

International
Olympic
Committee

QUARTERLY WEBINARS ON GOOD GOVERNANCE

FOCUS ON DEMOCRACY

25/09/2024

WELCOME!



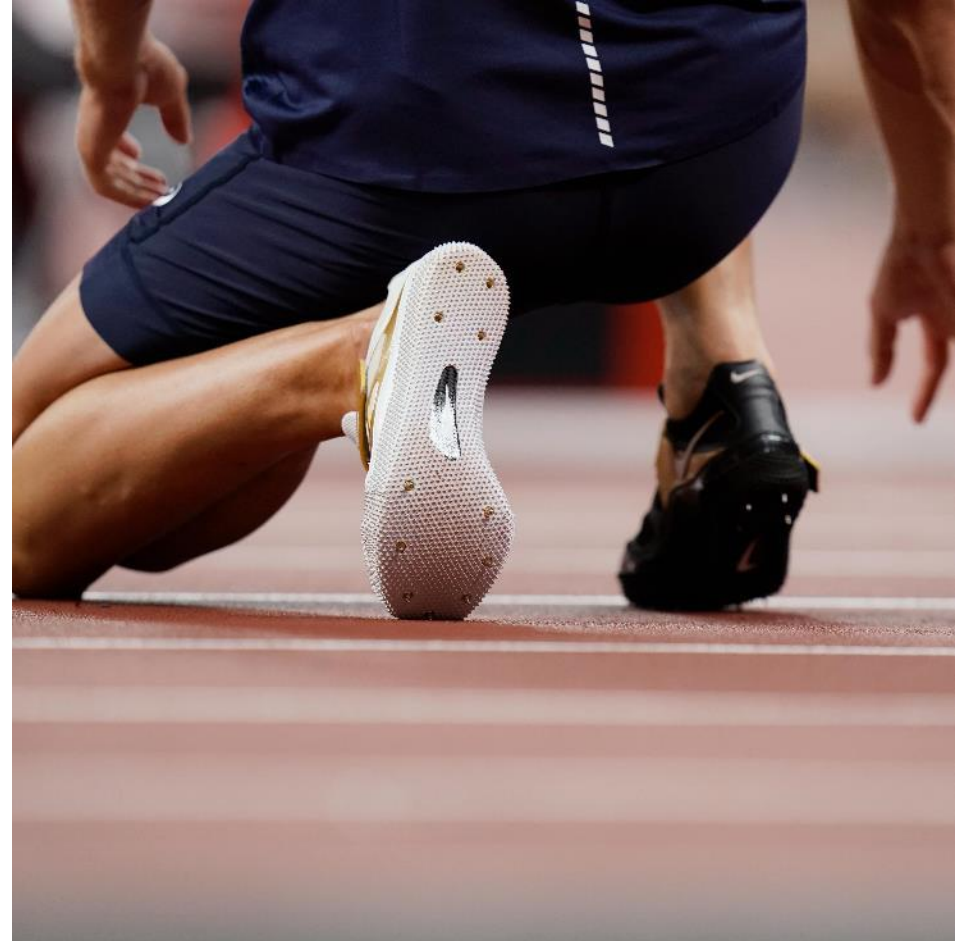
PANATHLON INTERNATIONAL
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WEBINAR STRUCTURE



- **Webinar objectives**
- **IPACS Overview**
- **Understanding Good Governance**
 - Democracy
- **Conclusions and takeaways**



AGENDA 2020+5 RECOMMENDATION 14



Strengthen the Olympic Movement through good governance (*Extract*)

- Make compliance with the “Basic Universal Principles of Good Governance” conditional for recognition and inclusion in the Olympic Programme and granting of patronage
- Urge the Olympic IFs and NOCs to be transparent in their budget and accounts concerning the direct and indirect support for athletes, sports development and Olympic Values
- Strengthen the involvement of Olympic Movement stakeholders in the International Partnership Against Corruption in Sport (IPACS) to increase the effectiveness of anti-corruption measures



OLYMPIC AGENDA 2020+5 15 RECOMMENDATIONS




Institutional governance

- Accountability
- Voting & election process
- Transparency

INTERNATIONAL PARTNERSHIP AGAINST CORRUPTION IN SPORT (IPACS)



- Multi-stakeholder initiative – Established in 2017, to develop practical solutions to combat corruption in sport.
- Our Approach
 - Pragmatic Tools
 - Cooperation
 - Inclusiveness
- Organizational Framework
 - Steering Committee
 - Annual General Conference
 - Support Office
- Expertise areas
 - Good governance and anti-corruption standards
 - Enhancement of cooperation between sport organisations, criminal justice and law enforcement authorities
 - AI and corruption in sport 

IPACS Annual General Conference,
11 October 2024



Official website: www.ipacs.sport

50 RECOMMENDATIONS OF IPACS



A TRANSPARENCY

- A1** – The organisation makes public its Statutes, rules and regulations.
- A2** – The organisation makes public an explanation of its organisational structure including staff, officials, committee structures and other relevant decision-making groups.
- A3** – The organisation makes public its vision, mission, values and strategic objectives.
- A4** – The organisation makes public a list of all its member organisations, with appropriate information for each.
- A5** – The organisation makes public details of officials on its governing body with biographical information.
- A6** – The organisation makes public an annual activity report, including institutional information, and main events reports.
- A7** – The organisation makes public annual financial reports following external audit.
- A8** – The organisation makes public the allowances and financial benefits of officials on its governing body, commissions and senior executives.
- A9** – The organisation makes public the agenda of its General Assembly with relevant documents (before) and minutes (after) with procedure for members to add items to agenda.
- A10** – The organisation makes public a summary of reports/decisions taken during meetings of governing body and commissions, as well as all other important decisions of the organisation.

B INTEGRITY

- B1** – The organisation recognises the IOC Code of Ethics and/or has its own Code of Ethics with designated responsibility for ensuring implementation.
- B2** – The organisation has anti-doping rules which comply with the World Anti-Doping Code and designated responsibility for ensuring implementation.
- B3** – The organisation complies with the Olympic Movement Code on the Prevention of the Manipulation of Competitions (and/or national regulations where applicable).
- B4** – The organisation has confidential reporting mechanisms, including for “whistle-blowers” with a protection scheme for individuals coming forward.
- B5** – The organisation provides for appropriate investigation of incidents affecting sports integrity.
- B6** – The organisation makes public all decisions regarding breaches of rules or codes including sanctions, as well as pending cases where permitted.
- B7** – The organisation has programmes in place regarding safeguarding all persons in, or dealing with the organisation, from harassment and abuse.
- B8** – The organisation is compliant with applicable laws regarding data protection and takes measures to ensure IT security.
- B9** – The governing body of the organisation has committed to a policy of zero tolerance for unethical behaviour.
- B10** – The organisation has adopted an anti-corruption Code of Conduct or policy.

C DEMOCRACY

- C1** – The organisation elects the President and a majority of members of the governing body.
- C2** – The organisation has rules on campaigning to ensure election candidates can campaign on a balanced footing including opportunity for candidates to present their vision/programmes.
- C3** – Election process takes place with secret ballot under a clear procedure/regulation and independent supervision.
- C4** – The organisation makes public all open positions for elections and non-staff appointments, including the process for candidates and full details of the roles, job descriptions, required skills and experience, application deadlines and assessment.
- C5** – The organisation has established and makes public eligibility rules for candidates for election/appointment together with due diligence assessment.
- C6** – The organisation has term limits for elected officials.
- C7** – The organisation provides for the representation of all key stakeholders (including “active” athletes as defined in the Olympic Charter) in its committee structures and other relevant decision-making groups.
- C8** – The organisation has conflict-of-interest rules identifying actual, potential and perceived conflicts, with exclusion of members with an actual conflict from decision-making.
- C9** – The organisation has a programme for promoting gender equality and diversity in and through sports.
- C10** – The organisation has programmes designed to ensure that the members function in accordance with all Codes of Ethics recognised by the organisation.

D DEVELOPMENT & SOLIDARITY

- D1** – The organisation has a programme in place to determine transparent allocation of resources in declared development objectives.
- D2** – Information is published on financial redistribution activity for main stakeholders, including figures.
- D3** – The organisation has established a monitoring / audit process for the use of distributed funds for development purposes.
- D4** – The organisation respects principles of sustainable development, in particular regard for the environment.
- D5** – The organisation has social responsibility and participation programmes targeting disadvantaged areas.
- D6** – The organisation has education programmes (see also D7 on integrity) and provides assistance to coaches, judges, referees, athletes and others as appropriate.
- D7** – The organisation has put in place integrity awareness/education programmes.
- D8** – The organisation has legacy programmes to assist communities in which events are hosted.
- D9** – The organisation has anti-discrimination rules.
- D10** – The organisation dedicates appropriate resources to inclusive sport, including disciplines for those with a disability.

E CHECKS & BALANCES / CONTROL MECHANISMS

- E1** – The organisation has established an ethics committee with independent representation.
- E2** – The organisation has an audit committee that is independent from its governing body.
- E3** – The organisation has control mechanisms and external financial audit including some anti-corruption specific measures.
- E4** – The organisation conducts risk assessment including corruption-related risks.
- E5** – The organisation has adopted rules which comply with competition law / anti-trust legislation in eligibility of athletes and sanctioning of events.
- E6** – The organisation observes open tenders for major commercial and procurement contracts (other than event bidding).
- E7** – Decisions can be challenged through internal appeal mechanisms with final recourse to an appropriate independent body ensuring the right to a fair trial.
- E8** – The organisation exercises due diligence and effective risk management in bidding requirements, presentation, assessment and allocation of main events.
- E9** – Awarding of main events follows an open and transparent process.
- E10** – The organisation has procedures for assessing third parties (protection against external risks), such as clients, service providers, intermediaries, subcontractors, etc.



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What does democracy mean for you?

0 responses

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DEMOCRACY



What is Democracy?

Elections of President and majority of members on governing body

Regulated Election procedure:

- Campaign rules
- Secret ballot and independent supervision
- Eligibility rules and term limits

Transparency for elected or appointed positions

Promotion of diverse representation in decision-making

Adoption of a conflict-of-interest policy

Implementation of programs to ensure compliance with all Codes of Ethics



LET'S HEAR FROM YOU!

C4: The organisation makes public all open positions for elections and non-staff appointments, including the process for candidates and full details of the roles, job descriptions, required skills and experience, application deadlines and assessment

1. Early stage

The organisation publishes a notification about the General Assembly in accordance with statutory regulations, including information about roles that are open for election or appointment, remuneration (if any), the nomination/application process, and realistic deadlines that allow candidates sufficient time to prepare their applications.

Further information about the requirements is available, for example in the Statutes.

2. Developing

The organisation advertises any non-staff roles for which there is open recruitment in appropriate media, through relevant communications channels and in a timely manner.

The organisation publishes job descriptions and role specifications for elected and non-staff positions.

The organisation provides information about the expected time commitment.

3. Advanced

Information provided includes required skills and experience.

In the recruitment of non-staff roles, the organisation takes account of the need for gender balance and wider diversity in its decision-making structures, in accordance with applicable laws (see Recommendation C9—gender balance and diversity).

The organisation has a Nomination Committee with defined terms of reference and independent input that makes recommendations about the suitability of candidates; the Code of Ethics and conflict of interest policy apply to members of the Nomination Committee.

The organisation uses recruitment consultants for non-staff roles, when appropriate.

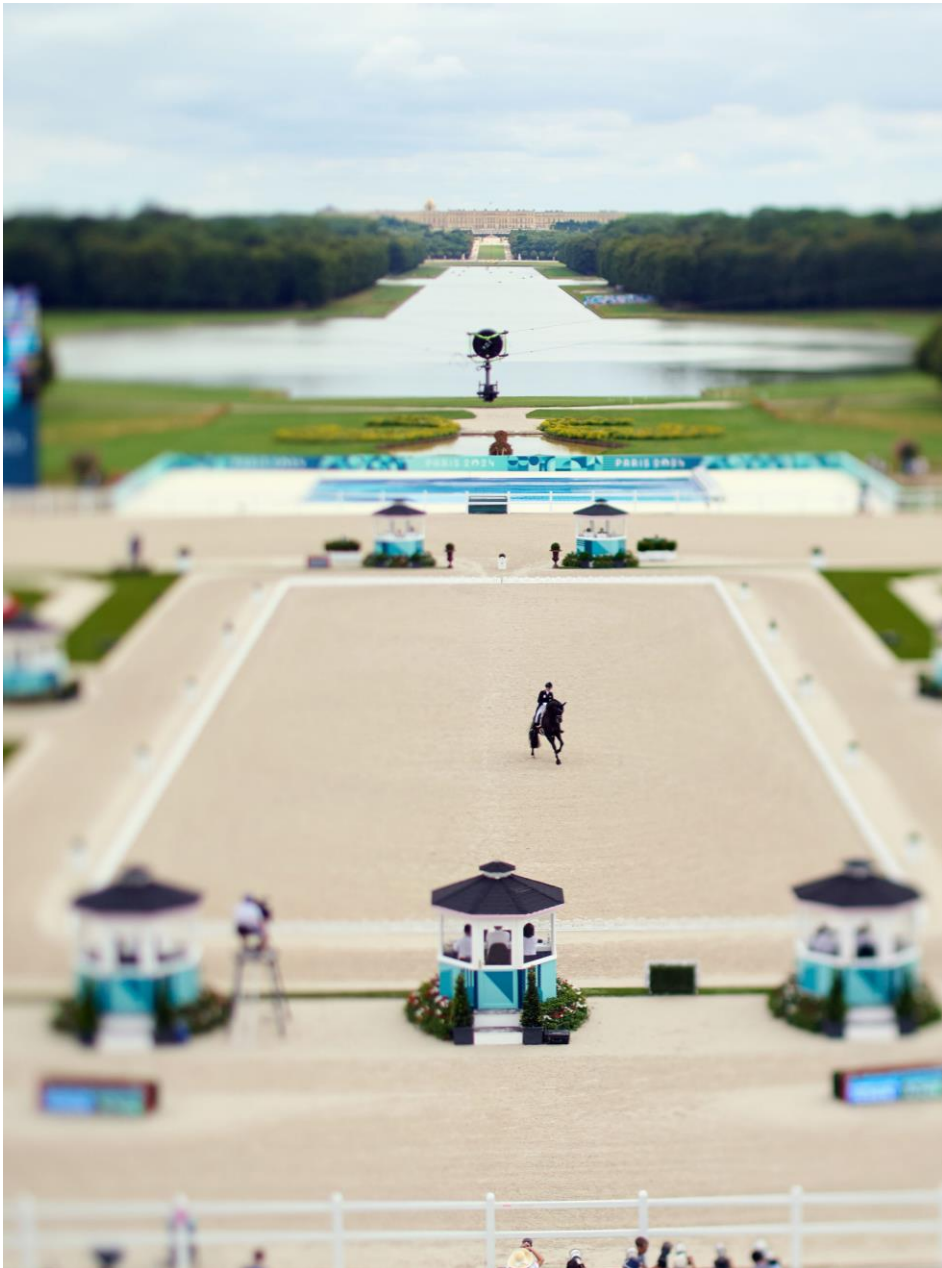




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What would you say is the current stage of implementation of recommendation C4 in your organisation?





PRACTICAL EXAMPLES FROM SPORT



Francisco Lima

Director Governance & Institutional Affairs
Fédération Equestre Internationale (FEI)





IOC PRESIDENT ELECTION 2025



© Getty Images

IOC EXAMPLE

IOC Code of Ethics provisions

Adoption and publication of the Directives concerning the Election of the IOC President, along with the Implementing Provisions

Publication of the list of candidates along with their respective biography

LET'S HEAR FROM YOU!



C8: The organisation has conflict-of-interest rules identifying actual, potential and perceived conflicts, with exclusion of members with an actual conflict from decision-making



1. Early stage

The organisation has and implements conflict-of-interest rules, which may be incorporated in the Code of Ethics or a separate document.

The organisation requires individuals to declare their interests and those of their immediate family (where appropriate).

The organisation requires individuals with potential or perceived conflicts of interest not to participate in discussions or voting on the subject, in order to avoid an actual conflict of interest arising.

The organisation has rules to sanction individuals who breach the rules (e.g. for not declaring a relevant interest).

2. Developing

The organisation's conflict-of-interest rules differentiate between actual, potential and perceived conflicts of interest and illustrate these definitions by providing specific examples.

The organisation maintains an up-to-date conflicts' of interest register, which is published, when appropriate.

The organisation has a standing item on meeting agendas on conflicts of interest, which is minuted.

Implementation of the conflict-of-interest rules is monitored actively with referral to an independent person/committee when necessary.

The organisation publishes information about conflict-of-interest rules in sport event bidding documentation.

3. Advanced

The organisation limits access to related information for individuals with a declared conflict on a particular topic.

Advice is provided to individuals within the organisation about conflicts of interest, with referral to an independent person/committee when necessary.

The organisation offers education to individuals about conflicts of interest.



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If your organisation has a conflict-of-interest rule currently in place, which of the following conflict of interests does it explicitly cover?

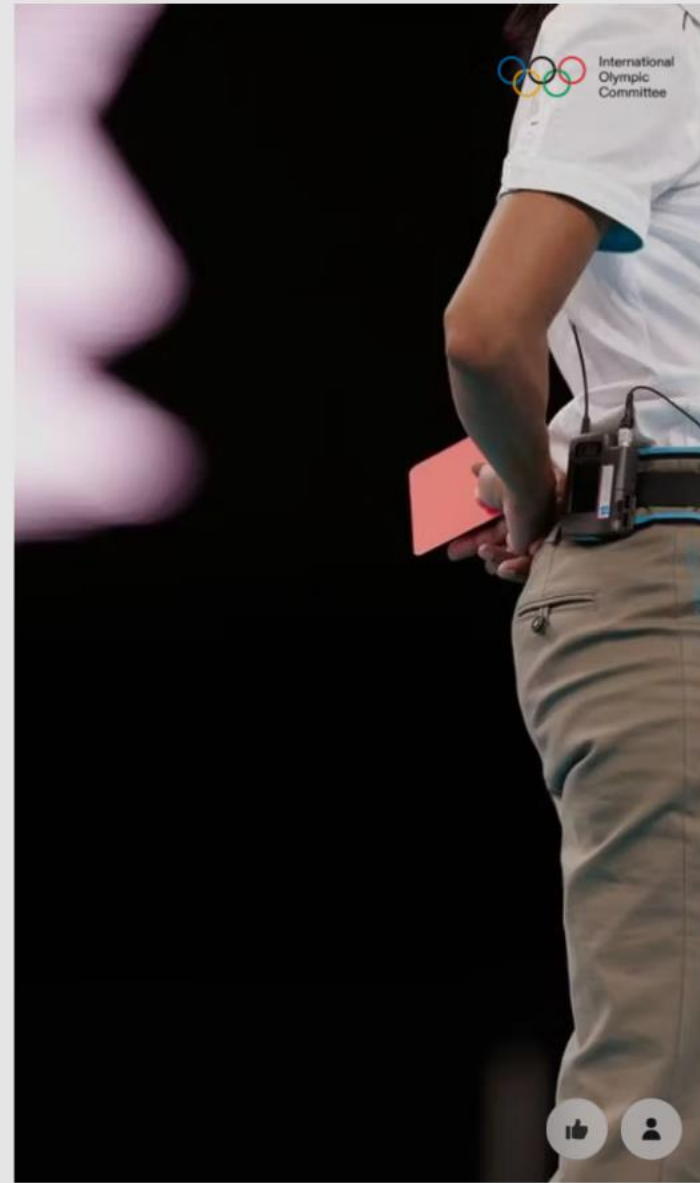
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Actual risks

0
Potential risks

0
Perceived risks

0
My organisation does not have a conflict-of-interest rule currently in place

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What would you say is the current stage of implementation of recommendation C8 in your organisation?



▶ Start Menti

0

Early

0

Developing

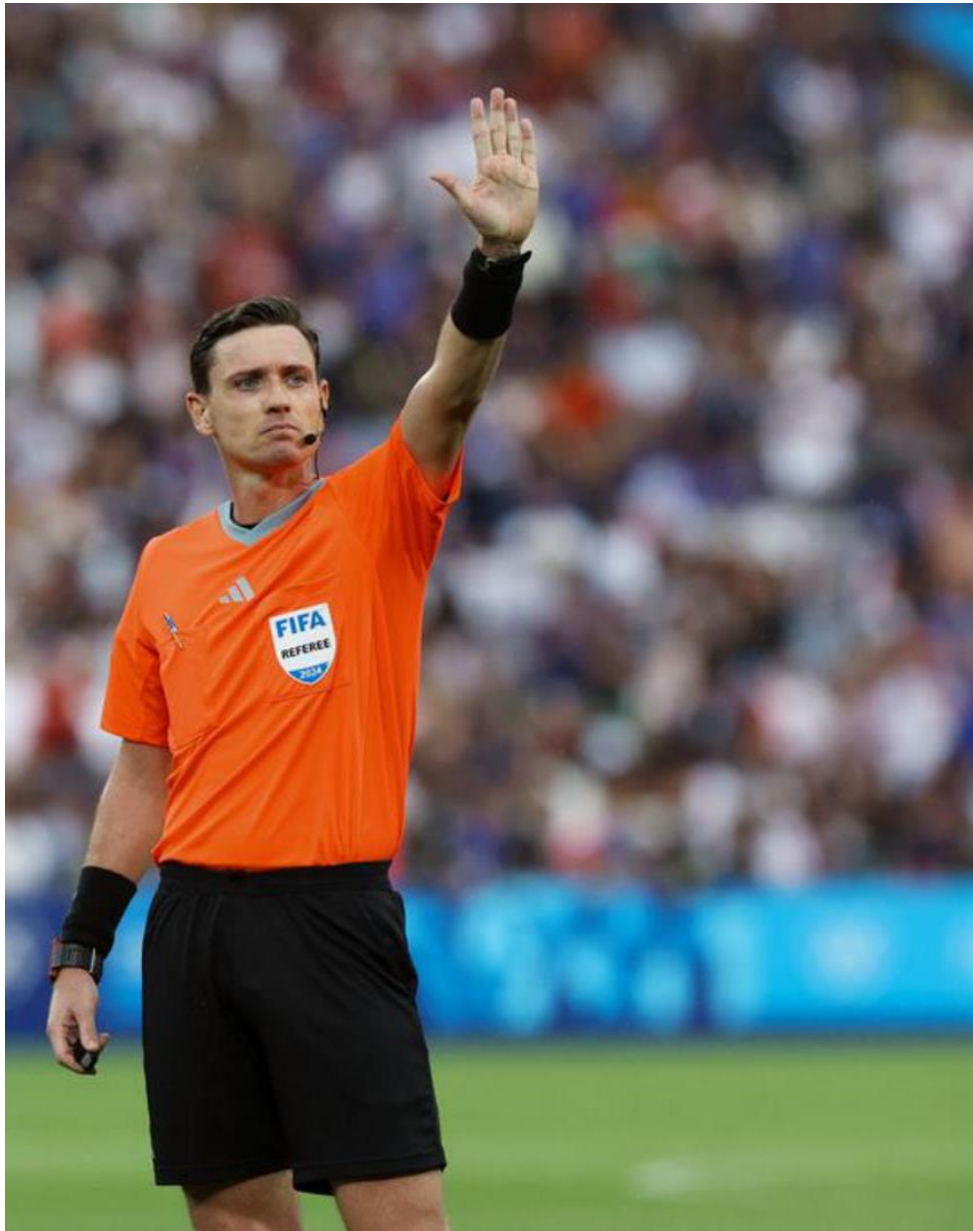
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Advanced

0

Not yet implemented





SCENARIO



You are the newly appointed Ethics Officer at an International Federation.

The President of the IF has tasked you with developing and implementing a comprehensive conflict-of-interest policy to address these concerns and improve the organization's governance.

What key elements should the new programme include



Please send your answers in the chat or raise your hand to share your response

PRACTICAL EXAMPLES FROM SPORT



Angela Sanderson

Head of Finance and Governance

World Netball



IS A NON-VEGETARIAN VETERINARIAN



A CONFLICT OF INTEREST

imgflip.com

Conflict of Interest – Definition

‘A situation in which someone cannot make a fair decision because they will be affected by the result’ – Cambridge Dictionary

World Netball's Conflict of Interest Journey


- On 20th August 2013 the International Netball Federation Limited Board of Directors approved a Code of Ethics (the Code). Section 3 of the Code set out the loyalty requirements for Directors and officers of the organisation.
- Each individual required to declare any actual, apparent or potential interests.
- Elections for the Board of directors held in 2015 – Role description specifically outlines the overriding duty is to act in the best interests of INF. In exercising such responsibility Directors must act honestly, avoiding conflict of interest, with reasonable care and not for personal gain. Declaration of at start of tenure, register of interests and register if gifts and hospitality (subsequently rolled out to committees and panels).
- 2019 Ethics and anti-corruption codes brought together. Scope now includes anyone making a decision on behalf of World Netball.
- Director JDs updated to include requirements under 2006 Companies Act England and Wales.

World Netball's Conflict of Interest Journey- Where are we Now?

Personal Conflict of Interest & Institutional Conflict of Interest

Conflict of Interest

A conflict of interest is when someone appears to have two different interests. It can also happen when an individual has two or more roles that are incompatible with each other.



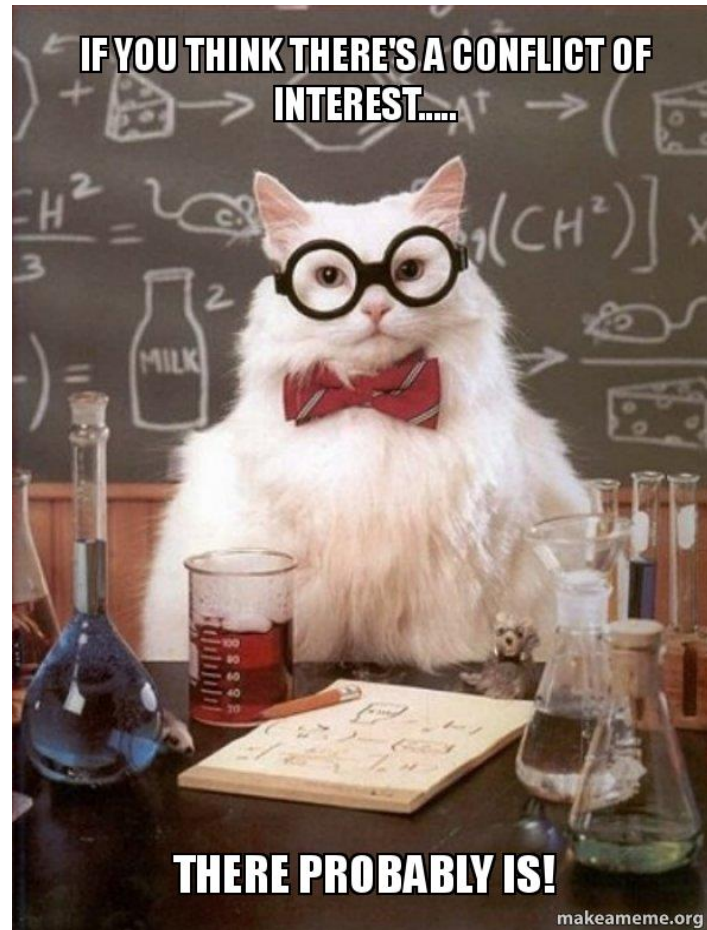
Personal Interest

Professional Interest

World Netball's Conflict of Interest Journey- Remaining Challenges

- Compliance
- Identifying institutional conflicts of interest

World Netball's Conflict of Interest Journey

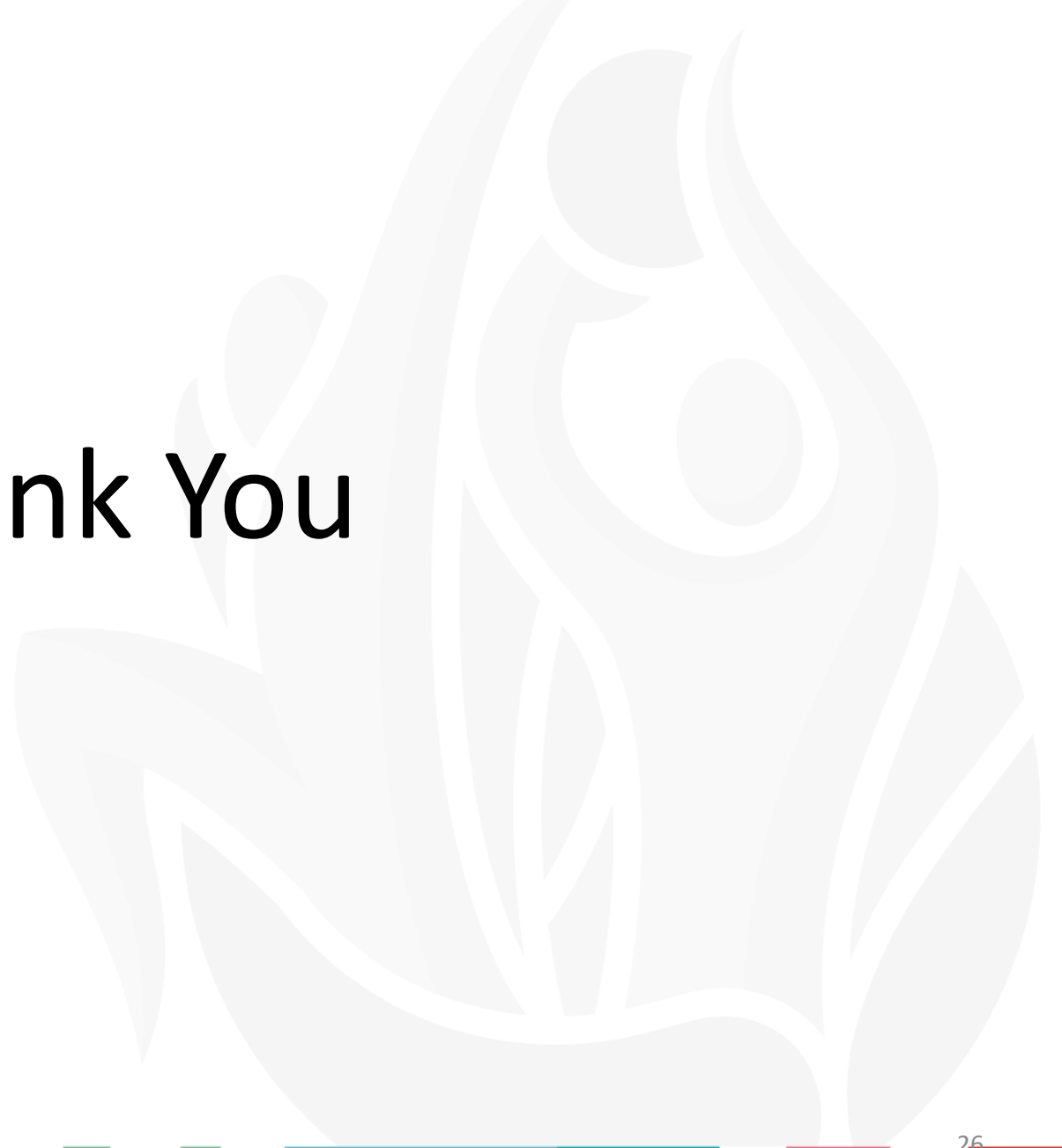




Ethics and Anti-Corruption Code

- Guides us on how we can promote the highest ethical standards and help preserve the Integrity of our sport.
 - Outlines specific ethical concerns and how we can combat them.
- <https://netball.sport/wp-content/uploads/2019/08/INF-Ethics-and-Anti-Corruption-Code-Approved-INF-Board-March-2019.pdf>

Thank You



QUESTIONS?



KEY TAKEAWAYS



CONCLUSIONS AND TAKEAWAYS



Democracy

Ensuring that leadership is elected through a clear, fair and transparent process, representation is diverse and inclusive, and decisions are not the result of conflicts of interest. Here it is also important to highlight accountability and respect for the rules

Good governance is an opportunity to cement credibility!

You have a role to play towards your organisation and your members.

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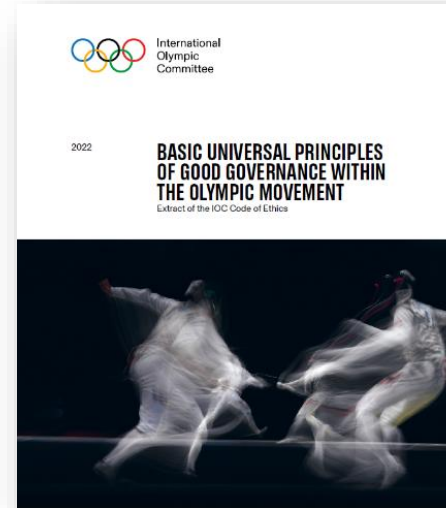
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TOOLS AND SUPPORT



French & Spanish versions available!



Don't forget your tools



SCAN ME



SCAN ME



SCAN ME



We're here to help

Camila Tort
camila.tort@olympic.org

General support
to-contact-us@ipacs.sport

SEE YOU SOON



IPACS Annual General Conference:



**Friday, 11 October 2024
12:00 CET**



Next webinar:



**Wednesday, 11 December 2024
14:00 CET**

Focus on **Development & Solidarity**

THANK YOU

