



WBSC

WORLD
BASEBALL SOFTBALL
CONFEDERATION

Game Time!

**WHISTLEBLOWER
POLICY**



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Last updated: 2 May 2022.

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CHAPTER 1 PREAMBLE

Article 1 Preamble

1.1 This draft refers to the Framework drawn up by the WBSC to investigate allegations of inaccurate activities by WBSC employees, WBSC members or where the WBSC is potentially a victim of malpractice.

1.2 The WBSC as the world governing body for the sports of Baseball/Softball, will provide protection against any unjustified treatment in the form of providing confidential advice to whistleblowers so long as there is an honest and reasonable belief of wrongdoing, but will provide no protection for knowingly false disclosure of information. Protection will extend to disclosures made anonymously, if later identified. If physical protection is needed, the case is referred to the police

1.3 This Framework is supported by Article 1.4 of the IOC Code of Ethics which states: "Respect for the universal fundamental ethical principles is the foundation of Olympism...These include...Respect for international conventions on protecting human rights insofar as they apply to the Olympic Games' activities and which ensure in particular...rejection of all forms of harassment, be it physical, professional or sexual, and any physical or mental injuries."

Article 2 Terminology

2.1 Whistleblowing refers to the action of exposing secretive information that is deemed illegal, unethical or not correct. The wrongdoing can be classified in many ways: violation of company policy, law, regulation, fraud or corruption.

Article 3 Rejection of Improper Activity

3.1 Any form of fraud, corruption, violation of policies, law and regulations are completely incompatible with the intrinsic values of sports. Within WBSC, there is zero tolerance for such improper activities.

Article 4 Scope of Application

4.1 This Framework applies:

4.1.1 To all WBSC employees;

4.1.2 To all participants of any WBSC Event;

- 4.1.3 To all WBSC members; and
- 4.1.4 To alleged incidents of fraud, corruption or other improper activities.
- 4.2 For the purposes of this Framework:
 - 4.2.1 “Participants” shall mean all those, individual competitors (Athletes) and teams, officials, managers and other members of any delegation, referees and jury members and all other accredited persons;
 - 4.2.2 The “WBSC Event” shall mean the entire duration of the competition, including the travelling time;
 - 4.2.3 “WBSC Members” shall mean the recognised National Federations and Associate Members listed on the wbsc.org website.

CHAPTER 2 WHISTLEBLOWER PROCEDURE DURING WBSC EVENTS

Article 5 Preventive Measures

5.1 IOC educational materials and other information regarding whistleblowing in sport will be available at all times, in particular explaining what may constitute whistleblowing, and where members, employees and other participants and their respective entourages may seek further information, advice and support.

Article 6 The WBSC Integrity Commission Officer

6.1 There will be a WBSC Integrity Commission Liaison nominated and available 24/7. He/ she shall be responsible for:

- 6.1.1 Documenting all whistleblower reports at all times;
- 6.1.2 Determining whether a follow-up is warranted, and if so, following-up accordingly;
- 6.1.3 Recommending whether a case should be:

- 6.1.3.1 Submitted to a third party such as a lawyer or the police;
 - 6.1.3.2 Notified to local authorities, as appropriate and necessary pursuant to local law. For clarity, the local authorities are responsible for determining whether to conduct a criminal investigation in relation to an alleged incident; and
- 6.2.4 Providing support to any concerned persons.

Article 7 Reporting and Procedure for Addressing Improper Activity

7.1 Reporting:

- 7.1.1 Anyone may report an incident of fraud, corruption, unethical behaviour, law violations and breaches.
- 7.1.2 A number of reporting channels through which an alleged incident of such may be reported. Reporting channels may include, in particular:
 - 7.1.2.1 The WBSC Integrity Commission Liaison;
 - 7.1.2.2 Dedicated email address; whistleblowingreport@wbsc.org;
 - 7.1.2.3 Dedicated physical address for anonymous reports; Avenue Général-Guisan 45, Pully, Switzerland; and
 - 7.1.2.4 The WBSC Office.
- 7.1.3 All reports through any reporting channel will be referred to the WBSC Integrity Commission Liaison.
- 7.1.4 Reports may be made in writing or verbally. The WBSC Integrity Commission Liaison shall ensure that such reports are documented. This documentation should include the name, title, address, contact information and signature of the reporting person. The documentation should also include information pertaining to the reasons and basis for the report, including any evidence which might suggest that improper activity has occurred. Based on the particular facts as detailed in the reports, the Integrity Commission Liaison will determine how to proceed with each case.

7.2 Procedure:

If an employee or eligible person would like to make a report, they have different channels available where they can do this.

7.3 Competent body:

7.3.1 The Integrity Commission, is the competent body for the Whistleblower Reporting procedures. All reported cases will be forwarded to the Integrity Commission with the shortest delay. The report shall include:

7.3.1.1 a summary of the case;

7.3.1.2 proposed sanctions where applicable; and

7.3.1.3 proposed preventive measures - where applicable and in accordance with the WBSC Disciplinary By-Laws.

Article 8 Confidentiality

8.1 All matters pertaining to an alleged incident, in particular reports of improper activity, personal information of the concerned persons, other information gathered during investigations and results of investigations (“Confidential Information”) shall be regarded as confidential.

8.2 The WBSC may disclose Confidential Information to appropriate persons or authorities if:

8.2.1 a failure to disclose such information may cause harm to someone, or

8.2.2 such information relates to a potential criminal act that comes to the attention of the WBSC.

8.3 The decisions taken by the executive board following the report of the Integrity Commission shall, in principle, include confidential information and shall be publically disclosed by the WBSC. When disclosing such decisions, the WBSC shall:

8.3.1 not include any personal information of the victim without obtaining the victim’s consent, and

8.3.2 anonymises personal information of other concerned persons in certain cases, taking into consideration the privacy interests of such concerned persons.

8.4 All data collected through reporting and procedures shall be recorded and stored by WBSC and kept under this confidentiality policy.