professional or sexual, and any physical or mental injuries;
 - (e) Ensuring the Participants' conditions of safety, wellbeing and medical care favourable to their physical and mental equilibrium.

B. FUNDAMENTAL PRINCIPLES

2. The Participants 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. The Participants must refrain from any act involving fraud or corruption. They must not act in a manner likely to tarnish the reputation of the WDGf and of the Olympic Movement.
3. The Participants must not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with any WDGf Event.
4. Only tokens of consideration or friendship of nominal value, in accordance with prevailing local customs, may be given or accepted by the Participants. Such tokens may not lead to the impartiality and integrity of the Participants being called into question. Any other form of token, object or benefit constitutes a gift which may not be accepted, but must be passed on to the organisation of which the beneficiary is a member. Notwithstanding the above, the WDGf Executive Director (or in the event the WDGf Executive Director receives the token, the Chairman) must be made aware of all tokens and may require such tokens be rejected.
5. For hospitality shown to the Participants, as well as those accompanying them, a sense of measure must be respected.

6. The Participants must refrain from placing themselves in any conflict of interests, and must respect the IOC's Rules Concerning Conflicts of Interests Affecting the Behaviour of Olympic Parties and the WDGf Conflict of Interest Policy.

C. INTEGRITY OF COMPETITIONS

7. The Participants shall commit to combat all forms of cheating and shall continue to undertake all the necessary measures to ensure the integrity of sports competitions.
8. The Participants must respect the provisions of the World Anti-Doping Code and the WDGf Anti-doping Policy.
9. All forms of participation in, or support for betting related to any WDGf Event, and all forms of promotion of betting related to any WDGf Event are prohibited.
10. Participants in any WDGf Event must not, by any manner whatsoever, manipulate the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics, infringe the principle of fair play or show unsporting conduct.

D. GOOD GOVERNANCE AND RESOURCES

11. The Basic Universal Principles of Good Governance of the Olympic and Sports Movement, in particular transparency, responsibility and accountability, must be respected by all Participants.
12. WDGf resources must be used only for WDGf purposes.
13. With regard to finances:
 - (a) The income and expenditure of the WDGf must be recorded in its accounts in accordance with generally accepted accounting principles. An independent auditor will check these accounts.
 - (b) In cases where the WDGf gives financial support to Participants:
 - (i) the use of these WDGf resources must be clearly demonstrated in their accounts;
 - (ii) the accounts of the Participants may be subjected to auditing by an expert designated by the WDGf.
14. The Participants recognise the significant contribution that broadcasters, sponsors, partners and other supporters make to the development and prestige of the World Deaf Golf Championships throughout the world. 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 must be in a form consistent with the rules of sport and the principles defined in the IOC Olympic Charter and the present Code.

E. CONFIDENTIALITY

15. The principle of confidentiality shall be strictly respected by the WDFG Integrity Unit in all their activities. It must also be strictly respected by any person concerned by the activities of the WDFG Integrity Unit.

F. REPORTING OBLIGATION

16. The Participants shall inform the Head of the WDFG Integrity Unit, in the strictest confidentiality and by using the appropriate mechanisms of any information related to a violation of the WDFG Code of Ethics, with a view to possible referral to the WDFG Integrity Unit.
17. 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.

G. IMPLEMENTATION

18. The Participants shall see to it that the principles and rules of this Code are applied. Any allegation or suspicion of a violation of this code shall be reported to the Head of the WDFG Integrity Unit.

H. PROCEDURES FOR DETERMINING BREACHES OF THE CODE OF ETHICS

19. Not every breach of the Code must be the subject of a formal investigation and determination. A warning given by a manager or a counselling session may be more appropriate. The process used will be determined by the seriousness of the breach, and whether the breach is a repeated offence or an isolated incident.
 - (a) Where it is determined that the breach is of serious matter, the Head of the WDFG Integrity Unit will appoint the WDFG Integrity Unit to investigate the facts and material relevant to the allegation(s).
 - (b) The WDFG Integrity Unit will determine the manner in which the investigation will be held in order to uphold the principle of natural justice.
 - (c) The procedure used will be determined by the nature and the seriousness of the breach. Not every breach of the Code must be the subject of a formal investigation and determination. In some cases, the Head of the Integrity Unit will appoint the WDFG Integrity Unit to investigate the facts and material relevant to the allegation(s). In other cases, the Head of the Integrity Unit may determine the sanction and/or may decide to refer, at his/her sole discretion, the case to the WDFG Tribunal for Hearing and/or to the relevant Organisation to which the Participant is a member.