



FICS Ethics Policy

DOCUMENT CONTROL

Status, Release Date: 05/03/2021	Authorisation: FICS ExCo & Ethic Committee
Document & Version Number: FICSQP003 – V1.2	Superseded Documents: FICSQP003 – V1.1
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
1.2	26/05/2021	Review and adjustments	Ethics Committee

Contents

PREAMBLE	4
1. FICS ETHICS COMMITTEE	4
a. Composition.....	4
b. Measures and Sanctions	4
c. Statutes of the FICS Ethics Commission	5
2. IMPLEMENTATION.....	7
a. Definition	7
b. Violations of Ethical Principles or Rules	7
c. Requests for an Opinion	8
3. SAFEGUARDING ATHLETES FROM HARASSMENT AND ABUSE IN SPORT	9

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 Statutes. At all times the FICS and its affiliated parties and, the participants, undertake to respect and ensure respect of the Code of Ethics:

1. FICS ETHICS COMMITTEE

The FICS Ethics Committee is charged with defining and updating a framework of ethical principles, including a Code of Conduct and Conflict of Interest Policy, based upon the values and principles enshrined in the FICS Statutes of which the said above documents form 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 Nominating Committee are provided for in its statutes.
- ii. Any modification of the Code of Ethics, the statutes of the FICS Ethics Nominating Committee and any other regulation and implementing provisions emanating from the FICS Ethics Nominating 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 Statutes, or 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 Nominating 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 Statutes or any other regulation.
- ii. In the context of the FICS related events, in the case of any violation of the FICS Statutes, or 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 Nominating Committee serves as a recommendatory body of the FICS Executive Council (ExCo).**
 - c) The FICS ExCo Team may delegate its power to a disciplinary Nominating 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 ExCo, which may delegate all or part of its authority to that effect.
 - vi. Throughout any inquiry, the FICS ExCo 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 ExCo or the Ethics Nominating 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 Nominating Committee (“the Nominating Committee”) is a Committee which reports directly to the ExCo via the Second Vice President. This committee is composed of 5 members. Three members must be FICS members, with at least 1 person drawn from the ExCo and up to 2 members may be drawn from outside of FICS membership to allow for participial skill sets to be brought into the committee. .
- b) The ExCo member/s of the Committee shall be designated from the sitting ExCo members. Other members will be drawn from and the FICS Commission Selection

Nominating Committee, and their appointment is subject to ratification by the Commission Selection Committee process.

- c) The Chairman of the Committee shall be selected by the Commission Selection Nominating Committee and approved by the FICS President and to avoid conflict of interest. This position is to be FICS member.
- d) 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.
- e) The Committee shall be assisted by an administrative assistant, appointed by the Committee Chairman for the purpose of minute taking. If an administrative assistant cannot be identified, then the Chairman is to consult with the FICS Second Vice President for the use of the FICS Administrative service provider. His or her tasks are defined in a job description approved by the Committee Chairman.

II. Terms of Reference of The Commission

- a) In the framework of the competence of the Committee as defined in the FICS Statutes, the terms of reference of the Committee are:
 - i. To provide opinions and recommendations to the FICS ExCo on cases submitted by the FICS ExCo 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 ExCo.
- b) The Committee presents quarterly reports and an annual report on its activities to the FICS ExCo.

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 or ExCo

- 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 or ExCo
- 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 ExCo. In the case when the FICS ExCo and Committee disagree, the FICS President will serve as the majority vote.

2. 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

Statutes, 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 ExCo. Any complaint or denunciation sent directly to the Committee is immediately forwarded to the FICS ExCo 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 ExCo, 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 delegates a person to go there if it deems that such action may clarify the proceedings under way; and/or
 - 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 '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 ExCo the measures or sanctions, 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 ExCo via the Second Vice President. Any inquiry must remain confidential until such time as the FICS ExCo makes a decision on the conclusions and recommendations of the Committee. Before such decision by the FICS ExCo, 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 ExCo. The FICS members 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.

3. 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. (see Appendix 1)

APPENDIX

1. *NCMIC Professional Boundaries 2017 NCMIC Insurance Company, 14001 University Avenue, Clive, Iowa 50325-8258.*

Linked policies which can be referenced from the FICS website:

- *FICSQP005-V1.2_Conflict of Interest policy_20210305*
- *FICSQP017-V1.2_20210519_WebsitePrivacyPolicyGDPR_Complaint*
- *FICSPI005 -V0.1_Sexual Boundaries between Chiropractor and Patient*