



GWSC SAFE SPORT POLICY

Safeguarding Athletes and Participants from Harassment and Abuse

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1 Introduction

The GWSC believes that all athletes, staff and volunteers have the right to participate and develop in sport, in a safe and inclusive environment, free from all forms of discrimination, abuse, violence, neglect and exploitation.

For U17s, these rights are paramount (United Nations convention on the Rights of the Child).

The GWSC is committed to devising and implementing policies to ensure that everyone within the broader remit of the organization accepts their responsibility to attempt to safeguard athletes and participants from harm and abuse by following procedures designed to safeguard them and reporting any concerns about their welfare through established pathways.

The aim of the GWSC Safe Sport Policy is to promote good practice, provide athletes of all ages with appropriate safety and protection whilst involved in the activities of the GWSC and to allow staff and volunteers to make informed and confident responses to specific safe sport and athlete/child protection issues.

1.1 Members and National Federations

The GWSC acknowledges the duty of care owed by National Federations (“NFs”) to protect, safeguard and promote the welfare of all athletes. The GWSC therefore strongly encourages all NFs to accept and adopt the general principles of safe sport, defining their own policies and procedures, modifying as necessary to fit with their own national legal framework. The GWSC recommends that the member federations use the IOC Safe Sport Toolkit to draw up relevant policies and procedures for their nations. The GWSC will assist NFs in developing their own athlete / child protection and safe sport policies.

1.2 Athletes Council

The GWSC believes that all athletes and young people have a right to be involved in shaping safe sport policy and practice, and is pleased to acknowledge considerable input from the GWSC Athletes Council.

1.3 Ethical and Competitor’s Rights and Obligations (CRO) Background

Embraced by the GWSC Article 1.4 of the IOC Code of Ethics (version dated 2016) states:

Respect for international conventions on protecting human rights insofar as they apply to the Olympic Games’ activities and which ensure in particular:

- " Respect for human dignity;!
- " Rejection of discrimination of any kind on whatever grounds, be it race, colour, gender, **age**, 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.

GWSC Universal Code of Ethics

The fundamental principles which shall govern all GWSC activities, decisions, processes and regulations include: (Item 4) Respect for human dignity, non-discrimination of any kind on whatever grounds, and rejection of all forms of harassment.

GWSC COR - Competitors' Obligations and Rights

Competitors, whatever their age, gender, race, religion or belief, sexual orientation, ability or disability have the right to participate in towed water sports in a secure environment and protected from abuse.

GWSC encourages all member Federations to develop policies to safeguard and promote the welfare of children and young persons

1.4 Who does this policy apply to?

Any individual or organization which...

- (a) currently is, or was, within the governance or disciplinary jurisdiction of the GWSC or is seeking to be within the governance or disciplinary jurisdiction of the GWSC (e.g. through application for membership)!
- (b) the GWSC identifies as being within the IWWF's jurisdiction:
 - Administrative and technical staff
 - Volunteers
- (c) all GWSC registered athletes, including those with temporary registration.

1.5 Safeguarding Athletes and Participants

The GWSC is committed to creating an atmosphere in which all athletes, staff and volunteers who participate in the various GWSC events and programs may have a safe, rewarding and positive experience. All athletes and participants taking part in GWSC activities should feel supported, and have their rights, wishes and feelings respected without the fear of discrimination or degrading treatment. Their needs and welfare are paramount.

1.6 International Safeguards - Background

Working with more than 50 organizations, the International Safeguarding Children in Sport Founders Group has developed the International Safeguards for Children in Sport. These safeguards set out the actions that all organizations working in sport should have in place to ensure children (and all athletes) are safe from harm. The eight safeguards are:

1. Developing your policy
2. Procedures for responding to safe sport concerns
3. Advice and support
4. Minimizing risks to children/athletes
5. Guidelines for behaviour
6. Recruiting, training and communicating
7. Working with partners
8. Monitoring and evaluating

These eight pillars of safe sport equally apply to athletes of all ages.

United Nations Convention on the Rights of the Child International Safeguarding Children in Sport Working Group Safe Sport – Where the GWSC is committed to ensuring that the safeguarding practices of the NFs reflect and comply with all applicable statutory responsibilities and the GWSC guidance. Their practices should also comply with current standards of best practice (these are to be set out in codes of conduct / best practice for roles within the sport), and the UNICEF backed International Safeguards for Children in Sport, and for all participants in Sport.

1.7 Defining Harassment and Abuse

The GWSC has adopted the descriptions of the various forms of harassment and abuse as set out in the IOC Consensus Statement (2016).

Harassment and abuse can be expressed in (but not necessarily limited to) five forms which may occur in combination or in isolation.

These five categories are:

- i) psychological abuse,
- ii) physical abuse!
- iii) sexual harassment!
- iv) sexual abuse!
- v) neglect!

These forms of abuse are defined here as:

o Psychological abuse — means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilization, or any other treatment which may diminish the sense of identity, dignity, and self-worth

o Physical abuse — means any deliberate and unwelcome act - such as for example punching, beating, kicking, biting and burning - that causes physical trauma or injury. Such act can also consist of forced or inappropriate physical activity (e.g., age- or physique- inappropriate training loads; when injured or in pain), forced alcohol consumption, or forced doping practices

o Sexual harassment — any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical. Sexual harassment can take the form of sexual abuse. Some individuals deliberately target sports activities in order to gain access to athletes. Grooming may occur over several years before an individual makes a move

o Sexual abuse — any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given

o Neglect — within the meaning of this document means the failure of a coach or another person with a duty of care towards the athlete to provide a minimum level of care to the athlete, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm

Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age, disability, socio-economic status and athletic ability. It may be in person or online. Harassment may be deliberate, unsolicited and coercive. Harassment and abuse often result from an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual against another person. The IOC Consensus Statements 2008/2016 consider that harassment and abuse are on a continuum, and therefore should not be separated. Harassment and abuse may comprise a one-off incident or a series of incidents; in order to be actionable, harassment should be shown to be severe or repeated.

All ages and types of athletes are susceptible to the various forms of harassment and abuse. Studies have confirmed that elite, disabled, child and lesbian/gay/bisexual/

trans-sexual (LGBT) athletes are at highest risk, that psychological abuse is at the core of all other forms and that fellow athletes can also be perpetrators. There are particular risks in dealing with young people, and children; and evidence also suggests that girls are at greater risk than of sexual violence, harassment and exploitation.

Research has shown that no sport is exempt from the incidence of harassment and abuse, and no country is exempt. The impacts of all forms of harassment and abuse on the athlete are often extensive, and may be long term. They may persist long after the athlete has left the sport, and may lead to damage within family or other relationships.

Some more specific definitions can be found at the end of this document – Appendix A - Definitions

1.8 Impact on Athletes

The impact of the various forms of harassment and abuse on the athlete may include any or all of the following:!

- Physical e.g. illnesses and injuries, loss of performance, disordered eating/
- eating disorders, Post-Traumatic Stress Disorder (PTSD), sexually transmitted
- infections
- Cognitive e.g. low self esteem
- Emotional e.g. volatile mood states
- Behavioural e.g. drop out, more likely to cheat
- Mental health e.g. anxiety, depression, self-harm, suicide
- Effect on relationships e.g. social exclusion/marginality
- Economic losses

Psychological abuse is at the core of all forms of abuse, and occurs when there is a 'power differential' between athlete and perpetrator.

Neglect can result in preventable accidents, recurrent injuries, malnutrition, disordered eating, eating disorders, dehydration, the effects of exposure to adverse atmospheric conditions (for example, excessive heat or excessive cold), long term illness, self-harm behaviours, mental health problems, disability and even death.

1.9 Young Athletes (U17)

The physical and mental impacts of all forms of harassment and abuse on athletes under the age of 18 are likely to be greater on developing young athletes who have unique physical, cognitive and psychological vulnerabilities. Particular care must therefore be taken to protect them from any form of harassment or abuse.

1.10 Recognition

All those involved in the GWSC Disciplines have a responsibility to learn how to recognize and respond to signs of harassment and abuse. It is also incumbent upon all those involved to report and act on concerns. There may be times when abuse is reported from outside the sporting arena; anyone concerned should report these concerns in accordance with the established GWSC process.

1.11 Whistle Blowing

The GWSC will support 'whistle blowers' by providing a confidential reporting system. The GWSC believes it is important for anyone who has concerns to speak up, in the confidence that wherever possible the organization will provide anonymity. The GWSC encourages anyone who has such concerns to 'blow the whistle' early, to prevent continuing damage to athletes or participants.

GWSC General Safe Sport Policy 2.1 Safe

Sport and Duty of Care

The GWSC fully acknowledges its duty of care to promote the welfare of athletes and participants, and is committed to ensuring that its safe sport policies and procedures comply with best practice.

The GWSC will:

- Appoint a Lead Safe Sport Officer with **an additional Safe Sport Officer of the opposite gender to officer a choice when reporting an incident!**
- Communicate that there is an established person/persons and pathway for reporting!
- Provide support and guidance for all employees and volunteers, NFs and Disciplines through the reporting mechanism and Safe Sport Policy
- Ensure all cases of poor practice that may be abuse and any allegations of abuse are dealt with confidentially and properly and referred to other agencies if appropriate; anonymity will be an established principle in dealing with all such cases
- Provide support to all concerned persons
- Convene a Disciplinary Panel when necessary
- Deal with allegations and make **recommendations from their conclusions to the GWSC Bureau**
- Maintain a register of suspended, disciplined and disqualified persons!
- Actively promote best practice in all aspects of athlete management!

Every member of the GWSC has a responsibility to play a part in ensuring that the sport environment is free from harassment and abuse. The GWSC encourages all incidents of harassment or abuse (or suspected harassment/abuse) to be reported, regardless of who the offender may be. The GWSC will not investigate or attempt to resolve

concerns when a criminal offence is suspected. Such cases will be referred by the Safe Sport Officers to the relevant public authorities.

2.2 The Role of the Lead Safe Sport Officer

The Lead Safe Sport Officer will:

- Take the lead role in the development and establishment of the organization's approach to safe sport athletes, participants, employees and volunteers from harassment and abuse
- Take the lead role in the production and updating of the Safe Sport Policy and procedures
- Share safe sport plans with the Local Organizing Committee (LOC) and host NFs at major GWSC sanctioned events (e.g. World Championships, Junior World Championships), on behalf of the GWSC
- Co-ordinate the dissemination of the Safe Sport Policy, procedures and resources throughout the organization **when requested**
- Be the main point of contact for anyone reporting suspected harassment or abuse
- Provide support to anyone who reports possible abuse, and to anyone who has been the subject of abuse

2.3 GWSC Commitment

The GWSC is committed to ensuring

that: All concerns and allegations of poor practice or abuse are taken seriously and responded to swiftly and appropriately.

- All GWSC employees and volunteers who work with athletes are recruited with regard to their suitability for that responsibility and are provided with guidance and/or training in good practice and athlete safe sport and protection procedures.
- All those in a position of responsibility throughout the organization recognize it is not their responsibility to determine if abuse has occurred, but it is their responsibility to report and act on any concerns they have.
- The GWSC will ensure that the responding party is assured of a fair process; notice will be provided to the individual/individuals concerned, and they will be given the right to respond before any measure or sanction is applied.!

The GWSC Safe Sport Committee is responsible for ensuring that the Standards for Safe Sport and Protecting athletes, staff and volunteers are maintained and embedded within the organization. The GWSC Safe Sport Policy will be reviewed at least every 4 years or whenever there is a major change in the organization or in relevant legislation. The Policy was first published in 2019 (January).

The GWSC will ensure that the GWSC Safe Sport Policy details and all subsequent updates are communicated effectively to all the various GWSC Committees and Councils. The GWSC will encourage all Committees and Councils to list safe sport as a regular agenda item and record discussions in the minutes.

3. Confidentiality

Reports of harassment often contain extremely sensitive information, and athletes may fear coming forward with information. The GWSC reassures those who are concerned about a possible alleged incident of harassment and abuse that personal information will not be disclosed, except, for example, if the concerned person gives his/her prior consent, if disclosure is necessary to protect someone from harm, or if a potential criminal act comes to the attention of the GWSC. The GWSC guarantees secure storage of records.

4. In-Competition Policy

Having a reporting framework in place at competitions underlines the commitment of the GWSC and of the NFs to ensure that athletes know that their safety and welfare are of paramount importance. The GWSC strongly believes that these measures are essential to ensure safe sport for all. In this policy, the GWSC sets out a short framework for the GWSC sanctioned events to be adopted by the host National Federation event organizers should be made aware of the GWSC In-Competition Policy and adhere to the following short framework.

4.1 Major GWSC Competitions

The GWSC In-Competition regulations apply to all accredited persons on-site at major GWSC sanctioned competitions (e.g. World Championships, Junior World Championships).

The Safe Sport Policy, with regards to competitions, will be in effect from the time the participant initiates their travel to the event and concludes upon the completion of the travel from the event.

The GWSC will share a safe sport plan with the LOC and host NF in advance of such GWSC sanctioned events such as the GWSC World Championships and GWSC Junior World Championships.

At major GWSC sanctioned events, the **Lead and Alternate Safe Sport Officers** will be a central point of contact for anyone who has any safe sport concerns that arise during the event, and for any athlete who is in need of advice and assistance.

They are available through the following contact information!

GWSC Safe Sport Officers:

Safe Sport Committee Member and GWSC Alternate Safe Sport Officer:
Secretary@gwsc.org.au

4.2 All GWSC Calendar Events

The GWSC strongly advises all NFs to copy and adopt these same outlined regulations for all the GWSC Calendar events.

National Federations

All NFs providing services or activities for athletes should have a written safe sport policy that is accessible to and easily understood by all, and actively promoted. The safe sport policy should be approved and endorsed by the relevant management body of the NF and reviewed appropriately.

NFs should firstly research what their obligations are in relation to mandatory reporting to public authorities or duty to warn within their country/region.

In compiling their safe sport policies, NFs should include clear and easily understood procedures relating to:

1. Expected standards of behaviour towards athletes, participants and volunteers (including a Members' code of conduct, an explanation of discrimination and abusive behaviour, how to deal with unacceptable behaviour by or towards athletes, the use of sanctions/discipline and positive ways of managing the behaviour of athletes that do not involve physical punishment or any other form of degrading or humiliating treatment, and are age and gender appropriate).
2. Identifying signs of abuse, bullying, psychological stress, burnout and dropout (including appropriate definitions and/or indicators of such behaviour)

3. Taking athletes (especially young athletes) away on trips, tours or to " " competitions (including in relation to transport arrangements, insurance cover, venue safety)
4. The use of mobile equipment, information technology and social media (such as email and the internet)
5. The actions that should be taken on a step by step basis in the event of any incident, report or grounds for concern about abuse (including any relevant " contact details for local police, social services departments etc)
6. Identifying applicable laws regarding disclosure of information – reporting of suspicions of abuse is a legal requirement in some nations
7. Making and dealing with complaints about abuse by individual(s) subject to clear timescales and incorporating any disciplinary procedures (where appropriate) as well as appeal procedures
8. Providing appropriate support to the individual(s) who raise, report or disclose concerns or incidents of abuse (on an anonymous basis or otherwise)
9. Ensuring the appointment of a Safe Sport Officer for the implementation and " subsequent management and review of the safe sport policies and procedures; also ensuring that every group and individual member is aware who this person is and how to contact them
10. Assessing the suitability of all individuals that have contact with athletes through self-declarations and references
11. Ensuring that all individuals acting for and on behalf of and/or with support staff (whether as an employee, event official, coach, volunteer, parent helper, contractor, agent or otherwise) understand their role and responsibilities in respect of safe sport and any code of conduct and are provided with appropriate training opportunities regarding the policy, the code of conduct and how to recognize, identify and respond to signs of abuse, neglect and other safe sport concerns relating to athletes
12. Ensuring that staff and volunteers with special responsibilities in relation to safe sport athletes receive appropriate training on recruitment practice, complaints and disciplinary processes and update their knowledge and understanding generally
13. The secure storing of confidential, detailed and accurate records of all safe sport concerns

14. Ensuring that all safe sport arrangements (including training), procedures and policies are monitored, reviewed and updated as appropriate including where there is a major change in any relevant law or customs, guidance, experience or needs
15. Amending, as necessary, its constitution to reflect its responsibility for overseeing the adoption and implementation of these Guidelines and ensuring its members are fully signed up to its constitution!

6 Who is Responsible and When?

GWSC – International related matters

The GWSC Lead Safe Sport Officer must be contacted directly regarding any concerns or complaints that relate to international related matters, such as officials appointed by the GWSC to officiate and other accredited persons at major events and GWSC professional staff.

National Federations - National related matters

National Federations are responsible for managing safe sport concerns and complaints that are raised in relation to persons and associations that fall within their remit including regional bodies and clubs (staff, volunteers, athletes).

GWSC International Sanctioned Events

The GWSC will provide the **Safe Sport Policy** with the LOC and host NF in advance of major GWSC events.

7 Education and References

The IOC has developed a number of educational tools related to athlete safe sport. They are free and accessible for all athletes and entourage members. The GWSC encourages all athletes and entourage members to work through the following module: Athlete Learning Gateway – bite-sized course delivered by Dr Margo Mountjoy and Sheldon Kennedy (former athlete / survivor) <http://onlinecourse.olympic.org> NFs are advised to read and utilize the IOC Toolkit 'Safeguarding Athletes from Harassment and Abuse in Sport' when drafting their policies and procedures. http://d2g8uwgn11fzhj.cloudfront.net/wp-content/uploads/2017/10/18105952/IOC_Safe_sport_Toolkit_ENG_Screen_Full1.pdf IOC Consensus Statement 2016: harassment and abuse (non-accidental violence) in sport <http://bjsm.bmj.com/content/50/17/1019>

8 Appendix A – Definitions

The following definitions have been set out in the IOC Consensus Statement (2016):

- Athletes with disabilities—Those who have long-term physical, mental, intellectual or sensory impairments that, in interaction with certain barriers, may hinder their full and effective participation in society on an equal basis with others.
- Bullying—Bullying (or cyber-bullying if conducted online) is unwanted, repeated and intentional, aggressive behaviour usually among peers, and can involve a real or perceived power imbalance. Bullying can include actions such as making threats, spreading rumours or falsehoods, attacking someone physically or verbally and deliberately excluding someone.
- Child and adolescent—Every human being below the age of 18 years unless, under the law applicable to the child, majority is attained earlier. Early childhood relates to those below 8 years of age. Juvenile or young person and adolescents are 10–19 years of age.
- Hazing—An organized, usually team-based, form of bullying in sport, involving degrading and hazardous initiation of new team members by veteran team members.
- Homophobia—Antipathy, contempt, prejudice, aversion or hatred towards lesbian, gay or bisexual individuals.
- Neglect—The failure of parents or care givers to meet a child's or athlete's physical and emotional needs or failure to protect a child or athlete from exposure to danger. This definition equally applies to coaches and athlete entourages.
- Negligence—Acts of omission regarding athlete safety. For example, depriving an athlete of food/or drink; insufficient rest and recovery; failure to provide a safe physical training environment; or developmental age-inappropriate or physique-inappropriate training methods.
- Physical abuse—Non-accidental trauma or physical injury caused by punching, beating, kicking, biting, burning or otherwise harming an athlete. This could include forced or mandated inappropriate physical activity (e.g. age-inappropriate or physique-inappropriate training loads; when injured or in pain); forced alcohol consumption; or systematic doping practices.

- Psychological abuse—A pattern of deliberate, prolonged, repeated non-contact behaviours within a power differentiated relationship. This form of abuse is at the core of all other forms.
- Safe Sport —An athletic environment that is respectful, equitable and free from all forms of non-accidental violence to athletes.
- Sexual abuse—Any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.
- Sexual harassment—Any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical.

Two more terms in frequent use require some explanation:

Violence and Safe Sport

The range of the various forms of physical, sexual and psychological abuse in sport is often referred to as 'non-accidental violence', or simply 'violence', to be consistent with the terminology used by other advocacy agencies in the field of safe sport including UNICEF and Safe Sport International. In the UK, and in some other countries, safe sport or safeguarding is the term used to cover all aspects of prevention of harassment and abuse in sport. The full term used by the IOC is 'Safeguarding Athletes from Harassment and Abuse'.

9 Appendix B – Form of Reporting Concerns

Date/time of concern: _____

Child's or Vulnerable Adult's Details

Name: _____

Age / Date of Birth: _____

Gender: _____

Do they have a disability, impairment or other special/additional needs?

How do you know them?

Next of Kin contact information:

Details of person raising the concern:

Name of person raising the concern with you (write your own name if you have the concern):

Contact details of person raising the concern:

Details of the concern:

Nature of the concern including date, time of any specific incidents:

Name of any persons alleged to have been involved in or causing the concerns:

Contact details of any persons alleged to have been involved in or causing the concerns:

Details of action taken (including contact with referral agencies):

Details of person reporting the concern:

Your name: _____

Your role: _____

Your email address: _____

Your phone number: _____

The following boxes should be completed by the Safe Sport Lead. Confirm appropriate action has been taken to respond to the report of a concern

Date case closed: _____

Storage instructions: _____

Email this form to the GWSC Safe Sport Officer (secretary@gwsc.org.au). Once the GWSC Sport Sport Officer confirms they have saved this securely, please delete this form and the email.

Preamble

The International Waterski & Wakeboard Federation (GWSC) aims to promote the highest possible ethical values at all levels among its Member Federations, officers, employees and athletes.

The International Waterski & Wakeboard Federation is committed to the Olympic Charter and its fundamental ethical principles, and requires that these be observed by all involved in GWSC and GWSC-sanctioned events.

In furtherance of these aims, the GWSC has adopted this Code of Ethics, which is based on the principles and rules of the IOC Code of Ethics and general principles of good governance in sport.

All GWSC office holders and all participants in events organized and/or sanctioned by GWSC shall respect and ensure respect of the present Code.

This Code of Ethics applies to GWSC Officers holding any position in the GWSC Executive Board or in GWSC Commissions or Committees, GWSC staff (including consultants, agents and any person acting on behalf of GWSC) and all participants in GWSC-sanctioned events in any capacity whatsoever, including in particular athletes, the athlete's entourage, international technical officials, medical support staff and all other accredited persons.

A. Dignity and Equality

1. Safe sport and maintaining the dignity of any individual participating in any GWSC-sanctioned event is a fundamental requirement of the sporting movement.
2. Any form of discrimination between countries or participants on the basis of race, gender, ethnic origin, religion, philosophical or political opinion, marital status, sexual orientation or any grounds other than merit and performance is incompatible with the Olympic Charter and will not be tolerated.
3. All forms of harassment of any participant, whether physical, professional, psychological or sexual are prohibited.
4. All forms of participation in and promotion of betting related to GWSC-sanctioned events are prohibited.
5. Participants in GWSC-sanctioned events shall not, in any manner whatsoever, infringe the principle of Fair Play, behave in an unsporting manner, or attempt to influence the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics.

6. All participants, and GWSC Officers and staff in particular shall uphold the good name of the GWSC and shall use due care and diligence in fulfilling their mission.!

B. Integrity

1. All GWSC participants shall act in accordance with the highest standards of integrity. When representing GWSC they shall be impartial and refrain from defending the specific interests of their own country or discipline.
2. GWSC officers and staff and their representatives shall not, directly or indirectly, solicit, accept or officer any form of remuneration or commission, nor any " " concealed benefit or service of any nature, connected with the award or organization of GWSC-sanctioned events.
3. Only gifts of nominal value, in accordance with prevailing local customs, may be given or accepted by GWSC officers and staff or their representatives, as a mark of respect or friendship. Any other gift must be passed on to the organization of which the beneficiary is a member.
4. GWSC Officers and staff and the persons accompanying them shall observe such local diplomatic conventions as are necessary for politeness, but may only accept such hospitality (accommodation, meals, entertainment, etc.) as can reasonably be seen to be necessary for the comfortable accomplishment of their duties and the creation of a good working atmosphere with partners. Any officers of excessively lavish hospitality shall be reported immediately to the GWSC Ethics Commission.
5. Doping is strictly prohibited. The provisions against doping in the current World Anti-Doping Code shall be completely observed and duly executed.!
6. Officers and staff, their agents or their representatives shall refrain from involvement with firms or persons whose activity or reputation is inconsistent with the principles set out in the present Code.

C. Conflict of Interest

1. GWSC elected or appointed officers and staff with decision-making power shall respect the following rules concerning Conflicts of Interests.
2. Definition: A "possible conflict of interest" is any situation in which a person's judgments or decisions on matters affecting GWSC might be influenced by relations that person has (or is on the point of having) with other persons or organizations that might be affected (positively or negatively) by his/her judgments or decisions.

3. The conflict of interests becomes “real” when the person is to reveal the potential for conflict and then expresses an opinion or makes a decision in favour of, or against, the person or organization concerned, or accepts any benefit from that person or organization.
4. Conflicts of interest may arise as a result of direct personal relations, or indirectly, through the interests of a closely related third person (parent, spouse, partner, dependent etc.).
5. *Types of Interest:* Typical circumstances in which conflicts of interest arise are involvement with suppliers, sponsors, professional advisers, event organizers and contracting parties (shareholdings, payments, hospitality, gifts or other benefits).

C. Good Governance

1. The basic universal principles of good governance of the sports movement, in particular transparency, responsibility and accountability, must be respected.
2. The income and expenditure of GWSC shall be recorded in its accounts, which must be maintained in accordance with generally accepted accounting principles. If required by members an independent auditor will check these accounts.
3. GWSC recognizes the significant contribution that broadcasters, sponsors, partners and other supporters of sports events make to the development and prestige of GWSC- sanctioned events throughout the world. However, such support must be in a form consistent with the rules of sport and the principles defined in the GWSC rules and the present Code. They must not interfere in the running of sports.

D. Sustainability

1. GWSC its member associations, officers and staff, shall at all times act as stewards of the environment, having in mind their duty to conserve the natural world for future generations. At all GWSC-sanctioned events, they shall endeavour to minimize the use of non-renewable resources and apply the highest standards of environmental protection, including provision for recycling of all used materials.

E. Confidentiality

1. GWSC member federations, officers and staff shall not disclose information entrusted to them in confidence.
2. Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organization.

F. Implementation / Ethics Commission

1. GWSC shall do whatever is reasonably required to ensure that the principles and rules of GWSC and the present Code are applied.
2. The GWSC member federations, officers and staff shall inform the GWSC President or Executive Director of any breach of the present Code, with a view to an investigation and possible disciplinary action by the GWSC
3. Any breaches of this Code of Ethics, whether caused by omission, commission or negligence, may lead to sanctions.
4. Persons subject to the Code who knowingly assist or are otherwise complicit in any act or omission that constitutes or culminates in a breach of the Code shall be treated as having committed a violation of the Code.
5. Accusing someone of a breach of the Code while knowing that the accusation is false constitutes a breach of this Code.
6. The GWSC will establish an Ethics Commission consisting of a chair and two additional independent members.
7. The Ethics Commission shall advise the GWSC on ethical matters and make recommendations on any breach of this code.
8. Nominations to the Ethics Commission may be made by any GWSC member federation. To guarantee the complete independence of the Ethics Commission, nomination can also be sought from other organizations within the Olympic family.
9. The procedures of the Ethics Commission shall follow the GWSC governing rules. Any breaches of this Code will be considered by the GWSC Ethics Commission, which will make recommendations to the GWSC Executive Board. The Executive Board shall take action, including the application of sanctions, in accordance with GWSC rules.

Approved by Postal Ballot of the GWSC Executive Board Members, November 22, 2016