



## **INTEGRITY CODE**

**adopted by the EUBC Board of Directors on July 13, 2023**

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## Section I – Introduction

### 1. SCOPE OF THE INTEGRITY CODE

1.1. EUBC has adopted this Integrity Code to establish collective commitment and individual responsibilities of Participants at Events to standards of ethical conducts, to establish clear integrity standards for persons involved in the activities of the EUBC, to protect the health, safety and well-being of boxers, to prohibit conduct that might undermine public confidence in the integrity of EUBC and/or in the uncertainty of outcome of Events, and to establish effective mechanisms for enforcement of this Integrity Code and sanctions for any violation.

1.2. EUBC is committed to uphold integrity in the governance and administration of boxing as a basic principle of good governance, in the best interests of the sport and its stakeholders.

1.3. EUBC is also committed to uphold the integrity of boxing on the field of play. The essence of boxing is the bout between competing boxers and teams as an honest test of skill and ability, the outcome of which is determined by (and only by) the contestants' relative sporting merits. Any manipulation of sports competitions or other conduct that might undermine public confidence in the integrity of boxing and/or in the uncertainty of its outcome must be eradicated at all costs.

1.4. Conduct prohibited under this Integrity Code may also amount to a criminal offence and/or a violation of other applicable laws or regulations, including employment laws, in national jurisdictions. This Integrity Code is not intended to replace such laws and regulations, but to supplement them with further rules of professional conduct for those involved in the governance and administration of EUBC, and/or in the staging and conduct of Events. It operates without prejudice to such laws and regulations, and vice versa.

1.5. Conduct prohibited under this Integrity Code may also amount to violation of other EUBC regulations. This Integrity Code is not intended to replace these regulations, but to supplement them with further rules of professional conduct. It operates without prejudice to these regulations, and vice versa.

### 2. DEFINITIONS

2.1. The following definitions apply in interpreting this Integrity Code unless expressly stated otherwise or unless the context otherwise requires.

**Athlete or Boxer:** a person (i) who is taking part in boxing competitions and events at national or international level, organised in accordance with the Constitution, Bylaws, other EUBC regulations and/or regulations of NFs and/or (ii) is registered by his/her respective NF.

**Athlete Support Personnel:** coaches, technical staff, officials of NF, other professionals, and medical and paramedical staff working with an Athlete or treating an Athlete participating in or preparing for an Event.

**Benefit:** The direct or indirect receipt or provision of money or the equivalent for themselves or their immediate family (being a partner/spouse, parent, sibling, child or dependant) such as, but not limited to bribes, gains, gifts and other advantages including, without limitation, winnings and/or potential winnings as a result of a wager; the foregoing shall not include official prize money, appearance fees or payments to be made under sponsorship or other contracts.

**Betting:** Place, accept, lay or otherwise enter into any wager of a stake of monetary value in the expectation of a prize of monetary value, subject to a future and uncertain occurrence.

**Betting Organisation:** Any person or company or other undertaking (i) that promotes, brokers, arranges or conducts any form of Betting activity or that has interests in Betting in any form whatsoever; or (ii) that can reasonably be perceived as being connected in any way with Betting of any kind.

**Bound Person:** persons or entities bound by this Integrity Code:

- a) persons who are, or are seeking to become (whether by election or appointment or otherwise) EUBC Officials;
- b) any Athlete;
- c) any Athlete Support Personnel;
- d) any Participant at Events
- e) NFs belonging to EUBC and their officials

**Constitution and/or Bylaws:** EUBC Constitution and/or EUBC Bylaws established by Art. 28(f) of the Constitution.

**Decision:** a decision rendered by the Ethics Committee.

**Demand:** A written demand to a Bound Person to provide any information, record, article or thing in his/her/their possession or control that the Integrity Officer reasonably believes may evidence or lead to the discovery of evidence of an Integrity Code Violation.

**Ethics Committee:** EUBC Ethics Committee established by Art. 34 of the Constitution.

**EUBC Officials:** any person elected or appointed to any position within EUBC, including but not limited to:

- a) the President, the Vice President, the Honorary President, the Directors of the Board, the Secretary General, the members of the EUBC Committees, each person serving as an advisor of the Board, each person serving as a member of a committee or working group;
- b) persons who act, or are entitled to act, for or on behalf of EUBC;
- c) Technical and Competition Officials;
- d) person or entities (such as the local organising committee) organising an Event, and any of its officials, employees and other persons entitled to act of its behalf;
- e) any other persons who agree in writing to be bound by this Integrity Code.

**Event:** EUBC Championships and certain other sanctioned events included in the EUBC Calendar where the Integrity Code is applicable.

**Harassment:** any form of harassment, violence, abuse which may occur (also in combination) as psychological abuse, physical abuse, sexual harassment, sexual abuse and neglect (by failure to protect a minor from exposure to Harassment)

**ICV Proceeding:** Integrity Code Violation Proceeding.

**ICV File:** the complete Integrity Code Violation file referred to the Ethics Committee, which includes:

- a) name and contact details of the Bound Person or his/her/its National Federation;
- b) the Integrity Code Violation(s) alleged to have committed (including the specific Article(s) alleged to have been infringed);
- c) a summary of the facts upon which such allegations are based;
- d) the report submitted to the Safeguarding Officer, if applicable;
- e) all documentation on which the Integrity Officer intends to rely, including witness statements and/or expert reports, if applicable;
- f) the decision to issue provisional measures, if applicable;
- g) the relief, including sanctions and consequences, sought by the Integrity Officer.

**Inside Information:** Information relating to any Event that a Bound Person possesses by virtue of his/her/their position in relation to EUBC or any Event, excluding any information already published or common knowledge, easily accessible to interested members of the public or disclosed in accordance with the rules and regulations governing the relevant Event.

**Integrity Code Violation:** Where a Bound Person:

- a) fails to comply with any of the requirements set out in this Integrity Code or;
- b) attempts or agrees with any other person to engage in conduct (whether by act or omission) that would culminate in a breach of any requirement of this Integrity Code;
- c) solicits, induces, instructs, persuades or encourages any person to engage in conduct (whether by act or omission) that would amount to a breach of any requirement of this Integrity Code if committed by the Bound Person himself/herself; and/or
- d) authorises, causes, or knowingly assists, encourages, aids, covers up, or is otherwise complicit in, any act or omission by any person that would amount to a breach of any requirement of this Integrity Code if committed by the Bound Person himself/herself.

**Integrity Officer:** EUBC integrity officer(s) appointed in accordance with Art. 28.q of the Constitution.

**Manipulation of Events:** An intentional arrangement, act or omission aimed at an improper alteration of the result or the course of any Event in order to remove all or part of the unpredictable nature of such Event with a view to obtaining an undue Benefit for oneself or for others. This includes (without limitation) bout-fixing.

**NF:** National Federation member of EUBC.

**Participant:** NFs members, officials, team delegates, other representatives of the NFs, Athletes, Athletes Support Personnel, EUBC Officials, as well as any person accredited for or volunteering at Events.

**Parties:** Bound Person on the one side of a ICV Proceeding, EUBC on the other side.

**Respondent:** For any ICV File referred by the Integrity Officer to the Ethics Committee, the Respondent shall be the Bound Person subject to the filing, or the candidate to an EUBC position (if applicable).

**Safeguarding Officer:** EUBC safeguarding officer(s), appointed in accordance with Art. 28.r of the Constitution

**Technical Official:** ITOs, Referees and Judges of Events.

### 3. PERSONS BOUND BY THE INTEGRITY CODE

3.1. This Integrity Code applies automatically to the following natural and legal Bound Persons.

- a) persons who are, or are seeking to become (whether by election or appointment or otherwise) EUBC Officials;

- b) any Athlete;
- c) any Athlete Support Personnel;
- d) any Participant at Events;
- e) NFs and their officials

3.2. A Bound Person shall cease to be bound by this Integrity Code as of the date that they cease to perform their role and/or to conduct the activities that originally qualified them as such.

3.3. A Bound Person will remain subject to this Integrity Code, and to the jurisdiction of EUBC, Ethics Committee and the CAS hereunder, in respect of matters occurring prior to the date that the Bound Person ceases to be bound by this Integrity Code.

3.4. Bound Persons are responsible for acquainting themselves with this Integrity Code and shall be deemed to know its provisions by virtue of being bound. Any knowing, intentional, reckless or negligent failure to comply with these requirements shall amount to an Integrity Code Violation.

## Section II – Duties

### 4. GENERAL PRINCIPLES OF INTEGRITY AND RESPECT

4.1. Bound Persons must act honestly, fairly, impartially and in accordance with the highest ethical standards of integrity and transparency.

4.2. Bound Persons must avoid any conduct that is inconsistent with or that undermines in any way the objectives of this Integrity Code.

4.3. Bound Persons must maintain a high standard of personal conduct and avoid any behaviour or action that would tarnish or give the impression of tarnishing the reputation of EUBC.

4.4. Bound Persons must avoid any behaviour that could constitute, encourage or incite any form of Harassment. This includes physical, sexual, and psychological misconduct.

4.5. Bound Persons must avoid any act of discrimination against anyone on the basis of race, skin colour, gender, religion, sexual orientation, language, political or other opinion, national or social origin, property, birth, disability or any other ground.

## 5. NEUTRALITY

5.1. EUBC respects the principle of neutrality as defined in the Olympic Charter. Bound Persons, in accordance with Art. 3.2(i) of the Constitution, must respect the Olympic principles of autonomy from government interference and political neutrality in their dealings with government institutions and national and international organisations, associations or groupings.

## 6. DUTY TO REPORT

6.1. Any Bound Person must:

a) report to the Integrity Officer without delay all knowledge concerning any approach or invitation received by them to engage in a conduct that would amount to an Integrity Code Violation;

b) report to the Integrity Officer without delay all knowledge concerning any incident, fact or matter that comes to his/her attention that might evidence a potential Integrity Code Violation by another person.

c) report to the Safeguarding Officer without delay all knowledge concerning any incident, fact or matter that could constitute a Harassment. This includes physical, sexual, and psychological incident which occur (i) during Events; (ii) while conducting EUBC operations; (iii) during the practice of boxing; (iv) outside the practice of boxing if EUBC reputation is tarnished.

6.2. Bound Person must cooperate fully with all investigations carried out by the Integrity Officer or the Safeguarding Officer in relation to possible Integrity Code Violations (including, without limitation, by providing any information and/or documentation requested as part of that investigation, including by way of a Demand).

6.3. Anonymous communications may be sent to [integrity@eubc.org](mailto:integrity@eubc.org). The EUBC will protect the identity of the whistleblower to the fullest extent permitted by the applicable law and EUBC regulations.

## 7. EUBC OFFICIALS SPECIFIC PRINCIPLE: CONFLICT OF INTEREST

7.1. EUBC Officials must make decisions (including as to how to vote on a specific motion) based solely on their independent and objective judgement, made in good faith, of what is in the best interests of EUBC. They must not allow themselves to be influenced by and they must not seek to advance any conflicting interests.



7.2. EUBC Officials shall have no undisclosed direct or indirect interest in or any relationship with any outside organisation or person that might affect, or be reasonably misunderstood by others to be affecting his/her objectivity, judgement, or conduct in carrying out the duties and responsibilities that he or she has in conjunction with the EUBC activities. This also applies to spouses, family members, businesses, or organisations to which a EUBC Official may belong.

7.3. It is the personal responsibility of EUBC Officials to avoid any case of conflict of interest. Faced with a situation of a potential conflict of interest, the EUBC Official must refrain from expressing an opinion, from making, or participating in making, a decision or accepting any form of benefit whatsoever. However, if the person wishes to continue to act or if the person is uncertain as to the steps to take, the person must inform the EUBC Legal Counsel of the situation.

#### 8. EUBC OFFICIALS SPECIFIC PRINCIPLE : IMPROPER USE OF INFORMATION

8.1. EUBC Officials shall safeguard confidentiality. No EUBC Official shall use for her/his personal gain or disclosure outside the EUBC any confidential information obtained through her/his association with the EUBC. This includes spoken, written and computer generated data relating to EUBC activities. It includes the material marked as “confidential” as well as all EUBC material and information that a EUBC Official should reasonably understand to be subject to a duty of confidentiality.

8.2. EUBC Officials shall respect and protect from any inappropriate disclosure, by oral, written or electronic means, the confidentiality of any private and personal information concerning Bound Persons that is shared within the scope of their function.

8.3. EUBC Officials shall accept and respect that any intellectual property (including copyrights, trademarks and other material subject to protection) that is created and used by the EUBC is the property of the EUBC.

#### 9. EUBC OFFICIALS SPECIFIC PRINCIPLE: IMPROPER USE OF ASSETS

9.1. EUBC Officials shall do all in its power to avoid any loss, damage, misuse or theft of property, records, funds or other assets belonging to the EUBC that may be in their possessions. All EUBC assets must be used exclusively for conducting EUBC activities.

9.2. Proper use of funds is a fiduciary responsibility. No EUBC Officials shall make any illegal or unethical payments including, without limitation, bribes, kickbacks, grafts, unauthorised commissions or finder fees from the assets or resources of the IPC or otherwise.

#### 10. EUBC OFFICIALS SPECIFIC PRINCIPLE: GIFTS AND OTHER BENEFITS

10.1. EUBC Official shall not seek or accept gifts or other benefits for him/herself, his/her family or friends from any outside organisation or person having or seeking to have an involvement with the EUBC.

10.2. EUBC Official shall not seek or accept gifts or other benefits that creates an actual or apparent or potential conflict of interest for the recipient or that is intended or may reasonably be construed as being intended to influence the recipient improperly in their official activities (such as gifts offered to technical or competition officials, and gifts offered by candidates to voting delegates).

10.3. EUBC Official shall not seek or accept gifts or other benefits (whether of a monetary value or otherwise) in circumstances that give rise to an appearance of impropriety or lead to the recipient's impartiality or integrity being called into question or to the EUBC being brought into disrepute.

10.4. Only gifts of nominal value in accordance with prevailing local customs may be given or accepted by EUBC Official in the spirit of respect or friendship.

#### 11. EUBC OFFICIALS SPECIFIC PRINCIPLE: COMMISSION

11.1. Unless covered by a genuine commercial agreement, EUBC Officials shall not accept, give, offer, promise, receive, request or solicit commission for themselves or third parties for negotiating deals or conducting other business in connection with their duties.

#### 12. PRINCIPLES OF INTEGRITY AND RESPECT FOR PARTICIPANTS AT EVENTS

12.1. Participants must respect the IBA Technical & Competition rules and any other applicable rule of the Event.

12.2. Participants must avoid any offensive, violent or disrespectful behaviour towards other Participants, media, and/or spectators. Such behaviour towards a doping control official is also prohibited at any time.

12.3. Participants must abstain from any bullying or abusive language or behaviour towards others – especially other Participants – in person, electronically or on any social media platforms, whether in a private or public form.

12.4. Participants must avoid interference, disobedience or obstruction to the orderly conduct of the Event.

12.5. Participants must abstain from any kind of political, religious, racial propaganda, or from any hateful or provocative demonstration, in the official venues of the Event – especially during victory ceremony, presentations and/or press conferences – or any other venue related to the Event.

12.6. Participants must uphold the values of clean sport. Athletes and Athlete Support Personnel shall cooperate with the anti-doping testing program and shall not use or possess any substance or method prohibited under the World Anti-Doping Code without valid justification.

### 13. ATHLETE SPECIFIC PRINCIPLES

13.1. In addition to the duties included in Articles 4, 5, 6 and 12, any Athlete must:

- a) maintain respectful relationships with their teammates, the Athlete Support Personnel and team officials of his/her NF;
- b) uphold the highest principles of fair play, respect the rules of the bout, the referee, the judges, the fellow opponent, and accept the result of the bout with dignity;
- c) report any injury or accident to their Athletes Support Personnel and/or parents/legal guardian (if the Athlete is minor).

### 14. ATHLETE SUPPORT PERSONNEL SPECIFIC PRINCIPLES

14.1. In addition to the duties included in Articles 4, 5, 6 and 12, any Athlete Support Personnel must:

- a) maintain professional relationships with Athletes, Athletes' parents/legal guardians, technical and medical staff, and team officials of his/her NF;
- b) report any injury or accident of his/her Athlete to the medical and paramedical staff, and parents/legal guardian (if the Athlete is minor);

- c) not overrule medical and paramedical experts, and to respect medical advice regarding Athletes suffering from any illness or injury, mental health conditions, or in prescribed treatment;
- d) accept the decisions of referees, judges or officials during the Events, and raise potential protests only through the appropriate channels;
- e) respect the rules of the bout and never compromise Athletes by advocating measures that conflict with the applicable competition rule.

#### 15. TECHNICAL and COMPETITION OFFICIAL SPECIFIC PRINCIPLES

15.1. In addition to the duties included in Articles 4, 5, 6 and 12, any Technical and Competition Official must:

- a) apply the respective rules consistently for all Athletes and ensure fair play at all times;
- b) make all decisions with absolute impartiality and objectivity;
- c) must declare any potential conflict of interest that would prevent them from being impartial;
- d) refrain from socialising with or become close to other Participants that may cast doubt of impartiality;
- e) present themselves for an assigned function well prepared and conduct all duties with professionalism, competence, punctuality and with professional appearance;
- f) not to comment about any competition related issue of the Event to the press, social media, other Participants or to the public in general;
- g) not to use, unless authorised by the EUBC Secretary General or the EUBC Competition Manager and solely for the purpose to execute their roles, any electronic device such as mobile, laptop, tablet inside the sport venue of the Event;
- h) uphold as first priority the physical, psychological and mental well-being and integrity of the Athletes.

### Section III – Preventing the Manipulation of Bouts

#### 16. INTEGRITY OF BOUTS

16.1. Each of the following, when committed by a Bound Person (whether directly or indirectly through any third group), will constitute an Integrity Code Violation:

- a) betting on any Event;
- b) manipulation of bouts;

c) providing, requesting, receiving, seeking, or accepting a Benefit related to the manipulation of bouts or any other form of corruption. Without limiting the generality of the foregoing, this includes:

- fixing or contriving in any way or otherwise improperly influencing (or being a group to the fixing, contriving or other improper influencing of) the result, progress, outcome, conduct or any other aspect of a bout;
- failing to perform to the best of one's abilities in a bout, in return for a Benefit or the expectation of a Benefit (irrespective of whether such Benefit is in fact given or received) or further to another agreement with a third group;
- seeking, accepting, offering, or agreeing to accept or offer, a bribe or other Benefit to fix or contrive in any way or otherwise to influence improperly the result, progress, outcome, conduct or any other aspect of a bout (irrespective of whether such bribe or other Benefit is in fact given or received).

d) Inside Information. Without limiting the generality of the foregoing, this includes:

- using Inside Information for the purposes of betting, manipulating bouts or any other corrupt purposes, whether such use is by the Bound Person or via another person and/or entity;
- disclosing Inside Information to any person and/or entity, with or without Benefit, where the Bound Person knew or should have known that such disclosure might lead to the information being used for the purposes of betting, manipulating events or any other corrupt purposes;
- giving and/or receiving a Benefit for the provision of inside information regardless of whether any inside information is actually provided.

e) committing any act not otherwise prohibited under this Integrity Code that amounts to a violation of any applicable criminal or other law or regulation where such violation could undermine public confidence in the integrity of an Event or the sport of boxing generally.

16.2. The following matters are not relevant to the determination of an Integrity Code Violation:

- a) whether or not the Bound Person actually participated, or was assisting an Athlete who participated, in the specific Event in issue;
- b) the outcome of the Event on which the bet was made;
- c) whether or not any Benefit or other consideration was actually given or received;

- d) the nature or outcome of any bet in issue;
- e) whether or not the Bound Person's efforts or performance (if any) in any bout in issue were (or could be expected to be) affected by the act(s) or omission(s) in question;
- f) whether or not the result or any other aspect of the bout in issue was (or could have been expected to be) affected by the act(s) or omission(s) in question.

## 17. RELATIONSHIPS WITH BETTING ORGANIZATIONS

17.1. A Bound Person may not have a business association or enter into any business arrangement (whether formal or informal) with any Betting Organisation that involves the payment of any monies to or by, or the conferring of any benefit(s) or advantage(s) upon or by, the Bound Person, either directly or indirectly, as a result of such association or arrangement.

17.2. A Bound Person shall be considered to have acted in violation of Article 17.1 if any member of his/her immediate family (being a partner/spouse, parent, sibling, child or dependent) has a controlling interest in a Betting Organisation, or a substantial relationship with a Betting Organisation, or is employed in the day-to-day operational control of a Betting Organisation, unless this is disclosed to, and recorded and approved by the EUBC Board of Directors.

## Section IV – ICV Proceeding Rules

### 18. ENFORCEMENT

18.1. EUBC has entrusted the enforcement of this Integrity Code to (i) the Ethics Committee the Integrity and Safeguarding Officers, including investigation and adjudication of potential Integrity Code Violations and to (ii) the EUBC Legal Counsel for consulting on integrity and regulatory matters.

### 19. PROCEDURAL RIGHTS

19.1. The ICV Procedural Rules guarantee to the Parties the following rights:

- a) the right on equal treatment without discrimination;
- b) the right to be heard;
- c) the right to access the ICV File;
- d) the right to provide and present evidence;
- e) the right to obtain a reasoned decision; and

- f) the right to legal representation.

## 20. REPORTING

- 20.1. Save as provided in Article 6, any person may address a report of an alleged Integrity Code Violation to the Integrity Officer.
- 20.2. The Integrity Officer shall acknowledge receipt of the report, although the person submitting the file shall have no entitlement for proceedings to be opened, to be a Party to ICV Proceedings or to be informed of any decision passed.
- 20.3. The report, including all accompanying documents, shall be filed in English. Any and all costs related to the translation of a document shall be borne by the person making the report. The Integrity Officer may disregard any document not provided in English.
- 20.4. The Integrity Officer will ensure that any person that can be deemed to be directly concerned is duly consulted, in particular, as regards establishing facts.
- 20.5. The Integrity Officer shall inform the complainant, provided he/she/it is directly concerned by the facts of the case, of the opening of a ICV Proceeding, as well as any considerations related to the facts which concern such person directly. The Integrity Officer may also inform any other person – who is directly concerned and has a legitimate interest – of the opening of a ICV Proceeding. The information shall be provided at the same time as notification to the Parties to the ICV Proceeding.
- 20.6. The Integrity Officer, in carrying out a preliminary analysis of the report, will assess:
- a) whether the Integrity Officer has the jurisdiction to investigate the report and whether the report has any reasonable prospect of establishing one or more Integrity Code Violations; and
  - b) whether the Ethics Committee has the jurisdiction to adjudicate the ICV Proceeding.
- 20.7. The Integrity Officer may ask any person filing a report to provide further information or may make other inquiries before assessing the preliminary analysis of the report.
- 20.8. The Integrity Officer, at any time, may refer any information received from a report or otherwise, to the appropriate criminal, authorities or bodies, if he/she considers it appropriate to do so or it is required by law.

## 21. REPORTING OF HARASSMENT

21.1. Save as provided in Article 6, any person may address a report of a Harassment incident to the Safeguarding Officer and/or the Integrity Officer.

21.2. The Safeguarding Officer (or the Integrity Officer) shall acknowledge receipt of the report, although the person submitting the file shall have no entitlement for proceedings to be opened, to be a Party to ICV Proceedings or to be informed of any decision passed.

21.3. The Safeguarding Officer (or the Integrity Officer) will ensure that any person that can be deemed to be directly concerned is duly consulted, in particular, as regards establishing facts.

21.4. The Safeguarding Officer and the Integrity Officer, in carrying out a preliminary analysis of the report, will assess:

c) whether the Integrity Officer has the jurisdiction to investigate the report and whether the report has any reasonable prospect of establishing one or more Integrity Code Violations; and

d) whether the Ethics Committee has the jurisdiction to adjudicate the ICV Proceeding.

21.5. The Safeguarding Officer (or the Integrity Officer) may ask any person filing a report to provide further information or may make other inquiries before assessing the preliminary analysis of the report.

21.6. The Safeguarding Officer (or the Integrity Officer), at any time, may refer any information received from a report or otherwise, to the appropriate criminal, authorities or bodies, if he/she considers it appropriate to do so or it is required by law.

## 22. REFER TO BIIU of IBA

22.1. Where the same conduct could be pursued as either an Integrity Code Violation or as a violation of IBA ethics and integrity regulations, the Integrity Officer may notify the BIIU of IBA.

22.2. The BIIU of IBA will promptly inform the Integrity Officer, whether the conduct will be investigated and adjudicated by the BIIU.

## 23. INVESTIGATION

23.1. The Integrity Officer, after preliminary analysis of the report, may open an ICV Proceeding investigating potential Integrity Code Violations.



23.2. The Integrity Officer may notify a written Demand to a Bound Person to provide any document, information, or item that the Integrity Officer reasonably believes may evidence or lead to the discovery of evidence of an Integrity Code Violation.

23.3. A refusal or failure by a Bound Person to comply immediately with the Demand shall constitute an independent violation of Article 6 of this Integrity Code and any attempted or actual damage, alteration, destruction or hiding of such document, information, or item upon receipt of or after the Demand shall constitute an independent violation of Article 6 of this Integrity Code.

23.4. The Integrity Officer, following the completion of the investigation, shall decide whether to pursue an Integrity Code Violation.

23.5. Where it is determined that no ICV Proceeding shall be opened, the matter shall not proceed, and any provisional measures previously imposed shall be lifted. A decision that a matter shall not proceed is not subject to appeal.

#### 24. PROVISIONAL MEASURES

24.1. The Integrity Officer may impose provisional measures on the Bound Person pending completion of the investigation if he/she considers that the safety or wellbeing of a person, and/or public confidence in the integrity of EUBC is at risk.

24.2. The Integrity Officer may hear the Bound Person before imposing provisional measures. However, in urgent matters where immediate action may be required, the Bound Person may not be given an opportunity to submit his/her position before provisional measures are imposed.

24.3. A copy of the decision to impose provisional measures on the Bound Person shall be:

- a) notified to the Bound Person, his/her/its National Federation, and the Ethics Committee;
- b) publicly disclosed.

24.4. There shall be no appeal against a decision to impose provisional measures.

24.5. A Bound Person may at any time accept a voluntary provisional suspension pending determination of the charge(s) against him/her/it. Such voluntary provisional suspension will come into effect only upon receipt by the Integrity Officer of written confirmation of the Bound Person's acceptance of the provisional suspension.

24.6. Any period of provisional suspension served and complied with (whether voluntarily or otherwise) shall be credited against any period of suspension subsequently imposed on the Bound Person.

## 25. NOTICE OF ICV PROCEEDING

25.1. When the Integrity Officer decides to pursue an Integrity Code Violation, a notice of ICV Proceeding shall be sent to the Bound Person with a copy to his/her/its National Federation and to the Ethics Committee. The Integrity Officer is entitled to postpone the notification of any such notice where in his/her discretion there are important reasons to do so, like for instance the risk that such a notice could have a negative impact on the investigations.

25.2. The notice of ICV Proceeding shall set out:

- a) the Integrity Code Violation(s) alleged to have been committed (including the specific Article(s) alleged to have been infringed);
- b) a summary of the facts upon which such allegations are based;
- c) a summary of the potential consequences and sanctions;
- d) any decision on provisional measures;
- e) the Bound Person's entitlement to be heard and to respond to the notice of ICV Proceeding in accordance with Article 27;
- f) the Bound Person's right to be assisted by representative(s) of his/her/its choice at their own cost.

25.3. In the event the Bound Person does not respond by the specified deadline, the Bound Person will be deemed to have admitted the charge, and the consequences and sanctions specified in the notice of charge will apply. The sanction shall be notified and published as per Article 32.

25.4. In the event the Bound Person admits the charge and accepts the consequences, the consequences specified in the notice of charge will apply. The sanction shall be notified and published as per Article 32.

## 26. ADJUDICATION BY THE ETHICS COMMITTEE

26.1. The Integrity Officer will transfer to the Ethics Committee the ICV File, including the notice of ICV Proceeding.

26.2. Once the ICV File is referred to the Ethics Committee, the ICV Proceeding is conducted by Ethics Committee.

26.3. The Ethics Committee shall notify the Parties on the composition of the Ethics Committee members assigned to the ICV Proceeding and shall provide the Parties with a declaration from the members of the Ethics Committee, disclosing any facts or circumstances known to them that might reasonably call into question their impartiality or independence.

26.4. Any challenge of the Ethics Committee shall be filed within five (5) days from receipt of the notification of the composition of the Ethics Committee. Such challenge shall indicate the grounds of the challenge and include, if possible, all relevant facts and supporting evidence. Any application to challenge the members shall be decided on expedited basis by the Board of Directors of the EUBC, after the challenged member(s) of the panel has been invited to submit written comments.

## 27. ANSWER BY THE RESPONDENT

27.1. The Bound Person is the Respondent of the ICV Proceeding.

27.2. When directed to do so, the Respondent shall submit an answer in the form and within the deadline that will be communicated to Respondent. Such answer shall contain:

- a) a statement of defence;
- b) any exhibits or other evidence upon which the Respondent intends to rely, including witness statements and/or expert reports;
- c) the relief or remedy sought by the Respondent; and
- d) the indication whether Respondent wishes for a hearing to be held.

27.3. The Respondent must set out the facts and law on which Respondent relies as comprehensively as possible. Written submissions shall be accompanied by all relevant evidence, including witness statements and expert reports.

27.4. If the Respondent fails to submit the answer within the set deadline, the Ethics Committee may nevertheless proceed with the case and render a Decision.

## 28. FURTHER SUBMISSIONS AND ADDITIONAL EVIDENCE

28.1. Unless otherwise agreed by the Parties or ordered by the Ethics Committee, the Parties shall not be authorised to supplement or amend their submissions, nor to produce new exhibits or further evidence after the submission of the filing and the answer, respectively.

28.2. The Ethics Committee may at any time order one or more Parties to supplement their submissions on a specific issue or to produce additional documents or witness statements.

### 29. HEARING

29.1. The Ethics Committee may, at its own discretion, decide whether or not a hearing shall be convened.

29.2. Unless otherwise decided by the Panel, hearings shall take place via videoconference.

29.3. The language of the proceeding is English. It is the responsibility of the Parties to ensure the appearance at the hearing of any interpreters, witnesses and experts requested by them and to pay all costs and expenses associated with their appearance.

29.4. The Ethics Committee is responsible for the proper conduct of the hearing. The Ethics Committee may issue procedural directives as necessary.

29.5. The Ethics Committee will hear the witnesses and experts specified in the Parties' written submissions. However, the Ethics Committee may limit or disallow the appearance of any witness or expert, or any part of their testimony, on the ground of irrelevance.

29.6. The Ethics Committee may order a testimony to be conducted confidentially when the identity of the witness needs to be protected.

### 30. GENERAL CONDUCT OF ICV PROCEEDINGS

30.1. Any procedural objection shall be raised without delay or shall be deemed to be waived.

30.2. Upon a reasoned request of a Party, the Ethics Committee may decide to proceed in an expedited manner if the circumstances so require. In such case, the Ethics Committee shall issue appropriate directives accordingly.

30.3. A Bound Person whose interest may be affected by the Decision to be rendered by the Ethics Committee may be requested to intervene at any stage of the ICV Proceeding.

### 31. BURDEN OF PROOF – STANDARD OF PROOF

31.1. Any Party relying on an alleged fact shall carry the burden of proof. The Integrity Officer will have the burden of establishing that an Integrity Code Violation has been committed. The standard of proof will be the balance of probabilities.

31.2. Facts shall be established by any reliable means. The Ethics Committee shall at its own discretion determine the admissibility, relevance, materiality and weight of the evidence offered.

31.3. The principle of strict liability applies. Therefore, violations are punishable regardless of whether they have been committed intentionally, recklessly, and/or negligently.

31.4. The Ethics Committee may draw an adverse inference against any Bound Person who (a) fails to comply with any request for information, documentation or assistance; (b) fails to appear in front of the Ethics Committee; or (c) fails to answer any question(s) in the hearing.

## 32. DECISION

32.1. The Ethics Committee shall have full power to review the facts and the law. The Ethics Committee is not bound by the relief sought by the Parties.

32.2. Where the Ethics Committee determines that a violation has been committed, it shall also determine, in its discretion, the appropriate sanction(s), in accordance with Article 33.

32.3. The Ethics Committee shall issue a decision in writing to the Parties as soon as reasonably practicable setting out, in principle, the following:

- a) the names of the members of the Ethics Committee;
- b) the names of the Parties;
- c) a summary of the relevant facts;
- d) an account of the procedure followed;
- e) the decision on jurisdiction;
- f) the reasons of the Decision, including the Integrity Code Violation(s) committed, the applicable consequences and start date (if applicable);
- g) the operative part of the Decision;
- h) the decision, if any, in regard to costs; and
- i) a notice indicating any possibility to file an appeal in CAS and the relevant time limit.

32.4. In rendering the Decision, the Ethics Committee shall apply this Integrity Code as well as the EUBC Constitution and Bylaws and, subsidiarily, Italian law.

32.5. The Ethics Committee will make its decision unanimously or by majority. No members of the Panel may abstain.

32.6. The Ethics Committee may rectify any error in computation, any clerical or typographical error, or any error or omission of a similar nature contained in a Decision, after it has been rendered.

32.7. Decisions are enforceable as soon as the operative part is communicated to the Parties by email.

32.8. A copy of the Decision will be sent to the Bound Person's National Federation (where applicable). The decision will be made public upon receipt, including by posting a copy on the EUBC's website. If the Decision rules that no Integrity Code Violation was committed, the Decision will only be published with the consent of the Bound Person. The Ethics Committee may decide to redact specific parts of the Decision before its publication.

32.9. Decisions on Harassment incidents shall include personal information and be regarded as confidential. The Ethics Committee shall (i) not include any personal information of the victim of the incident without obtaining the victim's consent and (ii) anonymise personal information of the Bound Person or other concerned persons in certain cases, taking into account the sensitiveness of the incident.

32.10. The Ethics Committee may decide to communicate the operative part of the Decision prior to the delivery of the full Decision including the reasons.

### 33. SANCTIONS

33.1. Any one or more of the following sanctions may be imposed for an Integrity Code Violation:

- a) a warning as to future conduct;
- b) a reprimand;
- c) a monetary fine in an amount proportionate to the seriousness of the violation;
- d) an order of reimbursement of restitution;
- e) a suspension from carrying out specific activities on behalf of EUBC and/or the National Federation for a specific period;
- f) a period of ineligibility, the length of which is to be determined based on what is proportionate in the circumstances of the case, taking into account in particular (i) the nature of the violation(s), (ii) the degree of fault of the Bound Person, (iii) the harm that the violation(s) has/have done to the EUBC and boxing in general, (iv) the need to deter future violations, and (v) any specific aggravating or mitigating factors; and

- g) any other sanction deemed appropriate, including, but not limited to disqualification of results, annulment of results of any Event, removal from office, forfeiture of quota places and/or of hosting rights, other loss of privileges, no contact directives, requirement to complete educational or other programs.

33.2. The sanction(s) to be imposed in a particular case shall be determined by reference to all of the relevant circumstances of the case, including an assessment of the seriousness of the violation, and any mitigating or aggravating factors that may be present.

33.3. Aggravating factors may include (without limitation):

- a) the age or experience or position of trust or authority of the Bound Person (e.g., as coach of the team);
- b) the age of the victim, in case of Harassment;
- c) the Bound Person's previous disciplinary record, including in particular any prior violations of this Integrity Code or similar offences;
- d) any finding that the Bound Person violated more than one Article of this Integrity Code or violated the same Article more than once;
- e) any finding that the Bound Person received or expected to receive a significant Benefit as a result of their violation;
- f) any finding that the Bound Person's violation affected or had the potential to affect the course or outcome of an Event;
- g) any finding that the violation was part of a broader scheme involving other Bound Persons;
- h) the Bound Person's deceptive and/or obstructive behaviour during the course of the investigation and/or the proceedings before the Ethics Committee, such as providing no (or incomplete or inaccurate) information in response to questions or requests for information, or pursuing frivolous arguments or defences; and/or
- i) a lack of remorse on the part of the Bound Person (including, for example, refusing to take part in integrity educational programs recommended by the Ethics Committee).

33.4. Mitigating factors may include (without limitation):

- a) the youth or inexperience of the Bound Person and/or any finding that there was taken advantage of them by more experienced or more senior Bound Person;
- b) the Covered Person's good previous disciplinary record;

- c) any finding that the Bound Person did not receive or expect to receive any significant Benefit as a result of the violation(s);
- d) any finding that the Bound Person's violation(s) did not affect or have the potential to affect the course or outcome of an Event;
- e) the Bound Person's timely admission of a violation when confronted with the alleged violation(s);
- f) the Bound Person's cooperative behaviour during the course of the investigation and/or the proceedings before the Ethics Committee, such as providing information requested on a timely and complete basis, and/or volunteering information;
- g) the Bound Person displaying remorse (including, for example, by agreeing to take part in integrity educational programmes recommended by the Ethics Committee).

33.5. Where more than one violation has been committed, the sanction will be based on the most serious violation and increased as appropriate depending on the specific circumstances.

33.6. Where the Ethics Committee sees fit, it may suspend the implementation of all or part of any sanction(s) imposed for so long as specified conditions are satisfied.

#### 34. COSTS

34.1. Unless decided otherwise by the Ethics Committee, the proceedings shall be free.

34.2. Each Party shall bear its own costs and expenses incurred in connection with the proceedings and, in particular, the costs of legal representation, translation, witnesses and experts.

34.3. Even if the period of suspension/ineligibility has expired, a Bound Person may not participate in any manner or capacity in any Event (or otherwise act as or have any dealings with EUBC) until the Bound Person has paid in full any fine and/or costs that were ordered to pay under this Integrity Code unless the Board of Directors (in its absolute discretion) agrees (and the Bound Person complies with the terms of) an instalment plan for the payment of such amounts.

#### 35. APPEAL TO CAS

35.1. The Decision rendered by the Ethics Committee may be appealed by any Party exclusively before CAS, within twenty-one (21) days of the appealing Party's receipt of the written reasoned decision in question by email.



35.2. The appeal proceedings before CAS shall be conducted in English and the procedure will be governed by the procedural rules of the CAS Code of Sports-related Arbitration. The substantive issues on appeal will be governed by this Integrity Code (and any other applicable EUBC Constitution and Bylaws) and subsidiarily by Italian law.

## Section V – Final Provisions

### 36. EXCLUSION OF RESPONSIBILITY

36.1. The Ethics Committee, the Integrity and Safeguarding officers cannot be held personally liable to the Parties for any error or harm under the terms of this Integrity Code.

36.2.

### 37. ADOPTION AND ENFORCEMENT

37.1. This Integrity Code is adopted by the EUBC Board of Directors on July 13, 2023 and enters into force on April 17, 2024

37.2. This Integrity Code replaces the EUBC Code of Conduct.