

Swiss Olympic Statutes on Ethics in Swiss Sport

Valid from 1st January 2022

Table of contents

Introduction	4
1 Scope of application	4
1.1 Persons within the scope of application.....	4
1.2 Functional and territorial scope of application.....	5
2 Ethics violations	6
2.1 Maltreatment and abuses.....	6
2.1.1 Discrimination and unequal treatment	6
2.1.2 Violation of psychological integrity.....	6
2.1.3 Violation of physical integrity.....	6
2.1.4 Violation of sexual integrity	6
2.1.5 Neglect of a duty of care.....	7
2.2 Abuse of position in a sports organisation for private purposes or personal gain.....	7
2.2.1 Corruption and acceptance of gifts or other advantages.....	7
2.2.2 Ignoring conflicts of interest	7
2.3 Unsporting behaviour.....	7
2.4 Incitement, aiding and abetting, and attempted violations.....	7
3 Abuses	8
4 Duties of participation and cooperation	8
4.1 Adoption and ensuring application of the Ethics Statutes.....	8
4.2 Information and prevention	8
4.3 Reporting obligation of persons with a special welfare and supervisory role	9
4.4 Participation in the investigation of breaches of the Statutes	9
5 Procedure	9
5.1 Reporting.....	9
5.2 Initial consultation	10
5.3 Preliminary examination and triage	10
5.4 Investigation procedure.....	11
5.5 Investigation report and abandonment	11
5.6 Judgement by the Disciplinary Chamber	11
5.7 Course of action in the case of abuses.....	11
5.8 Appealing against decisions of the Disciplinary Chamber	12
5.9 Provisional measures.....	12
5.10 Principles of procedure	12
5.10.1 Protection of the person reporting, of witnesses and persons providing information	12
5.10.2 Right to information and a hearing.....	13
5.11 Parties to the procedure.....	13

5.12	Protection of the procedure.....	14
5.13	Rules of procedure	14
6	Consequences	14
6.1	Disciplinary measures.....	14
6.2	Proportionality of disciplinary measures	15
6.3	Publication of the decisions of the Disciplinary Chamber	15
6.4	Further measures	15
6.5	Measures to redress and eliminate abuses	16
7	Information to other sports organisations and the general public	16
8	Final and temporary provisions.....	17
8.1	Limitation.....	17
8.2	Current procedures underway.....	17
8.3	Abolishment or amendment of existing regulations of Swiss Olympic	17
8.4	Provisions of sports federations in the field of ethics.....	18
8.5	Interpretation	18
8.6	Editorial changes and amendments	18
9	Final provisions	18

Introduction

The Ethics Charter of Swiss Olympic and of the Federal Office of Sport (FOSPO) lays down the fundamental values of healthy, respectful, fair and sustainably successful sport.

Conveying these values is achieved through information and education, combined with a system of intervention in the event of violations of these values.

Together with the corresponding organisational and procedural rules, these Ethics Statutes form the basis of the system for reporting, investigating and imposing sanctions for breaches of certain rules of conduct and for identifying abuses in Swiss sport.

The independent foundation Swiss Sport Integrity receives and investigates reports of violations and abuses. The Disciplinary Chamber of Swiss Sport (Disciplinary Chamber) imposes the requisite sanctions.

1 Scope of application

1.1 Persons falling within the scope of application

¹These Ethics Statutes apply to the following organisations and persons:

²Sports organisations:

- a) Swiss Olympic;
- b) Member federations and partner organisations of Swiss Olympic;
- c) The direct and indirect member organisations of the organisations specified under (b) (e.g. affiliated and subsidiary, regional or cantonal federations or associations, sections, clubs);
- d) Organisations which endorse and adhere to these Ethics Statutes voluntarily.

³Natural persons:

- a) Members of a sports organisation;
- b) People who perform a role in an organ or a working group of a sports organisation;
- c) People who apply for a position in a sports organisation;
- d) Employees and representatives of a sports organisation or an organisation according to paragraphs 2 and 3;
- e) Athletes competing in a sport organised by a sports organisation or preparing to compete;

- f) Support and supervisory staff of athletes according to (e) (e.g. coaches, sports doctors, physiotherapists, technical and/or mental training advisers and coaches, nutritionists, sports psychologists);
- g) Referees, umpires and judges, technical delegates or other people who perform a role in connection with sporting events according to (e);
- h) Persons holding a Swiss Olympic Card and, in the case of card-holders who are minors (under the age of 18), also their legal guardians and people with parental authority;
- i) Persons who endorse and adhere to these Ethics Statutes voluntarily.

⁴Swiss Olympic and its member federations ensure that the organisations and persons mentioned in Article 1.1 agree to abide by these Ethics Statutes through their membership or through corresponding declarations.

1.2 Functional and territorial scope of application

¹Subject to the following paragraphs, these Ethics Statutes are applicable to any conduct of the organisations and people referred to in Article 1.1, in Switzerland or abroad, in so far as said conduct is connected with engaging in sport or may have an effect on sport and its standing and image among the general public.

²Infringements of other federation or association regulations, which do not constitute an ethics violation or abuse within the meaning of Articles 2 and 3, will be investigated and decided upon according to the procedures of the competent national and international sports organisation. These include, in particular, infringements of rules of play and competition rules, infringements of anti-doping rules, manipulation of sports competitions or illegal betting on sports. Decisions of competition judges and selection decisions for national and international competitions are also excluded from the scope of application of these Ethics Statutes.

³If a breach of these Ethics Statutes also falls within the area of competence of other sports organisations, then Swiss Sport Integrity and the other sports organisations coordinate with each other, exchange information as far as possible and permissible, take into account any current investigations underway and sanctions imposed by the other organs and avoid duplication and parallel courses of action.

⁴Infringements in respect to subject matters laid down in law are, in principle, investigated and subject to sanctions imposed by the competent authorities. It is possible for an investigation to be carried out by Swiss Sport Integrity in parallel to criminal proceedings. If conduct constitutes an infringement which may be relevant both under criminal law and with regard to these Ethics Statutes, Swiss Sport Integrity seeks collaboration with the competent authorities, in so far as this is legally permissible and possible.

2 Ethics violations

The following cases and acts constitute breaches of these Ethics Statutes which may lead to sanctions ("Ethics violations").

2.1 Maltreatment and abuses

2.1.1 Discrimination and unequal treatment

This covers discrimination and objectively unjustified unequal treatment of other people on the grounds of the colour of their skin, their origin, nationality, social background, their sex, age, disability, mental illness, language, religion, political or other opinions, status, sexual orientation, gender identity or on other grounds.

2.1.2 Violation of psychological integrity

¹This covers harassment through systematic remarks and bullying as well as acts by which another person is excluded or his/her dignity is violated, or stalking, i.e. subjecting someone to unwanted pestering.

²Psychological harm exists, in particular, when a person, by exploiting his/her position of power or a relationship of dependence with another person, through intentional, persistent or repetitive behaviour without physical contact, causes a pathological change in the affected person.

³Offending the honour or damaging the reputation of another person through disparaging, bullying, derisory or defamatory remarks or acts is also regarded as violation of psychological integrity.

2.1.3 Violation of physical integrity

This covers any immediate and targeted harm to the physical or bodily integrity of a person through deliberate and unwanted acts, which may cause pain, other physical detriment or injuries, in particular by hitting, pushing, kicking, burning, inappropriate or unreasonable training methods or administering or offering alcohol or drugs with coercion.

2.1.4 Violation of sexual integrity

This covers any behaviour of a sexual nature, with or without physical contact, to which the person concerned did not consent or was unable to consent or where the consent was obtained by manipulative behaviour, constraint, force, violence or other coercive behaviour. This encompasses, in particular, sexual harassment and comments regarding supposed physical merits or failings, obscene, sexist expressions, proximity or touching, kisses, crude or suggestive gestures and advances, unwanted physical contact and caresses and any form of coercion to sexual acts, in particular rape, showing, sending or producing pornographic material (e.g. photographs, images, films), encouragement to engage in inappropriate sexual behaviour, exposing genitalia or masturbating.

2.1.5 Neglect of a duty of care

This refers to a person who becomes aware that an athlete supported or supervised by him/her is the victim of an act within the meaning of Articles 2.1.1 – 2.1.4 and who fails to take any steps to prevent the act of violation or to protect the victim.

2.2 Abuse of position in a sports organisation for private purposes or personal gain

2.2.1 Corruption and acceptance of gifts or other advantages

This refers to offering, promising or giving (so-called active bribery) and/or accepting, demanding or accepting the promise of (so-called passive bribery) undue advantages. Undue advantages are financial or other gifts and donations which are given in order to influence the decision-making of an employee, a representative or an office holder and are not merely trivial and/or customary within normal socially accepted limits. These may take the form of monetary payments, sponsorship benefits, gifts, excessive or disproportionate invitations or reimbursements. In addition, anyone using financial or other gifts and donations for purposes not provided for by these Statutes or for corruption purposes or anyone awarding contracts or the organisation of sports competition according to invitation to tender processes not laid down by the regulations also infringes this provision.

2.2.2 Ignoring conflicts of interest

This covers the concealment and/or non-disclosure of mutual interests, participations, business relations and side-lines or second occupations by a decision-maker, in as much as such circumstances may create the impression of bias. In such circumstances, the person concerned must, of his/her own accord, disclaim competence and abstain from taking part in the preparation and decision-making of a sports organisation.

2.3 Unsporting behaviour

According to these Ethics Statutes, unsporting behaviour is deemed to include flagrant violations of fundamental values of sport in so far as they are not already covered by rules of play and competition or other provisions of these Ethics Statutes. These fundamental values include fair play and declining unfair or dishonest advantages or means in competition, and respect and regard for oneself, one's opponents, the rules of the game, the decisions of referees, umpires and judges, for the spectators, and for animals and the environment.

2.4 Incitement, aiding and abetting, and attempted violations

¹A breach of these Ethics Statutes is committed by anyone who incites others to violate ethics according to Articles 2.1 – 2.3 or helps others to do so.

²An attempted violation of ethics is also regarded as a breach of these Ethics Statutes.

3 Abuses

¹Abuses are deemed to be a culture and the existence or absence of structures and processes within a sports organisation, which may impede the implementation of these Ethics Statutes, encourage breaches of these Statutes or make it more difficult to identify or prevent them.

²Sanctions may be pronounced both against people and sports organisations.

4 Duties of participation and cooperation

4.1 Adoption and ensuring application of these Ethics Statutes

¹Swiss Olympic, its member federations and partner organisations undertake to adopt and incorporate these Ethics Statutes into their rules and regulations by adapting their statutes and to ensure that their direct and indirect members (e.g. affiliated and subsidiary, regional or cantonal federations, sections, clubs) also adopt and incorporate the Ethics Statutes and ensure their application by their members, employees and representatives.

²Sports organisations always publish the latest version of these Statutes on their web pages, e.g. by adding a relevant link to the website of Swiss Sport Integrity.

³The sports organisations will, as far as possible and reasonable, collaborate only with organisations and people which and who agree to abide by these Statutes or declare their support for and adherence to the values which correspond at least to those underlying these Statutes.

⁴In the case of agreements with personal support and supervisory staff, coaches, sports doctors and advisers from other fields of expertise who are not subject to these Statutes, athletes and their parents are required to ensure that those persons comply voluntarily with these Statutes or undertake to adhere to values which correspond at least to those underlying these Statutes.

⁵At the same time, the member federations of Swiss Olympic abolish existing rules and regulations with the same subject matter as these Statutes.

4.2 Information and prevention

By means of suitable information and prevention measures, the sports organisations ensure that the direct and indirect members subject to these Statutes, as well as persons entrusted with responsibilities in sport, are familiar with and follow the ethical principles and values underlying these Statutes. This also includes, in particular, the parents and legal guardians of or persons with parental authority for athletes who are minors (under the age of 18).

4.3 Reporting obligation of persons with a special welfare and supervisory role

¹People subject to these Statutes who hold a particular welfare or supervisory position in a sports organisation, e.g. as coaches, support or supervisory staff and assistants, as direct or indirect superiors of support staff or as superiors of employees in sports organisations, are under an obligation to bring to the attention of Swiss Sport Integrity any identified violations of ethics.

²Reports to authorities, sports organisations or recognised ethics platforms are regarded as reports within the meaning of this provision.

³Exceptions to this rule are people subject to a professional duty of confidentiality. In the case of a possible risk to child welfare, they are, however, required to exercise the right to notify the authorities under Article 314c of the Swiss Code of Civil Law.

4.4 Participation in the investigation of breaches of the Statutes

¹Organisations and persons subject to these Statutes are under an obligation to participate in and cooperate with investigations into ethics violations or abuses, in so far as they are requested to do so by Swiss Sport Integrity or the Disciplinary Chamber and no overriding personal interests or third party interests, which must be proven by the person concerned, constitute an obstacle to that participation and cooperation. The extent of the obligation to participate and cooperate is proportionate to its or his/her position and status within organised Swiss sport. Without prejudice to the applicable provisions of data protection and personality rights.

²In so far as Swiss Sport Integrity considers an ethics violation or an instance of abuse to be likely, there is an obligation to participate and cooperate, which includes, in particular, providing personal information which the person under suspicion has stored on personal electronic data carriers (mobile phones, tablets and/or laptops or PCs, including e-mails and social media accounts). A person obliged to participate and cooperate does not have to provide any information with which he/she may incriminate him/herself.

5 Procedure

The procedure for reporting, investigating and judging ethics violations and the process of dealing with abuses is as follows:

5.1 Reporting

¹Anyone can report ethics violations or abuses to Swiss Sport Integrity by any means of communication. A report must include a description of the facts with as much detail as possible.

²A sports organisation which receives reports of an ethics violation must forward them to Swiss Sport Integrity.

5.2 Initial consultation

¹Swiss Sport Integrity can also be contacted for the purpose of an initial consultation. Swiss Sport Integrity listens to the person reporting, informs him/her of possible courses of action and the procedure and may recommend a more in-depth consultation with an appropriate advisory office. An initial consultation is not a prerequisite for examination by Swiss Sport Integrity of a possible ethics violation.

²Swiss Sport Integrity may, with the agreement of all concerned, take steps to solve, by consensus, the problem which has given rise to the report. The agreement of all concerned is deemed to constitute their waiving of the right to call into question the neutrality of Swiss Sport Integrity due to the participation of its employees in the agreed steps and the insights gained in the process.

³Persons from Swiss Sport Integrity who take part in such an attempt to reach agreement must not carry any investigative acts, as provided under Articles 5.3 – 5.4, in the same matter.

5.3 Preliminary examination and triage

¹Swiss Sport Integrity verifies whether it is competent to investigate the reported facts.

²Provided that the person reporting agrees, Swiss Sport Integrity may, to this end, ask further questions about the facts of the case.

³Swiss Sport Integrity may reject reports which are obviously unfounded or abusive. It informs the person reporting about the rejection of his/her report and explains to him/her the further option of the initial consultation.

⁴Should Swiss Sport Integrity determine that the reported facts fall within the area of competence of another office or organisation, it forwards the report to the office or organisation which it believes is competent and informs the person reporting that it has done so. Swiss Sport Integrity may also then forward a report to another office, organisation or authority if the person against whom the report is made is not subject to these Statutes.

⁵If the report gives reason to suspect an offence or an unethical or unprofessional act, Swiss Sport Integrity informs the person reporting thereof and forwards the report to the criminal prosecution authorities or to the competent professional association, unless the person reporting is personally affected by the reported act and, within the period set by Swiss Sport Integrity, objects to it being forwarded.

⁶If, in the context of the preliminary examination, it is determined that the reported suspicion of an ethics violation or abuse concerns employees or the organisation of Swiss Sport Integrity and there is a risk that the investigation could be compromised by conflicts of interest, the report should be forwarded to the Disciplinary Chamber for investigation.

5.4 Investigation procedure

¹If Swiss Sport Integrity declares itself competent, it opens an investigation procedure and investigates the reported ethics violations and abuses.

²Swiss Sport Integrity announces the opening of the investigation to the parties to the procedure, Swiss Olympic and the sports organisation concerned. This information may be wholly or partially withheld if providing it would jeopardize the course of the investigation procedure.

5.5 Investigation report and abandonment

¹Swiss Sport Integrity draws up a report on the findings of its investigations. It then forwards the report to the sports organisation concerned, according to sub-paragraph 1.1 (b) or (d), for its position statement. Swiss Sport Integrity may invite other sports organisations to give their position statements.

²Swiss Sport Integrity then submits the investigation report, together with the position statements as provided under paragraph 1 and the applications for a sanction, to the Disciplinary Chamber for its judgement and to Swiss Olympic for information.

³If Swiss Sport Integrity identifies abuses, it informs Swiss Olympic and the relevant sports federation and invites the latter to give a position statement.

⁴If, within the framework of the investigation, Swiss Sport Integrity does not identify any breach of these Statutes, it records this in the investigation report and abandons the procedure. The parties to the procedure may appeal against the abandonment of the procedure to the Disciplinary Chamber.

5.6 Judgement by the Disciplinary Chamber

¹The Disciplinary Chamber examines the investigation report and hears the parties concerned. Where ethics violations have occurred, it pronounces an appropriate disciplinary measure. It also examines an appeal against abandonment of the procedure.

²The Disciplinary Chamber is not bound by applications from Swiss Sport Integrity.

³If the Disciplinary Chamber identifies abuses, it informs Swiss Olympic thereof.

5.7 Course of action in the case of abuses

¹If abuses are identified, Swiss Olympic pronounces measures against the relevant sports organisation and records them in an implementing agreement as provided under Article 6.5 para. 3. The implementing agreement must be approved by the Disciplinary Chamber.

²If the relevant sports organisation refuses to endorse an implementing agreement, Swiss Olympic may impose its measures unilaterally. The sports organisation may raise an objection to this imposition with the Disciplinary Chamber within 20 days.

³If the abuse concerns Swiss Olympic or its employees themselves, the Disciplinary Chamber, on notification from Swiss Sport Integrity, informs the Executive Board of Swiss Olympic and, within 20 days following receipt of the report, appoints an ad hoc committee consisting of the Foundation Board President and the Director of Swiss Sport Integrity and a President of a national sports federation. This ad hoc committee proposes, if applicable, measures against Swiss Olympic and concludes an implementing agreement with Swiss Olympic, which must be approved by the Disciplinary Chamber.

5.8 Appealing against decisions of the Disciplinary Chamber

¹Appeals may be made against decisions of the Disciplinary Chamber to the International Court of Arbitration for Sport in Lausanne (CAS) in accordance with its arbitration rules.

²The persons on whom sanctions are imposed, the victim of an identified instance of maltreatment or abuse, Swiss Sport Integrity, Swiss Olympic and the national sports federation which is competent for the sport concerned by the ethics violation are all entitled to appeal.

5.9 Provisional measure

¹Swiss Sport Integrity may, on application from a party or by virtue of its own office, take any provisional measures which it deems necessary or appropriate, including the provisional suspension of a person from his/her sports-related roles for the duration of the procedure in accordance with these Statutes.

²Where particular urgency exists, Swiss Sport Integrity may order provisional measures before the parties concerned have been notified of the application. At the latest on issuing such an order, Swiss Sport Integrity must bring the application to the attention of the other parties and, without delay and, if applicable, setting a deadline, give them a fair hearing.

³An objection may be raised against a provisional measure with the Disciplinary Chamber. An objection may be raised against a provisional measure, which has been imposed under paragraph 2 of this provision, as soon as Swiss Sport Integrity has heard the other parties and issued a new decision.

5.10 Principles of the procedure

5.10.1 Protection of the person reporting, of witnesses and persons providing information

¹To protect the person reporting, anonymous reports can also be made. A technical platform is available for this. Anonymity means, in particular, that Swiss Sport Integrity, the Disciplinary Chamber, the sports organisations concerned and Swiss Olympic must not be informed about the identity of the person reporting unless he/she consents to his/her identity being made known (if necessary only to a limited extent).

²Swiss Sport Integrity respects the wish for anonymity of the person reporting, the witnesses and persons called to provide information. In the case of reporting to the State authorities or

other organisations and offices as provided under Article 5.3, anonymity must also be safeguarded for the protection and well-being of those people. Without prejudice to mandatory legal obligations to provide information, charges brought in the case of a strong suspicion of criminal offences to be prosecuted officially and situations in which disclosure is essential in order to avert a serious risk to the persons reporting, witnesses and persons called to provide information, or third parties.

³Swiss Sport Integrity also treats as confidential non-anonymous reports and the identity of witnesses and persons called to provide information. Within the framework on an investigation, information on reports and on the identity of reporting persons, and of witnesses and persons called to provide information, will, according to the need-to-know principle, be passed on to people only in so far as they need such information in order to fulfil the obligations of their role and to assume their responsibilities.

⁴Swiss Sport Integrity examines to what extent the legitimate interests of third parties under paragraphs 2 and 3 of this provision can be taken into account by redacting sensitive personal data or by concluding confidentiality agreements.

⁵Swiss Sport Integrity and/or the Disciplinary Chamber ensure that persons who report a case, anonymously or otherwise, have access to support and assistance if required and appropriate.

⁶Persons who, in good faith, report an ethics violation or abuse or who, to the best of their knowledge, provide information in a procedure of Swiss Sport Integrity or of the Disciplinary Chamber must not be penalised or discriminated against for doing so.

⁷A report is deemed to have been made in good faith if the person making it could have reasonably assumed that the reported ethics violation or abuse is actually true.

5.10.2 Right to information and a hearing

¹Swiss Sport Integrity and the Disciplinary Chamber ensure that the right to a fair hearing of the persons and sports organisations who and which are the subject of a procedure in accordance with these Statutes is protected. This means that those people and sports organisations are informed in good time and comprehensively about the accusations against them and can state their position regarding the accusations made against them.

²In the investigation procedure of Swiss Sport Integrity, people and sports organisations accused of a breach of these Statutes have, on first questioning, as provided under Article 5.4, the right to inspect the relevant records.

5.11 Parties to the procedure

¹The following are deemed to be parties to the investigation procedure: Swiss Sport Integrity, the accused person or sports organisation and the victim of the reported ethics violation.

²Other persons may be included in the procedure of Swiss Sport Integrity or the Disciplinary Chamber as persons called to provide information or as witnesses.

5.12 Protection of the procedure

The following breaches of the provisions for the protection of the procedure in accordance with these Statutes constitute breaches of these Statutes and may be subject to sanctions under Article 6:

- Preventing, obstructing or influencing a procedure of Swiss Sport Integrity or the Disciplinary Chamber;
- Failure of a person in a particular welfare or supervisory position to report as provided under Article 4.3;
- Refusal to participate in and cooperate with a procedure of Swiss Sport Integrity or of the Disciplinary chamber as provided under Article 4.4;
- Deliberate disregard of the request of the reporting person to remain anonymous as provided under Article 5.10.1 para. 1 et seq.;
- Knowingly false, obviously unfounded or incorrect reports to the detriment of another person as provided under Article 5.3 para. 3;
- Deliberate penalising of or discrimination against a person who has, in good faith, reported an ethics violation or abuse to Swiss Sport Integrity or has, to the best of his/her knowledge, provided information in a procedure of Swiss Sport Integrity or of the Disciplinary Chamber, under Article 5.10.1 para. 5;
- Preventing, by violence, threats or intimidation, a report made in good faith as provided under Article 5.10.1 para. 6.

5.13 Rules of procedure

¹The organisation, mission and powers of Swiss Sport Integrity and of the Disciplinary Chamber and their procedures follow, hereafter, the rules of procedure for Swiss Sport Integrity and those of the Disciplinary Chamber.

²In the event of divergences or discrepancies, the provisions of these Statutes take precedence.

6 Consequences

6.1 Disciplinary measures

¹Breaches of these Statutes may be subject to sanctions in the form of one or more of the following disciplinary measures:

- a. Warning;
- b. A temporary or, in the case of serious breaches, permanent ban on carrying out certain activities in organised sport (bans);

- c. Temporary or, in the case of serious breaches, permanent removal from a position within a body of a sports organisation (e.g. executive committee);
- d. Temporary or, in the case of serious breaches, permanent exclusion from a sports organisation
- e. Fines of up to CHF 50,000.

²Instead of or in addition to a disciplinary measure, the Disciplinary Chamber may order that a person found to be at fault be monitored or coached for a specified time limit by an independent supervisor or supervisory office.

6.2 Proportionality of disciplinary measures

¹In determining the proportionality of the disciplinary measure, all deciding factors should be taken into account, including the nature of the breach of these Statutes, the benefit of a deterrent effect in regard to similar misconduct, the participation and cooperation of the perpetrator in and with the investigation, the motives, the circumstances of the breach, the degree of fault of the perpetrator, the insight and remorse of the perpetrator and his/her efforts to compensate for or redress the consequences of the ethics violation.

²Aggravating factors which it is particularly important to take into account exist when the perpetrator has exploited his/her special relationship of trust and dependency with the person affected by the violation, e.g. as support staff member, supervisor or assistant, or has breached these Statutes repeatedly or continually or the ethics violation was perpetrated to the detriment of a minor (person under the age of 18).

³Mitigating factors which it is particularly important to take into account exist when the perpetrator participates and cooperates voluntarily in shedding light on the ethics violation, admits to the ethics violation promptly or shows remorse, in particular remorse demonstrated in a practical way.

6.3 Publication of the decisions of the Disciplinary Chamber

¹The Disciplinary Chamber sends the details of its decisions to the parties, the sports organisation concerned and Swiss Olympic.

²The Disciplinary Chamber and Swiss Sport Integrity may publish the decisions of the Disciplinary Chamber either in full or in the form of a media release as soon as they come into force and if there is public interest in publication. At the same time, it takes into consideration the personality rights of the persons concerned.

6.4 Further measures

Swiss Olympic and the sports organisations reserve the right to take further measures against the person concerned or the institution to which the person belongs, such as e.g. withdrawal

of a coaching licence, withdrawal of a Swiss Olympic Card, withdrawal of a Swiss Olympic Label or reduction in financial contributions.

6.5 Measures to redress and eliminate abuses

¹If, following a report or in the further process of dealing with a report of a possible breach of these Statutes, Swiss Sport Integrity or the Disciplinary Chamber determines that an abuse has taken place in a sports organisation, they are required to notify Swiss Olympic thereof and to provide a recommendation aimed at redressing the abuse. It is then incumbent upon Swiss Olympic to pronounce appropriate measures against the relevant sports organisation.

²Such measures may, for example, include:

- a. Awareness-raising and continuing education measures;
- b. Consulting an expert in the field or specialist office for advice;
- c. Drawing up or amending job descriptions (duties and responsibilities) of employees or office bearers;
- d. Introducing or adapting reporting obligations;
- e. Introducing or adapting control mechanisms.

³Swiss Olympic and the sports organisation concerned conclude a written implementing agreement on the measures to redress and put an end to abuses as provided under Article 5.7. An implementing agreement approved by the Disciplinary Chamber cannot be contested independently.

⁴Failure to adhere to the implementing agreement constitutes a breach of these Statutes. The persons responsible may be subject to sanctions in accordance with these Statutes. Swiss Olympic reserves the right to take further measures.

7 Information to other sports organisations and the general public

¹If the protection of persons not party to the procedure or the public interest so requires and the purpose of the investigation is not jeopardized thereby, Swiss Sport Integrity may inform sports organisations and the general public or the media about current investigation procedures underway, whilst protecting the personality rights of the parties to the procedure.

²If it is required for the protection and well-being of a person or sports organisation cited under Article 1.1, Swiss Sport Integrity informs them about a particular instance of behaviour or act of a person not subject to these Statutes, in so far as that behaviour or act constitutes an ethics violation cited under Article 2. The personality rights of third parties must be protected.

³Swiss Sport Integrity may inform State criminal prosecution authorities about a particular instance of behaviour or act of a person not subject to these Statutes as soon as that behaviour or act, in all probability, constitutes a criminal offence.

8 Final and temporary provisions

8.1 Limitation

¹The prosecution of breaches of these Statutes comes under the statute of limitations, lapsing after ten years. In the case of abusive acts against minors (persons under the age of 18), the limitation period of ten years begins on the 18th birthday of the minor concerned. The receipt of a report by Swiss Sport Integrity interrupts the limitation.

²The limitation period is suspended if criminal proceedings are instituted during that period.

³Swiss Sport Integrity can also take part in the reappraisal of statute-barred (lapsed) breaches of these Statutes if those breaches are serious and there is a public interest in the reappraisal. In order to fulfil this duty, Swiss Sport Integrity seeks collaboration with the sports organisations, the political authorities and independent experts. Although imposing sanctions for statute-barred abuses is ruled out, applications may still be submitted for measures to redress and put an end to abuses.

8.2 Current procedures underway

¹Procedures investigating ethics violations, which were instituted before 1st January 2022 by Swiss Olympic member federations and are not yet closed on 1st January 2022, must be concluded by the authority dealing with the case and closed with a final report. As from 1st January 2022, the Disciplinary Chamber is competent for the legal appreciation of the investigation findings.

²For the legal appreciation of findings of closed investigations by a Swiss Olympic member federation for which, on 1st January 2022, a procedure is already pending before a court of justice, that court remains competent until a final ruling is pronounced.

³As from 1st January 2022, the Disciplinary Chamber is competent for the legal appreciation of investigation findings for which no procedure has been opened before a court of justice.

⁴In the case of the appreciation or judgement of ethics violations which have taken place before 1st January 2022, the Disciplinary Chamber applies the ethics regulations of the relevant member federation. The procedure follows the rules of procedure of the Disciplinary Chamber.

⁵In the case of uncertainty regarding competence for the appreciation or judgement of ethics violations, the sports federations consult and come to an arrangement with the Disciplinary Chamber.

8.3 Abolishment or amendment of existing regulations of Swiss Olympic

¹These Statutes were adopted by the Swiss Sports Parliament on 26th November 2021 and come into force on 1st January 2022.

²The existing Codes of Conduct of Swiss Olympic will be abolished on 1st January 2022.

³Changes and amendments arising from these Statutes to names, terms and descriptions in Swiss Olympic regulations and similar which remain in force will be replaced on 1st January 2022 by the new name or new term or description in accordance with these Statutes. Such changes or amendments do not require the approval of the competent body or of the competent authority.

⁴These Statutes should be revised at least every two years and, if applicable, be adapted according to the experience acquired and new knowledge and insights gained.

8.4 Provisions of sports federations in the field of ethics

As from 1st January 2022, these Statutes replace regulations of the Swiss Olympic member federations in the field of ethics, provided those provisions contain rules which are laid down by these Statutes. Without prejudice to the application of regulations of the member federations to facts which occurred before 1st January 2022.

8.5 Interpretation

In the event of discrepancies between the different language versions of these Statutes, the German version takes precedence.

8.6 Editorial changes and amendments

The Executive Board of Swiss Olympic may make changes or amendments to these Statutes in order to correct printing, typographical, grammatical, typing or spelling errors or to make clarifications, provided those changes or amendments are not factually contrary to decisions and resolutions of the Sports Parliament.

9 Final provisions

These Statutes were laid down by the Sports Parliament of Swiss Olympic on 26th November 2021 and come into effect on 1st January 2022. Changes and adaptations have been approved by the Sports Parliament as follows:

- 25th November 2022, coming into effect on 26th November 2022.

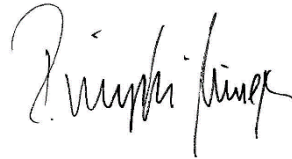
In application of sub-paragraph 8.6, the Executive Board has approved changes and adaptations as follows:

- 21st September 2022, coming into effect on 26th November 2022.

Bern, 25th November 2022
Swiss Olympic Association



Jürg Stahl
President



Ruth Wipfli Steinegger
Vice-President