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# WT COUNCIL INTEGRITY AWARENESS REPORT

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# Executive Summary

This document is a report of the WT Council Integrity Awareness Survey led by the WT Integrity Unit and supported by the WT Member Relations & Development Department (MRD).

This initiative is part of WT's effort to better understand the level of awareness of integrity topics among key stakeholders and establish a baseline for measuring the progress of related initiatives.

The survey comprised 12 questions covering education in Safeguarding, Prevention on the Manipulation of Competitions, and Anti-Discrimination; familiarity with WT related rules; and feedback on the WT Integrity Statement.

The survey was conducted online from July 28 to August 8, 2023, in English, and anonymously among the WT Council Members. Out of 33 eligible members, 26 (79%) participated, with 21 (81%) holding positions as officers or officials within a Member National Association (MNA) or Continental Union (CU).

WT recognizes the importance of assessing integrity awareness to identify any potential vulnerabilities or areas for improvement and nurturing a culture of integrity to maintain stakeholders' continued trust and confidence.

# WT Integrity Statement

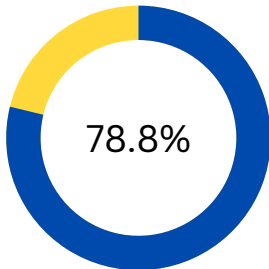
1. For World Taekwondo, Integrity is about a commitment to upholding ethical and moral principles in all aspects of our operations, including but not limited to, sporting events, governance, and administration, and doing so in a transparent and accountable way. This includes:
  - a. a dedication to fairness and a zero-tolerance policy towards any form of cheating, bribery, or corruption,
  - b. a recognition of the importance of promoting and supporting a diverse and inclusive environment throughout all levels of Taekwondo,
  - c. and ensuring that all athletes, officials, and stakeholders are treated with respect, and that their rights and well-being are protected at all times.
2. Ultimately, Integrity means promoting a culture of honesty, trustworthiness, and ethical behavior in all aspects of our organization and ecosystem.

To be adopted as preamble to WT Integrity Code by June 2023

3. This Code represents WT's commitment to safeguard the integrity and reputation of the Taekwondo Movement worldwide and to respect and apply the IOC Approach to Integrity and Sport to the fullest extent possible.
4. 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.

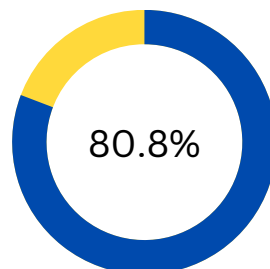
# Integrity Awareness at a Glance

## Response Rate

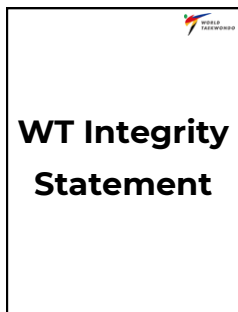


26 out of 33 eligible Council Members participated in the survey

## Organizational Roles



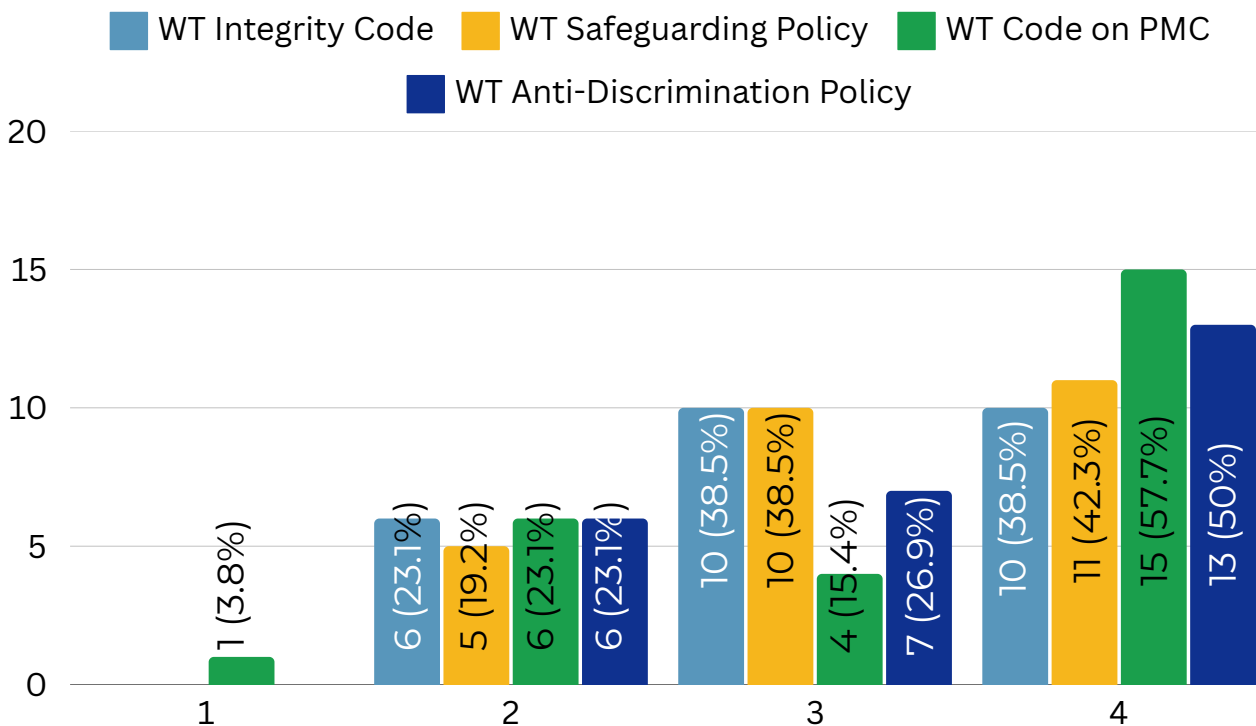
21 members hold positions as officers or officials within a MNA or CU



100% of participants unanimously satisfied with the WT Integrity Statement.

Feedback highlighted the need for efficient conflict resolution and strong monitoring and enforcement.

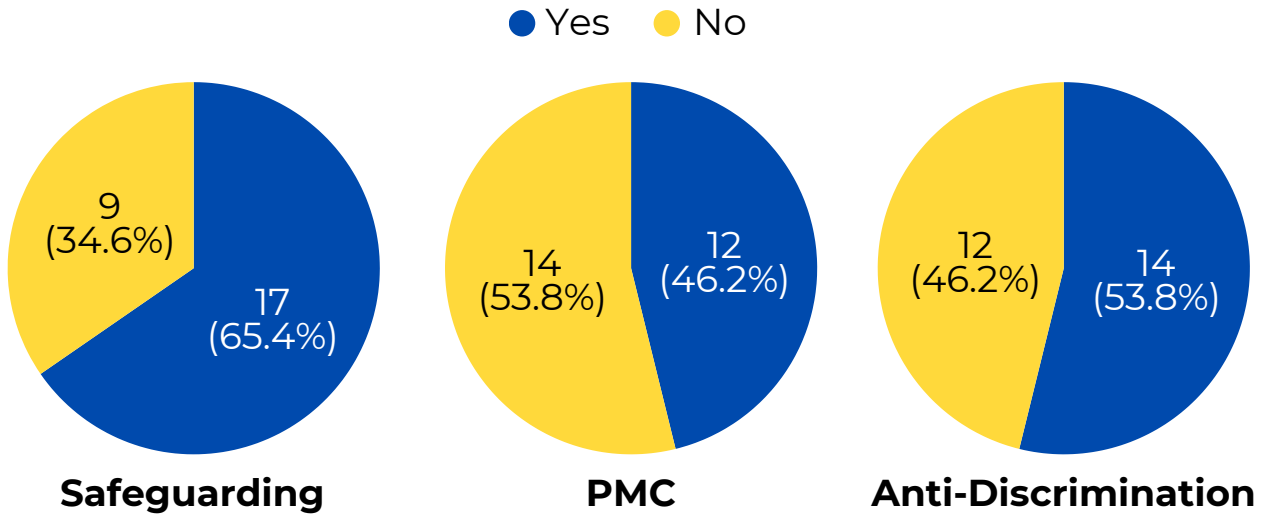
## Familiarity with WT Related Rules



**Figure 1.** Familiarity with WT related rules on a scale of 1 (not familiar at all) to 4 (very familiar)

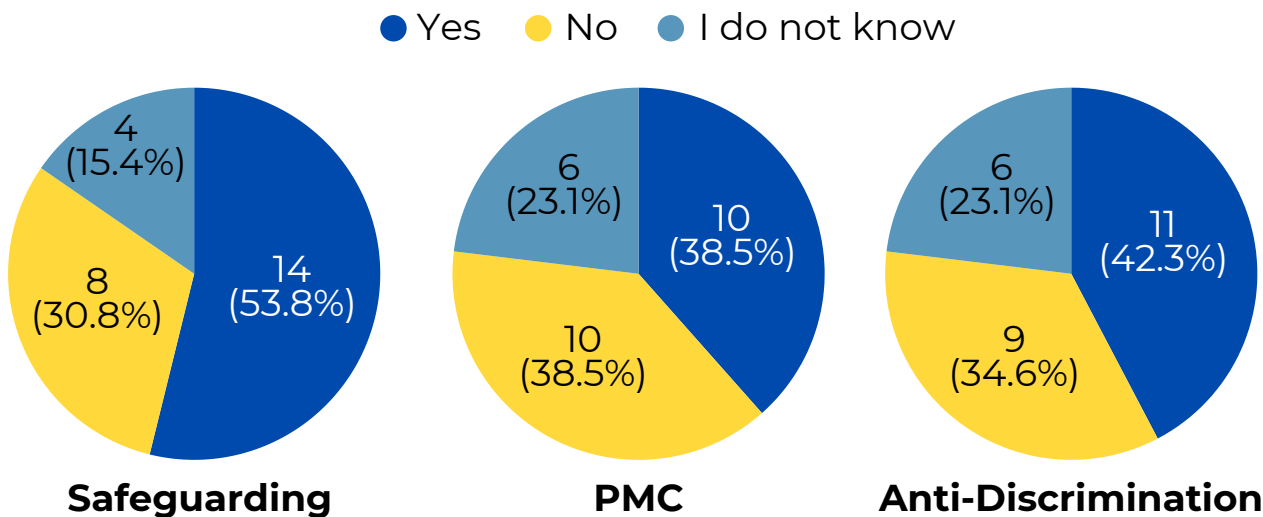
# Integrity Awareness at a Glance

## Education/Training in:



**Figure 2.** Education/Training in Safeguarding, Prevention of Manipulation of Competitions (PMC), and Anti-Discrimination

## MNA Education/Training in:

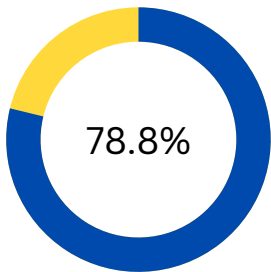


**Figure 3.** MNA Education/Training in Safeguarding, Prevention of Manipulation of Competitions (PMC), and Anti-Discrimination



# Detailed Findings

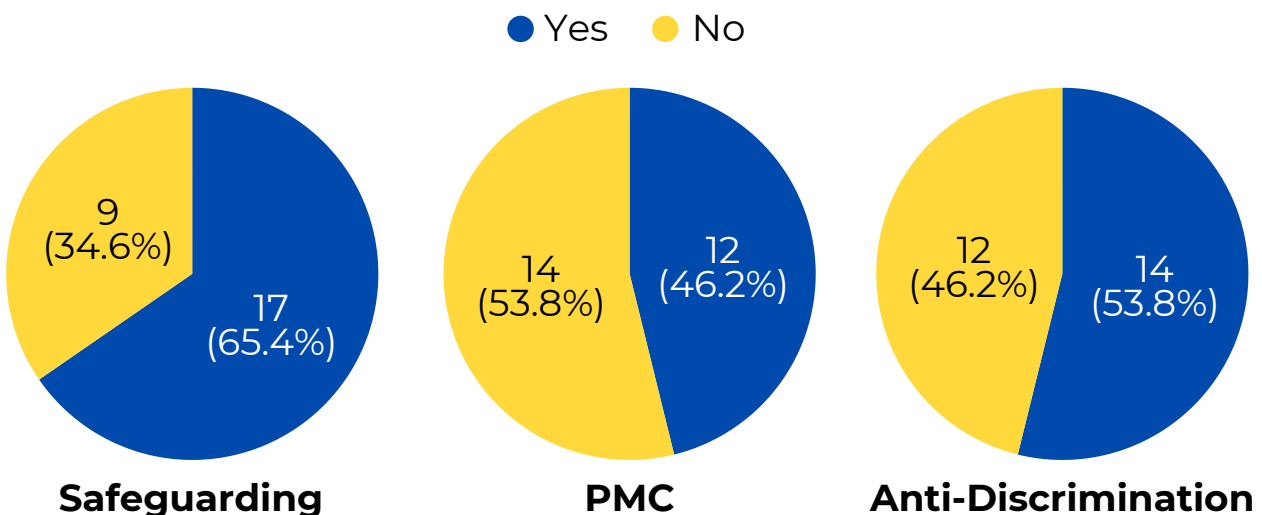
## Response Rate



The survey achieved a 78.8% response rate, with 26 out of 33 eligible Council Members participating. Among them, 21 (80.8%) hold positions as officers or officials within a MNA or CU.

Satisfaction with the Integrity Statement was unanimous, with all respondents indicating approval. Constructive feedback emphasized the need for efficient conflict resolution and strict monitoring and enforcement.

## Education/Training in:

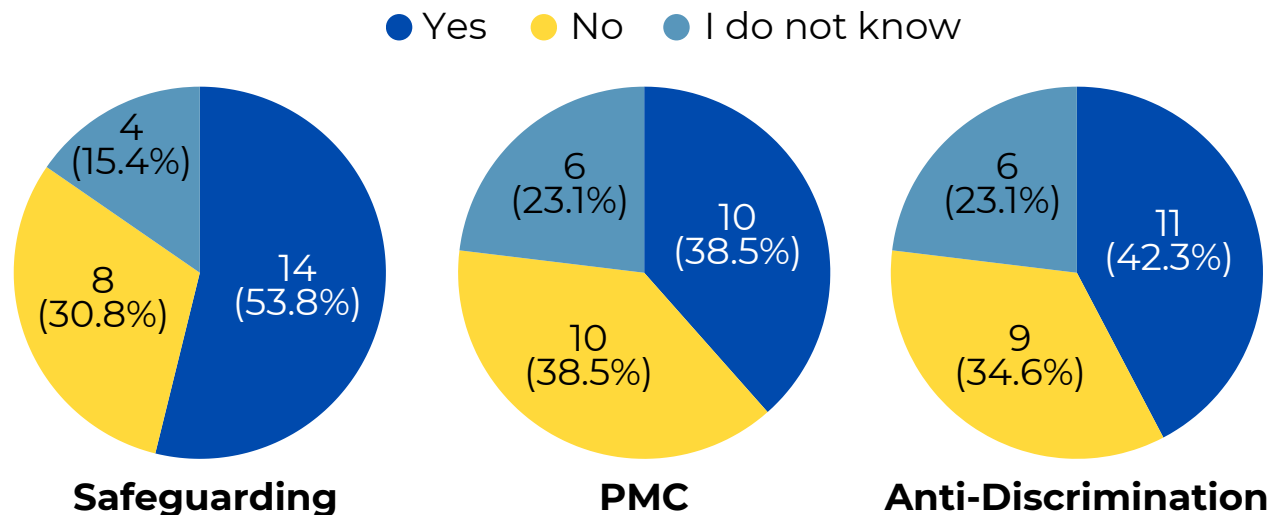


**Figure 4.** Education/Training in Safeguarding, Prevention of Manipulation of Competitions (PMC), and Anti-Discrimination

In the realm of Safeguarding, 65.4% of the Council Members have received formal education/training, while approximately 46.2% have done so in Prevention of Manipulation of Competitions (PMC), and about 53.8% in Anti-Discrimination (Fig. 4). These educational opportunities were provided by multiple organizations, including the IOC, NOCs, and MNAs.

# Detailed Findings

## MNA Education/Training in:



**Figure 5.** MNA Education/Training in Safeguarding, Prevention of Manipulation of Competitions (PMC), and Anti-Discrimination

More than half of the Council Members (53.8%) indicated that their country's MNA provides formal Safeguarding education, while a significant portion (38.5%) mentioned formal PMC education availability. Additionally, 42.3% reported the presence of formal anti-discrimination education within their country's MNA (Fig. 5).

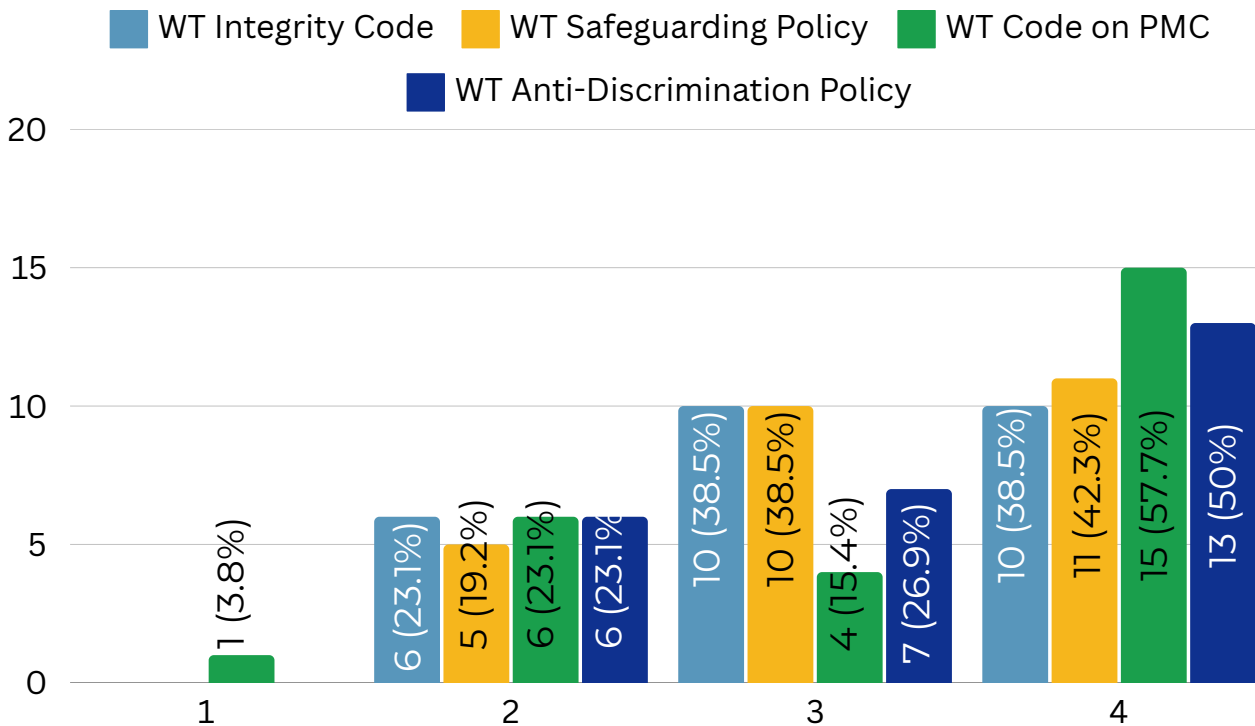
## Familiarity with WT Related Rules

Council Members displayed a notable level of familiarity with key WT policies. Remarkably, none reported being "not familiar at all" with the WT Integrity Code. Instead, a significant 38.5% expressed a high level of familiarity. Similar trends were observed for the WT Safeguarding Policy, where no Council Members reported being "not familiar at all," and 42.3% expressed being "very familiar." The WT Code on PMC also demonstrated strong familiarity, with 57.7% indicating a "very familiar" status. Furthermore, the WT Anti-Discrimination Policy showed high familiarity, with none reporting "not familiar at all," and 50% indicating they were "very familiar" with the policy (Fig. 6).



# Detailed Findings

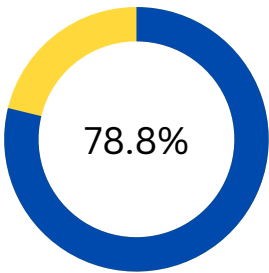
## Familiarity with WT Related Rules



**Figure 6.** Familiarity with WT related rules on a scale of 1 (not familiar at all) to 4 (very familiar)

In summary, the WT Council Members displayed notable familiarity and satisfaction with integrity-related topics, and formal education/training programs are prevalent. Feedback emphasizes the importance of efficient conflict resolution and strict implementation of integrity initiatives.

# Overview



Out of 33 eligible WT Council Members, 26 (78.8%) participated in the WT Integrity Awareness Survey. A description of the composition of the WT Council can be found in the Appendix. Among the participants, 21 (80.8%) hold positions as officers or officials within a MNA or CU.

## WT Integrity Statement Feedback

*Are you satisfied with the WT Integrity Statement?*

*Please add comments and/or give suggestions related to the WT Integrity Statement*

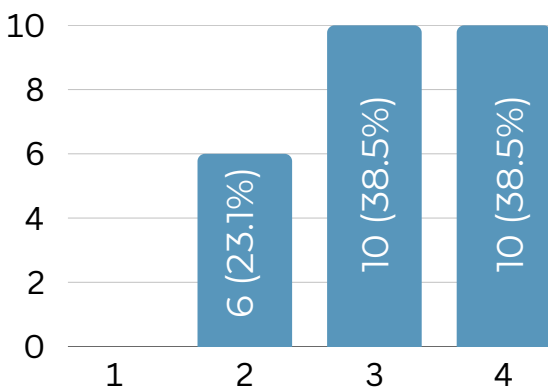
Council Members overwhelmingly expressed satisfaction with the integrity statement, with all respondents indicating their approval. While some participants did not provide specific comments on the statement, the prevailing sentiment was one of agreement and satisfaction.

A participant highlighted the need for a more rapid response to issues or disputes, indicating a desire for efficient conflict resolution. Additionally, there was strong support for the proposal, with a belief that strict adherence to the new integrity statement could lead to a reduction in problems within the sport. Several participants emphasized the statement's importance to the organization and the broader Taekwondo community.

Suggestions were made for rigorous monitoring and enforcement. Overall, the feedback indicates a positive reception of the integrity statement, with constructive insights on potential enhancements to ensure its effective impact.

## Familiarity with the WT Integrity Code

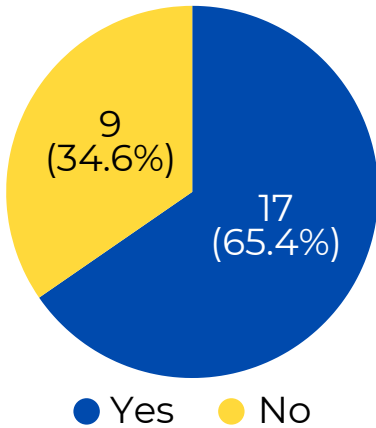
*How familiar are you with the WT Integrity Code? (Scale of 1 to 4)*



No Council Members (0%) reported being “not familiar at all” with the WT Integrity Code, 6 members (23.1%) indicated “slight familiarity”, 10 members (38.5%) felt “moderately familiar”, and 10 members (38.5%) expressed being “very familiar” with the code.

# Safeguarding

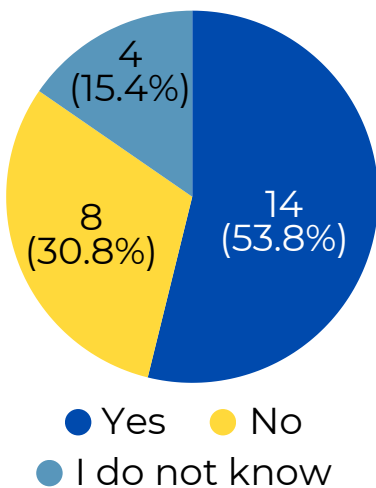
## Education/Training



Have you received formal education/training in Safeguarding from your NOC, Sports Ministry, IOC, and/or other organization? If YES, what organization?

17 participants (65.4%) indicated they have received formal education/training in Safeguarding whereas 9 participants (34.6%) indicated they have not.\*

## MNA Education/Training

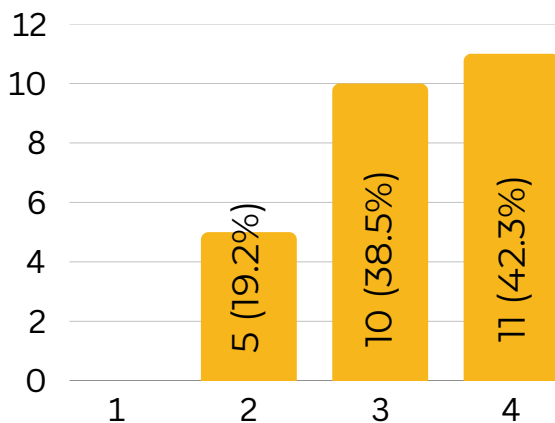


Does your country's Member National Association offer formal education/training in Safeguarding to its members?

Among the 26 Council Members surveyed, 14 (53.8%) reported that their country's MNA provides formal Safeguarding education, while 8 (30.8%) stated that their MNA does not, and 4 (15.4%) were uncertain about their MNA's provision of Safeguarding education.

## Familiarity with the WT Safeguarding Policy

How familiar are you with the WT Safeguarding Policy? (Scale of 1 to 4)

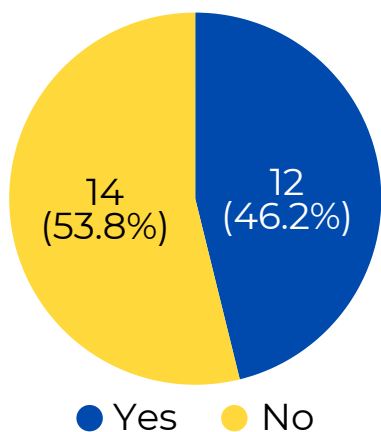


No Council Members (0%) reported being "not familiar at all" with the WT Safeguarding Policy, 5 members (19.2%) indicated "slight familiarity", 10 members (38.5%) felt "moderately familiar", and 11 members (42.3%) expressed being "very familiar" with the policy.

\*Organizations listed as the education/training facilitators:  
 NOC: 5|MNA: 3|IOC: 2|Sports Ministry or equivalent: 6|College: 1|Others: 1 (Safe Sport)

# Prevention of the Manipulation of Competitions (PMC)

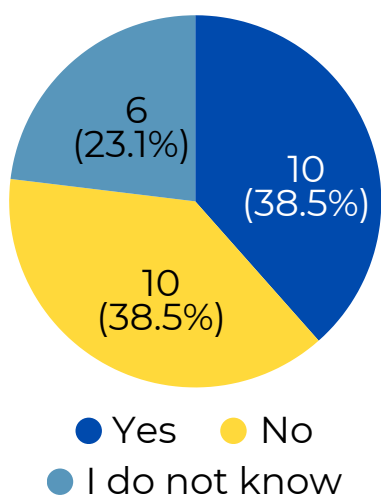
## Education/Training



Have you received formal education/training in the PMC from your NOC, Sports Ministry, IOC, and/or other organization? If YES, what organization?

12 participants (46.2%) indicated they have received formal education/training in the PMC whereas 14 participants (53.8%) indicated they have not.\*

## MNA Education/Training

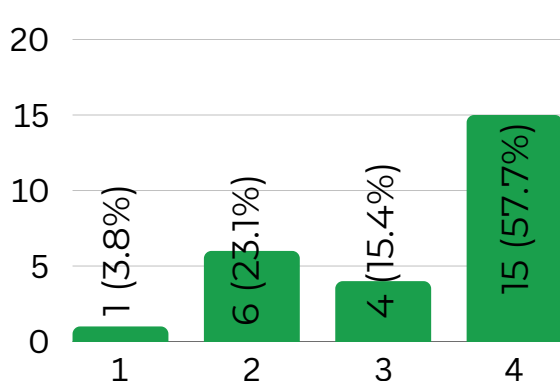


Does your country's Member National Association offer formal education/training in the PMC to its members?

Among the 26 Council Members surveyed, 10 (38.5%) reported that their country's MNA provides formal education on the PMC, while 10 (38.5%) stated that their MNA does not, and 6 (23.1%) were uncertain about their MNA's provision of such education.

## Familiarity with the WT Code on PMC

How familiar are you with the WT Code on PMC? (Scale of 1 to 4)

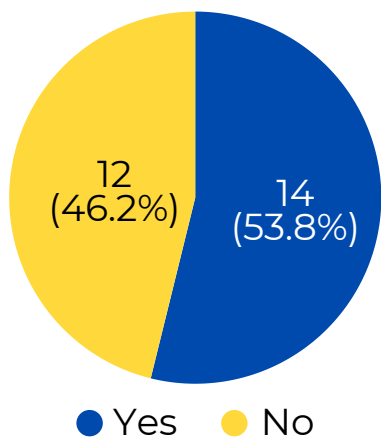


1 Council Member (3.8%) reported being "not familiar at all" with the WT Code on PMC, 6 members (23.1%) indicated "slight familiarity", 4 members (15.4%) felt "moderately familiar", and 15 members (57.7%) expressed being "very familiar" with the code.

\*Organizations listed as the education/training facilitators:  
NOC: 4 | MNA: 2 | IOC: 2 | Sports Ministry or equivalent: 5

# Anti-Discrimination

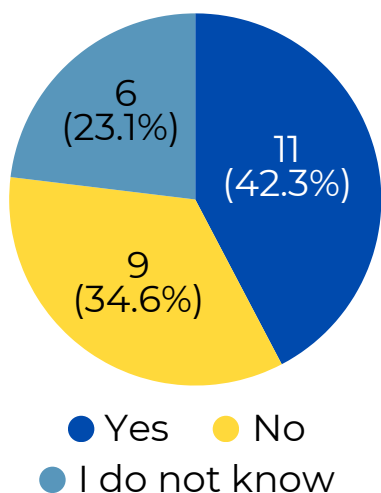
## Education/Training



Have you received formal education/training in anti-discrimination from your NOC, Sports Ministry, IOC, and/or other organization? If YES, what organization?

14 participants (53.8%) indicated they have received formal education/training in anti-discrimination whereas 12 participants (46.2%) indicated they have not.\*

## MNA Education/Training

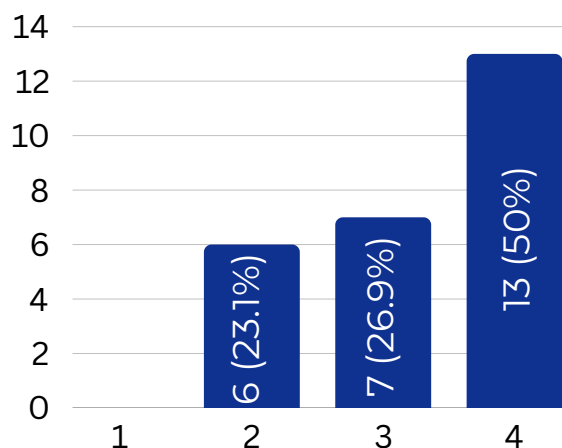


Does your country's Member National Association offer formal education/training in anti-discrimination to its members?

Among the 26 Council Members surveyed, 11 (42.3%) reported that their country's MNA provides formal anti-discrimination education, while 9 (34.6%) stated that their MNA does not, and 6 (23.1%) were uncertain about their MNA's provision of anti-discrimination education.

## Familiarity with the WT Anti-Discrimination Policy

How familiar are you with the WT Anti-Discrimination Policy? (Scale of 1 to 4)



No Council Members (0%) reported being "not familiar at all" with the WT Anti-Discrimination Policy, 6 members (23.1%) indicated "slight familiarity", 7 members (26.9%) felt "moderately familiar", and 13 members (50%) expressed being "very familiar" with the policy.

\*Organizations listed as the education/training facilitators:  
NOC: 6|MNA: 2|IOC: 1| Sports Ministry or equivalent: 7

# Conclusion

The WT Council Integrity Awareness Survey represents a significant step in WT's commitment to upholding ethical and moral principles in all aspects of its operations. With a high response rate of 79%, valuable insights were gained into the awareness and perspectives of key stakeholders.

The unanimous approval of the WT Integrity Statement underscores the dedication to fostering a culture of integrity at all levels of the sport. Constructive feedback highlights the need for rapid conflict resolution and stronger enforcement.

In Safeguarding, Prevention of Manipulation of Competitions (PMC), and Anti-Discrimination, a notable portion of Council Members received formal education. Collaboration with organizations like the IOC, NOCs, and MNAs plays a crucial role.

Council Members' familiarity with key WT policies, including the WT Integrity Code, Safeguarding Policy, PMC Code, and Anti-Discrimination Policy, reflects a solid foundation of knowledge within WT's leadership, which is valuable for the advancement of integrity initiatives.

## Recommendation 1

- **Enhance Conflict Resolution:**  
There is a need to establish efficient conflict resolution mechanisms to address integrity issues promptly.

## Recommendation 2

- **Strengthen Monitoring and Enforcement:** Stricter monitoring and enforcement are essential to support integrity initiatives.

## Recommendation 3

- **Expand Education Programs:**  
Collaborate with organizations to expand formal education and training in Safeguarding, PMC, and Anti-Discrimination.

## Recommendation 4

- **Promote Knowledge Sharing:**  
Encourage Council Members to share their knowledge of WT policies with MNAs and CUs, fostering integrity at all levels.

This report is a step towards upholding WT's commitment to fair play, transparency, and ethical governance. WT stands united in its dedication to athletes, fans, and stakeholders, strengthening trust within the Taekwondo family and the sports community.

# Appendix

## World Taekwondo Council

### **PRESIDENT**

DR. CHUNGWON CHOUE  
Republic of Korea

### **VICE PRESIDENTS**

MR. SAKIS PRAGALOS  
Greece

MR. KYU SEOK LEE  
Republic of Korea

MR. JOHN KOTSIFAS  
Australia

MR. ISSAKA IDE  
Niger

MR. JUAN MANUEL DELGADO  
Mexico

MS. MARIA BORELLO CASTILLO  
Guatemala/Argentina

MS. AICHA GARAD ALI  
Djibouti

MR. YANG WOO PARK  
Republic of Korea

### **SECRETARY GENERAL**

MR. JEONGKANG SEO  
Republic of Korea

### **TREASURER**

MR. PIMOL SRIVIKORN  
Thailand

### **MEMBERS**

MR. METIN SAHIN  
Turkey

MR. DRISS EL HILALI  
Morocco

MR. ANATOLY TEREKHOV  
Russia

MR. KOOK HYUN JUNG  
Republic of Korea

MR. INSEON KIM  
United States of America

MR. ANGELO CITO  
Italy

### **MEMBERS - CONT'D**

MR. JINBANG YANG  
Republic of Korea

MS. NADIN FARID KHALIL DAWANI  
Jordan

MR. AHMED HAMDAN ALZEYOUDI  
UAE

MR. MOHAMED SHAABAN  
Egypt

MS. MARGARET ELIZABETH BINGA  
Nigeria

MR. HASSAN ISKANDAR  
Australia

MR. MARIO MANDEL VAISMAN  
Chile

MS. ANNA VASSALLO  
Malta

MR. RICHARD JAY WARWICK  
United States of America

MS. JAMIE LEE CARPENTER  
New Zealand

H.H. SHEIKHA JAMEELA AL QASIMI  
UAE

MR. JEAN-MARIE AYER  
Switzerland

MR. MAHER MAGABLEH  
Australia

MS. ANNA PANKA  
Germany

### **CO-CHAIRS OF ATHLETES COMMITTEE**

MR. CHEICK CISSE  
Cote d'Ivoire

MS. JINGYU WU  
People's Republic of China

### **EX-OFFICIO FROM KUKKIWON**

MR. CHUN-JAE PARK  
United States of America

### **AUDITOR**

MR. ALI SAGIRKAYA  
Turkey



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# WT COUNCIL INTEGRITY AWARENESS REPORT

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