



# INTERNATIONAL RAFTING FEDERATION

## CODE OF ETHICAL CONDUCT

From October 2017

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### Preamble

The mission of the IRF is to encourage the practice and development of rafting at all competitive and recreational levels. This mission is accomplished through (among other objectives) the promotion and encouragement of sportsmanship, fair play, and friendship between all members of the rafting fraternity; and by developing and maintaining international guidelines and standards for safe rafting practices. The IRF grants the privilege of membership, association, and/or participation in IRF events, activities and programs to individuals and organizations committed to these objectives. The IRF may, therefore, withdraw these privileges or impose disciplinary action where the IRF determines that an individual or organization's conduct is inconsistent with the mission or objectives of the IRF or the best interest of rafting and those who participate in it.

To better serve the interests of those who participate in IRF rafting events, activities and programs, the IRF has adopted a Code of Ethical Conduct (the "Code"). The Code is not intended to establish a set of rules that will, by inclusion or exclusion, prescribe the appropriate behavior for participants in every aspect of rafting. Rather, the Code offers general principles to guide the conduct, and the judicious appraisal of conduct, of all IRF participants in situations that have ethical implications.

This Code cannot create a culture of ethical conduct in rafting sport and activities - that can only come from the personal commitment of each Participant to behave ethically. Instead, the Code exists to guide, and to affirm the commitment of all IRF Stakeholders to safeguard the best interests of rafting by acting ethically at all times.

## APPLICATION OF THE CODE

### 1. Jurisdiction

- 1.1. Entities to whom this Code applies (referred to herein collectively as "Stakeholders" and individually as "Participant") includes the following:
- IRF Member Organizations as defined in Bylaw 6 (including sub-organizations, and Associate Members) and their representatives;
  - IRF Officials (collectively referred to herein as "Officials"), including but not limited to:
    - elected representatives of the IRF;
    - persons appointed to any position in the IRF (including members of IRF Committees);
    - IRF administrators,
    - volunteer and paid IRF staff,
    - IRF Judges and race officials,
    - IRF Instructors and Assessors,
    - consultants, agents and advisors who act for or on behalf of the IRF;
    - other persons who act or acted, or are or were entitled to act for or on behalf of the IRF;
  - Athletes who participate in IRF events;
  - Persons, businesses or organizations who hold an IRF certification or license;

- Any other persons or organizations who expressly agree or agreed to comply with the requirements of the Code; unless otherwise specified.
- 1.2. The jurisdiction of this Code is a continuing jurisdiction for the purposes of enforcing any sanction for an act or omission which occurred before the status or participation of an offender ceased.
  - 1.3. Words used in this Code shall have the same meaning as set out in the IRF Bylaws and the IRF's other governing documents, unless otherwise specified.
  - 1.4. Participants who are subject to this Code must comply with it fully and are responsible to be familiar with its terms, particularly with the definitions of conduct or omissions which may constitute a contravention of the Code.

## ELEMENTS OF THE CODE

### 2. Positive Relationships

Stakeholders in the IRF are charged with the responsibility for contributing to an environment that makes participation in the IRF a positive and rewarding experience. To achieve that result, Stakeholders have a special obligation to make decisions based on the best interest of the IRF's mission and objectives. It is inconsistent with this obligation for Stakeholders to:

- 2.1. Fail to follow the safety guidelines established by the IRF for events, activities or programs, or otherwise knowingly subject a Participant to unreasonable physical or emotional risk.
- 2.2. Engage in conduct that is unfair including, in particular, attempting to injure, disable or intentionally interfere with the preparation of a Participant for an event, activity or program.
- 2.3. Engage in conduct toward another Participant that is abusive. The IRF recognizes that the process for training and motivating a Participant varies with each individual, but it is nevertheless incumbent on all Stakeholders to support the development and use of motivational training methods that avoid conduct that is, or is likely to be perceived as being, abusive, particularly with Youth or Junior Participants.
- 2.4. Attempt to intimidate, embarrass or improperly influence any individual responsible for judging, officiating or administering a competition; or responsible for assessing, instructing or coaching a Participant in any rafting event, activity or program.

### 3. Non-Discrimination

Any rafting event, activity or program should be open to any Participant properly

qualified under the rules and/or policies that govern that event, activity or program. It is inconsistent with this obligation for Stakeholders to:

- 3.1. Restrict the ability of a Participant to qualify for or participate because of the Participants association with a particular organization or individual or because of that Participants race, sex, creed, sexual orientation, age, national origin or mental or physical disability.
- 3.2. Discriminate in the provision of resources or opportunities to any Participant or prospective Participant on the basis of race, sex, creed, sexual orientation, age, national origin or mental or physical disability.

#### **4. Participation**

Every Participant in an IRF event, activity or program has an obligation to participate to the best of his/her abilities.

It is inconsistent with this obligation for any Participant to:

- 4.1. Knowingly participate as a judge, coach, athlete, official, instructor, assessor, or administrator in any event, activity or program where that person is inadequately prepared, unable to participate or fails to participate to the best of his or her ability.
- 4.2. Engage in behavior that is disorderly or inappropriate to the extent that it interferes with the orderly conduct of the event, activity or program, or other Participants' participation in, or enjoyment of, the event, activity or program.

#### **5. Commitment to Integrity**

A Participant in the IRF has a responsibility to uphold the integrity of the IRF and the rules and regulations that govern it, and to act honestly, openly, fairly and competently.

It is inconsistent with this obligation for any Participant to:

- 5.1. Knowingly misrepresent the policies or actions of the IRF or its authorized representatives.
- 5.2. Alter, falsify, or omit any information, record or document to intentionally make a false or exaggerated claim or statement or to mislead.
- 5.3. Fail to resort in the first instance to the established procedures for challenging a competitive result or a decision, contesting a team selection decision, complaining about the conduct of another Participant, or attempting to alter or reverse a policy or rule adopted by the IRF.
- 5.4. Breach the duty to maintain appropriately established confidences of the IRF or its Committees, or any Participant.

- 5.5. Knowingly make, invent or create false certifications or statements on IRF event, activity or program applications.
- 5.6. Engage in practices directed toward another Participant that are determined by a court, or other similar adjudicatory body, to be unethical, illegal or a breach of contract.
- 5.7. Act on behalf of the IRF or a Participant without authorization from the proper IRF administrative authority.
- 5.8. Incur expenses on behalf of the IRF without authorization from the proper IRF administrative authority, or which are unreasonable, unnecessary, or unsubstantiated.
- 5.9. In any instance or for any use to utilize the IRF name, logos or emblems without authorization from the proper IRF administrative authority, including (but not limited to) conducting an event, activity, or program, or creating a certificate, card, promotion, advertisement or communication.
- 5.10. Collect IRF fees or payments for an event, activity or program and fail to report and/or submit these fees or payments to the proper IRF administrative authority.

## **6. Integrity of Officials**

- 6.1. Assessing the quality of a person's performance, skill, aptitude, or knowledge requires judgements by Officials whose perspective may vary, even when those Officials are witnessing the same moment. However, Officials charged with the duty of assessing and/or judging for the IRF must at all times use their judgement objectively, must distance themselves from any arbitrariness, and must not, by any manner whatsoever, arrive at a decision, or attempt to influence the results of a decision, by subjective or unfounded acts.
- 6.2. IRF Officials shall 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 the administration of their function within the IRF, except for IRF approved salaries or fees, and reimbursed business expenses.
- 6.3. IRF Officials, including candidates for such functions, shall not solicit or accept benefits, entertainment or gifts (or the expectation of a benefit, entertainment or gifts, irrespective of whether such benefit is in fact given or received) in exchange for, or as a condition of, the exercise of their duties, an election or appointment to office, an employment or promise of employment, or as an inducement for performing an act associated with their responsibilities.
- 6.4. In all circumstances, the giving or accepting of cash by IRF Officials (except for IRF approved salaries, fees or reimbursed business expenses), is strictly

prohibited. Gifts, hospitality or other benefits associated with their official tasks may be given or accepted as an expression of courtesy or a token of friendship if they are of nominal value, do not bring suspicion on the Official's integrity and impartiality and do not compromise the integrity of the IRF. Any other gift must be passed on to the organization of which the beneficiary is a member.

- 6.5. The hospitality shown to the members and staff of the IRF and its Member Organizations, as well as to the persons accompanying them, must not exceed the standards prevailing in the host country. IRF Officials might be invited to attend sports or social events due to their IRF status. Such invitations may be accepted even if they are of more than nominal value, if they do not compromise the objectivity and integrity of the Official, are disclosed forthwith to the IRF Board of Directors or IRF Executive Committee, mainly serve to promote the best interests of the IRF and would not put the IRF into disrepute if publicly disclosed.
- 6.6. IRF Officials, as well as the representatives or agents of IRF Officials, must not be involved with persons, firms, companies, associations or other organizations whose activities or reputation is inconsistent with the principles set out in this Code. If it is unclear, whether this kind of inconsistency exists in any given situation, the matter may be submitted to the Ethics Committee for a recommendation.
- 6.7. IRF Officials must neither give nor accept instructions to vote or intervene in a specific way within an IRF governing body (except as provided within the provisions of Bylaw 21 and 22 regarding Congress Delegates and Proxy Delegates), or an IRF committee (except when representing a Member Organization on a committee convened for that purpose).
- 6.8. IRF Officials must not apply undue pressure on members of IRF governing bodies or committees, or try to influence the decisions in those governing bodies or committees in any improper or concealed way.
- 6.9. IRF Officials must not disclose information entrusted to them in confidence in connection with their function unless required to do so by law, in order to enforce the governing documents of the IRF, or consistent with reasonable and constructive sporting practices. The obligation to respect confidentiality survives the termination of any relationship which makes a person subject to this Code.

## **7. Conflicts of Interest**

- 7.1. IRF Officials shall act for, the benefit of the IRF, the best interests of rafting, and those who participate in rafting when making decisions that affect, or may affect, the IRF. IRF Officials shall act without reference to vested interests, either financial or otherwise (collectively referred to as "conflicts of interest" herein and further specified below).

- 7.2. IRF Participants must disclose all possible real or apparent conflicts of interest before being elected, appointed or legally linked to the IRF or immediately after the conflict arises. All such information must be immediately revealed to the relevant body or person that will, or did, elect or appoint the person in conflict. If it is unclear whether a personal interest may adversely affect the interests of the IRF, IRF Officials should always err on the side of caution and ethics, but in any case the question may be submitted to the Ethics Committee for a recommendation.
- 7.3. IRF Officials must avoid any situation that could lead to real or apparent conflicts of interest. In such situations, the Official must recuse him or herself from participation either temporarily or permanently until the real or apparent conflict is resolved. Examples of potential conflicts of interest include (but are not limited to) situations where:
  - 7.3.1. IRF Officials have, or appear to have, private or personal interests that influence or may influence the performance of their duties. Private or personal interests include gaining any possible advantage for themselves, their family, relatives, friends and acquaintances, dependents, contractors or any organization the Official belongs to or in which the Official has a leading role, or a direct or indirect interest (excepting IRF approved salaries, fees and reimbursed business expenses);
  - 7.3.2. the opinion or decision of an IRF Official is influenced by, or is liable to be influenced by, relations that the IRF Official has, has had or is on the point of having, with another person or organization that would be affected in any manner by that opinion or decision.
  - 7.3.3. a member of a governing body or committee of the IRF is also involved in the routine business or decision making process of an IRF Member Organization.

## **8. Communication**

- 8.1. Participants in the IRF have a duty to communicate honestly and transparently with the IRF and other Participants, whether this communication is through verbal, written or electronic means (including social media). It is inconsistent with this obligation for any Participant to:
  - 8.2. Knowingly misrepresent competitive achievements, professional qualifications, experience, eligibility, criminal record or affiliations.
  - 8.3. Knowingly disseminate false or misleading information about another Participant.
  - 8.4. Misrepresent actions taken or not taken in an effort to show compliance with IRF policies or procedures.



- 8.5. Knowingly withhold from Participants information or resources likely to enhance the Participants knowledge or eligibility to participate in IRF events, activities or programs, or reduce their risk of injury or illness.
- 8.6. Fail to consult with or fully inform the Participant (or in the case of an underage youth the Participant's parents/legal guardians) about opportunities made available to the Participant involving competitions, activities, or programs, or recognition for rafting achievements.
- 8.7. Misrepresent the nature or extent of an injury in order to decline an invitation to participate in or withdraw from a competition, activity, or program.
- 8.8. Misrepresent the nature or extent of an injury in order to participate in (or cause an athlete to participate in) a competition, activity or program when such participation is inconsistent with the appropriate medical response to the injury.

## **9. Alcohol and Drug Abuse**

- 9.1. Participants in IRF rafting events, activities and programs must ensure that they are conducted in an environment free of drug or alcohol abuse. It is inconsistent with this obligation for any Participant to:
  - 9.2. Use or provide to a third party any drug that is prohibited by applicable laws in the location where the event takes place.
  - 9.3. Assist or condone any competing athlete's use of a drug banned by WADA (the World Anti-Doping Agency), or in the case of athletes, to use such drugs or refuse to submit to properly conducted drug tests administered by the IRF or its agents in accordance with WADA protocols.
  - 9.4. Provide alcohol to, or condone the consumption of alcohol by, any person who is under the legal age for consumption; or to consume alcoholic beverages if under the legal age of consumption.
  - 9.5. Consume alcohol (in any amount) immediately before, or while, competing in a rafting event, or while participating in an on-water activity or program.
  - 9.6. Participate in any on-water rafting activities, or represent the IRF in an official capacity, while impaired by alcohol or drugs.
  - 9.7. Engage in excessive alcohol consumption whereby such conduct impairs good judgement and consequently does create conditions that are clearly intimidating and hostile, or clearly dangerous; or puts the IRF into disrepute.

## **10. Criminal Conduct**

- 10.1. Participants in the IRF are expected to comply with all applicable criminal codes. This obligation is violated by any Participant who:
- 10.2. Has been convicted of or has entered a plea of guilty or no contest to a criminal charge or indictment directly or indirectly involving or relating to sexual misconduct, child abuse, or conduct that is a violation of a law or regulation specifically designed to protect minors.
- 10.3. Depending on the nature of the crime, this obligation may be violated by a Participant who has been convicted of or has entered a plea of guilty or no contest to any felony charge or indictment. A determination as to whether or not a violation of the Code has occurred will be at the discretion of the Ethics Committee.

## **11. Sexual Misconduct**

- 11.1. IRF Participants are expected to promote a safe environment in all events, activities and programs — which includes an environment free from sexual misconduct — for all Participants including (but not limited to) athletes, coaches, judges, officials, administrators, volunteers and staff. It is inconsistent with this obligation for any Participant to:
- 11.2. Solicit or engage in sexual relations with any person who is under the legal age of consent.
- 11.3. Engage in intimidating, unwelcome, hostile or offensive behavior that utilizes the power of a Participant's position as coach, manager, judge, official, director, administrator, assessor, instructor, or similar so as to encourage sexual relations with an athlete or Participant.

## **12. Sustainability**

- 12.1. The IRF and its Stakeholders shall endeavor to protect the environment on the occasion of any events they organize, use resources conscientiously and undertake to uphold generally accepted standards for environmental protection.

## **ENFORCEMENT OF THE CODE**

Compliance with the Code depends primarily upon understanding and voluntary compliance, secondarily upon reinforcement by peers, and, when necessary, upon enforcement through disciplinary action or appropriate relief.

## **13. Contraventions (Violations)**

- 13.1. Contraventions of the Code may lead to disciplinary action, regardless of whether they were caused by omission, commission, or as a result of negligence.

- 13.2. Persons subject to the Code who attempt, or agree with another person, to act in a manner that would constitute or culminate in a contravention of the Code, shall be treated as if they had committed a contravention, whether or not such attempt or agreement in fact resulted in a contravention. However, there shall be no contravention where the person who is subject to the Code renounces his attempt or agreement prior to its being discovered by a third party not involved in the attempt or agreement.
- 13.3. Persons subject to the Code who knowingly assist or are otherwise complicit in any act or omission that constitutes or culminates in a contravention of the Code shall be treated as having committed a contravention of the Code.
- 13.4. Accusing someone of a contravention of the Code, while knowing that the accusation is false, constitutes a contravention of the Code.
- 13.5. The failure, refusal or neglect so to provide information to the Ethics Committee constitutes a contravention of the Code, provided always that the right of a person who is subject to this Code to plead the legal doctrine *nemo tenetur se ipsum accusare* (to refuse to incriminate herself or himself), shall be preserved and protected.

#### **14. The Ethics Committee**

- 14.1. The Ethics Committee is constituted and shall act according to the corresponding provisions in the IRF Bylaws and the procedural rules assigned to this Code.
- 14.2. The Ethics Committee is responsible to investigate possible contraventions of the Code and to report its verdict to the IRF Board of Directors or IRF Executive Committee, including a suggestion whether or not to impose any disciplinary action. The Ethics Committee itself cannot impose disciplinary action.
- 14.3. The Ethics Committee watches over the provisions in this Code and suggests amendments to the IRF Board of Directors or IRF Executive Committee, if necessary.
- 14.4. Persons subject to this Code shall make full disclosure of all information, documents and other permanent records reasonably requested by the Committee and shall perform all acts reasonably necessary to assist the Committee to discover all relevant facts, documents and other permanent records reasonably related to any question which is before the Committee or which is reasonably related to any possible contraventions of the Code. No one may claim remuneration or other compensation or reimbursement from the Committee or any person for performing these duties.

#### **15. Implementation**

- 15.1. The IRF and its Member Organizations must perform all acts that are reasonably required to ensure that the principles and rules of the IRF Bylaws and this Code are applied.
- 15.2. Any person who believes that a Participant has contravened the Code is, under all but the most egregious circumstances, encouraged to first address that concern directly to that Participant. If that action or subsequent action does not result in a satisfactory resolution, s/he may file an official written petition in accordance with the procedures that are detailed in the *IRF Ethics Committee Regulations and Procedures*.
- 15.3. If the Committee should find that a Participant has contravened the Code but that s/he cannot be sanctioned by any governing body or committee of the IRF, the IRF Member Organization which has authority over that Participant must perform all acts required to impose on that Participant sanctions of the same kind and degree that could have been imposed by the IRF on that Participant if the IRF had a direct legal relationship with the Participant. Any IRF Member Organization who fails to comply with this clause is in violation of the Code.
- 15.4. If an act, behavior or circumstance is prohibited or controlled by another IRF governing document as well as by this Code, the procedures and sanctions of that governing document will take precedence over the provisions of this Code. In these cases, the contravention of principles set out in this Code merge in the infringement described by that governing document, but may increase the severity of a sanction. When the Ethics Committee finds in these cases that a Participant cannot be sanctioned by any IRF governing body or committee, the Ethics Committee must in its report refer to the provisions of the prevailing governing document which in its opinion the accused Participant has contravened.

## **16. Effective Date and Transitional Provisions**

- 16.1. This Code enters into force on 1 November, 2017.
- 16.2. A retroactive effect of this Code prior to its effective date is excluded, except in the case that an unresolved petition was already under review, and that petition also alleged that one or more existing IRF Bylaws had been violated.
- 16.3. If a Participant finds that s/he has a conflict of interest according to Articles 6 or 7 of this Code that existed before, and persists after, the date the Code came into force, s/he shall be granted a period of two years to resolve the conflict of interest. If the conflict of interest is not eliminated after that term of two years has expired, Articles 6 or 7 of this Code are applicable unreservedly.