

**Proposal for Amendments to  
Disciplinary Actions and Appeals Code  
(to become effective as of January 16, 2023)**

| Before  | After   |
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| <p>1.1 Framework</p> <p>(A) The World Taekwondo Federation (WT) is an international sports federation recognized by the International Olympic Committee (IOC) and the International Paralympic Committee (IPC) and is comprised of and represents Members around the world including both organizations (including Continental Unions (CUs) and Member National Associations (MNAs)) and individuals (including International Referees, license-holding athletes and officials, or anyone else subject to WT rules).</p> <p>(B) In accordance with Article 10 of the WT Statutes, all Members are bound by this Code, as well as the WT Code of Ethics and other WT rules and regulations, as a condition to their membership.</p> <p>(C) WT enacts this Disciplinary Actions and Appeals Code (this Code) to provide a framework and tools to reach decisions on disciplinary matters and to resolve disputes in a transparent, fair and efficient manner.</p> | <p>1.1 Framework</p> <p>(A) The World Taekwondo Federation (WT) is <del>an international sports federation recognized by the International Olympic Committee (IOC) and the International Paralympic Committee (IPC) and is comprised of and represents Members</del> around the world <u>including both organizations (including Continental Unions (CUs) and Member National Associations (MNAs)) and individuals (including Continental Unions (CUs) and their officers and staff, Member National Associations (MNAs) and their officers and staff; competition management officials; team officials, athletes and athlete support personnel; and other participants in the Taekwondo Movement International Referees, license-holding athletes and officials, or anyone else subject to WT rules).</u> <u>(altogether, Participants).</u></p> <p>(B) In accordance with Article 10 of the WT Statutes, all <del>Members</del> <u>Participants</u> are bound by this Code, as well as the WT <u>Integrity Code, Code on Prevention of Manipulation of Competitions, Antidoping Rules, Safeguarding Policy</u> <del>Code of Ethics</del> and other WT rules and regulations, <del>as a condition to their membership.</del></p> <p>(C) <u>In accordance with Article 6.9 of the WT Statutes, the WT Council has enacted</u> <del>WT</del> this Disciplinary Actions and Appeals Code (this Code) <u>and its amendments from time-to-time</u> to provide a framework and tools to reach decisions on disciplinary matters and to</p> |

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|  | resolve disputes in a transparent, fair and efficient manner.  |
| <b>2.1 Disciplinary Actions: Applicability and Enforcement</b><br><br>...<br><br>(D) NEW   | <b>2.1 Disciplinary Actions: Applicability and Enforcement</b><br><br>...<br><br>(D) <u>Subject to the right of appeal, any decision in compliance with this Code by a CU or MNA will be recognized and respected by the World Taekwondo.</u>  |
| <b>3.2 Investigations</b><br><br>(A) WT may at its sole discretion initiate an investigation into the actions of any Member that WT believes may have infringed the WT Statutes or other rules (Infringement(s)).<br><br>(B) ...<br><br>(C) WT shall have discretion where it deems it appropriate to stay its own investigation pending the outcome of investigations or hearings conducted by other competent authorities.<br><br>(D) If WT reasonably suspects that a Member has committed an Infringement it may make a written demand to such Member for information that is related to the alleged Infringement.<br><br>(E) All Members are required to cooperate with any WT investigation. Failure of any Member to cooperate with any reasonable investigation can in itself be subject to investigation and penalty. | <b>3.2 Investigations</b><br><br>(A) WT may at its sole discretion initiate an investigation into the actions of any <del>Member</del> <u>Participant</u> that WT believes may have infringed the WT Statutes or other rules (Infringement(s)).<br><br>(B) ...<br><br>(C) <u>Upon request by WT or its designate, the concerned Participant must provide any information which WT considers may be relevant to investigate the alleged violation.</u><br><br><del>(C)</del> <u>(C)</u> ...<br><br><del>(D)</del> <u>(E)</u> ...<br><br><del>(E)</del> <u>(F)</u> ... |
| <b>3.3 Complaints</b>  | <b>3.3 Complaints</b>  |

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| <p>...</p> <p>(E) After processing the complaint WT at its sole discretion will make a decision on whether or not to act upon a complaint. ...</p>   | <p>...</p> <p>(E) <u>A Claimant may request that personally-identifying information not be shared with a Respondent. However, WT may not be able to proceed with an investigation or resolution of a matter if a Claimant requests anonymity.</u></p> <p><del>(E)-(F)</del>After processing the complaint WT at its sole discretion will make a decision on whether or not to act upon a complaint. ...</p>  |
| <p><b>3.5 Notice of Charge</b></p> <p>(A) ...</p> <p>(B) NEW</p>   | <p><b>3.5 Notice of Charge</b></p> <p>(A) ...</p> <p><u>(B) Notice to a Participant may be accomplished by delivery of the notice to the MNA concerned. The MNA shall be responsible for immediately communicating the notice to the Participant.</u></p>  |
| <p><b>3.11 Penalties</b></p> <p>(B) Measures which may be taken by the WT include the following:</p> <ul style="list-style-type: none"> <li>i. warnings;</li> <li>ii. rebuke;</li> <li>iii. fine;</li> <li>iv. suspension or ban;</li> <li>v. expulsion;</li> <li>vi. disqualification;</li> <li>vii order the return of funds provided by WT;</li> <li>viii. order to payment for reasonable costs incurred by WT in relation to the Investigation and Hearing process;</li> <li>xi. any other sanction or penalty deemed appropriate.</li> </ul> | <p><b>3.11 Penalties</b></p> <p>(B) Measures which may be taken by the WT include the following:</p> <ul style="list-style-type: none"> <li><del>i. warnings;</del></li> <li><del>ii. rebuke;</del></li> <li><del>iii. fine;</del></li> <li><del>iv. suspension or ban;</del></li> <li><del>v. expulsion;</del></li> <li><del>vi. disqualification;</del></li> <li><del>vii order the return of funds provided by WT;</del></li> <li><del>viii. order to payment for reasonable costs incurred by WT in relation to the Investigation and Hearing process;</del></li> <li><del>xi. any other sanction or penalty deemed appropriate.</del></li> </ul> <ul style="list-style-type: none"> <li><u>i. warnings;</u></li> <li><u>ii. rebuke;</u></li> <li><u>iii. fine;</u></li> </ul> |

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|  | <p> <u>iv. suspension or ban;</u><br/> <u>v. monitoring and/or mandatory education</u><br/> <u>vi. expulsion;</u><br/> <u>vii. disqualification;</u><br/> <u>viii. order the return of funds provided by WT;</u><br/> <u>ix. disqualification of results, forfeiture of medals or prizes won,.</u><br/> <u>ix. order to payment for reasonable costs incurred by WT in relation to the Investigation and Hearing process;</u><br/> <u>x. any other sanction or penalty deemed appropriate.</u> </p> <p> <u>(C) If a Participant violates any prohibition on participation in a Competition imposed in accordance with this Code, such Participant shall be disqualified immediately from the relevant Competition and the period of ineligibility originally imposed in accordance with this Code shall recommence from the date of such violation.</u> </p> <p> <u>(D) This Code shall continue to apply to any ineligible Participant and any violation committed during a period of suspension or ineligibility shall be treated as a distinct violation and separate proceedings may be brought against the Participant in accordance with this Code.</u> </p> <p> <u>(E) Once the period of the Participant's ineligibility or suspension has expired, he or she will become automatically re-eligible to participate in Taekwondo provided that he or she has:</u> </p> <ul style="list-style-type: none"> <li> <u>• completed toWorld Taekwondo's satisfaction any official integrity education imposed on him or her as a sanction by the World Taekwondo disciplinary body;</u> </li> <li> <u>• paid, in full, any fine imposed under this Code and/or any order of costs</u> </li> </ul> |
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|   | <p><u>made against him or her by the World Taekwondo disciplinary body; and</u></p> <ul style="list-style-type: none"> <li>• <u>agreed to subject himself or herself to any reasonable and proportionate monitoring of his or her future activities in connection with Taekwondo as World Taekwondo may reasonably consider necessary given the nature and scope of the violation that he or she has committed.</u></li> </ul>   |
| <p><b>3.12 Preliminary suspensions</b></p> <p>(A) In cases where WT launches an investigation into possible serious ethical misconduct, or in cases where there is risk of harm to the health and safety of an individual, or where there is potentially irreparable harm to WT or a member organization, WT may, upon recommendation of the Integrity and Ethic Committee, provisionally suspend the Accused pending the outcome of the investigation.</p> | <p><b>3.12 Preliminary suspensions</b></p> <p>(A) In cases where WT launches an investigation into possible serious ethical misconduct, or in cases where there is risk of harm to the health and safety of an individual, or where there is potentially irreparable harm to WT or a member organization, WT may, upon recommendation of the Integrity and Ethic Committee, provisionally, provisionally suspend the Accused pending the outcome of the investigation.</p> |
| <p><b>3.13 Publication</b></p> <p>(A) Outcomes shall be made public.</p>  | <p><b>3.13 Publication</b></p> <p>(A) <del>Outcomes shall be made public.</del> <u>The outcome of a case, including whether a violation was found and the nature of the underlying misconduct The Reasoned Decision, redacted as appropriate, may be made public if it is determined that it may provide useful guidance to Members.</u></p>   |
| <p><b>4.8 Fact finding and decisions making</b></p> <p>....</p> <p>....</p>   | <p><b>4.8 Fact finding and decisions making</b></p> <p>....</p> <p>....</p> <p>(G) The Panel has full scope to affirm, invalidate, reduce, increase or modify any</p>  |

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| <p>(G) The Panel has full scope to affirm, invalidate, reduce, increase or modify any penalty being appealed.</p> <p>....</p> <p>....</p> | <p>penalty being appealed. <u>The Aggravating and Mitigating Factors of Article 3.10 and the Range of Penalties in Article 3.11 may be used as references.</u></p> <p>....</p> <p>....</p>                             |
| <p><b>4.10 Publication</b></p> <p>(A) Outcomes shall be made public.</p>  | <p><b>4.10 Publication</b></p> <p>(A) Outcomes shall be made public. <u>The Reasoned Decision, redacted as appropriate, may be made public if it is determined that it may provide useful guidance to Members.</u></p> |