

World Taekwondo

Integrity Code

September 2024

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Preamble

For World Taekwondo (“WT”), Integrity refers to the adherence to principles of honesty, fairness, and moral uprightness in all aspects of the federation's operations and activities. This includes, but is not limited to, the fair and transparent administration events, the protection of the athletes' health and safety, and the avoidance of any conflicts of interest.

WT believes that an organization with integrity maintains the trust and respect of its members, stakeholders, and the public. WT bears a special responsibility to safeguard the integrity and reputation of Taekwondo worldwide and to propagate the sport together with the traditional taekwondo tenets and spirit reflecting, among other things, self-discipline, self-respect, and respect of others.

This Code represents the commitment of WT to safeguard the integrity and reputation of Taekwondo worldwide and to respect and apply the basic universal principle of good governance of the Olympic and Paralympic sports movement.

In accordance with Article 6.8 of the WT Statutes, this Code and amendments thereto have been passed by the WT Council on the date mentioned above.

1. Application

- 1.1. This Integrity Code applies to the following persons and entities (“Applicable Persons”):
 - 1.1.1. WT Officials or persons seeking to become WT Officials;
 - 1.1.2. Competition Management Officials;
 - 1.1.3. Member National Federation and Continental Union Officials (“Member Officials”) and those seeking to become Member Officials;
 - 1.1.4. Persons and entities bidding to host, or hosting, International Competitions;
 - 1.1.5. Persons who are engaged by or acting on behalf of World Taekwondo (WT) including Staff and Independent Contractors;
 - 1.1.6. Persons and entities who are participating in WT Sanctioned or Promoted, including but not limited to volunteers, athletes and athlete support personnel;
 - 1.1.7. Such other persons who agree in writing to be bound by this Integrity Code or who are bound to this Integrity Code by virtue of the Rules applying to them, which Rules are incorporated into this Integrity Code.
- 1.2. All Applicable Persons will be deemed to have agreed:
 - 1.2.1. that it is their personal responsibility to familiarize themselves with all of the requirements of this Integrity Code, including what conduct constitutes a violation of the Integrity Code;
 - 1.2.2. to submit to the jurisdiction of the WT’s Disciplinary Actions and Appeals Code (“DAAC”) to hear and determine charges brought pursuant to the Integrity Code; and,
 - 1.2.3. not to bring any proceedings in any court or other forum that are inconsistent with the foregoing submission to the jurisdiction of the DAAC.

2. Investigations and Reporting

- 2.1. Any complaint or information concerning an alleged violation of this Integrity Code shall be reported to the WT Integrity Officer pursuant to the Global Integrity Unit Terms of Reference or the Chair of the Integrity Committee (“Integrity Committee”), in accordance with this Integrity Code and the applicable rules.

- 2.2. The complaint shall be governed by and managed in accordance with the DAAC.
- 2.3. In the event that the complaint of a violation indicates an immediate threat or risk to the Taekwondo community, the Integrity Officer may impose preliminary suspension, case management decisions and procedural safeguards pursuant to Section 3.12 and Section 5 of the DAAC.
- 2.4. In any case that concerns an alleged violation of both this Integrity Code and any predecessor code(s) of ethics (including the Former Code of Ethics) arising out of the same incident or set of facts, or where there is a clear link between separate incidents, either the Integrity Committee or the Integrity Officer shall have jurisdiction and authority for the case.
- 2.5. There shall be no retaliation for any complaint or information provided under this Integrity Code. Any complaint of retaliation will be promptly investigated by the Integrity Officer and remedial action taken when warranted.

3. Integrity Standards

- 3.1. In order to protect the integrity, authenticity and reputation of Taekwondo, WT requires all Applicable Persons to meet the highest ethical standards in its governance and administration (“Integrity Standards”).
- 3.2. These Integrity Standards apply to each Applicable Person in connection with Taekwondo or otherwise subject to this Integrity Code.
- 3.3. The Integrity Standards require Applicable Persons:
 - 3.3.1. **Honesty:** to act with utmost integrity and honesty at all times including acting in good faith towards others and with mutual trust and understanding in all their dealings and in particular not to forge any document, falsify any authentic document or use a forged or falsified document;
 - 3.3.2. **Fulfill Duties:** to actively fulfill their duties and responsibilities to WT with all due care and skill and in good faith and in particular not to act outside of their authority;
 - 3.3.3. **Clean Taekwondo:** to protect clean athletes and not engage in Doping, and in particular to comply with the Anti-Doping Rules;
 - 3.3.4. **Maintain Integrity of Competition:** to ensure the integrity of, and not to improperly benefit from, Taekwondo competitions, and in particular to comply with the Code on Prevention of Manipulation of Competition;

- 3.3.5. **Disclose Interests:** to ensure conflicts of interest are minimized and interests properly disclosed as specified in the WT Conflicts of Interest Policy.
- 3.3.6. **Minimal Gifts and Benefits:** to ensure that any gifts, hospitality or other benefits which are offered, promised, given or received are strictly in accordance with the Conflict of Interest Policy and any related guidelines and in particular:
 - 3.3.6.1. not to engage in any form of conduct in which there is an abuse of entrusted power for private gain;
 - 3.3.6.2. not to offer any bribe, payment, commission, gift, donation, kickback, facilitation payment, or other inducement or incentive (whether monetary or otherwise) in order to influence decision making in relation to any matter involving WT;
 - 3.3.6.3. not accept any bribe, payment, commission, gift, donation, kickback, facilitation payment, or other inducement or incentive (whether monetary or otherwise) that is offered, promised or sent to influence their actions or decisions in relation to any matter involving WT (including, without limitation, in relation to events and commercial activities);
- 3.3.7. **Protect Assets:** to protect the assets of WT and only use or authorize others to use them within the authority granted, and in particular not to misappropriate any such assets regardless of whether this is carried out directly or indirectly through, or in conjunction with, intermediaries or related parties;
- 3.3.8. **Proper Conduct:** to conduct themselves in a professional and courteous manner and in particular to refrain from using language or conduct that is obscene, offensive or of an insulting nature towards another person;
- 3.3.9. **Equality:** not to improperly discriminate on the basis of race, sex, ethnic origin, color, culture, religion, political opinion, marital status, sexual orientation or other differences and in particular to encourage and actively support equality of gender in Taekwondo. Decisions and actions are to be taken in the best interest of athletes with an emphasis on applying equal opportunity for participation. See the WT Safeguarding Policy for more information;
- 3.3.10. **Dignity:** to safeguard the dignity of individuals and not to engage, (directly or indirectly) in any form of harassment or abuse, whether

physical, verbal, mental, sexual or otherwise. See the WT Safeguarding Policy for more information;

- 3.3.11. **Maintain Confidentiality:** to keep confidential all information which is entrusted to them in confidence unless permitted to disclose such information under any WT rule or this Integrity Code, or required to disclose such information by law. In addition, information obtained in connection with an Applicable Person's role or activities in Taekwondo that is not confidential may not be disclosed for personal gain or benefit, nor be used maliciously to damage the reputation of any person or organization;
- 3.3.12. **Fair Elections:** to conduct their candidacy for any role or position within WT, CU, or MNA with honesty, fairness, and respect for others and as otherwise specified in the Election Bylaws;
- 3.3.13. **Fair Bidding:** to conduct their candidacy for any bid or proposal to host any Sanctioned or Promoted with honesty, fairness, and respect for others and as otherwise specified in the bidding rules;
- 3.3.14. **Neutrality:** to remain politically neutral in their dealings on behalf of WT with government institutions, national and international organizations;
- 3.3.15. **Reporting:** to promptly report to the Integrity Officer any act, thing or information which the person becomes aware of, which may constitute (on its own or with other information) a violation of this Integrity Code;
- 3.3.16. **Comply with Rules:** to comply with all WT rules and regulations and not to violate (or cause any other person to violate) any WT rules and regulations;
- 3.3.17. **Protect Reputation:** to protect the reputation of WT and not act, or fail to act, in any manner which may:
 - 3.3.17.1. adversely affect the reputation of WT or Taekwondo generally; or,
 - 3.3.17.2. bring WT or Taekwondo generally into disrepute; or,
 - 3.3.17.3. be contrary to the objectives of WT; or,
 - 3.3.17.4. be prejudicial to, or adversely affect the interests of, WT or Taekwondo generally

4. Violations

- 4.1. It shall be a violation of this Integrity Code for an Applicable Person on or after May 11, 2021 to violate or fail to comply with any one or more of the Integrity Standards set out herein, including any one or more of the Rules referred to in this Integrity Code.
- 4.2. The following matters arising in connection with competitions are not covered by the Integrity Code and shall not constitute a violation of the Integrity Code:
 - 4.2.1. Any good faith protests made prior to a competition concerning the status of an athlete to compete in the competition in question under the technical rules. The decision of WT in such cases will be final; and,
 - 4.2.2. any good faith protests or disputes arising out of the field of play, including, without limitation, protests concerning the result or conduct of an event as specified in the technical rules. The decision of the Referee in such cases will be subject to a right of appeal in accordance with the WT Competition Rules & Interpretation.
- 4.3. It shall also be a violation of this Integrity Code for an Applicable Person to attempt, or agree with another person or entity, to act in a manner that would constitute or culminate in the commission of a violation of this Integrity Code, whether or not such attempt or agreement in fact resulted in a violation. However there shall be no violation where the Applicable Person renounces their attempt or agreement prior to it being discovered by a third party not involved in the attempt or agreement.
- 4.4. Applicable Persons shall also violate this Integrity Code if they assist, encourage, aid, abet, conspire, cover up or engage in any other type of intentional complicity involving a violation or attempted violation of this Integrity Code.
- 4.5. Applicable Persons shall cooperate fully with the Integrity Officer and/or Disciplinary Procedure and any person appointed by either of them, including any investigator appointed by the Integrity Officer or WT under the Disciplinary Actions and Appeals Code.
 - 4.5.1. refusing or failing without compelling justification to cooperate with any reasonable investigation carried out by the Integrity Officer or other competent authority in relation to a possible violation of this Integrity Code, shall constitute a violation of the Integrity Code, including without limitation refusing or failing to provide accurately, completely and without any undue delay any information and/or documentation and/or access or assistance requested by the Integrity

Officer or other competent authority as part of such investigation; and,

- 4.5.2. obstructing or delaying any investigation that may be carried out by the Integrity Officer (or designee) or other competent authority in relation to a possible violation of this Integrity Code, shall constitute a violation of this Integrity Code, including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to the investigation.
- 4.6. Conduct which may constitute the commission of a violation of this Integrity Code may also amount to a criminal offence and/or a breach of other applicable laws or regulations. This Integrity Code is intended to supplement such laws and regulations with further rules of conduct for those involved in the sport of Taekwondo. It is not intended, and should not be interpreted, construed or applied, to prejudice or undermine in any way the application of such laws and regulations (which must be complied with at all times).
- 4.7. For the avoidance of doubt, this Integrity Code will not replace or in any way affect or alter WT's ability to pursue appropriate disciplinary action. WT's Integrity Code against Staff under the terms of any employment or consultancy contract with any Staff member and/or pursuant to any of WT's employment rules or policies in force from time to time. Where conduct prohibited under this Integrity Code also amounts to a breach of the terms of a Staff member's employment or consultancy arrangement with WT, WT will be entitled, at its absolute discretion, to elect to pursue disciplinary action against such Staff member pursuant to the applicable employment or consultancy contract, and there will be no requirement for any action to be taken under this Integrity Code. In the event there is action taken against Staff under this Integrity Code, WT may also pursue appropriate disciplinary action in accordance with this Rule.
- 4.8. It is acknowledged that Applicable Persons may also be subject to other rules of member federations that govern discipline and/or conduct and that the same conduct of such persons may constitute not only a violation of this Integrity Code but also such other rules that may apply. For the avoidance of doubt, such persons acknowledge and agree that:
 - 4.8.1. this Integrity Code is not intended to limit the responsibilities of any person under such other rules; and,
 - 4.8.2. nothing in such other rules will be capable of removing, superseding or amending in any way the jurisdiction of a Disciplinary Proceeding to determine matters properly arising pursuant to this Integrity Code.

5. Reporting

- 5.1. Every Applicable Person has an obligation to report, as soon as practicable,

any act, thing or information which they become aware of, which may constitute (on its own or with other information) a violation of this Code, including any approaches or requests to engage in conduct that may constitute a violation of this Code.

- 5.2. Any such information shall be reported to the Chair of the Integrity Committee or to the Integrity Officer.

6. Prosecutions

- 6.1. Upon receiving any report from an Applicable Person or receiving or becoming aware of any information which may constitute an alleged violation of this Integrity Code by any Applicable Person, the Integrity Officer shall proceed in accordance with the requirements and procedures of the DAAC.
- 6.2. The Integrity Committee is the guardian of the ethical principles of the Taekwondo Movement as set out in the Statutes and this Integrity Code. It shall ensure that these rules and principles are respected, and has powers related to the investigation, hearing, and sanctioning of violations as may be set in the DAAC.