



Code of Ethics

**Approved by IFMA Congress
September 12, 2013**

PREAMBLE

The fundamental purpose of the IFMA Code of Ethics is to assist the IFMA members in making consistent choices when faced with ethical dilemmas and to set out ethical principles and standards, that are in-line with the International Olympic Council's (IOC) ideals and therefore applicable throughout the Muaythai community and sport governed by IFMA. The IFMA members herein undertake at all material times to respect and to ensure compliance of the following principles:

Fairness: Operating within the spirit of the rules, never taking an unfair advantage and making informed and honorable decisions at all times.

Respect: Recognizing the contribution which all people make to sport, treating them with dignity and consideration, as well as caring for the property and equipment they use. Respect is for all irrespective of age, sex, religion or race.

Responsibility: Taking responsibility for one's actions and being a positive role model at all times.

Safety: Encouraging healthy and safe procedures, preventing and reporting dangerous behavior, while demonstrating concern for others.

Integrity: A set of principles derived from honesty, fairness and consistent respectability of good character.

Equity: Practicing fairness and applying social justice to all situations and decision making processes. Ensuring that all individuals are respected, have equal opportunities and have their rights protected.

Transparency: This is a fundamental principle of any form of modern governance. To ensure that any and/or all transactions, events, decisions and practices are fully transparent so as to ensure fairness and equity.

Accountability: This principle encourages responsible decision making and ensures sound decisions. IFMA members can play a vital role in such decisions and hence accountability is an important precept.

IFMA Code of Ethics

Scope of application

Art. 1

The present Code applies to IFMA and each of its members and staff, including but not limited to members of the Executive Committee, members of Commissions, the affiliated National Federations and their members and staff, and all officials, athletes, coaches and referees (hereinafter the "Parties").

The Parties shall pay particular attention to observing the IFMA Ethical Principles, including but not limited to fair play and sportsmanship, when participating in IFMA's championships and all other activities.

Principles

Art. 2

The Parties must comply with the following principles:

1. Human dignity – a fundamental requirement of Olympism is to safeguard the dignity of the individual. All doping practices at all levels are strictly prohibited. The provision against doping in the World Anti-Doping Code shall scrupulously be observed.
2. Nondiscrimination, either on the basis of race, gender, nationality, ethnic origin, religion, philosophical or political opinions, sexual preference or any other grounds.
3. Nonviolence, including abstaining from any kind of pressure and harassment, whether physical, mental, professional or sexual.
4. Friendship, mutual aid and fair play.
5. Integrity – the parties shall respect the rules concerning conflicts of interests and used due care and diligence in fulfilling their mission.
6. Good Governance and Resources – principles of good governance of the IOC movement – transparency, responsibility and accountability.
7. Priority to the interests of the sport of Muaythai and the athletes in relation to financial interests.
8. Protection of the environment.
9. Universality and Political neutrality – to maintain harmonious relations with state authorities.
10. Promotion of the Olympic Movement ideals.

Art. 3

The Parties shall use due care and diligence in fulfilling their mission. They shall, on all occasions and to the best of their ability, serve the interests of Muaythai and IFMA. They shall refrain from any behavior which might jeopardize Muaythai, and they must not act in any manner likely to tarnish the reputation of IFMA.

Integrity

Art. 4

The Parties shall refrain from asking, accepting or proposing, either directly or indirectly, any payment or commission, any advantages or services of any kind, in exchange for the performance of their duties for IFMA or for their work carried out for IFMA, unless they have previously obtained an express authorization in writing from the competent IFMA authority. IFMA must be informed of any offers of this kind which are made to a Party. IFMA shall adopt proper measures to ensure protection of such Parties, so that they can inform IFMA without risk of reprisal.

Art. 5

The Parties may receive or accept gifts only as a mark of respect or friendship and of nominal value in accordance with prevailing local customs. Any gifts offered to a third party must have been previously authorized by IFMA. Gifts may only be offered by IFMA or on behalf of IFMA; the Parties shall refrain from offering any gifts in their personal names. Any gifts received must be reported to IFMA. Any gifts exceeding US\$ 150 in value must be immediately sent to IFMA and shall become the property of IFMA. An overall sense of moderation should prevail concerning hospitality and accommodation.

Art. 6

The Parties must not be involved nor have relationships with any organizations, firms or persons whose activities are incompatible with the IFMA Ethical Principles.

Art. 7

The Parties who represent IFMA in an outside body shall be obliged to intervene and to vote in accordance with any instructions that they have received from the competent authority at IFMA. They shall not accept any instructions as to how to vote from any third-party.

Confidentiality

Art. 8

The Parties shall refrain from disclosing any information concerning IFMA or its activities that has not been made public, unless such a disclosure has been authorized by the competent authority at IFMA or is required by law.

Art. 9

The disclosure of information must not be aimed at making profit or taking any personal advantage, nor may it be motivated by malicious intent to damage the reputation of any person.

Conflict of interests

Art. 10

A situation of a potential conflict of interests arises when the opinion or decision of a Party may be reasonably considered as liable to be influenced by relations that such Party has, has had or is on the point of having with another person or organization that would be affected by the Party's opinion or

decision. A case of conflict of interests is constituted when a Party, having abstained from declaring a situation of a potential conflict of interests, expresses an opinion or takes a decision in the circumstances described in the above paragraph.

Art. 11

In assessing the situations described in Article 10 above, direct as well as indirect interests must be taken into account. This also includes the interests of a third person or entity (e.g. parent, spouse, relation, dependent, contractor, or contractee). The circumstances in which a conflict of interests could arise are, for example:

- a personal or material involvement (salary, shareholding, other various benefits) with suppliers of IFMA;
- a personal or material involvement with sponsors, broadcasters, various contracting parties;
- a personal or material involvement with an organization liable to benefit from the assistance of IFMA (e.g. subsidy, approval clause or election).

Art. 12

It is the responsibility of each Party to avoid any case of conflict of interests. Faced with a situation of a potential conflict of interests, the Party concerned must refrain from expressing an opinion, from making or participating in making a decision or from accepting any form of benefit whatsoever. However, if the Party wishes to continue to act or is uncertain as to the steps to take, the Party must inform the Ethics Commission of the situation.

Art. 13

The Ethics Commission shall propose to the Party concerned a solution as, for example:

- registering the declaration without any particular measure;
- removal of the Party from expressing the opinion or from making or participating in making the decision at the root of the conflict;
- relinquishment of the management of the external interest causing the conflict.

In the event that a Party neglects to declare a situation of potential conflict of interests or refuses to act according to the solution proposed by the Ethics Commission, the Ethics Commission shall propose to the IFMA President and to the Disciplinary Commission a decision that may include the measures provided in the above paragraph, as well as possible sanctions. The IFMA President and the Disciplinary Commission are responsible, in the final instance, for taking decisions and/or sanctions concerning conflicts of interests.

IFMA Ethics Commission Mission and composition

Art. 14

An independent IFMA Ethics Commission (hereafter the "Commission") is charged with the following mission:

1. to assist IFMA in developing and updating a framework of ethical principles, including the IFMA Code of Ethics, based upon the values and principles enshrined in the IFMA Code of Ethics, Statutes,

Bylaws, Disciplinary Code, Procedural Rules, Technical & Competition Rules and in the Olympic Charter, all such values and principles being hereafter referred to as “IFMA Ethical Principles”;

2. to help ensure compliance with the IFMA Ethical Principles in the policies and practices of IFMA;

3. to provide assistance, including advice or proposals, upon request by the IFMA President, the Executive Committee, the Disciplinary Commission or the Congress, in order that the IFMA Ethical Principles are applied in practice;

4. to investigate complaints or other issues submitted to the Commission by the IFMA President, the Executive Committee, the Disciplinary Commission or the Congress, and raised in relation to the non-respect of the IFMA Ethical Principles, and, if necessary, to recommend sanctions or other action to be taken by IFMA, its President, its Executive Committee, its Disciplinary Commission or its Congress;

5. to bring to the attention of whatever entity it finds appropriate, including but not limited to the IFMA President, the Executive Committee, the Disciplinary Commission or the Congress, any matter infringing the IFMA Ethical Principles and recommend actions or sanctions;

6. to advise on how to avoid or resolve conflicts of interests;

7. to pursue any other tasks relating to the development and implementation of the IFMA Ethical Principles, as requested by the IFMA President, the Executive Committee, the Disciplinary Commission or the Congress.

Art. 15

The Commission shall be composed of five members, designated as follows:

- a Chairman and a Vice Chairman, appointed by the IFMA President;
- three members appointed by the Executive Committee.

Neither the Chairman, nor the three members to be appointed by the Executive Committee shall be members of IFMA. The Vice Chairman can be chosen among members of IFMA.

Art. 16

Members of the Commission must all be familiar and acquainted with the values and Ethical Principles of the Olympic Movement, preferably through personal experiences; one member at least of the Commission shall have a background in the legal profession and another member at least in the carrying out of high level executive office or public service.

Art. 17

The duration of the term of a member of the Commission shall be four years. Such term is renewable twice.

Art. 18

A member of the Commission may only be removed from office by a unanimous decision of the Executive Committee or, in the absence of such decision, by decision of the Congress.

Art. 19

In the event of vacancy due to death, resignation, incompatibility or inability of a member to perform his functions, the member shall be replaced. The new member shall complete the term of the member he replaces and may be appointed for one new four year term.

Art. 20

Members of the Commission may not take any measure nor exercise any authority in relation to a matter where any conflict of interests or any other form of conflict exist or is perceived to exist.

Indemnification and expenses

Art. 21

Members of the Commission shall be indemnified by IFMA in relation to any claim by any third party deriving from the carrying out of their duties as members of the Commission.

Art. 22

Members of the Commission serve as volunteers. They are entitled to be reimbursed by IFMA for all their travel expenses as well as to a per diem allowance to cover their other costs.

Art. 23

The Commission shall be assisted by a secretary designated by the Chairman of the Commission, whose costs will be reimbursed by IFMA.

Procedures

Art. 24

The Commission establishes its own rules of procedure.

Art. 25

The Ethics Commission shall forthwith make a report to the Disciplinary Commission. The Disciplinary Commission shall then assess and make its recommendation(s) to the Executive Management Committee. A written decision shall then be made by the Executive Management Committee based on the report and recommendation(s) of both the Ethics and Disciplinary Commissions.

Art. 26

The Commission shall present every year a report to the Congress on the conduct of its activities.