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## Ethical Code of Conduct

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## **1. Introduction**

**1.1** The Code of Ethics exist as a set of beliefs that have been written to serve as foundation for the way in which all Members, be they competitors, officials, coaches, administrators, or others, should strive to conduct themselves as Members of the International Pole and Aerial Sports Federation (IPSF) family. Members join the IPSF of their own free will and, in so doing, agree to abide by the Constitution and Rules of which the Code of Ethics forms an integral part. Any Member who is found to have contravened the Code of Ethics may be subject to disciplinary or other measures. The standards, procedures, and sanctions set forth in this code of ethics are not equivalent to criminal laws and procedures. Rather, they concern the rights and privileges of IPSF membership, including, but not limited to, the privilege of participating in competitions, events, or other activities as a member of the IPSF. The actions and behavior of individuals participating in IPSF activities, or in events sponsored by or sanctioned by the IPSF, shall be lawful and in accordance with all IPSF rules and regulations, and consistent with the principles of fair play, good sportsmanship, honesty, and respect for the rights of others.

## **2. Competitors**

**2.1** IPSF competitors are obligated to follow this Ethical Code of Conduct.

**2.2** Any competitor participating in an event that is deemed to be ‘approved’ and ‘recognized’ by the IPSF is considered to be a ‘Member’ for the duration of the competition season, from receipt of application for the first competition of the season, to the close of the World Championship competition, and is therefore obligated to adhere to all applicable rules and codes of conduct.

## **3. Ethical Considerations for Competitors**

**3.1** All competitors must agree to abide by the international rules of fair play upon participation of any IPSF event in any capacity.

**3.2** Fair play is defined as much more than playing within the rules of the sport. It incorporates the concepts of friendship, respect for others, and always participating with the right spirit. Fair play is defined as a way of thinking, not just a way of behaving. It incorporates issues concerned with the elimination of cheating, gamesmanship, doping, violence (both physical and verbal), the sexual harassment and abuse of competitors and officials, exploitation, unequal opportunities, excessive commercialization, and corruption.

**3.3** Fair play is a positive concept. Pole and Aerial Sports is a social and cultural activity which, practiced appropriately, enriches society and the friendship between nations. Pole and Aerial Sports is also recognized as an individual activity which offers the opportunity for self-knowledge, self-expression, and fulfilment; personal achievement,

skill acquisition and demonstration of ability; social interaction, enjoyment, good health and well-being. The IPSF promotes involvement and responsibility in society.

**3.4** All competitors will be valued and treated in an equitable and fair manner regardless of ability, age, sex, religion, social and ethnic background or political persuasion.

**3.5** Gifts, favours, special treatment, privileges, employment or a personal relationship with a team, school or individual which can compromise the perceived impartiality of officiating must be avoided.

**3.6** Competitors have an obligation to treat IPSF officials with professional dignity and courtesy.

**3.7** Competitors have an obligation to treat other competitors with professional dignity, respect and courtesy and recognize that it is inappropriate to criticize other competitors publicly.

**3.8** Competitors are expected not to undertake inappropriate conduct and shall attempt to eliminate all practices which bring discredit to the rules and values set by IPSF.

**3.9** Competitors agree to abide by part of or all of the current International Olympic Committee anti-doping rules as adopted by the IPSF for each event.

**3.10** Competitors who do not act according to the above regulations will face disciplinary action, as determined by the IPSF and the competitors' national Federation.

## **4. Standards of Competing Conduct**

**4.1** Competitors are expected to know and abide by the IPSF competition rules and the spirit and ethical considerations of Pole and Aerial Sports (including Artistic and Ultra disciplines).

**4.2** Competitors are expected to accept success and failure, victory and defeat, equally.

**4.3** Competitors will accept the decision of the event officials without protest unless they believe that there has been a serious contravention of this Ethics Code of Conduct. In this instance the competitor is entitled to make a complaint in accordance with the IPSF complaints policy and procedure. The competitor will continue to exhibit respectful and appropriate behaviour and conduct themselves accordingly, regardless of where in the complaints process their complaint is. It is important to note that this is NOT the same as contesting scores at the athlete's competition, which is the right of every athlete competing in Pole Sports or Aerial Sports, and is dealt with through the competition organiser and Head Judge.

**4.4** Competitors will avoid words or actions which may mislead an event official. This includes online and offline words and actions.

**4.5** Competitors SHALL NOT:

**4.5.1** Use drugs, except for medical purposes, while travelling, competing, socializing, and/or using facilities including lodging spaces. It is the competitors' responsibility to make themselves aware of potential pitfalls regarding positive doping results, and to submit relevant TUEs where necessary.

**4.5.2** Consume alcohol before or while competing, or be seen to be drunk at any point during the competition.

**4.5.3** Strike, attempt to strike or otherwise physically abuse an official, competitor, spectator or coach.

**4.5.4** Intentionally engage in or incite participants and/or spectators to engage in abusive or violent action.

**4.5.5** Use obscene gestures, profanity, or disrespectful language.

**4.5.6** Violate any IPSF host accommodation and laws of the city, state or country that an event is held in.

**4.5.7** Exhibit nudity before, during, or after the competition.

**4.6** Competitors who violate any of the above will face disciplinary action, as determined by the IPSF and the competitors' national Federation.

**4.7** At the discretion of the IPSF Ethical Committee in collaboration with the competition, the points mentioned above for competitors may also be applied to spectators.

## **5. Judges**

**5.1** The IPSF believes the duty of Judges is to act impartially in Pole and Aerial Sport competitions (as well as Artistic and Ultra discipline competitions). We believe this duty carries with it an obligation to perform with accuracy, fairness, and objectivity through an overriding sense of integrity.

**5.2** It is vital that every official approach each assignment in a professional manner. Because of their authority and autonomy, officials must have a high degree of commitment and expertise.

**5.3** Judges who are "professionals" voluntarily observe a high level of conduct, not because of fear of penalty, but rather out of personal character. They accept responsibility for their actions. This conduct has as its foundation a deep sense of moral values and use of reason which substantiates the belief a given conduct is proper, simply because it is.

## **6. Ethical Considerations for Judges**

**6.1** Judges must be free of obligation to any interest other than the impartial and fair judging of Pole Sports competitions. Any decisions which are slanted by personal bias are dishonest and unacceptable.

**6.2** Anything which may lead to a conflict of interest, either real or apparent, must be avoided. Gifts, favors, special treatment, privileges, employment, or a personal relationship with a team, school or individual which can compromise the perceived impartiality of officiating must be avoided.

**6.3** Judges have a responsibility to continuously seek self-improvement through study of the sport, rules, mechanics and the techniques of pole fitness management. They have a responsibility to accurately represent their qualifications and abilities when requesting or accepting officiating assignments. Judges have an obligation to treat other officials with professional dignity and courtesy and recognize that it is inappropriate to criticize other officials publicly. Whilst officiating, judges should protect the public (fans, administrators, coaches, players, et al.) from inappropriate conduct and shall attempt to eliminate from the officiating avocation/profession all practices which bring discredit to it.

**6.4** Judges who do not act according to the above regulations will face disciplinary action, as determined by the IPSF and the competitors' national Federation.

## **7. Standards of Judging Conduct**

**7.1** To apply honestly, impartially, and objectively all of the rules governing competitions.

**7.2** To safeguard the interests of all competitors on equal terms.

**7.3** To cooperate in providing the best possible conditions for the benefit of the competitors, other officials, and administrators.

**7.4** To respect the feelings and competitive drive of the competitors, and to make reasonable allowances for their heightened emotions in the heat of competition.

**7.5** To respect the Constitution and Rules and the requirements of an effective administration and to cooperate willingly and promptly with the officially elected or appointed administrators and other officials in the carrying out of their duties and responsibilities.

**7.6** To cooperate with the organizers of the competitions by rendering decisions clearly and promptly, and in accordance with the requirements of the competition or judging procedures.

**7.7** To refrain from attempting to influence the decisions of other judges or officials, and to respect their individual opinions and decisions.

**7.8** To honor the special trust conferred upon them in their selection as judges and to adhere to the standards of personal conduct expected of a sports official.

**7.9** To cooperate with the competitors, other officials, and administrators in the development of high standards, both moral and physical, for the sport of Pole Sports and in the progressive furtherance of the objects of the IPSF.

**7.10** Judges who do violate any of the above regulations will face disciplinary action, as determined by the IPSF and the competitors' national Federation.

## **8. Coaches**

**8.1** Coaches are key to the establishment of ethics in all sporting activities. Their concept of ethics and their attitude directly affects the behaviour of competitors under their supervision. Coaches are, therefore, expected to pay particular care to the moral aspect of their conduct. Set out below is IPSF Coaches Code of Conduct which reflects the standards expressed by the National Coaching Foundation and the National Association of Sports Coaches.

## **9. Ethical Considerations for Coaches**

**9.1** Coaches have to be aware that almost all of their everyday decisions and choices of actions, as well as strategic targets, have ethical implications. It is natural that winning constitutes a basic concern for coaches. This code is not intended to conflict with that. However, the code calls for coaches to disassociate themselves from a "win-at-all-costs" attitude.

**9.2** Increased responsibility is requested from coaches involved in coaching competitors. The health, safety, welfare and moral education of the competitor are a first priority, before the achievement or the reputation of the club, school, or coach.

## **10. Standards of Coaching Conduct**

**10.1** Coaches must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.

**10.2** Coaches must place the well-being and safety of each performer above all other considerations, including the development of performance.

**10.3** Coaches must adhere to all guidelines laid down by IPSF governing bodies.

**10.4** Coaches must develop an appropriate working relationship with each competitor based on mutual trust and respect.

**10.5** Coaches must not exert undue influence to obtain personal benefit or reward.

**10.6** Coaches must encourage and guide competitors to accept responsibility for their own behaviour and performance.

**10.7** Coaches must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience, and ability of competitors.

**10.8** Coaches should, at the outset, clarify with the competitors exactly what is expected of them and also what they are entitled to expect from their coach in relation to the IPSF event.

**10.9** Coaches must co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the competitor.

**10.10** Coaches must always promote the positive aspects of the sport (e.g. fair play) and never condone violations of the rule, behaviour contrary to the spirit of the Poles Sports or relevant rules and regulations or the use of prohibited substances or techniques.

**10.11** Coaches must consistently display high standards of behaviour and appearance.

**10.12** Coaches must not use or tolerate inappropriate language.

**10.13** Coaches who violate any of the above regulations will face disciplinary action, as determined by the IPSF and the competitors' national Federation.

## **11. Federations**

**11.1** Federations are key to the establishment of ethics in all sporting activities, and are the representatives of the IPSF within their respective countries. Their concept of ethics and their attitude directly affects the behaviour of the members under their supervision. Federations are, therefore, expected to pay particular care to the moral aspect of their conduct. Set out below is IPSF Federations Code of Conduct.

## **12. Ethical Considerations for Federations**

**12.1** Federations have to be aware that almost all of their everyday decisions and choices of actions, as well as strategic targets, have ethical implications. This code calls for Federations to disassociate themselves from a "win-at-all-costs" attitude of competitors and coaches, and act in a manner that will best exemplify growth and strategic thinking towards the future of the sport within their country.



**12.2** Increased responsibility is requested from Federations in their interaction with and hosting of competitors. The health, safety, welfare and moral education of the competitor are a first priority, before the achievement or the reputation of the federations, club, school, or coach.

### **13. Standards of Federation Conduct**

**13.1** Federations must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.

**13.2** Federations must place the well-being and safety of each performer above all other considerations, including the development of performance.

**13.3** Federations must adhere to all guidelines laid down by IPSF governing bodies and not go against the IPSF ethos.

**13.4** Federations must develop an appropriate working relationship with each competitor based on mutual trust and respect.

**13.5** Federations must not exert undue influence to obtain personal benefit or reward.

**13.6** Federations must encourage and guide competitors to accept responsibility for their own behaviour and performance.

**13.7** Federations must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience, and ability of competitors.

**13.8** Federations should, at the outset, clarify with the competitors exactly what is expected of them and also what they are entitled to expect from their Federation in relation to the IPSF event.

**13.9** Federations must co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the competitor.

**13.10** Federations must always promote the positive aspects of the sport (e.g. fair play) and never condone violations of the rule, behaviour contrary to the spirit of the Poles Sports or relevant rules and regulations or the use of prohibited substances or techniques.

**13.11** Federations must consistently display high standards of behaviour and appearance.

**13.12** Federations must not use or tolerate inappropriate language.

**13.13** Federations who violate any of the above regulations will face disciplinary action, as determined by the IPSF and the competitors' national Federation.

## **14. Volunteers & Staff**

**14.1** Volunteers & Staff members of federations are essential to the establishment of ethics in all sporting activities. Their concept of ethics and their attitude is directly experienced by coaches and competitors, and is seen as the ethical compass of an organisation. Volunteers & Staff members are, therefore, expected to pay particular care to the moral aspect of their conduct. Set out below is IPSF Volunteers & Staff members Code of Conduct.

## **15. Ethical Considerations for Volunteers & Staff members**

**15.1** Volunteers & Staff members have to be aware that almost all of their everyday decisions and choices of actions, as well as strategic targets, have ethical implications. This code calls for Volunteers & Staff members to disassociate themselves from a "win-at-all-costs" attitude of competitors and coaches, and act in a manner that will best exemplify growth and strategic thinking towards the future of the sport within their country.

**9.2** Increased responsibility is requested from Volunteers & Staff members involved with the Federation. The health, safety, welfare and moral education of the competitor are a first priority, before the achievement or the reputation of the club, school, or coach, and before any potential benefit to the Volunteers & Staff members.

## **16. Standards of Volunteers & Staff members Conduct**

**16.1** Volunteers & Staff members must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.

**16.2** Volunteers & Staff members must place the well-being and safety of each performer above all other considerations, including the development of performance.

**16.3** Volunteers & Staff members must adhere to all guidelines laid down by IPSF governing bodies.

**16.4** Volunteers & Staff members must maintain an appropriate working relationship with each attendee / person interacting with the Federation based on mutual trust and respect.

**16.5** Volunteers & Staff members must not exert undue influence to obtain personal benefit or reward.

**16.6** Volunteers & Staff members must encourage and guide competitors to accept responsibility for their own behaviour and performance.

**16.7** Volunteers & Staff members must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience, and ability of competitors.

**16.8** Volunteers & Staff members should, at the outset, clarify with the Federation exactly what is expected of them and also what they are entitled to expect from Volunteers & Staff members in relation to the IPSF event.

**16.9** Volunteers & Staff members must co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the competitors and attendees to the competition.

**16.10** Volunteers & Staff members must always promote the positive aspects of the sport (e.g. fair play) and never condone violations of the rule, behaviour contrary to the spirit of the Poles Sports or relevant rules and regulations or the use of prohibited substances or techniques.

**16.11** Volunteers & Staff members must consistently display high standards of behaviour and appearance.

**16.12** Volunteers & Staff members must not use or tolerate inappropriate language. This applies to both online and offline communication or remarks.

**16.13** Volunteers & Staff members who violate any of the above regulations will face disciplinary action, as determined by the IPSF and the competitors' national Federation.

## **17. Complaint Procedure**

**17.1** Any IPSF competitor/coach/Federation/Volunteers & Staff members may initiate procedures under this code of ethics by filing a complaint along with a £50 (GBP) administrative fee within 10 days of the competition or incident related to their complaint with the IPSF Ethics Committee. In the case of any accusation that does not fall clearly under the "Standards of Judging Conduct" above, the Ethics Committee shall have the authority to decide whether the alleged conduct is within the scope of the code of ethics. This complaint must be filed through the IPSF website, and complaints will only be deemed valid on receipt of payment.

**17.2** Complaints will only be considered if the competitor has exhausted all other options (i.e. have proceeded through their federation/specific IPSF committee).

**17.3** In the case of each alleged violation that is within the scope of the code of ethics, the following steps shall occur within 90 days of the competition:

**17.3.1** A factual inquiry shall be made by the Ethics Committee, assisted as necessary by the IPSF staff. Previous findings of the Ethics Committee or other IPSF entities may be included among the evidence considered by the Ethics Committee, if relevant to the circumstances of the present case. As a part of such an inquiry, any person accused of unethical conduct shall have the right to examine the evidence against him or her, the right to respond to the accusation, and the right to produce written evidence in his or her behalf.

**17.3.2** Appropriate sanctions, if any, shall be recommended by the Ethics Committee. In recommending sanctions, the Ethics Committee may consider any previous ruling or finding of the Ethics Committee, or other IPSF entity, pertaining to the past conduct of the person being sanctioned. In recommending sanctions, the person being recommended for sanctions must be informed of this fact. Any person against whom sanctions have been recommended shall be notified within 10 days of such decision. These sanctions may be financial or otherwise.

**17.3.3** Recommended sanctions shall be deemed final, unless appealed to the Executive Board by the person or persons upon whom the sanctions have been imposed, or upon the initiative of any member of the Executive Board. Such an appeal must be made within 30 days of the date that notification of recommended sanctions occurred, except that the Executive Board may extend the deadline for appeal if in its judgment an unavoidable delay in communications or other valid cause prevented a timely appeal. If an appeal has not been filed by the deadline the recommended sanctions shall be placed into effect.

**17.3.4** Upon appeal, a review of the facts and the appropriateness of the recommended sanction shall be undertaken by the Executive Committee. The person against whom the sanction has been recommended, as well as the person filing the initial complaint, shall be given notice of the time and place the Executive Committee will review the case. The person against whom the sanctions have been recommended shall have the right to appear before the Committee and present evidence. In all appeals the recommended sanctions imposed by the Ethics Committee shall not be in effect until the appeal hearing is completed. The recommended sanctions shall either be confirmed, modified, or revoked by the Executive Committee.

**17.3.5** If the person against whom sanctions have been recommended is a member of the IPSF Executive Committee, he or she may not appeal the sanctions to the Executive Committee, but may appeal to the IPSF World Congress at its next scheduled meeting.

**17.3.6** If any member of the Ethics Committee or of the IPSF Executive Committee has a conflict of interest of any kind that might preclude objective participation in the consideration of any case, that person will be required to recuse themselves from their role in this investigation in the capacity of a committee or board member on the case.

**17.3.7** The Ethics Committee or the IPSF Executive Committee is entitled to mete out penalties in the form of fines, to be confirmed at the start of every competition season. These fines will be meted out according to the level of seriousness of the infraction. These committees also reserve the right to suspend or ban any guilty party, should the infraction be deemed befitting of this action.