

1.0 IFMA Code of Ethics Objectives

The fundamental purpose of the IFMA Code of Ethics is to assist 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 Muay Thai community and sport governed by IFMA.

The IFMA members herein undertake at all material times to respect and ensure compliance with the following principles:

Fairness: Operating within the spirit of the rules, never taking an unfair advantage, and always making informed and honourable decisions.

Respect: Recognizing the contribution that all people make to sport, treating them with dignity and consideration, and 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 always being a positive role model.

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

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

Equity: Practicing fairness and social justice in 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 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; hence, accountability is an important precept.

This Code of Ethics describes infringements.

- determines the sanctions incurred for any infringement and
- Regulates the organization, functions, and procedures of the judicial bodies responsible for making decisions regarding any infringement.

This Code applies to:

- Every match is organized by IFMA.
- Every function or course organized by the IFMA.
- If a Match Official is harmed physically or otherwise.
- If the statutory objectives of the IFMA are breached, especially regarding forgery, corruption, and doping.
- Any activity of an individual bound by this Code outside of their official function in Muay Thai which constitutes unethical behavior; and
- Any breach of IFMA regulations that does not fall under the jurisdiction of any other body.

2.0 Scope of application: natural and legal persons

The following natural and legal persons are subject to and bound by this Code:

Member Associations.

- Members of Member Associations and their affiliates.
- Clubs.
- Officials.
- Athletes.
- Match Officials.
- Intermediaries.
- Anyone elected and/or assigned by IFMA to exercise a function.
- Anyone with authorization from IFMA (in particular, about a Match, competition, function, course, or other event organized by IFMA).
- any candidate in an IFMA election; and
- Spectators.
- If an individual bound by this Code ceases to serve in his function, IFMA

may investigate and present the case to IFMA Disciplinary and Ethics Committee. The Committee may suspend the proceedings or make a substantive decision.

3.0 Types of Sanctions

Culpability

Unless otherwise specified, the principle of strict liability applies. Therefore, infringements are punishable regardless of whether they have been committed intentionally, recklessly, and/or negligently.

Involvement

Anyone who intentionally takes part in infringing, either as an instigator or accomplice, may be sanctioned.

The judicial body will consider the parties involved a degree of guilt and may reduce the sanction envisaged for the actual infringement accordingly.

Sanctions applicable to individuals

The following sanctions may be imposed on individuals:

- warning.
- Fine.
- Caution.
- expulsion.
- ban from team dressing room and/or team bench.
- ban from entering a Venue.
- ban on taking part in any IFMA activity.
- withdrawal of a title or award.

Sanctions applicable to Member Associations and Clubs

The following sanctions may be imposed on Member Associations and Clubs:

- warning.
- fine.
- annulment of the result of a Match.
- disqualification from a competition in progress and/or exclusion from a future competition.
- defeat by forfeit.

- order that a Match be replayed.
- withdrawal of a title or award.
- confiscation.
- withdrawal of a license to participate in IFMA competition.

Team misconduct

Any team where several individuals threaten or harass Match Officials or other persons during a Match has committed an offence.

The offence is aggravated in cases of age fraud.

Discrimination

Anyone who offends the dignity of a person or group of persons through contemptuous, discriminatory or denigratory words or actions concerning race, skin color, gender, disability, language, age, physical appearance, religion, political opinion, wealth, birth or any other status, sexual orientation, or ethnic, national, or social origin has committed an offence.

Penalty: TEAM ban on taking part in any IFMA activity for at least six (6) months; and Fine of at least USD 5,000 to a maximum of USD 20,000.

The offence is aggravated where several persons from the same Club or Member Association simultaneously commit the offence.

Forgery and Falsification

Anyone who, in IFMA activities:

- forges a document; or
- falsifies an authentic document; or
- uses a forged or falsified document, has committed an offence.

Penalty: TEAM fine of at least USD 1,000 to a maximum of USD 30,000; and suspension of at least six (6) Matches.

Doping

The commission of any Anti-Doping Rule Violation as pronounced within the IFMA Anti-Doping Regulations in force at the relevant time is an offence.

Penalty: in accordance with the IFMA Anti-Doping Regulations.

Failure to respect decisions

Anyone who fails to:

- pay a sum of money in full or part, even though instructed to do so by a body, a committee, or an instance of IFMA or
- comply with a non-financial decision passed by a body, a committee, or an instance of IFMA or
- respect the disciplinary decision of a Referee to expel him from a Match, has committed an offence.

Penalty: TEAM fine of at least USD 2,000 and maximum of USD 50,000.

The non-compliant party will be granted a final deadline by the judicial body in which to pay the amount or comply with the non-financial decision.

Unlawfully influencing Match results

Anyone who directly or indirectly, by an act or an omission, unlawfully influences or manipulates the course, result or any other aspect of a Match and/or competition or conspires or attempts to do so by any means has committed an offence.

The requesting or support of any such influence or manipulation, whether for one's own gain or for the gain of others.

There is no influence or manipulation if the individual intends to obtain or secure an advantage exclusively within the context of a Match.

Penalty: TEAM fine of at least USD 10,000 to a maximum of USD 100,000 and a ban on taking part in any IFMA activity for at least five. (5) years.

Everyone bound by this Code who fails to always cooperate fully with the IFMA in its efforts to combat such behavior and report to the secretariat of the IFMA Disciplinary and Ethics Committee immediately any approach in connection with activities and/or information directly or indirectly related to the possible manipulation of a Muay Thai Match or competition has committed an offence.

Penalty: TEAM fine of at least USD 5,000 to a maximum of USD 50,000; and/or ban on taking part in any IFMA activity for at least two. (2) years.

Obligations of Member Associations and Clubs

Member Associations and Clubs shall:

- actively vet the age of Players shown on the identity cards they produce at competitions that are subject to age limits.
- ensure that no-one is involved in their management who is under prosecution for action unworthy of such a position (e.g., doping, corruption, forgery) or who has been convicted of a criminal offence in the past five (5) years; and
- bear the responsibility of monitoring the cautions and/or suspensions received by its Players and Officials and to ensure that all Players and Officials registered

and or fielded during a competition are eligible to play.

Failure to adhere to any of these obligations is an offence. The judicial body may order any of the sanctions as set out in this Code as it sees fit in the circumstances.

Corruption

Anyone who offers, promises, or grants an unjustified advantage to a body or judicial body of the IFMA, a Match Official, a Player or an Official on behalf of himself or a third party to incite a violation of IFMA regulations or obtain any other improper advantage has committed an offence.

Penalty: TEAM fine of at least USD 10,000 to a maximum of USD 100,000; and ban on taking part in any IFMA activity for at least three. (3) years; and confiscation of the assets involved in committing the infringement.

Anyone who solicits or accepts an unjustified advantage from an individual seeking to incite a violation of IFMA regulations or obtain any other improper advantage, regardless of whether that advantage materializes, has committed an offence.

Penalty: TEAM fine of at least USD 10,000 to a maximum of USD 100,000; and ban on taking part in any IFMA activity for at least three. (3) years; and confiscation of the assets involved in committing the infringement.

The instruction of an intermediary or related party to offer, promise, grant, solicit, or accept an unjustified advantage shall fall within the scope of Article 68.1 or

Betting

Making any bets in relation to any Match or competition is an offence.

The requesting or support of any such betting, whether for one's own gain or for the gain of others.

Penalty: TEAM fine of at least USD 5,000 to a maximum of USD 50,000; and/or suspension of at least one (1) Match.

The provision to anyone of special knowledge or otherwise not publicly available information that is relevant to betting on any Match or competition, whether for one's own gain or for the gain of others, is an offence.

Integrity of Conduct

A party must use due care and diligence in fulfilling their duties.

A party must act with the highest degree of integrity, and particularly when making decisions, they must act with impartiality, objectivity, independence, and professionalism.

A party must refrain from any act involving fraud or corruption.

A party must not act in a manner likely to tarnish the reputation of Muay Thai.

A party or its representative(s) must not, directly, or indirectly, solicit, accept, or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, when negotiating deals of any kind when performing their duties.

A party may only give or receive gifts of consideration or friendship of nominal value, in accordance with prevailing local customs.

Such gifts may not lead to the impartiality and integrity of the party, the IFMA, or Muay Thai being called into question.

Any other form of token, object or benefit shall constitute a gift which shall not be accepted. Receipt of any such token, object, or benefit shall be immediately reported to the IFMA.

For the avoidance of doubt, the giving and receiving of cash is not permitted.

For hospitality shown to a party, as well as those accompanying them, a sense of measure must be respected.

A party must avoid any situation that could lead to a conflict of interest.

When performing an activity for the IFMA or before being elected or appointed, a party bound by this Code shall disclose any personal interests that could be linked with their prospective activities.

Conflicts of interest arise if the party bound by this Code has, or appear to have, private or personal interests that could detract from their ability to perform their duties with integrity in an independent and purposeful manner. Private or personal interests include gaining any possible advantage for other parties bound by this Code, relatives, friends, and acquaintances.

A party bound by this Code shall not perform their duties in cases with an existing or potential conflict of interest. Such conflicts shall be immediately disclosed to the IFMA.

A party must respect the physical and mental integrity of others and must refrain from all forms of verbal, physical and mental abuse.

Harassment of any nature (including sexual harassment) is forbidden.

Harassment may be verbal, mental and/or physical in nature.

Harassment can take many forms, and includes systematic, hostile, and repeated acts perpetrated for a considerable duration, which are intended to isolate or ostracize a person and affect the dignity of the person.

Sexual harassment can involve unwelcome sexual advances that are not solicited or invited.

Any assessment of harassment is based on whether a reasonable person would consider the relevant conduct to be undesirable and/or offensive (as the case may

be).

Threats, the promise of advantages and coercion are particularly prohibited.

The harassment of minors shall be considered an aggravating factor.

Failure to adhere to any of these obligations is an offence.

Penalty: for physical or mental abuse: fine of at least USD 1,000 to a maximum of USD 20,000; and ban on taking part in any IFMA activity for a minimum of two (2) years.

for sexual exploitation or abuse, or in other serious cases: fine of at least USD 10,000 to a maximum of USD 100,000 and ban on taking part in any IFMA activity may be pronounced for a minimum of ten (10) years.

Duty to report any infringement.

Without prejudice everyone bound by this Code has a duty to report to the IFMA, without undue delay and unprompted, any conduct of a third-party incompatible with this Code or any other IFMA regulation.

The failure to comply with the duty to report conduct incompatible with this Code or any other IFMA regulation is an offence.

Penalty: subject to the gravity of the incompatible conduct that was not reported.

Where the offence is aggravated, any further sanctions as listed in this Code may be imposed by the judicial body.

Confidentiality

The members of the judicial bodies shall ensure that everything disclosed to them during their duty remains confidential (including the facts of cases, the contents of any deliberations and all decisions taken).

Only the contents of those decisions already notified to the addressees may be made public. This includes, without limitation, publishing such decisions online. Where appropriate, such decisions shall be redacted.

Any person who is required to participate in or is subject to a disciplinary investigation or disciplinary proceedings must always keep such information confidential unless the chairperson of the judicial body explicitly stipulates otherwise in writing. Any breach of such duty may be sanctioned.

In the event of a breach of this Article by a member of a judicial body, the relevant member shall be suspended from the relevant judicial body until the next IFMA Congress.

Exemption from liability

Neither the members of the judicial bodies nor the secretariat may be held liable for any action or omission relating to any disciplinary procedure conducted

pursuant to this Code.

Procedural rules specific to the IFMA Disciplinary and Ethics Committee

Disciplinary proceedings may be opened by the IFMA administration:

- ex officio.
- based on official reports.
- where a protest has been lodged in accordance with the relevant competition regulations.
- at the request of the IFMA President, IFMA Executive Committee, or the IFMA Director General.
- based on documents received from a public authority; or
- where a complaint has been filed.
- Any person or body may report any conduct considered incompatible with IFMA regulations. Such complaints shall be made in writing.

Match Officials are obliged to report infringements which have come to their notice.

Investigation

Prior to the opening of disciplinary proceedings, the secretariat shall carry out the necessary preliminary investigation ex officio based on the information received.

If the Director General deems that there is no prima facie case, it may close the preliminary investigation without opening disciplinary proceedings.

If the Director General deems that there is a prima facie case, it shall open disciplinary proceedings.

The Director General may offer an administrative resolution with the party prior to the opening of disciplinary proceedings and subject to the relevant competition regulations.

If accepted by the party, such administrative resolution must be subsequently approved by the chairperson of the IFMA Disciplinary and Ethics Committee or by a member designated by the chairperson and recorded by the IFMA.

Should the chairperson not approve the administrative resolution, disciplinary proceedings shall be opened.

The Director General shall have the authority to hire or appoint external resources to assist in any investigation.

The Director General shall inform the party that disciplinary proceedings have been opened.

Once the investigation has been completed, and the secretariat deems that there is a case, it shall forward charges of misconduct and the full case file to the party and provide the party with an opportunity to be heard.

The content of the full case file may be restricted in accordance with IFMA Policy

Once the investigation has been completed, and the Director General deems that there are no case, disciplinary proceedings shall be closed.

Disciplinary proceedings may be closed, if, among other reasons, the parties reach an agreement, or a party declares bankruptcy.

If disciplinary proceedings have been closed, the secretariat may reopen the investigation if new facts or evidence are discovered within the limitation period for prosecution.

The Director General shall prosecute the case on behalf of the IFMA before the IFMA Disciplinary and Ethics Committee.

The Director General shall have the authority to hire or appoint external counsel to prosecute the case on behalf of the IFMA.

Procedural rules for the chairperson or member acting alone.

The procedural rules governing the IFMA Disciplinary and Ethics Committee apply in the same way whenever the chairperson or member decides alone.

Appeal

An appeal may be lodged to the IFMA Appeal Committee against any decision passed by the IFMA Disciplinary and Ethics Committee