



# REPORT BY THE CHAIR OF THE IOC ETHICS COMMISSION TO THE 141<sup>ST</sup> IOC SESSION

Mumbai, 15-17 October 2023

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# 1. Report by the IOC Ethics Commission

## 1.1. Main activities of the IOC Ethics Commission since the last Report

<b>IOC Ethics Commission – composition and meetings</b>	<p>As per its Rules of Procedure, the IOC Ethics Commission held a number of meetings either virtually or by means of circulating the documents. The next meeting will take place before the end of 2023.</p> <p>During its meetings, the Commission heard the report by the IOC Chief Ethics and Compliance Officer (CECO) regarding the ongoing cases; each situation was discussed; the report was approved; and, when necessary, recommendations were proposed to the IOC Executive Board.</p> <p>The Commission also delivered a range of advice to the IOC Executive Board and the relevant commissions by circulation of documents.</p>
<b>Conflicts of interest</b>	<p>Since January 2020, the IOC Rules Concerning Conflicts of Interest Affecting the Behaviour of the Olympic Parties have been implemented via an electronic tool, facilitating the IOC Members' disclosure of interests. The IOC's contract management cross-checks the interests declared.</p> <p>All the IOC Directors and IOC Members are compliant with this preventive measure; no actual or potential conflict of interest situation has been noted so far.</p> <p>Should a potential conflict of interest situation arise regarding IOC contracts, the situation will be preliminarily evaluated by the CECO, and fully disclosed to the IOC Executive Board for validation of the process. During the past year, this process was respected at all times.</p> <p>In 2023, the process is being extended to the IOC commission and board members.</p>

## 2. Dissemination of the ethics texts and principles

<b>Publication of the IOC Code of Ethics</b>	<p>The "Ethics 2023" publication was updated in spring 2023 and can be accessed <a href="#">online</a> on the IOC web site.</p> <p>This new edition includes the updated version of the Olympic Movement Code on the Prevention of the Manipulation of Competitions, and its Rules of Application during the Olympic Games; the updated version of the Basic Universal Principles of Good Governance; and the new version of the Rules of Procedure with respect to alleged violations of the Olympic Charter or of any other decision or applicable regulation, other than anti-doping rule violations, issued by the IOC or any IF or NOC, including in relation to disciplinary proceedings, on the occasion of the Olympic Games.</p> <p>All these new texts were disseminated to the various Olympic Movement stakeholders.</p>
<b>Information for IOC Members</b>	<p>After being elected, every new IOC Member receives specific information on the IOC Code of Ethics and its implementing provisions. The last session took place in November 2022.</p>



In addition, as prevention is an essential component of good governance, a refresher programme on the implementation of the IOC Code of Ethics is made available to all IOC Members every two years. This programme features explanations and a reminder of the individual commitment to respect the Olympic Movement's ethical principles at all times. The next edition of this programme will have to be completed before the IOC Session in 2024 in Paris.

### 3. Report by the IOC Chief Ethics and Compliance Officer

#### 3.1. The International Partnership Against Corruption in Sport (IPACS)

##### IPACS

The International Partnership Against Corruption in Sport (IPACS), launched by the IOC in 2017 with the support of intergovernmental organisations such as the UNODC, the Council of Europe and the OECD-G20, is continuing to develop its programmes. In particular, it is proposing a large number of activities and tools for sports organisations and governments alike; and all these are available on the official IPACS website [www.ipacs.sport](http://www.ipacs.sport).

During 2022, IPACS expanded its activities by implementing the annual strategy agreed at the IPACS Steering Committee meeting in November 2021.

The progress and concrete outcomes of the partnership were discussed during IPACS' annual meeting in November 2022, which was attended virtually by more than 110 participants.

IPACS activities in 2022 included:

- Revision and approval of the final version of the Guidelines for Sport Governance Benchmark, which support national governments and sports organisations in the practical implementation of good governance based on the IPACS benchmark.
- Two webinars on Games-related procurement took place in October 2022, bringing together experts from the Organisation for Economic Cooperation and Development (OECD), the IOC, the Organising Committees of Paris 2024, Milano Cortina 2026 and LA28, and public authorities. The webinars are part of a three-year joint project between the IOC and the OECD to develop actionable guidelines on the procurement and effective delivery of infrastructure and relevant services in major sports events.
- IPACS finalised a guide on mitigating the risks of corruption during the candidature process for major sports events. The dedicated IPACS Task Force reviewed the candidature procedures of more than 100 IFs and continental associations, highlighting a variety of approaches, from well-defined procedures that could be used as best practice examples to less structured processes. The final report includes 13 recommendations designed to reduce the risk of corruption in the awarding of sports events.
- Revision of a proposal to develop a dedicated cooperation network, a new initiative to promote and enhance cooperation, information exchange and good practices among anti-corruption law enforcement practitioners, sports organisations and other relevant stakeholders.



- IPACS was present at a range of international events relevant to anti-corruption in sport, including the plenary meeting of the Group of States against Corruption (GRECO) of the Council of Europe in June; the 10<sup>th</sup> meeting of the Commonwealth Sports Ministers in July; and the G20 Anti-Corruption Working Group's virtual meeting in September.
- Furthermore, IPACS' efforts were recognised by the UN General Assembly in December 2022 in its Resolution entitled "Sport as an enabler of sustainable development". For the first time, the General Assembly noted "the efforts of the International Partnership Against Corruption in Sport established in 2017" in relation to fighting risks of corruption at major sports events.
- IPACS' Governance Guidelines were reviewed in 2022 to further expand the representation of stakeholders and to merge it within the new Steering Committee. During its latest annual meeting, the group was further expanded, welcoming the International Equestrian Federation (FEI), an athletes' representative, and the governments of Mexico and Saudi Arabia. The IOC was designated by IPACS to coordinate IPACS activities in 2023 and 2024 on behalf of the sports movement, following the two-year rotation principle of the chair's position between governments and sports organisations.

In 2023, IPACS pursued its mission, in particular by undertaking the following activities:

- At a workshop held on 30 March, the IOC and OECD presented the finalised "Guidelines on the effective delivery of infrastructure and associated services for the Olympic Games", and a related online tool to key representatives from the sports movement as well as policymakers in infrastructure and public procurement. The outcome of this IOC-OECD three-year project complemented the work of IPACS Task Force 1 in the area of procurement of infrastructure and associated services in major sports events.
- IPACS advocated its purpose at a number of important events, including the EU Sport Forum, organised by the European Commission on 2 May in Stockholm; the annual meeting of the Enlarged Partial Agreement on Sport (EPAS) of the Council of Europe on 8 June in Strasbourg; and the Swiss Government workshop on the fight against corruption in sport on 5 July, with a focus on the implementation of measure 34 of the [Federal Council's Anti-Corruption Strategy 2021-2024](#), which urges "the international sports federations to join the International Partnership against Corruption in Sport (IPACS)".
- IPACS was concretely involved in the discussions with the UNODC Global Operational Network of Anti-Corruption Law Enforcement Authorities (GlobE Network), which held its first meeting dedicated to sport on 13 July in Vienna.
- Lastly, IPACS organised its Annual General Conference on 12 September at the UNODC headquarters in Vienna, with the aim of discussing progress, and raising awareness of and generating further support for IPACS among key stakeholders. In particular, the main focus of the discussion was consolidation and further strengthening of the prevention work stream, continuation of the development of information-sharing mechanisms and



	<p>empowerment of the IPACS partners to work with key stakeholders at international and national level.</p> <p>All the above demonstrates how valuable it is to continue and strengthen IPACS' activities, which confirm the IOC's commitment to fight and prevent corruption in sport.</p>
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### 3.2. Good Governance

<p><b>Olympic Agenda 2020+5 Recommendation 14</b></p>	<p>The implementation of Recommendation 14 started with the upgrade of the Basic Universal Principles of Good Governance, which were approved by the IOC Executive Board in September 2022 and subsequently widely disseminated.</p> <p>This revision comprised inclusion of the new good governance standards for sports organisations which were established by IPACS. The principal upgrades include clarification of the principle of accountability beyond the financial aspect, voting and election processes, and transparency. The sections on anti-doping, competition manipulation, safeguarding, reporting mechanisms and education have also been further developed, as have the texts relating to financial transparency in the areas of financial control, internal control and risk management, internal audit and external audit. New content related to the Athletes' Rights and Responsibilities Declaration has been added and grouped under Principle 5, "Support to athletes" – including text on athletes' involvement in decision-making processes, further support of athletes' physical and mental health, and the obligation for athletes, their entourage and all sports officials to complete awareness-raising programmes on subjects including ethical values, safe sport and the fight against doping. Finally, the new Principle 6, entitled "Solidarity – social and sustainable development through sport", has been informed by the United Nations (UN) Sustainable Development Goals.</p> <p>As part of Recommendation 14 of Olympic Agenda 2020+5, the IOC continues its efforts to maintain the highest standards of good governance for the Olympic Movement. The IOC continues to champion ethical and basic principles of good governance for all members of the Olympic Movement.</p> <p>An international awareness-raising campaign has started in 2022, with dedicated workshops organised for Summer and Winter International Federations and IOC-recognised organisations.</p> <p>Support is also available to help the Olympic Movement's stakeholders implementing the BUPGG at continental and national levels. Similarly, the NOCs have been informed and guidance on implementation provided.</p> <p>The effectiveness of the dissemination and awareness-raising programmes can be guaranteed only if maintained on a long-term and ongoing basis. To ensure this, a mechanism of compliance/non-compliance will be developed during the course of 2023.</p>
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### 3.3. Reporting mechanism

#### Ethics and Compliance reporting Mechanism

Since April 2015, a public reporting mechanism has been available on the [IOC website](#). This tool can be used to disclose information on potential breaches of the IOC Code of Ethics or its implementing texts.

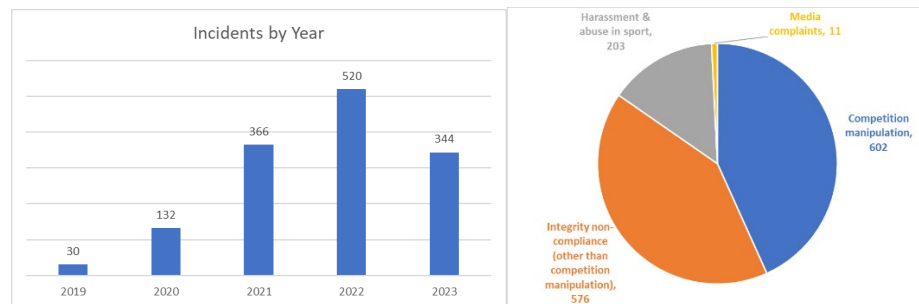
This hotline is accessible to sports organisations as well as the general public; users can decide whether they want to remain anonymous, and in all cases confidentiality is guaranteed.

Dedicated sections are provided to report on harassment and abuse in sport, manipulation of competitions and other breaches of ethical principles. For practical reasons, the same platform also offers the opportunity to report on media matters, even if this topic is not directly linked to the IOC Code of Ethics.

When the reported situations are linked to possible breaches of the anti-doping rules, the hotline directs the reporter to WADA and/or the ITA's respective reporting mechanisms.

The large majority of the reports submitted fell outside the IOC's remit. When possible, some reports were transmitted to the competent organisations while respecting the GDPR principles. Between 2022 and 2023, 864 reports were posted via this hotline; all received an answer.

Please find below some figures illustrating the volume of reports submitted via the IOC Integrity Hotline in recent years.



### 3.4. Compliance, Risk and Internal Control Unit

#### Compliance, Risk and Internal Control Unit

The general strategy of the Compliance, Risk and Internal Control Unit remains based on the consolidation of risk management and internal control, and on strengthening the compliance mission within the IOC administration.

The principles on IOC Group compliance are now reflected into the IOC Compliance Policy, which was approved by the IOC Director General in 2022.

The compliance strategy plan includes a variety of activities aimed at reinforcing the governance of the IOC administration first, and then expanding those activities to the broader Olympic Movement, in accordance with the requirements set by Recommendation 14 of Olympic Agenda 2020+5.

To strengthen a clear non-compliance response strategy, the Unit worked with the support of key IOC departments, such as HR, to promote compliance objectives in each



of IOC employees' annual performance evaluations. We continue working to ensure a consistent and proportionate approach to the investigation and resolution of non-compliance cases with HR and the various leaders of the departments concerned. These situations allowed us to reinforce the understanding of the existing mechanisms for the analysis and the management of non-compliance cases.

Since January 2023, the vision for the IOC Compliance Programme has been developed in order to: 1) ensure adherence to laws and regulations; 2) protect and enhance the organisation's reputation; and 3) build trust and confidence among employees. This vision consists in implementing a best-in-class Compliance Programme to ensure a safe workplace fostering a culture of integrity and accountability.

This will be achieved by developing a Compliance Programme for the IOC Administration that will focus on:

- Reviewing, prioritising and simplifying the IOC policies
- Increasing employees' awareness of those policies, through targeted training and eLearnings
- Improving the existing reporting mechanism (e.g., anonymous whistleblower hotline), accompanied by clear communication.

Since the beginning of this year, the Compliance Unit has been playing an active part in the project aimed at reviewing the IOC Staff Regulations, in particular the Code of Conduct section, that will enter into force in January 2024.

As part of the compliance activities, the Unit has been monitoring the evolution of the regulatory framework impacting the IOC's Swiss and Spanish legal entities.

With regard to risk management, the process for assessing risks has been further improved by reducing its complexity and better adapting it to the specific needs of some IOC entities. The 2022 corporate risk report reflects the revised risk landscape accordingly. This new format includes some insights on global emerging risks that may impact the IOC. The Unit supported the IOC administration and the external auditors in their periodic review of the internal control system. In the last couple of months, the Unit strengthened cooperation with OBS and OCS entities based in Madrid to reinforce the local control environment.

The Unit continues to assist the IOC administration in the execution of key projects, by providing advice on internal control and risk management matters. One example of such activities is the recent involvement in defining a framework for assessing proposed new partnerships with the Olympism 365 initiative.

These additional new activities could be performed thanks to the hiring of a new Internal Control Manager.

Periodic updates on the activities of the Compliance, Risk and Internal Control Unit are provided to the Audit Committee.



### 3.5. Prevention related to the integrity of competitions

#### Olympic Movement Unit on the Prevention of the Manipulation of Competitions (OM Unit PMC) The “Three-Pillar Strategy”

As part of the protection of clean athletes and to ensure the integrity of competitions, the Olympic Movement Unit on the Prevention of the Manipulation of Competitions continues its implementation of the Three-Pillar Strategy.

In March 2023, the IOC Executive Board decided to allocate from the Olympic Movement Fund financial support of USD 10 million per Olympiad to continue the successful work of the Olympic Movement Unit PMC. This contribution will help to reinforce the monitoring around the Olympic Games and Youth Olympic Games, and will expand the number of monitored events organised by International Federations and multi-sport event organisers. It will also strengthen the support offered to the Olympic Movement’s constituents in the handling of their own cases, and will consolidate the worldwide education and awareness-raising activities of the OM Unit PMC.

Specific activities of the OM Unit PMC since the last report to the IOC Session include:

#### Pillar 1: Regulations and Legislation

A new version of the Olympic Movement Code on the Prevention of the Manipulation of Competitions (initially adopted in 2015) was approved by the IOC Executive Board in September 2022. This review involved a wide consultation with the Olympic Movement stakeholders, practitioners and academics from all around the world. The modifications ensure that the Code remains relevant and takes into account all recent legal developments within the Olympic Movement and the specific domain of the prevention of competition manipulation.

Since the adoption of the new Code, the Unit has been working with IFs and NOCs to inform them of the modifications, and generally supporting IFs, NOCs and multi-sport event organisers in terms of compliance to the Code.

In terms of the activation of NOCs, the OM Unit PMC has reached more than 90 per cent of NOCs, which are now activated with regard to the topic. The partnerships with INTERPOL and UNODC, and the cooperation with the Council of Europe, greatly contribute towards this, notably when it comes to the participation of NOCs in the development of a national cooperation framework against competition manipulation.

The OM Unit PMC also continues to work very closely with INTERPOL and the UNODC to enhance capacity-building activities all over the world. The Unit also works with the Council of Europe in terms of promoting the Council of Europe Convention on the Manipulation of Sports Competitions, and the IOC has Observer Status within the Convention’s Follow-Up Committee, representing the entire Olympic Movement.

Following the joint publication of the study entitled Legal Approaches to Tackling the Manipulation of Sports Competitions with the UNODC in 2021, the OM Unit PMC has been working on two more studies: a “Study on Investigations” jointly with the UNODC and INTERPOL, and a study on the “Role of Prosecutors in the Fight Against Competition Manipulation”. Both these documents are to be published by the end of 2023.

#### Pillar 2: Awareness-Raising and Capacity-Building

Activities with regard to awareness-raising, education and capacity-building have always been a priority for the OM Unit PMC. The “Believe in Sport” campaign continues to be extensively promoted amongst the Olympic Movement constituents, especially





the athletes and their entourage. New customisable tools, including videos, content for social media and eLearning-tools, have been developed, as well as new communication tools created for and by IFs and NOCs. The network of athlete ambassadors has been further implemented and structured in order for this to support IFs and NOCs in the best possible way in terms of awareness-raising activities.

The OM Unit PMC team has been present at all continental events and additional multi-sport competitions across the globe over the past months and years to reach as many athletes and sports people as possible. Specifically, the cooperation with multi-sport event organisers has been greatly enhanced over the past two years, in particular for all continental multi-sport events that are acting as qualifiers for the 2024 Summer Games. Concrete plans are already in place for awareness-raising activities for the 2024 Olympic competitions, both for the Games in Paris and the YOG in Gangwon.

### Pillar 3: Intelligence and Investigations

Over the past few years, the OM Unit PMC has developed key knowledge and expertise in terms of intelligence and monitoring of sports competitions. This is not the case only for the Olympic Games and Youth Olympic Games, as the Unit ensures that this knowledge is transferred to all Olympic Movement constituents throughout the Olympic cycle, for the benefit of IFs, NOCs and multi-sport event organisers.

Intelligence processes and structures within the OM Unit PMC have been further developed and structured in order to further optimise the support the Unit provides to the Olympic Movement stakeholders.

In the build-up to the Gangwon YOG and the Games in Paris, the OM Unit PMC has increased the number of events and competitions monitored. With the support of its cooperation partners, the Unit will run a broad and in-depth risk assessment in relation to all continental events and other competitions acting as qualifying events for the Olympic Games. At the same time, support has been provided to all multi-sport event organisers with regard to monitoring and intelligence via the Unit's various intelligence tools and processes. For all upcoming Olympic competitions in 2024, the well-established processes are ready, and 24/7 monitoring will be implemented with the support of the wide range of the OM Unit PMC's sports betting partners, law enforcement authorities and other external partners.

#### *Prevention related to technological manipulation*

As Olympic Agenda 2020+5 encourages IFs to have "clear and transparent rules and regulations on technological manipulation", the IOC commissioned a survey seeking to identify IFs' current practices with regard to technological manipulation and the evolution expected around this topic. The survey conducted can be considered as a first step in raising awareness of the topic, and the Unit has gathered preliminary knowledge.

Lausanne, 15 October 2023

Ban Ki-moon

Chair

IOC Ethics Commission