



FÉDÉRATION  
INTERNATIONALE  
DE NATATION

# FINA CODE OF ETHICS

*Approved by the FINA Congress on 29 November 2014*

- I. Preamble
- II. Scope of applicability
- III. FINA Ethics Panel
- IV. Definitions
- V. Ethical Principles in Aquatics
- VI. Implementation and duty of reporting and co-operation
- VII. Exemption from liability
- VIII. Effective date

## **I. Preamble**

It is the aim of the Fédération Internationale de Natation (FINA) and the entire Aquatic family to promote the highest possible ethical values within the sport of Aquatics.

In furtherance of this aim, the FINA Extraordinary Congress on 29 November 2014 has adopted the following FINA Code of Ethics, which lays down the principles of ethical conduct applicable to the FINA Family (the Code).

## **II. Scope of applicability**

This Code shall apply to all FINA members, FINA staff, persons elected or appointed to any position within the organization of FINA or the Continental Organizations (collectively referred to herein as “Officials”), and other individuals engaged in FINA activities. It shall also apply to consultants and contractually-connected persons/firms representing or serving FINA.

## **III. FINA Ethics Panel**

There shall be a FINA Ethics Panel established pursuant to Rule C 24 of the FINA Constitution, which shall carry out its functions in accordance with this Code.

## **IV. Definitions**

Words used in this Code of Ethics shall have the same meaning as set out in the FINA Constitution and the FINA Rules, unless specified otherwise.

## **V. Ethical Principles in Aquatics**

### **A. EQUALITY**

1. No discrimination on the basis of gender, race, religion, or political opinion shall be tolerated.

### **B. DIGNITY**

2. All forms of harassment, be they physical, psychological, professional or sexual, are strictly prohibited.

### **C. FAIR PLAY**

3. Fair play is the basic guiding principle in the sport of Aquatics.

4. Betting on Aquatics and other corrupt practices relating to the sport of Aquatics by any person being subject to this Code, including improperly influencing the outcomes and results of an event or competition are prohibited. Any person being subject to this Code is forbidden from having stakes, either actively or passively, in any entity or organization that promotes, brokers, arranges or conducts such activities or transactions.

5. Any person being subject to this Code shall exercise due care and diligence in fulfilling their roles for, or on behalf of FINA and not disclose information received if such disclosure is made maliciously in order to damage the interests of FINA.

6. No FINA staff or Bureau member shall make adverse comments on a policy adopted by the FINA Bureau once the FINA Bureau decision has been taken.

#### **D. INTEGRITY**

7. No Official shall, directly or indirectly, solicit, accept or offer any concealed remuneration, commission, benefit or service of any nature connected with their participation in Aquatics or with their function as an Official.

8. No Official shall solicit or accept benefits, entertainment or gifts in exchange for, or as a condition of, the exercise of their duties, or as an inducement for performing an act associated with their duties or responsibilities except that gifts, hospitality or other benefits associated with their official duties and responsibilities may be accepted if such gifts, hospitality or other benefits:

- a) are within the bounds of propriety, a normal expression of courtesy, or within the normal standards of hospitality;
- b) would not bring suspicion on the Official's objectivity and impartiality; and
- c) would not compromise the integrity of FINA.

9. No Official may be involved with any company, association, firm or person whose activity is inconsistent with the objectives or interests of FINA. If it is unclear, whether this kind of a connection exists in any given situation, the matter shall be submitted to the Ethics Panel for a decision.

#### **E. NEUTRALITY**

10. Officials shall remain politically neutral, in accordance with the principles and objectives of FINA, the confederations, associations, leagues and clubs, and generally act in a manner compatible with their function and integrity.

#### **F. CONFLICTS OF INTEREST**

11. In discharging their duties to FINA, all Officials shall act for the benefit of FINA when making decisions that affect, or may affect, FINA and to do so without reference to their own personal interests, either financial or otherwise.

12. When performing an activity for FINA or before being elected or appointed, the candidate or Official shall disclose to the Ethics Panel any personal interests that could be linked with their prospective FINA activities. The Ethics Panel may draw the attention of the candidate or Official to potential conflicts of interest that it identifies.

13. Officials shall avoid any situation that could lead to conflicts of interest. Potential conflicts of interest arise:

- a) if Officials have, or appear to have, private or personal interests that detract from their ability to perform their duties with integrity in an independent and purposeful manner. Private or personal interests include gaining any possible advantage for the persons bound by this Code themselves, their family, relatives, friends and acquaintances;
- b) if the opinion or decision of an Official, acting alone or within an organisation, is influenced by, or may be reasonably considered as liable to be influenced by

- relations that such Official has, has had or is on the point of having, with another person or organisation that would be affected by the person's opinion or decision;
- c) if an Official is also involved in the executive day to day running of Continental/National federations of Aquatic sports.

In the following non-exhaustive list of examples, the circumstances in which a conflict of interests could arise are personal and/or material involvement (salary, shareholding, various benefits) with:

- a) suppliers of the party concerned;
- b) sponsors, broadcasters, various contracting parties;
- c) organisations liable to benefit from the assistance of the party concerned (including subsidy, approval clause or election).

**14.** Officials shall not perform their duties in matters with an existing or potential conflict of interest. Should a conflict of interest, or the appearance of a conflict of interest, arise, or if there is a danger of such conflict arising, the individual concerned must refrain from taking any further part in the handling of the matter. If it is unclear whether such a conflict of interest exists in any given situation, the matter may be submitted to the Ethics Panel.

**15.** If an objection is made concerning an existing or potential conflict of interest of an Official, it shall be reported immediately to the Ethics Panel for appropriate measures.

**16.** If an Official neglects to declare a situation of a potential conflict of interest, the FINA President or one of the FINA Executive members may refer the matter to the Ethics Panel.

## **G. RESOURCES**

**17.** Any contribution made by sponsors, partners and other supporters of sports events must be consistent with the principles set out in this Code of Ethics. By virtue of their position, they must not be allowed to interfere with the running of the sport of Aquatics.

## **H. CONFIDENTIALITY**

**18.** Officials shall not disclose improperly information entrusted to them in confidence by FINA. The obligation to respect confidentiality survives the termination of any relationship which makes a person subject to this Code.

## **VI. Implementation and duty of reporting and co-operation**

**1.** Persons bound by this Code shall immediately report any potential violation of this Code to the Ethics Panel.

**2.** At the request of the Ethics Panel, persons bound by this Code are obliged to contribute to clarifying the facts of the matter or clarifying possible violations.

**3.** The FINA Ethics Panel may make recommendations to the FINA Bureau for the modification, amendment or deletion of provisions in this Code of Ethics.



## **VII. Exemption from liability**

Except in the case of gross negligence no member of the FINA Ethics Panel or FINA Office staff may be held personally liable in respect of any steps taken in relation to the implementation of any provision or procedure in accordance with this Code.

## **VIII. Effective date**

This Code comes into force on 29 November 2014.