

World Boxing Ethics

World Boxing Ethics Process

World Boxing Ethics Committee and Ethics Chief

Rules of Procedure for breach of Ethical Principles

(Ethics and Judicial Procedure Rules)

Part I – World Boxing Ethics Committee and Ethics Chief

A. General provisions

Article 1

All World Boxing constituents and its staff restate their commitment to the higher level of respect of the ethical principles of the Olympic Movement as defined by the Olympic Charter and the IOC Code of Ethics.

Therefore, they all abide to respect the World Boxing Code of Ethics in any circumstances and to undertake to disseminate the culture of ethics, integrity and compliance within their respective areas of competence and to serve as role models.

C. World Boxing Ethics Committee

Article 2

The World Boxing Ethics Committee is a World Boxing standing body as per article 10.1 of the World Boxing Statutes.

It is composed of 4 members, elected by the Congress for a 4 years terms, renewable 2 (or 3) times. The members are volunteering for this mission, however their expenses may be covered.

The Chair must be an independent personality, independent from World Boxing and from the sport of boxing; the Chair will have a casting vote in case of tie.

The Ethics Committee will be composed of one independent member not linked to World Boxing nor to the sport of boxing (with a legal background), one member linked to World Boxing and/or the sport of boxing (with experience of ethical matters in boxing) and a representative of the World Boxing Athletes Committee.

The composition should take into consideration continental representation and gender balance.

The World Boxing Ethics Committee meets in person or virtually once a year and at any time to analyze any individual situation.

Article 3

The World Boxing Ethics Committee's jurisdiction is defined by the scope of application of the World Boxing Code of Ethics.

The World Boxing Ethics Committee is accountable to the Congress and shall report to the Congress on its activities and those of the World Boxing Ethics Chief in particular on the dissemination of the culture of ethics and good governance.

When measures and/or sanctions are needed, the World Boxing Ethics Committee reports as per the Rules of Procedure provided below with regard to the specific situations, respectively to the World Boxing Executive Board and/or World Boxing Congress.



The principle of confidentiality must be respected at any time and in any circumstances by all the members of the World Boxing Ethics Committee.

B. *World Boxing Ethics Chief*

Article 4

In order to ensure the respect of the ethical principles and in particular the World Boxing Code of Ethics, World Boxing Executive Board appoints the World Boxing Ethics Chief.

The World Boxing Ethics Chief is entrusted of disseminating, advising and ensuring compliance with the ethical principles and the World Boxing Code of Ethics, within the World Boxing constituents and its staff.

The World Boxing Ethics Chief is also in charge of supporting the World Boxing Ethics Committee with regard to the procedure on each specific situation as per the Rules of Procedure articles below.

The World Boxing Ethics Chief shall agree on and respect the World Boxing staff regulations as all the other World Boxing employees.

Article 5

The World Boxing Ethics Chief is accountable for the activities of advice and dissemination to the World Boxing Executive Board, with a standing point to the World Boxing Executive Board agenda, in particular to ensure the implementation of the no-conflict of interest policy.

With regard to the individual situation of potential breach of the ethical principles, the Ethics Chief reports exclusively to the World Boxing Ethics Committee.

The principle of confidentiality must be respected at any time and in any circumstances by all the World Boxing Ethics Chief.

D. *Potential breach of the World Boxing Code of Ethics by World Boxing Constituents*

Article 6

The Rules of Procedure provided by articles 1 to 20 below apply to all situations of potential breach of the World Boxing Code of Ethics by the various constituents of World Boxing as defined by the WB Code of Ethics.

Part II – Rules of Procedure

A. *General provisions*

Article 7.

These Rules apply to all situations of potential breach of the ethical principles, in particular the World Boxing Code of Ethics.

Article 8.

The working languages is English. An official translation into this language must be made of any document written in another language.

Article 9.

The proceedings in application of these Rules are confidential.

All the parties concerned undertake not to divulge to third parties any of the facts or other information linked to the proceedings.

B. Procedure for analyzing complaints, denunciations or acts

Article 10.

All complaints or denunciations received by the World Boxing Ethics Chief, and all acts brought to its attention, including through the whistleblowing reporting mechanism, which might constitute a breach of the ethical principles, the World Boxing Code of Ethics or its policies are analyzed by the World Boxing Ethics Chief.

Such analysis will address the likelihood of a breach of the ethical principles as well as the jurisdiction of the World Boxing Ethics Committee.

Article 11.

A complainant may request that his/her identity not be revealed and that all precautions be taken so that his/her identity is protected.

Article 12.

The World Boxing Ethics Chief informs the person who is the subject of a complaint or denunciation. Such person may submit their first observations if they deem it necessary to do so.

If the subject of the complaint or denunciation is a corporate body, its representative will be informed and may submit their first observations if they deem it necessary to do so.

Article 13.

With a view to facilitating the analysis of the likelihood of a breach and to writing the potential referral report for the World Boxing Ethics Committee, the World Boxing Ethics Chief may:

- a) consult all the relevant documents;
- b) ask to be provided with all the relevant documents and the written observations of the person concerned, in particular with regard to the evidence;
- c) seek the advice of any relevant expertise;
- d) travel to the place concerned if this may facilitate an understanding of the facts; and
- e) hear the person concerned. In such cases, the interview will be recorded and a copy of the recording given to the person concerned;
- f) invite the person concerned to exercise their right to be heard in writing.

Article 14.

If the likelihood of a breach of the ethical principles, the World Boxing Code of Ethics or its policies and the competence of the World Boxing Ethics Committee are established, the World Boxing Ethics Chief will officially forward the complaint to the World Boxing Ethics Committee with the complete file, including the referral report.

Article 15.

In the event that the likelihood of a breach of the ethical principles, the World Boxing Code of Ethics or its Policies and/or the competence of the World Boxing Ethics Committee is not established, the World Boxing Ethics Chief will report it during the annual meeting of the World Boxing Ethics Committee.

The person behind the complaint or denunciation will be informed of this decision, and may ask the World Boxing Ethics Committee to re-examine the file and decide if the situation should eventually be further analysed.

C. Referral and procedure before the World Boxing Ethics Committee

Article 16.

Referral to the World Boxing Ethics Committee is made in writing by the World Boxing Ethics Chief, with the referral report including the complete file. The World Boxing Ethics Chief assists the World Boxing Ethics Committee with any additional information requests and/or support.

Article 17.

In the event this was not provided as part of the referral report, the person concerned may exercise their right to be heard by the World Boxing Ethics Committee either through written observations provided to the World Boxing Ethics Chief or orally, during an interview for which the circumstances will be decided by the Committee. Such interviews will be recorded and a copy of the recording given to the person concerned.

Article 18.

During the analysis of the facts by the World Boxing Ethics Chief or during the procedure before the World Boxing Ethics Committee, the person concerned will have to fully cooperate, in particular by communicating any information or document judged necessary for the investigation and the World Boxing Ethics Committee's analysis. Any lack of cooperation will be taken into account when assessing the situation.

Article 19.

The World Boxing Ethics Committee freely assesses the evidence.

At any moment, the World Boxing Ethics Committee may recommend any provisional measures, in particular to safeguard the reputation of World Boxing.

Regarding the measures or sanctions, the World Boxing Ethics Committee makes recommendations to the World Boxing Executive Board which takes a decision, pursuant to article 14 of World Boxing Statutes.

Article 20.

The World Boxing Ethics Committee deliberates in camera and takes the recommendation of provisional measures or of measures or sanctions it deems appropriate.

The Committee's deliberations are led by the Chair. The Chair may ask the World Boxing Ethics Chief to answer questions on the referral report.

The Committee's recommendation of provisional measures and/or of measures or sanctions are taken by a simple majority of the members participating to the meeting. The quorum must be of 3 members.

Voting takes place by secret ballot if the Chair of the Committee so decides, or if a majority of the members participating request it. Voting by proxy is not allowed.

If necessary, the members may take part in the deliberations via telephone or video conference. In certain circumstances, the Committee's members may take their decision by circulating the documents.

All deliberations and votes are confidential.

Article 21.

The World Boxing Ethics Committee recommends to the World Boxing Executive Board the measures or sanctions provided under article 14 of World Boxing Statutes or any other appropriate measures, in particular those provided by the World Boxing Policies.

Such recommendations take the form of a written decision of recommendations which is forwarded to the World Boxing Executive Board for its decision. The recommendations remain confidential until the World Boxing Executive Board takes its decision.

D. Procedure before the World Boxing Executive Board following a recommendation by the World Boxing Ethics Committee

Article 22.

The person concerned is informed and, if this right was not exercised earlier, invited to exercise their right to be heard by the World Boxing Executive Board, if they so wish, in the form of written observations, which must be submitted by the deadline established by the World Boxing Executive Board or the World Boxing Secretary General.

Article 23.

The World Boxing Executive Board will decide on the basis of the World Boxing Ethics Committee's recommendations and the written observations from the person concerned.

If necessary, the World Boxing President may ask the Chair of the World Boxing Ethics Committee or the World Boxing Ethics Chief for any explanations.

Article 24.

The decision by the World Boxing Executive Board is immediately notified to the person concerned. It enters into force immediately at the time of the notification.

Article 25.

If the decision of sanction shall be made by the World Boxing Congress as provided by article 14 of the World Boxing Statutes, the World Boxing Executive Board will transmit its decision of recommendation to the Congress along with World Boxing Ethics Committee's recommendation and the necessary element. The World Boxing Congress will take the decision as provided by article 14 of the Statutes.

The decision by the World Boxing Executive Board and/or Congress are final.

The final decision may only be appealed to CAS as provided by article 15 of the World Boxing Statutes.

Article 26.

The World Boxing Ethics Committee's recommendations are published on the web site after notification of the World Boxing Executive Board's decision.

Part – III Potential breach of the World Boxing Code of Ethics by the World Boxing staff

A – General provisions

Article 27

The World Boxing Ethics Committee is responsible for advising the World Boxing Secretary General and the World Boxing Ethics Chief on the implementation of the World Boxing Code of Ethics.

The World Boxing Staff Regulations shall reflect the ethical principles of the World Boxing Code of Ethics.

B - Procedure

Article 28

The World Boxing staff may use the reporting line to disclose any potential breach of the World Boxing code of Ethics.

Article 29

All potential breach of the World Boxing Code of Ethics and/or World Boxing Staff Regulations are analysed by the World Boxing Ethical Chief pursuant to the procedure defined By the World Boxing Ethics Committee Rules of Procedure.

The right to be heard of the person concerned by the potential breach shall be respected as defined in the Rules of Procedure.

The World Boxing Ethics Chief is responsible for the referral report which must include the analysis of the facts, the evidence, the observations of the person concerned and potential measures or sanctions recommendations.

Article 30

The World Boxing Ethical Chief report is referred to the World Boxing Secretary General for decision upon any measures and sanctions provided by the Staff regulation, including the termination of the contract.

Such decision must respect the applicable labor law and the right to appeal to the appropriate court.

World Boxing reserves the right to amend the World Boxing Ethics and Judicial Procedure Rules from time to time.

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