

HARYANA STATE BOXING ASSOCIATION



CODE OF ETHICS

PREAMBLE

The importance of the HSBA Code of Ethics

The primary purpose of the HSBA Code of Ethics is to assist the HSBA members in making consistent choices when faced with ethical dilemmas and to set out ethical principles and standards applicable throughout the boxing community and sport governed by HSBA.

The HSBA members undertake at all times to respect and ensure respect of the following principles:

- Fairness:** Operating within the spirit of the rules, never taking an unfair advantage and making informed and honourable decisions at all times.
- Respect:** Recognizing the contribution which people make to sport, treating them with dignity and consideration, as well as caring for the property and equipment they use.
- Responsibility:** Taking responsibility for one's actions and being a positive role model at all times.
- Safety:** Encouraging healthy and safe procedures, preventing and reporting dangerous behaviour, while demonstrating concern for others.
- Integrity:** Comprising the personal inner sense of "totality" deriving from honesty and consistent respectability of character.
- Equity:** Practicing fairness and applying social justice to all situations and decision making processes. Ensuring that all individuals are respected, have equal opportunities and have their rights protected.
- Transparency:** This is a fundamental principle of any form of modern governance.
- Accountability:** This is also an essential principle of particular importance.

HSBA members can play a vital role in encouraging ethics in sports and providing a path through which sports leaders can meet and exchange views. Such HSBA members are the voice of their national sport and have a duty to ensure the integrity of all HSBA members.

Code of Ethics

Scope of application

Art. 1

The present Code applies to HSBA and each of its members and staff, including but not limited to members of the Executive Committee, members of Commissions, the affiliated DBA/Board and their members and staff, and all officials, athletes, coaches and referees (hereinafter the “Parties”).

The Parties shall pay particular attention to observing the HSBA Ethical Principles, including but not limited to fair play and sportsmanship, when participating in HSBA’s championships and all other activities.

Principles

Art. 2

The Parties must comply with the following principles:

1. Human dignity.
2. Nondiscrimination, either on the basis of race, gender, nationality, ethnic origin, religion, philosophical or political opinions, sexual preference or any other grounds.
3. Nonviolence, including abstaining from any kind of pressure and harassment, whether physical, mental, professional or sexual.
4. Friendship, mutual aid and fair play.
5. Integrity.
6. Priority to the interests of the sport of boxing and the athletes in relation to financial interests.
7. Protection of the environment.
8. Political neutrality.
9. Promotion of the Olympic Movement ideals.

Art. 3

The Parties shall use due care and diligence in fulfilling their mission. They shall, on all occasions and to the best of their ability, serve the interests of boxing and HSBA. They shall refrain from any behavior which might jeopardize boxing, and they must not act in any manner likely to tarnish the reputation of HSBA.

Integrity

Art. 4

The Parties shall refrain from asking, accepting or proposing, either directly or indirectly, any payment or commission, any advantages or services of any kind, in exchange for the performance of their duties for HSBA or for their work carried out for HSBA, unless they have previously obtained an express authorization in writing from the competent HSBA authority.

HSBA must be informed of any offers of this kind which are made to a Party. HSBA shall adopt proper measures to ensure protection of such Parties, so that they can inform HSBA without risk of reprisal.

Art. 5

The Parties may receive or accept gifts only as a mark of respect or friendship and of nominal value in accordance with prevailing local customs.

Any gifts offered to a third party must have been previously authorized by HSBA.

Gifts may only be offered by HSBA or on behalf of HSBA; the Parties shall refrain from offering any gifts in their personal names.

Any gifts received must be reported to HSBA.

Any gifts exceeding Rs. 1500/- in value must be immediately sent to HSBA and shall become the property of HSBA.

An overall sense of moderation should prevail concerning hospitality and accommodation.

Art. 6

The Parties must not be involved nor have relationships with any organizations, firms or persons whose activities are incompatible with the HSBA Ethical Principles.

Art. 7

The Parties who represent HSBA in an outside body shall be obliged to intervene and to vote in accordance with any instructions that they have received from the competent authority at HSBA. They shall not accept any instructions as to how to vote from any third-party.

Confidentiality

Art. 8

The Parties shall refrain from disclosing any information concerning HSBA or its activities that has not been made public, unless such a disclosure has been authorized by the competent authority at HSBA or is required by law.

Art. 9

The disclosure of information must not be aimed at making profit or taking any personal advantage, nor may it be motivated by malicious intent to damage the reputation of any person.

Conflict of interests

Art. 10

A situation of a potential conflict of interests arises when the opinion or decision of a Party may be reasonably considered as liable to be influenced by relations that such Party has, has had or is on the point of having with another person or organization that would be affected by the Party's opinion or decision.

A case of conflict of interests is constituted when a Party, having abstained from declaring a situation of a potential conflict of interests, expresses an opinion or takes a decision in the circumstances described in the above paragraph.

Art. 11

In assessing the situations described in Article 10 above, direct as well as indirect interests must be taken into account. This also includes the interests of a third person or entity (e.g. parent, spouse, relation, dependent, contractor, or contractee).

The circumstances in which a conflict of interests could arise are, for example:

- a personal or material involvement (salary, shareholding, other various benefits) with suppliers of HSBA;
- a personal or material involvement with sponsors, broadcasters, various contracting parties;
- a personal or material involvement with an organization liable to benefit from the assistance of HSBA (e.g. subsidy, approval clause or election).

Art. 12

It is the responsibility of each Party to avoid any case of conflict of interests.

Faced with a situation of a potential conflict of interests, the Party concerned must refrain from expressing an opinion, from making or participating in making a decision or from accepting any form of benefit whatsoever. However, if the Party wishes to continue to act or is uncertain as to the steps to take, the Party must inform the Ethics Commission of the situation.

Art. 13

The Ethics Commission shall propose to the Party concerned a solution as, for example:

- registering the declaration without any particular measure;
- removal of the Party from expressing the opinion or from making or participating in making the decision at the root of the conflict;
- relinquishment of the management of the external interest causing the conflict.

In the event that a Party neglects to declare a situation of potential conflict of interests or refuses to act according to the solution proposed by the Ethics Commission, the Ethics Commission shall propose to the HSBA President and to the Disciplinary Commission a decision that may include the measures provided in the above paragraph, as well as possible sanctions.

The HSBA President and the Disciplinary Commission are responsible, in the final instance, for taking decisions and/or sanctions concerning conflicts of interests.

AIBA Ethics Commission Mission and composition Art.**14**

An independent HSBA Ethics Commission (hereafter the “Commission”) is charged with the following mission:

1. to assist HSBA in developing and updating a framework of ethical principles, including the HSBA Code of Ethics, based upon the values and principles enshrined in the HSBA Code of Ethics, Statutes, Bylaws, Disciplinary Code, Procedural Rules, Technical & Competition Rules and in the Olympic Charter, all such values and principles being hereafter referred to as “HSBA Ethical Principles”;
2. to help ensure compliance with the HSBA Ethical Principles in the policies and practices of HSBA;
3. to provide assistance, including advice or proposals, upon request by the HSBA President, the Executive Committee, the Disciplinary Commission or the General Council, in order that the HSBA Ethical Principles are applied in practice;
4. to investigate complaints or other issues submitted to the Commission by the HSBA President, the Executive Committee, the Disciplinary Commission or the General Council, and raised in relation to the non-respect of the HSBA Ethical Principles, and, if necessary, to recommend sanctions or other action to be taken by HSBA, its President, its Executive Committee, its Disciplinary Commission or its General Council;
5. to bring to the attention of whatever entity it finds appropriate, including but not limited to the HSBA President, the Executive Committee, the Disciplinary Commission or the General Council, any matter infringing the HSBA Ethical Principles and recommend actions or sanctions;
6. to advise on how to avoid or resolve conflicts of interests;
7. to pursue any other tasks relating to the development and implementation of the HSBA Ethical Principles, as requested by the HSBA President, the Executive Committee, the Disciplinary Commission or the General Council.

Art. 15

The Commission shall be composed of five members, designated as follows:

- a Chairman and a Vice Chairman, appointed by the HSBA President;
- three members appointed by the Executive Committee.

Neither the Chairman, nor the three members to be appointed by the Executive Committee shall be members of HSBA. The Vice Chairman can be chosen among members of HSBA.

Art. 16

Members of the Commission must all be familiar and acquainted with the values and Ethical Principles of the Olympic Movement, preferably through personal experiences; one member at least of the Commission shall have a background in the legal profession and another member at least in the carrying out of high level executive office or public service.

Art. 17

The duration of the term of a member of the Commission shall be four years. Such term is renewable once.

Art. 18

A member of the Commission may only be removed from office by a unanimous decision of the Executive Committee or, in the absence of such decision, by decision of the General Council.

Art. 19

In the event of vacancy due to death, resignation, incompatibility or inability of a member to perform his functions, the member shall be replaced. The new member shall complete the term of the member he replaces and may be appointed for one new four year term.

Art. 20

Members of the Commission may not take any measure nor exercise any authority in relation to a matter where any conflict of interests or any other form of conflict exist or is perceived to exist.

Indemnification and expenses**Art. 21**

Members of the Commission shall be indemnified by HSBA in relation to any claim by any third party deriving from the carrying out of their duties as members of the Commission.

Art. 22

Members of the Commission serve as volunteers. They are entitled to be reimbursed by HSBA for all their travel expenses as well as to a per diem allowance to cover their other costs.

Art. 23

The Commission shall be assisted by a Vice-Chairman designated by the Chairman of the Commission, whose costs will be reimbursed by HSBA.

Procedures**Art. 24**

The Commission establishes its own rules of procedure.

Art. 25

The Commission reports to the HSBA President. If the Commission considers it as necessary, it may submit a report directly to the Executive Committee, the Disciplinary Commission, the General Council, or any other individual or entity within HSBA. In such a case, the Commission informs the HSBA President before it submits its report.

Art. 26

The Commission shall present every year a report to the General Council on the conduct of its activities.