



AIBA POLICY ON CONDUCT, RESPECT, ANTI-HARASSMENT, ANTI-DISCRIMINATION, AND NO VIOLENCE

CONDUCT STANDARDS

Based on AIBA Statutes Article 5 Non-Discrimination and AIBA Disciplinary Code Article 3 Principals of Conduct, this policy elaborates International Boxing Association (AIBA)'s high expectations for its officers, staff and officials and it is important to communicate these expectations on a regular basis assuring a clear understanding by all of our uncompromising standards.

This policy applies to all persons subject to the AIBA statutes, bylaws, articles, constitutions of AIBA Confederations and National Federations; officials, Coaches and Boxers, including part-time, temporary and contract employees, as well as, Referees and Judges, Technical Delegates and International Technical Officials, Executive Committee members, commission members, affiliated members federations, directors, officers, and other organization volunteers.

While we like to expect the positive, there may be unfortunate situations that negatively affect the AIBA's officers, officials and employees, operations, reputations and service. Corrective administrative actions must be taken, as necessary.

Unfortunately, there may be times when just professional improvement is not the most reasonable course of action, most especially if the infraction is serious and may warrant termination.

Serious infractions that could lead to suspension or termination include:

- Engaging in unacceptable conduct that is contrary to AIBA's mission



- Assault, battery or any threat of violence
- Harassment, intimidation, threats or discrimination
- Serious safety violations or possession of a weapon that put employees, the AIBA organization or AIBA competitions in jeopardy
- Violation of AIBA's Governing Principles including Statutes, Bylaws, Codes, Rules and Regulations
- Participation in theft, work-related dishonesty or falsifying documents
- Involvement in illegal or unethical activity on AIBA property, with computers, or involving AIBA employees, patrons or property, or activity that has the potential of causing a loss to the AIBA or damage to the AIBA's stature in the community
- Falsification, material omission or misrepresentation in becoming an employee of the AIBA in any documents or communication related to employment benefits
- Refusing to cooperate, withholding important information or making misrepresentations during, or disclosure of confidential information from any investigation
- Retaliation against any employee for the good faith reporting of a suspected violation of law or policy or for not participating in any investigation of a suspected violation
- Gross negligence or willful misconduct that is to the detriment of the AIBA
- The excessive use of alcohol or engaging in the use of illegal drugs/substance abuse
- Any activity that places the safety of another individual in jeopardy

This list is not all-inclusive. Any action that is determined to be detrimental to the best interest of the AIBA may result in corrective action, up to and including termination.



A MATTER OF RESPECT ANTI-HARASSMENT, ANTI-DISCRIMINATION AND NO VIOLENCE POLICIES

The AIBA is a non-government non-profit organization/employer of choice that makes efforts to recruit and retain a diverse pool of employees. Our employment policies, practices and training are designed to reinforce a culture of inclusion and respect where each employee can reach their full potential. Inspiration, innovation and reaching one's full potential can only happen in an environment that is free from harassment and any form of discrimination.

The AIBA expects that people work best in a work environment free from harassment and discrimination and expects that harassment and discrimination of any type does not occur within the AIBA, including any inappropriate conduct, based on sex, race, sexual orientation, gender identity, gender expression, age, religion, disability, ethnic group, marital status, or any other class status protected by applicable law. This also includes conduct by AIBA officers, officials, staff co-workers, managers, visitors, patrons and vendors. To that end, the AIBA's policy prohibits discrimination and harassment and seeks to provide employees with respectful protection. This policy applies to everyone within the AIBA regardless of position.

HARASSMENT OR INAPPROPRIATE BEHAVIOR MAY LOOK LIKE...

- unwelcome sexual advances
- voiced speculation about another's sexual orientation
- unwelcome touching
- unwelcome flirting
- sexually offensive behavior or insinuations
- offensive racial insinuations or language



- race or sex-based jokes
- vulgar language
- disrespecting another's religious beliefs
- teasing about someone's age
- stereotyping
- sexually suggestive compliments
- humiliating treatment
- offensive emails
- circulating rumors
- threats
- preferential treatment or derogatory references or teasing, based on gender, sexual orientation, race, age, religion, disability, ethnic group or any protected class status

This list is not all-inclusive.

Remember: Sometimes people may feel they are being "harassed". This harassment may not necessarily be against the law but, depending on the circumstances, it may be against policy. Employees should avoid rude, abusive, unprofessional, insensitive, demeaning or intimidating behavior directed at a person as it may, depending on circumstances, violate policy and personal or professional respect.

HARASSMENT DEFINED ...

Sexual harassment: Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature by co-workers, managers, patrons and/or vendors when (1) submission to such conduct is made a factor affecting one's employment, (2) submission to or rejection of such conduct is used as the basis for employment decisions affecting that individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive work environment.



Discrimination and other harassments: Similar to sexual harassment, discrimination or harassment based on race, age, religion, disability, ethnic group, marital status, military or veteran status, or any other protected class status is strictly prohibited. It may look like the following: unwelcome verbal conduct such as threats, insults, insulting comments, jokes, or email; unwelcome visual conduct such as derogatory pictures or gestures; or unwelcome physical conduct such as assault or unwanted touching.

Psychological harassment: Vexatious behavior targeted at an individual or a group that manifest itself in the form of conduct, verbal comments, actions or gestures characterized by the following four criteria: 1) repetitive 2) hostile or unwanted 3) affect the person's dignity or psychological integrity 4) result in a harmful environment

EMPLOYEE COMPLAINT PROCESS ...

If you experience, witness or learn of harassment in the workplace you should immediately report the harassment to the AIBA Human Resource Officer or Executive Director or person in charge as appropriate according to the situation

If this person is unavailable, or you are uncomfortable reporting to this person, or if you are dissatisfied with this person's response, you should report your concern to higher in the hierarchy or to the AIBA Executive Committee or President, or Ethics or Disciplinary Commission.

Complaints of harassment may be written or oral.

The AIBA will treat any complaint made under this policy as a confidential matter. Information will only be shared with those that have a "need to know" in order to investigate the complaint and determine the appropriate remedy.



All complaints will be promptly addressed.

NO RETALIATION ...

All employees should do the right thing- this includes reporting all incidents of harassment, discrimination or other violations of law or association policies. The AIBA will investigate all such reports and will take necessary action. Retaliation against any employee for the good faith reporting of a suspected violation of law or policy or for participating in any investigation of a suspected violation will not be tolerated.

Retaliation can take many forms. It is not limited to direct employment actions like promotions, transfers or terminations. Discriminating against someone or harassing him/her for making a complaint will also be considered retaliation. In other words, adversely affecting the work environment of another employee for the good faith reporting of suspected misconduct is not acceptable.

On the other hand, the AIBA management will ensure proper measure are taken on fake complaints or reports made in the sole purpose of harming someone.

NO VIOLENCE ...

The AIBA is committed to providing a safe and secure working environment for our employees, patrons, vendors and other visitors. Consequently, violence or threat of violence on AIBA, at Boxing events or while conducting AIBA business is unacceptable and will not be tolerated. This also includes provoking violence, using threatening words, participating in or encouraging violent or threatening acts, destroying property and any other violent or threatening behavior.



Violence and threatening behavior are serious, and any violation of this policy will result in immediate corrective action, up to and including termination. Depending on the nature of the situation, the AIBA may also engage the proper law enforcement authorities for assistance.

An employee may seek assistance with referrals for specific self-help programs from the AIBA Human Resources Office.

ETHICAL BEHAVIOR

To encourage creativity, we try to avoid the implication that there is only one “right way” to approach an issue. There are many ways to do things; we value diverse approaches with good intent and in the best interests of the AIBA, our officers, officials, and staff.

At no time, will we compromise our ethics. Our athletes are our greatest product and we expect them to live up to a high standard in every way. Thus, we too shall act with strict moral and ethical values.

Work related activities of every employee must reflect standards of loyalty, trustworthiness, fairness, integrity, concern for others and accountability.

Employees are expected to be sensitive to any situations that can adversely impact the AIBA’s reputation or be detrimental to a positive relationship with others. They are expected to act in good judgment and with common sense in the way they conduct all business. All employees must be aware of the AIBA’s policies and procedures. All will be held accountable for decisions and actions.



AIBA STATEMENT

Comply with AIBA, and IOC Rules. All employees must comply with rules, regulations, and advisory opinions of the International Boxing Association (AIBA) and the International Olympic Committee (IOC). Staff must understand that he/she serves as a staff member of an International Olympic Committee (IOC) sanctioned sport program and understands that Olympic Charter rules and regulations must be followed and strictly adhered to. Members of the Association agree to maintain an understanding and awareness of applicable IOC and WADA rules. The staff also agrees to immediately notify the AIBA legal Office if a potential violation of AIBA, IOC or WADA rules is observed.

GOVERNING REGULATIONS

All cases will be dealt with in accordance with the appropriate AIBA regulation or the laws of Switzerland.

OUR RESPONSIBILITY

As an individual:

Refrain from any conduct that could reasonably be viewed as harassment. Understand that harassment is based upon the other person's perception and how a reasonable person would view that behavior, not necessarily your intention.

If you experience, witness or learn of harassment in the workplace, immediately report the harassment to the Human Resource Office.

As an Administrator or Supervisor:



Lead by example: ensure that you and the people who work for you understand what harassment is and that it is not tolerated.

Be aware of the work environment; take active steps to create and maintain a work environment free from harassment.

If an employee approaches you with a written or verbal complaint, listen carefully, acknowledge the magnitude of the issue and notify Human Resources to document the incident.

Maintain a professional relationship with subordinates at all times.

Ensure that no employee who reports harassment or who participates in fact finding is treated adversely because of their good faith reporting of the situation or their participation in the investigation.

As an Association (AIBA):

Ensure that the work environment is free from any and all harassment so that all employees can contribute to the maximum of their ability in a collegial environment.

Respond to all complaints of harassment to Human Resources in a timely manner (immediately after information is gathered).

Treat as confidential all information about a complaint, and share information with Human Resources as soon as appropriate.

REMEMBER ...

Use common sense and good judgment.



Think before you say it or send it in an email or use computers for any activity that is not business related and/or appropriate.

Certain behavior that does not necessarily rise to the level of defined harassment may still violate our policy and be detrimental to personal and professional relationships.

Whether conduct is unwelcome can depend on another person's perception and not your intention.

Demonstrate respect – a civil, professional, respectful, motivational, family-oriented and healthy workplace begins with each of us, every day.



By signing this page, I attest to having read and understood the contents of the AIBA policy regarding Conduct, Respect, Anti-Harassment, Anti-Discrimination, and No Violence.

I hereby commit to abiding by the spirit and intent of that which is detailed here.

Signature:

Date: _____