

CHAPTER 8 - ASA INTEGRITY CODE FOR THE SOUTH AFRICAN ATHLETICS FAMILY – ASA RULES AND REGULATIONS

Acknowledgement to the IAAF INTEGRITY CODE

Preamble

- It is an object of Athletics South Africa “ASA” to safeguard the authenticity and integrity of Athletics and to take all possible measures to eliminate corrupt conduct which might place the authenticity, integrity and reputation of Athletics at risk.
- In furtherance of this object, the ASA Rules and Regulations include the following Code of Ethics that sets out the Principles of ethical conduct applicable to the ASA Family (the “Code”).
- The IAAF Code of Ethics “the IAAF Code” further provides in its appendices for rules and procedures in specific cases and for the Statutes of the IAAF Ethics Commission and the Procedural Rules of the IAAF Ethics Commission (Procedural Rules). These appendices to the IAAF Code are to be read in conjunction with this ASA Code of Ethics, interpreted as required at a National or Provincial level.
- The Provincial and Associate Members of ASA shall adopt a code of ethics which shall be based on the Principles and rules of the Code.

A Application

1. **Persons Covered by the Code:** The Code applies to the following individuals (collectively referred to as the “ASA Family”):
 - a. “ASA Officials” meaning all members of the ASA Council, ASA Board, ASA Committees and ASA Commissions, Individual Members as defined in the ASA Constitution and any person who acts or is entitled to act for or on behalf of ASA, including without limitation ASA staff, consultants, agents and advisors;
 - b. “Provincial Member Officials” and “Associate Member Officials”, meaning all members of the council and/or executive bodies, committees and commissions of Provincial and Associate Members and others who act, or are entitled to act, for or on behalf of a Provincial or Associate Member, including without limitation, staff, consultants, agents and advisors;
 - c. “Club Member Officials” meaning all members of executive bodies and committees of Clubs and Provincial Associate Members and others who act, or are entitled to act, for or on behalf of a club or associate member, including without limitation, staff, consultants, agents and advisors;
 - d. “Participants” meaning all Athletes, Athlete Support Personnel, competition officials, officials, managers or other members of any Athletics delegation, referees, jury members and any other person who is or has been accredited to attend or participate in a Competition under the auspices of ASA;
 - e. “Competition Organisers” meaning all stakeholders involved in the presentation of Competitions under the auspices of ASA including the sponsors, host cities, suppliers, local organising committees of such competitions and their respective officials, employees and others acting, or entitled to act, on their behalf; and
 - f. Such other persons who agree in writing at the request of ASA to be bound by the Code.
2. **Conduct covered by the Code:** The Code applies to all conduct that damages the authenticity, integrity and reputation of Athletics whether it occurs within or in connection with Athletics or otherwise.
3. It shall be the personal responsibility of every person in the ASA Family to make himself aware of the Code, including conduct that constitutes a violation of the Code, and to comply with it.
4. Every person in the ASA Family submits to the exclusive jurisdiction of the ASA Disciplinary Committee convened under the ASA Constitution to hear and determine violations and to the exclusive jurisdiction of

the IAAF Ethics Commission to determine any appeal from a decision of the ASA Disciplinary Committee (after ratification by the ASA Board).

5. **Timing:** The Code shall come into force on 1st January 2018 (“Commencement Date”) and apply to all violations of the Code committed on or after the Commencement Date.
6. With respect to any proceeding pending as at the Commencement Date under the previous ASA Rules and Regulations, or proceedings brought after the Commencement Date where the facts giving rise to them occurred prior to the Commencement Date, the proceedings shall be governed by the substantive provisions of applicable ASA Rules and Regulations in effect at the time of the alleged facts, unless the ASA Disciplinary Committee hearing the proceeding determines the principle of “*lex mitior*” applies under the circumstances of the proceeding. All such proceedings shall be conducted in accordance with the Procedural Rules under the IAAF Code.

B Principles of the Code

7. The Principles on which the Code is founded are set out in C and D below.
8. Persons subject to the Code shall immediately report any breach of the Code to the ASA Chief Executive Officer or the Chairperson of the ASA Disciplinary Committee.
9. Persons subject to the Code who attempt, or agree with another person, to act in a manner that would constitute or culminate in the commission of a violation of the Code shall be treated as if a violation has been committed, whether or not such attempt or agreement in fact resulted in such violation. However, there shall be no violation where the person who is subject to the Code renounces his attempt or agreement prior to it being discovered by a third party not involved in the attempt or agreement.
10. Persons subject to the Code, who knowingly assist, fail to report or are otherwise complicit in any act or omission that constitutes or culminates in the commission of a violation of the Code shall themselves be treated as having committed a violation of the Code.

C Principles of Conduct Applicable to ASA Family

This Part C applies to all members of the ASA Family.

C1 Integrity

11. Persons subject to the Code shall not act in a manner likely to affect adversely the reputation of ASA, or the sport of Athletics generally, nor shall they act in a manner likely to bring the sport into disrepute.
12. Persons subject to the Code shall act with the utmost integrity, honesty and responsibility in fulfilling their respective roles in the sport of Athletics.
13. Doping in Athletics is strictly prohibited in accordance with the Anti- Doping Rules (IAAF Appendix 1).
14. Persons subject to the Code shall not participate in betting on Athletics, nor manipulate the results of competitions nor engage in other corrupt conduct in accordance with the Rules against Betting, Manipulation of Results and Corruption (IAAF Code Appendix 2).
15. Persons subject to the Code, shall not offer, promise, give, solicit or accept any personal or undue pecuniary or other benefit (or the legitimate expectation of a benefit irrespective of whether such benefit is in fact given or received) in connection with their activities or duties in Athletics.

16. Persons subject to the Code are prohibited from misappropriating ASA assets.

C2 Equality

17. There shall be no discrimination in Athletics on the basis of race, sex, ethnic origin, colour, culture, religion, political opinion, marital status, sexual orientation or any unfair or other irrelevant factor, except as permitted by law, including in the ASA Council, Committees, Commissions or other elected or appointed bodies of the ASA Family.

18. In electing or appointing persons to positions, Councils, Boards, committees, commissions or other elected or appointed bodies within the ASA Family, both sexes must be considered.

19. Facilitating an inclusive and welcoming environment for persons with disabilities.

C3 Dignity

20. Safeguarding the dignity of the individual is fundamental and all forms of harassment in Athletics; be it physical, verbal, mental or sexual, are prohibited.

C4 Good Faith

21. Members of the ASA Family shall act in good faith towards each other with mutual trust and understanding in all their dealings.

22. Be particularly conscious of the safety and wellbeing of children and protection of the rights of minors and women.

C5 Fair Elections

23. Candidates for elected positions in the ASA Family shall conduct their candidacies with honesty, dignity and respect for their opponents in accordance with the Rules Concerning Candidacy for IAAF Office and the Conduct of Elections (IAAF Code Appendix 3).

C6 Bidding

24. Competition Organisers, Members and Candidate Cities wishing to host International, National and Provincial competitions organised by ASA and its Members (including those persons acting or entitled to act on their behalf) shall conduct their candidacies with honesty, dignity and respect for their opponents in accordance with the Rules of Conduct Applicable to Members and Candidate Cities Wishing to Host World Athletics Series competitions and other International Competitions organised by the IAAF (IAAF Code Appendix 4).

C7 Confidentiality

25. Persons subject to the Code shall not at any time disclose information entrusted to them in confidence in connection with their role or activities in Athletics unless required to do so by the Code or by law. Information which is not confidential and is obtained in connection with their role or activities in Athletics shall not be disclosed for personal gain or benefit, nor be used maliciously to damage the reputation of any person or organisation.

D Principles of Conduct Applicable to the ASA Family

This Part D shall apply in general to the ASA Family and specifically to all ASA, Provincial and Club Officials.

D1 Fiduciary Duties

26. ASA, Provincial and Club Officials shall use due care and diligence in fulfilling their roles for and on behalf of the ASA Family.
27. Uphold and implement standards and procedures to ensure event safety and environmental sustainability.

D2 Improper Benefits

28. ASA, Provincial and Club Officials shall not, directly or indirectly, solicit, accept or offer any form of improper remuneration or commission, or any concealed benefit or service of any nature, connected with the organisation of any Athletics event or election or appointment to office.
29. Gifts and other benefits of nominal value may be given or accepted by an Official as a mark of respect or friendship. The giving or accepting of any other gift or benefit by an Official is prohibited. In all circumstances, the giving or accepting of cash by an Official in any amount is prohibited.
30. The hospitality shown to ASA, Provincial and Club Officials and the person(s) accompanying them shall not be excessive.

D3 Improper Association

31. The ASA Family must not be involved with firms or persons whose activity or reputation is inconsistent with the principles set out in the Code.

D4 No Conflicts of Interest

32. ASA, Provincial and Club Officials shall act for the benefit of the ASA Family when making decisions that affect or may affect ASA and must do so without reference to their own personal interest, either financial or otherwise.
33. ASA, Provincial and Club Officials shall comply with the IAAF Rules Concerning Conflicts of Interest of IAAF Officials (IAAF Code Appendix 5).

D5 Neutrality

34. ASA, Provincial and Club Officials shall remain politically neutral in their dealings on behalf of ASA with government, provincial and municipal institutions and local, provincial, national and international organisations.

D6 Behaviour

35. The ASA Family is expected to work in a spirit of cooperation with all stakeholders, assisting less experienced colleagues, and refraining from public criticism of individuals, including at meetings or through the media.

36. The ASA Family is to demonstrate a high level of personal conduct including; refraining from audible profanity, obscene gestures, verbal abuse including derogatory, insulting or accusing language or tone, inappropriate behaviour, dress or attitude.
37. Members of the ASA Family are to refrain from using alcohol or tobacco products when involved in Athletics training sessions or competitive events. To use these products responsibly when attending athletics social events.
38. Individuals of the ASA Family are to display a high level of professionalism through punctuality, timeous action, and skill in execution of duties, continuous improvement and giving considered opinion.

E Enforcement

39. The Principles in the Code shall be enforced in accordance with its provisions and in accordance with the provisions of the ASA and IAAF Rules and Regulations referred to in it.
40. There shall be an independent and appropriately qualified investigator appointed by the ASA Disciplinary Committee or ASA Board to undertake investigations into violations of the Code (other than violations of the Anti-Doping Rules) according to the Procedural Rules.
41. There shall be an ASA Disciplinary Committee established pursuant to Clause 16.3.3 of the ASA Constitution, which shall carry out its functions in terms of this Code in accordance with the Statutes of the IAAF Ethics Commission (IAAF Code Appendix 6) and the Procedural Rules (IAAF Code Appendix 7). These functions shall include adjudicating whether violations of the Code have been committed and imposing sanctions.

F Final Provisions

42. The Code shall be adopted by the ASA Council as a Chapter of the Rules and Regulations of ASA in accordance with Clause 29 of the ASA Constitution. To the extent of any inconsistency between the Code and the ASA Constitution, the relevant provisions of the ASA Constitution shall prevail.
43. Words used in the Code shall have the same meaning as set out in the ASA Constitution and the ASA Rules, unless specified otherwise.
44. The provisions of the Code shall be governed by and interpreted in accordance with the laws of the Republic of South Africa.