



FICS Ethics Policy

DOCUMENT CONTROL

Status, Release Date: 13/11/2019	Authorisation: Graeme Harrison-Brown (SecGen)
Document & Version Number: FICSQP003 – V1.1	Superseded Documents: FICSQP003 – V1.0
Amendment Summary:	

AMENDMENT RECORD

Number	Release Date	Nature of amendment	Prepared by
0.1 (draft)	24/7/19	New Document	Corporate Social Responsibility
0.2 (Final)	24/8/19	Created	Corporate Social Responsibility
1.0 (Approved)	28/08/2019	Approved for Release	Secretary General
1.1	13/11/2019	Amendment to implement Code of Conduct	Secretary General

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1. PREAMBLE

The International Federation of Sports Chiropractic / Fédération Internationale de Chiropratique du Sport (FICS) and each of the affiliated Chiropractic Sports Councils and their participating members (hereinafter known as “*Members*”) wishing to participate in FICS related sporting events restate their commitment to the FICS Charter and in particular it’s Fundamental Principles. At all times the FICS and its affiliated parties and, the participants, undertake to respect and ensure respect of the Code and the following Canon of Ethics:

2. DIGNITY

1. Safeguarding the dignity of the individual is a fundamental requirement of sportsmanship.
2. There shall be no discrimination between the participants on the basis of race, gender, ethnic origin, religion, philosophical or political opinion, marital status or other grounds. There shall be no ethnic or off-colour remarks, or references to anyone’s ethnic background, race, religion or national origin. Ethnic jokes, vulgar comments or displays, made in the presence of event participants are prohibited.
3. The support of intentional or unintentional doping practices at all levels is strictly prohibited. The provisions against doping in the World Anti-Doping Code shall be scrupulously observed.
4. All forms of harassment of participants be it physical, professional or sexual, and any physical or mental injuries to participants are prohibited.
5. All forms of participation in, or support for betting related to the FICS endorsed related events, and all forms of promotion of betting related to the FICS related events are prohibited.
6. The FICS parties shall guarantee the athlete’s conditions of safety, well-being and medical care favourable to their physical and mental equilibrium.

3. INTEGRITY

1. The FICS parties or their representatives shall not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with the organization of the FICS related events.
2. Only gifts of nominal value, in accordance with prevailing local customs, may be given or accepted by the FICS parties, as a mark of respect or friendship. Any other gift must be passed on to the organization of which the beneficiary is a member.
3. The hospitality shown to the members and staff of the FICS parties, and the persons accompanying them, shall not exceed the standards prevailing in the host country.
4. The FICS parties shall respect the Rules concerning Conflicts of Interests affecting the behaviour of FICS parties.
5. The FICS parties shall use due care and diligence in fulfilling their mission. They must not act in a manner likely to tarnish the reputation of the FICS movement.

6. The FICS parties, their agents or their representatives must not be involved with firms or persons whose activity or reputation is inconsistent with the principles set out in the FICS Charter and the Code of Ethics.
7. The FICS parties should not engage in Conflicts of Interest – see rules page 6.
8. The FICS parties or their representatives shall maintain strict privacy of the athlete and any communication about the athlete shall not discuss the athlete's care without written consent.

4. RESOURCES

1. The FICS resources of the FICS parties may be used only for FICS purposes.
2. The income and expenditure of the FICS parties shall be recorded in their financial accounts, which must be maintained in accordance with generally accepted accounting practices. FICS has the right to request an independent audit of the accounts if required to support a financial or legal requirement.
3. In cases where the FICS gives financial support to FICS parties:
 - I. The use of these FICS resources for FICS purposes must be clearly demonstrated in their financial accounts;
 - II. The financial accounts of the FICS parties may be subjected to auditing by an expert designated by the FICS Executive Board should the need arise for legal or financial reasons.
4. The FICS parties recognize the significant contribution that sponsors, partners and other supporters of sports events make to the development and prestige of FICS related events throughout the world. However, such support must be in a form consistent with the rules of sport and the principles defined in the FICS Charter and the Code of Ethics. The organization and staging of sports competitions are the exclusive responsibility of the independent sports organizations recognized by the FICS.

5. CANDIDATURES

The FICS parties shall in all points respect the various manuals/rules/ordinances of host cities of the FICS related events, in particular the Rules of Conduct applicable to all cities wishing to organize the FICS related events. The cities wishing to organize the FICS related events shall, *inter alia*, refrain from approaching another party, or a third authority, with a view to obtaining any financial or political support inconsistent with the provisions of such manuals/rules/ordinances and the Rules of Conduct.

6. RELATIONS WITH STATES, PROVINCES AND COUNTRIES

1. The FICS parties shall work to maintain harmonious relations with state authorities, in accordance with the principle of universality and political neutrality of the FICS movement.

2. The FICS parties are free to play a role in the public life of the states to which they belong. They may not, however, engage in any activity or follow any ideology inconsistent with the principles and rules defined in the FICS Charter and set out in the Code of Ethics.
3. The FICS parties shall endeavour to protect the environment on the occasion of any events they organize. In the context of the FICS related events, they undertake to uphold generally accepted standards for environmental protection.

7. CONFIDENTIALITY

The FICS parties shall not disclose information entrusted to them in confidence. The FICS Ethics Committee in all its activities shall strictly respect the principle of confidentiality. 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.

8. IMPLEMENTATION

1. The FICS parties shall see to it that the principles and rules of the FICS Charter and the Code of Ethics are applied.
2. The FICS parties shall inform the FICS President of any breach of the Code of Ethics, with a view to possible referral to the FICS Ethics Committee.
3. The FICS Ethics Committee may set out the provisions for the implementation of the Code of Ethics in a set of Implementing Provisions.
4. Definition of participant in participation – see page 15.

9. RULES CONCERNING CONFLICTS OF INTEREST AFFECTING THE BEHAVIOR OF FICS PARTIES

a. Scope of Application

These Rules apply to FICS parties as defined by the FICS Code of Ethics preamble: The International Federation of Sports Chiropractic / Fédération Internationale de Chiropratique du Sport and each of its members. With respect to legal persons among the FICS parties, these Rules are applicable to all members or staff with actual decision-making power within them. Each such legal person may define other categories of persons for whom these Rules can be applicable, while informing the Ethics Committee.

b. Definition

- i. In the context of the provisions of these Rules, a distinction is made between the situation of a “potential conflict of interest” and the case of a “conflict of interest”. Only conflicts of interest are prohibited.
- ii. A situation of a potential conflict of interest arises when the opinion or decision of a person, acting alone or within an organization, in the framework of the activities of the physical or legal persons defined in Article 1 above, may be reasonably considered as liable to be influenced by relations that the aforementioned person has, has had or is on the point of having with another person or organization that would be affected by the person’s opinion or decision.
- iii. A case of conflict of interest is constituted when any person who, having abstained from declaring a situation of a potential conflict of interest, expresses an opinion or takes a decision in the circumstances described in the above paragraph 2.

c. Types of Interest to Take into Consideration

In assessing the situations described in “Definition” above, direct as well as indirect interests must be taken into account. This also includes the interests of a third person (parent, spouse, relation or dependent). In the following non-exhaustive list of examples, the circumstances in which a conflict of interest could arise are:

- i. Personal and/or material involvement (salary, shareholding, various benefits) with the FICS party concerned;
- ii. Personal and/or material involvement with sponsors, broadcasters, various contracting parties;
- iii. Personal and/or material involvement with an organization liable to benefit from the assistance of the FICS party concerned (including subsidy, approval clause or election).

d. Resolution of Conflicts

It is the personal responsibility of each person to avoid any case of conflict of interest. Faced with a situation of a potential conflict of interest, the person concerned 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 Ethics Committee of the situation; the Ethics Committee then takes the steps foreseen in paragraph 5 below. The information given will be kept confidential.

e. Role of the Ethics Commission

The FICS Ethics Committee is responsible for advising persons, at their request, in a situation of a potential conflict of interest. The Ethics Committee proposes to the person concerned a solution from the following options:

- i. Registering the declaration without any particular measure;
- ii. Removal of the person involved from part or all of the action or from the decision of the FICS party at the root of the conflict;
- iii. Relinquishment of the management of the external interest causing the conflict. Complementary measures may also be proposed. The person concerned then takes the steps that he/she considers appropriate, subject to the Committee's application of paragraph 7 below.

f. Procedure

Any case of conflict of interest is dealt with in accordance with the provisions of the FICS Charter and the Rules of Procedure of the Ethics Committee. The FICS Executive Management Team is responsible, in the final instance, for taking decisions concerning conflicts of interest.

g. Undeclared Conflicts of Interest

In the event that a person neglects to declare a situation of a potential conflict of interest, the FICS President or one of the FICS Executive Management Team and or Executive Council may refer the case to the Ethics Committee in accordance with the conditions set out in its rules. The Ethics Committee proposes to the Executive Management Team a decision that may include the measures provided in paragraph 5.

h. Specific Provisions

Prior to examination, by the Executive Management Team, of a candidature for election as a FICS member, a candidate must declare his/her professional interests to the Ethics Committee. The Committee may draw the attention of the candidate to potential conflicts of interest that it identifies. This does not exempt the candidate concerned from making subsequent declarations pursuant to paragraph 4.

i. Enforcement

The provisions set forth in paragraph 7 above shall apply to any situation of a potential conflict of interest, which is not declared by the person concerned.

j. Execution

The FICS Executive Management Team and the Ethics Committee are responsible, each in its own capacity, for the execution of these Rules.

10. FICS ETHICS COMMITTEE

The FICS Ethics Committee is charged with defining and updating a framework of ethical principles, including a Code of Ethics, based upon the values and principles enshrined in the FICS Charter of which the said Code forms an integral part. In addition, it investigates complaints raised in relation to the non-respect of such ethical principles, including breaches of the Code of Ethics and, if necessary, proposes sanctions to the FICS Executive Board.

a. Composition

- i. The composition and organization of the FICS Ethics Committee are provided for in its statutes.
- ii. Any modification of the Code of Ethics, the statutes of the FICS Ethics Committee and any other regulation and implementing provisions emanating from the FICS Ethics Committee is submitted for the approval of the FICS Executive Management Team.

b. Measures and Sanctions

In the case of any violation of the FICS Charter, of the World Anti-Doping Association Code, or any other regulation, as the case may be, the measures or sanctions which may be taken by the FICS Executive Management Team or the Ethics Committee referred to below are:

- i. In the context of the FICS movement with regard to FICS members, the Executive Council, the Executive Management team and Commission members:
 - a) A reprimand, pronounced by the FICS Executive Management Team;
 - b) Suspension, for a specific period, pronounced by the FICS Executive Management Team. The suspension may be extended to all or part of the rights, prerogatives and functions deriving from the membership of the person concerned.
 - c) The above-mentioned sanctions may be combined. They may be imposed on FICS members, the Executive Council, the Executive Management team or Commission members who, by their conduct, jeopardize the interests of the FICS, also regardless of any specific violation of the FICS Charter or any other regulation.
- ii. In the context of the FICS related events, in the case of any violation of the FICS Charter, of the World Anti-Doping Association Code, or of any other decision or applicable regulation issued by the FICS, including but not limited to the FICS Code of Ethics, or of any applicable public law or regulation, or in case of any form of misbehaviour:
 - a) With regard to treating Chiropractic Providers (hereinafter known as "Provider"): temporary or permanent ineligibility or exclusion from FICS related events.
 - b) The FICS Executive Management Team may delegate its power to a disciplinary Committee.
- iii. Before applying any measure or sanction, the competent FICS body may issue a warning.

- iv. All sanctions and measures are taken without prejudice to any other rights of the FICS and of any other body.
- v. Any inquiry relating to facts that may lead to any measure or sanction is conducted under the authority of the FICS Executive Management Team, which may delegate all or part of its authority to that effect.
- vi. Throughout any inquiry, the FICS Executive Management Team may provisionally withdraw from any concerned person or organization all or part of the rights, prerogatives and functions deriving from such person's or organization's membership or status.
- vii. Any individual, team or any other individual or legal entity has the right to be heard by the FICS body competent to apply a measure or sanction to such individual, team or legal entity. The right to be heard in the sense of this provision includes the right to be acquainted with the charges and the right to appear personally or to submit a defence in writing.
- viii. Any measure or sanction decided by the FICS Executive Management Team or the Ethics Committee will be communicated in writing, which may include but not limited to electronic communications, to the party concerned.
- ix. All measures or sanctions shall be effective forthwith unless the competent body decides otherwise.

c. Statutes of the FICS Ethics Commission

I. Composition and Organization

- a) The FICS Ethics Committee ("the Committee") is a committee within the Social and Corporate Responsibility Commission and is composed of 5 members. Three Committee members must be FICS members and up to 2 Committee members may be non-FICS members.
- b) The members of the Committee shall be designated by the FICS Commission Selection Committee, and their appointment is subject to ratification by the FICS President.
- c) The Chairman of the Committee shall be selected by the Commission Selection Committee and approved by the FICS President and to avoid conflict of interest may or may not be a FICS member.
- d) The Committee reports to the Corporate Social Responsibility Commission Chair.
- e) The Committee meets when convened by its Chairman on a quarterly basis. The required quorum is constituted if at least three of the members are present.
- f) The Committee shall be assisted by an administrative assistant, appointed by the CSR Commission Chairman from the Commission ranks, for the purpose of minute taking. If an administrative assistant cannot be identified, then the CSR Commission chair is to consult with the FICS Executive Management Team for the use of the FICS Administrative service provider. His or her tasks are defined in a

job description approved by the Committee Chairman and the CSR Commission Chair.

II. Terms of Reference of The Commission

- a) In the framework of the competence of the Committee as defined in the FICS Charter, the terms of reference of the Committee are:
 - i. To provide opinions and recommendations to the FICS Executive Management Team on cases submitted by the FICS Executive, and to give advice at the request of the FICS members and/or members of the FICS movement; and
 - ii. To perform any other task, linked to the development of and respect for the ethical principles, assigned to it by the FICS Executive Management team and/or the FICS CSR Commission.
- b) The Committee presents quarterly reports and an annual report on its activities to the FICS Session. This report will be published.

III. Conditions Required for Committee Membership

- a) Members of the Committee shall not take any measure nor exercise any influence in relation to a matter where any conflict of interests or any other conflict exists.
- b) To maintain committee member status, members must attend 50% of meetings.

IV. Term of Appointment of Committee Members

- a) The duration of the term of a Committee member is four years. Such term is renewable. A member shall only be able to serve two (2) terms in any one Committee position. The term of a person who is a Committee member by virtue of his or her FICS membership shall end when such person ceases to be a FICS member. He or she may however apply to be appointed as a Committee member in the category of persons who are not FICS members where a vacancy exists.
- b) The term of office of a Committee member takes effect on the day his/her appointment is approved by the FICS President.
- c) In the event of the Chairman being impeded from performing his or her duties as Chairman, the longest serving member of the Committee shall perform these functions. In the event of death, resignation or inability of a member to perform his or her functions, the member shall be replaced. Any member of the Committee who is to be replaced shall remain in office until a replacement has been approved by the FICS President.
- d) A Committee member may be removed from office only by a decision of the majority of the Committee members and with the approval of the FICS Executive Management Team. In the case when the FICS Executive Management Team and Committee disagree, the FICS President will serve as the majority vote.

11. IMPLEMENTATION

IMPLEMENTATION OF PROVISIONS OF THE STATUTES OF THE FICS ETHICS COMMITTEE RELATING TO THE RULES OF PROCEDURE (GOVERNING THE INVESTIGATION OF CASES BROUGHT BEFORE THE FICS ETHICS COMMITTEE)

a. Definition

The participants in the FICS related events, to whom the Preamble of the FICS Code of Ethics refers, are all the persons indicated in the FICS.

Charter, namely:

- Chiropractic Sports Councils,
- Chiropractic Providers,
- All other accredited people.

b. Violations of Ethical Principles or Rules

- I. Referrals to the Ethics Committee (“the Committee”) are made in writing to the FICS Executive Management Team. Any complaint or denunciation sent directly to the Committee is immediately forwarded to the FICS Executive Management Team for analysis and possible official referral to the Committee. In the case of a complaint or denunciation involving the FICS President, the analysis and possible referral to the Committee are performed by the FICS Executive Management Team, respecting protocol where the FICS President is excluded from the decision-making process.
- II. Any person implicated in a case submitted to the Committee is immediately informed in writing. Such person may make his/her observations if he/she deems it necessary to do so.
- III. When conducting an inquiry, the Committee may take all appropriate measures, including:
 - a) Ask for written information or documents from the parties concerned;
 - b) Hear the parties concerned, with or without the presence of legal counsel and in the circumstances, it decides;
 - c) Decide to hear witnesses as its own decision or at the request of the parties concerned;
 - d) Travel to the place concerned, send one of its members or delegate a person to go there if it deems that such action may clarify the proceedings under way;
 - e) Appoint one or more experts tasked with assisting it on one or more points and establish the scope of their terms of reference and remuneration within the limits of its operating budget.

- IV. The Committee Chairman may appoint one of the Committee members as a reporter. The Chairman may delegate the reporter to hear the parties concerned.
- V. The Committee deliberates on camera and makes the decisions it considers appropriate. The Committee 's deliberations are led by the Chairman or appointed Committee member. In the absence of a consensus, decisions by the Committee will be taken by a simple majority of the members present. Votes are taken by secret ballot if the Chairman or a majority of members present request it. Proxy votes are not permitted. If necessary, the members may take part in the deliberations by telephone conference or videoconference. In certain circumstances, the Committee members may be consulted by means of circulating documents. The deliberations and votes are confidential.
- VI. The Committee may propose to the FICS Executive Management Team the measures or sanctions provided **under Rule 23 of the FICS Charter**, or any other appropriate measure.
- VII. At the end of an inquiry, the conclusions and recommendations of the Committee are submitted by its Chairman to the FICS Executive Management Team through the intermediary of the FICS CSR Commission Chair. Any inquiry must remain confidential until such time as the FICS Executive Management team makes a decision on the conclusions and recommendations of the Committee. Before such decision by the FICS Executive Management Team, they may refer to the Committee for a second time prior its conclusions and recommendations, citing other elements.

c. Requests for an Opinion

- I. The various members within FICS may ask the Committee for an opinion. Such requests must be forwarded to the Committee Chairman by the FICS Executive Management Team. The FICS members and the members of the FICS Movement may also ask the Committee for an advisory opinion. Such requests must be made in writing.
- II. The opinions issued by the Committee are not binding upon it with regard to the exercise of its other competencies.

d. Safeguarding Athletes from Harassment and Abuse in Sport

When studying why harassment and abuse occur in a sporting context, researchers have identified a number of risk factors, which include the hierarchical status system in sport, a win-at-all-costs culture and a lack of preventative measures. Furthermore, according to experts, harassment and abuse occur in a sports culture where three factors align:

- I. There is a perpetrator with high inclination or motivation to harass/abuse;

- II. The sports culture has few or no athlete protection mechanisms in place (for example, no prevention policies or procedures)
- III. Athlete vulnerability is high.

The IOC reports that studies have shown that, at present, sports organizations are often not sufficiently equipped to manage reports of harassment and abuse occurring within a sporting context, or disclosures from athletes regarding harassment and abuse occurring outside a sporting context. To comply with the IOC's request that sports organizations comply and adapt a "**Safeguarding Athletes from Harassment and Abuse in Sport**" toolkit, FICS mandates that all sport chiropractors participating in FICS sanctioned event sign and statement that they have read, understand and will comply with the NCMIC (National Chiropractic Mutual Insurance Company) Professional Boundaries statement. <https://www.ncmic.com/webres/File/10942-Professional-Boundaries.pdf>