



## **Annex 5**

# **THE IDO CODE OF ETHICS AND DISCIPLINARY PROCEDURES**

**(ver. 2018-05-12)**

### **Preamble**

The IDO core values and ethical principles are set to the highest standards of conduct, governance, and transparency in sport management and competitions. IDO is committed to seek full engagement of all its members on an equal basis in its decision-making. Dissemination of the culture of ethics and integrity such as respect, honesty, tolerance, and solidarity are fundamental and universal values for IDO, in all forms and at all times.

Whoever is involved in the IDO, must not act in a manner likely to tarnish, jeopardise, or damage the reputation of the IDO or dance sport generally, or any other dancer or member of the IDO family. They must not act in a manner likely to bring the dance sport into disrepute or to harm it in such a way as to disgrace it. It is expected that everyone will show commitment to an ethical attitude, will behave in a dignified manner, and will act with complete credibility and integrity.

### **Applicability**

This Code of Ethics and Disciplinary Procedures is designed to provide a set of ethical standards and disciplinary measurements should issues occur. The IDO Code of Conduct and IDO Electoral Code are integral part of this Code of Ethics and Disciplinary Procedures (hereinafter "Code"). Observance of this Code is vital to the integrity of dance sport and to the IDO.

The IDO and each of its Associations, National Member Organizations (hereinafter NMO), and its Members; Elected and Appointed Members; IDO Employees and Contract Employees; Coaches, Trainers, Dancers, Team Captains, and Representatives of NMO; Adjudicators and all Officials serving at the competition (hereinafter "IDO Family"), must undertake to respect and to ensure respect, to comply and to ensure compliance with this Code, and undertake to be sanctioned in case of violation of IDO regulations and this Code. Each IDO National Member Organization shall incorporate these Codes into their own regulations.



### **The IDO Disciplinary & Ethics Committee and IDO Appeal Committee**

The IDO Disciplinary & Ethics Committee and IDO Appeal Committee, as independent each, are entitled to handle all cases arising from the application of this Code, and shall act in accordance with the IDO regulations, in particular with IDO Statutes, IDO Bylaws, and this Code.

The IDO Disciplinary & Ethics Committee is responsible for ensuring that the IDO core values and ethical principles are upheld, and to judge the conduct of all persons (hereinafter IDO Family) bound by this code while performing their duties, and in cases of not performing their duties if such conduct is likely to tarnish, jeopardise, or damage the integrity, image, or reputation of the IDO. Furthermore, the committee is responsible for investigating possible infringements and violations of this Code, is free to open preliminary proceedings at its own discretion and at any time, as well as based on a filed complaint (which may not be challenged), and may impose sanctions to any member of the IDO Family.

The IDO Appeal Committee is responsible for the handling of appeals against decisions of the IDO Disciplinary & Ethics Commission, which any other IDO regulations do not define as final.

The IDO Disciplinary & Ethics Committee members and IDO Appeal Committee members are elected by Annual General Meeting for a 4 (four) year term, and can serve a maximum of three terms. Each of the committee is composed of 3 (three) members (with a minimum of one man and one woman) coming from different continents (Americas, Europe, Africa, Asia and Oceania); the chair is elected by members of the committee on its constitutive meeting. In case the chair of the committee is unable to act, his duties shall be performed by the senior member of the committee. In case of death, resignation, or the inability of a member to perform his/her function, the member shall be replaced by a newly elected member for the remaining period of the committee member's term.

The members of these committees and their immediate family members cannot act in any other formal or informal position within the IDO Family. The members of these committees shall act honestly, professionally, entirely independently, and must avoid third-party influence. Members of these committees shall decline to participate in any action concerning a matter where there are serious grounds for questioning his impartiality or where any conflict of interest or any other conflict exists or is perceived to exist. The members of these committees shall ensure that everything disclosed to them during the course of their duty



remains confidential (facts of the case, contents of the deliberations, and decisions taken); only the content of those decisions already notified to the addressees may be made public.

The IDO Disciplinary & Ethics Committee and IDO Appeal Committee shall decide by absolute majority of committee member; every member shall vote.

The IDO Disciplinary & Ethics Committee and IDO Appeal Committee shall present an annual report on its activities to the Annual General Meeting.

### **Disciplinary Measures**

Any infringement or violation of this Code or any other IDO regulations, regardless of whether they have been committed deliberately or negligently, by person bound by this Code is punishable. Acts amounting to attempt are also punishable.

Sanctions imposed by the IDO Disciplinary & Ethics Committee may be, as follows: (a) warning; (b) reprimand; (c) fine; (d) annulment of the result; (e) withdraw of a title, license, or award; (f) censures; (g) prohibition (h) ban; (i) expulsion; (j) impeachment; (k) apology. Sanctions may be limited to a geographical area, to one, or a specific area. When necessary, the duration of a sanction shall be defined. The sanction may be increased as deemed appropriate if infringement or violation has been repeated. Decision imposed on a review of the IDO Disciplinary & Ethics Committee by the IDO Appeal Committee may be, as follows: (a) confirmation of sanction; (b) revocation of sanction; (c) aggravation of sanction; (d) mitigation of sanction. The Annual General Meeting reserves the disciplinary power with regards to the suspension and exclusion of members.

Every effort will be made to deal with a discipline case in the shortest possible timescale. This will vary according to the time required to investigate the specific case. The severity of the sanction will depend on the circumstances, the seriousness of the infringement or violation, and any aggravating or mitigating factors being of relevance, including the offender's assistance and cooperation, the motive, the circumstances, and the degree of the offender's guilt. The offender shall have the right to a fair, timely and impartial hearing either by appearing personally in front of the committee and/or submitting a defence in writing; the committee is free to decide whether the right to be heard may be exercised solely in writing (ordinary mail or email) or orally (in person, use of telephone or video conference). Resolution (=sanction) shall include a committee decision together with all relevant information, scope and duration of the sanction.



All sanctions imposed by the IDO Disciplinary & Ethics Committee shall have immediate effect in case there is not a submitted appeal on the decision. The time limit to lodge an appeal to the Appeal Committee is possible within 48 (forty-eight) hours upon receipt of the resolution. An appeal may be lodged in writing by the party concerned, having a legally protected interest justifying amendment or cancelation of the decision, with the exception of sanctions: (a) warning; (b) reprimand; (c) apology. The Appeal will only be accepted with the accompanied deposit fee (=amount defined by presidium); if the appeal is upheld, the deposit fee will be returned. The decisions of the Appeal Committee shall be irrevocable and binding on all parties concerned.

The IDO Appeal Committee decision may be appealed against before the Court of Arbitration for Sport (CAS), within 30 (thirty) days upon receipt of the resolution. All decisions taken by the IDO Appeal Committee shall remain in effect while under appeal unless CAS orders otherwise.

As a general rule, infringement or violation of the provisions of this Code may no longer be investigated or prosecuted after a lapse of 8 (eight) years; investigation or prosecution for bribery and corruption, forgery and falsification of any kind of document, or theft is not subject to a statute of limitations.

### **Validity**

In this Code words importing the singular number include the plural and vice versa; words importing the masculine gender include the feminine and neuter genders.

This Code was adopted by the Annual General Meeting on August 19, 2018 and comes into force from this day forward.