

World Taekwondo

Code of Ethics

- In effect as of December 5, 2019 -

I. Preamble:

World Taekwondo (“WT”) and its core Stakeholders (including Continental Unions, Member National Associations, Organizing Committees, and their officers and representatives) bear a special responsibility to safeguard the integrity and reputation of taekwondo worldwide and to propagate the sport together with the traditional taekwondo tenets and spirit reflecting, among other things, self-discipline, self-respect, and respect of others.

As a member of the Olympic and Paralympic Family, WT recognizes that the basic universal principles of good governance of the Olympic and Paralympic sports movements, in particular transparency, integrity, democracy, responsibility and accountability, must be respected by all Olympic and Paralympic Movement constituents.

This Code represents the commitment of WT and its Stakeholder to safeguard the integrity and reputation of taekwondo worldwide and to respect and apply the basic universal principle of good governance of the Olympic and Paralympic sports movement.

In accordance with Article 8.2 of the WT Statutes, this Code has been passed by the WT Council on the date mentioned above.

II. Code of Ethics:

Article 1. Scope:

- (A) This Code applies to all WT employees and persons elected or appointed to any position within the organization of WT and its Continental Unions (CUs), Member National Associations (MNAs), and other WT-recognized organizations, as well as other individuals or organizations engaged in WT activities (“Officials”). It shall also apply to all holders of WT licenses or certifications, organizers and applicants for the organization of WT Events (“Athletes and Other Individuals”). It shall also apply to individuals or organizations that are contractually-connected to represent or to serve WT in accordance with the terms of those contracts. Officials and Athletes and Other Individuals are together referred to as “Participants in the Taekwondo Movement.”
- (B) Participants in the Taekwondo Movement are expected to be aware of the importance of their duties, obligations, and responsibilities under this Code.

- (C) Participants in the Taekwondo Movement shall show commitment to an ethical attitude. When discharging their duties and responsibilities they shall behave in a dignified manner and act with complete honesty, credibility, impartiality and integrity.
- (D) Officials shall represent WT honestly, worthily, respectably and with integrity. Officials are expected to be aware of the importance of their function and concomitant obligations and responsibilities. Officials are to use due care and diligence in fulfilling their mission. The conduct of Officials shall reflect the fact that they support and further the principles and objectives of the WT in every way and refrain from anything that could be harmful or tarnish to these principles and objectives.

Article 2. Application:

- (A) A breach of this Code may be established whether it was committed deliberately or negligently, whether or not the breach constitutes an act or attempted act, and whether the parties acted as a participant, accomplice or instigator.

Article 3. Resources:

- (A) WT Resources and the resources of WT members may be used only for the benefit of taekwondo in accordance with their respective statutes.
- (B) Any support provided by WT to any Participant in the Taekwondo Movement shall be utilized in strict compliance with the purpose for which it was granted. WT shall be entitled to request from the recipient the production of any appropriate evidence regarding the use of the resources. Moreover, the recipient shall clearly demonstrate the use and purpose of the resources if requested by WT.
- (C) WT records income and expenditure according to general accepted international accounting principles. Elected Auditors annually check the WT accounts and an independent Accountancy Agency audits all WT accounts and financial statements.

Article 4. Conduct towards Government and Private Organizations:

- (A) In dealing with government institutions, national and international organizations, associations and groupings, and when expressing themselves on behalf of the organization they represent, Officials shall, in addition to observing the basic rules of Article 1 (Scope), remain politically neutral, in accordance with the principles and objectives of the WT, and generally act in a manner compatible with their function and responsibility.

Article 5. Fundamental rights of WT Participants

- (A) Ban on Discrimination: Participants in the Taekwondo Movement shall not act in a discriminatory manner, especially with regard to ethnicity, race, culture, political opinion, marital status, religion, gender, language, country, color, national, or other grounds. Decisions and actions are to be taken in the best interest of athletes with an emphasis on applying equal opportunity for participation. See the WT Anti-Discrimination Policy for more guidance.

Participants in the Taekwondo Movement have a right to respect and to enjoy a safe and supportive sport environment. All forms of harassment, be it physical, moral, psychological, professional, or sexual are prohibited. Participants in the Taekwondo Movement are expected to be aware of WT's Safeguarding Policy including its obligations to implement and report.

- (B) Participants in the Taekwondo Movement shall ensure that the personal rights of those persons whom they contact and with whom they deal are protected, respected and safeguarded.

Article 6. Integrity of Sport:

- (A) Participants in the Taekwondo Movement have an obligation to safeguard the integrity of sport and the principle of fair play by refraining from any attempts to influence the elements of a competition in a manner contrary to sports ethics.
- (B) Participants in the Taekwondo Movement shall not, directly or indirectly, offer, promise, solicit, give or accept any form of undue remuneration or commission, nor conceal benefit or service of any nature. The aforementioned rule shall apply to activities related to the organization of WT Events or the governance of the sport, whether within or outside of WT, CUs or MNAs, and whether in connection with the person's official activities or not.

Article 7. Eligibility and Dismissal:

- (A) Only those people who demonstrate a high degree of ethics and integrity and pledge to observe the provisions of this Code without reservations are eligible to serve as Officials. Anyone with a criminal record in his/her country of residence or subjected to a disciplinary measure by a WT Sanctions Committee is not eligible if the offence is found

by the Integrity and Ethics Committee to be incompatible with their ability to fulfill their task.

Article 8. Conflicts of Interest:

- (A) The Parties must refrain from placing themselves in any conflict of interests. The Parties shall respect the following provisions concerning conflict of interests:
- (B) Before being elected or appointed, Parties shall disclose to WT (or CU or MNA, as applicable) any personal interests that could be linked with the duties they are about to undertake.
- (C) Conflicts of interest arise if a party has, or appears to have, private or personal interest(s) that detract from its ability to perform its duties with integrity in an independent manner. Private or personal interests include gaining any possible advantage for himself, his family, relatives, friends and acquaintances.
- (D) While performing their duties, Parties shall avoid any potential conflict of interest, i.e. any situation that could lead to a conflict of interest.
- (E) The Parties shall not perform their duties if they have a conflict of interest. Any such conflict shall be immediately disclosed to WT.

Article 9. Confidentiality:

- (A) Officials shall not disclose information entrusted to them in confidence and which has not been made public. Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organization. The obligation to respect confidentiality survives the termination of any relationship which makes a person subject to this Code.

Article 10. Gifts, Bribery and other Advantages:

- (A) It is understood that it is custom for gifts to be exchanged between officials at Opening or Closing Ceremonies at events, during visits to stakeholders, or at meetings among or between stakeholders or on other occasions that include a formal moment of exchange of gifts.

- (B) It is understood that it is custom for hospitality to be offered towards officials while being invited and /or visiting events as a guest, attending meetings or any other occasion that includes interaction between officials while being a host and a guest. Officials are allowed to accept tokens of consideration of nominal value in accordance with prevailing customs and reasonable and proportionate gifts and hospitality (including event accreditation or tickets). Any token, gift or other benefit that exceeds the amount of US\$250 shall be disclosed to and approved by WT. Those tokens, gifts or other benefits that are not approved by WT shall be withdrawn or returned.
- (C) Officials are not permitted to accept tokens, gifts and/or other benefits that exceed the average relative of local cultural customs from any third parties or any other gift, hospitality or other benefit that gives the appearance of impropriety.
- (D) If in doubt, gifts shall be declined. Accepting gifts of cash in any amount or form is prohibited. While performing their duties, officials may give gifts and other benefits in accordance with the average relative value of local cultural customs to third parties, provided they do not incur dishonest advantages and conflict of interest. Officials shall not accept bribes or other advantages that are offered, promised or sent to them to incite breach of duty or dishonest conduct for the benefit of a third party. Officials may not be accompanied to official events by family members at the expense of WT, the continental unions, associations and members or other organizations, unless expressly permitted to do so.

Article 11. Commission:

- (A) Officials are forbidden from accepting commission or promises for negotiation of deals of any kind while performing their duties unless the presiding body has expressly permitted them to do so. In the absence of such a presiding body, the body to which the official belongs shall decide.

Article 12. Elections:

- (A) The basic principles of Good Governance of the Olympic and Sports Movement, in particular transparency, responsibility, accountability, integrity and representativeness, must be respected. For the assessment of the level of good governance, objective criteria and evidence should prevail. The applicable WT Election Bylaw shall be observed by all relevant officials.

Article 13. Duty of Disclosure and Reporting:

- (A) Officials shall report immediately to the WT President, or in case of a conflict of interest to a WT Vice President, any sign of violations of conduct as prescribed in this Code, and if deemed necessary, the President may call an Integrity Committee meeting.
- (B) Officials are responsible for reporting any harassment and abuse they are aware of and the report will be preceded under the WT Safeguarding policy.
- (C) The disclosure must be in good faith and not merely malicious or for personal gain.
- (D) The persons reported shall, upon request, make themselves available to the body responsible and, in particular, declare details of their income and provide the evidence requested for inspection.

III. Procedural Regulations:

Article 14. Violations:

- (A) Violations of the rules of conduct of this Code shall be investigated and sanctioned in accordance with WT Statutes Article 29 and the WT Disciplinary Actions and Appeals Code.
- (B) Proceedings filed before the effective date of the current Code will be conducted under the former Code or other applicable rules.

Article 15. Integrity Committee

- (A) The Integrity Committee is the guardian of the ethical principles of the Taekwondo Movement as set out in the Statutes and the Code of Ethics. It shall ensure that the present Code is respected. It has the power to investigate complaints and denunciations regarding violations of the Code, and has the power to investigate potential breaches of the Code on its own initiative.
- (B) The Integrity Committee shall propose from time to time relevant amendments to this Code.