

Annex 3

THE IDO CODE OF CONDUCT

(ver. 2018-02-25)

The IDO Code of Conduct (hereinafter “Code”) articulates the highest standards and most important principles and values for conduct and behaviour within the IDO and its members.

The main purposes of the Code are to secure a certain standard of behaviour and to protect the welfare of individuals, which is essential to IDO and its aims & objectives to promote worldwide the art of dancing and dance sport in all its forms. This Code complements and does not replace the control exercised by Competent Authorities, and does not limit or alter applicable international law or relevant national law.

The Code defines the required standards of conduct and behaviour, which applies to the whole IDO family, as follows:

- **Associations, National member organizations (=NMO) and its members**
- **Elected and Appointed members;**
- **IDO employees and contract employees;**
- **Coaches, Trainers, Dancers, Team Captains, representatives of NMO;**
- **Adjudicators and all officials serving at the competition.**

The IDO and its members shall at all times and in every situation comply with following values and principles:

- **Integrity and Ethical behaviour**
Everyone shall act with integrity, behave ethically and perform loyalty in all situations to uphold the reputation of integrity of IDO and its aims and objectives.
- **Privacy, Dignity and Respect**
It is important to treat everyone in a manner that makes them feel valued and respected and act in a way to protect their personal rights and maintains their privacy, dignity and respect.

- **Welfare**

Everyone shall act, promote and advocate for the happiness, health, safety, well-being and medical care of IDO family members, and participants of IDO events at all times and in every situation.
- **Solidarity and Politeness**

It is important to support each other and share feelings, aims and dreams. Mutual support brings mutual success before, during and after the competition, on and off the field.
- **Inclusivity**

Zero tolerance on discrimination as a result of origin, nationality, race, ethnicity, religions belief, skin colour, age, gender, language, social origin, physical, emotional, mental and intellectual ability, sexual preference, political or other belief, place or type of residence, or engagement in any kind of verbal or physical harassment based on any kind of criteria, mentioned about or other.
- **Compliance with Laws, Rules and Regulations**

Everyone shall comply with all applicable laws and adhere to internal rules, regulations and other decisions made by IDO bodies.
- **Personal Data Protection**

Protection of personal data will be guaranteed to every individual and shall be processed lawfully and fairly.
- **Fair Play Policy**

The essence of Fair Play is highly encouraged and appreciated at all times in all our decisions and actions.
- **Avoidance of Potential Conflicts of Interest**

Everyone shall act in the best interests of IDO and its aims & objectives. It is the personal responsibility of each member of the IDO family to declare any potential conflict of interest and avoid such situations.

- **Transparency and Good Governance**

The most important policy is to ensure transparency and strive to maintain a culture of accountability in all actions, standing up to checks where necessary. All actions should be scrupulous enough to bear public scrutiny.

- **Clean Sport**

Drugs and doping are strictly forbidden and shall be avoided, shall not be offered and shall not be given in any circumstances.

- **Against Bribery and Corruption**

All forms of bribery and corruption are unacceptable and not tolerated, as such shall be rejected and condemned by everyone.

- **No Competition Manipulation**

Zero tolerance on any form of manipulation or unlawful influencing in competition. Forgery and falsification of any kind of document are strictly forbidden and not tolerated.

- **Social and Environmental Responsibility**

IDO and its members are committed to contribute a positive social change through the art of dancing and dance sport, and aim to minimise the negative influence of all its events on the environment and to promote sustainability development through channels of communications and influence.

This Code was adopted by the Annual General Meeting on *Month 99, 2018* and comes into force from this day on.