

The background of the cover features a series of curved, parallel lines in shades of blue, purple, and grey, creating a sense of motion and depth. The lines are more densely packed in the upper left and become more sparse towards the bottom right.

WBSC

WORLD
BASEBALL SOFTBALL
CONFEDERATION

Game Time!

ETHICS
BY-LAWS



ETHICS BY-LAWS

Approved by the WBSC Executive Board on 25 February 2017.

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CHAPTER 1 PREAMBLE

Article 1 Preamble

1.1 This draft refers to the Regulation drawn up by the WBSC to apply the Ethics in the International Baseball/Softball Family and are inspired by the IOC Code of Ethics.

1.2 The World Baseball Softball Confederation and each of its members and its administration, the National Olympic Committees, the National Federations, the organisations taking part in any type of candidature procedures of the WBSC, the Organising Committees for the World Cups and any Sanctioned Events by the WBSC, the participants to such events and the Recognised Organisations (hereinafter “the WBSC parties”) restate their commitment to the Olympic Charter and in particular its Fundamental Principles, and reaffirm their loyalty to the Olympic ideal inspired by Pierre de Coubertin. The WBSC parties undertake to disseminate the culture of ethics and integrity within their respective areas of competence and to serve as role models.

Article 2 Scope of Application

2.1 The WBSC parties undertake to comply and ensure compliance with the WBSC Ethics By-Laws in the following circumstances:

- 2.1.1 The World Baseball Softball Confederation (WBSC), each of its members and its administration, and the National Olympic Committees (NOC) and their officials, at all times and in all circumstances;
- 2.1.2 All World Cups and WBSC Sanctioned Events participants, throughout each edition for which they are accredited;
- 2.1.3 The National Federations (NFs) and their officials, in all their relations with the WBSC;
- 2.1.4 The organisations and their officials taking part in any type of candidature procedures of the WBSC, throughout the procedure in question; and
- 2.1.5 The Organising Committees for the World Cups and the WBSC Sanctioned Events and their officials, throughout the existence of each such Committee.

2.2 The National Olympic Committees, the National Federations and the Organising Committees for all World Cups and WBSC Sanctioned Events undertake to adopt, for

their internal activities, a code of ethics based on the principles and rules of the WBSC Ethics By-Laws, or in a written declaration to adopt the WBSC Ethics By-Laws.

Article 3 Fundamental Principles

3.1 Respect for the universal fundamental ethical principles is the foundation of the WBSC International Baseball/Softball Family and Olympism.

3.2 These include:

- 3.2.1 Respect for the International Baseball/Softball Family and Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play;
- 3.2.2 Respect of the principle of the universality and political neutrality of the International Baseball/Softball Family and Olympic Movement;
- 3.2.3 Maintaining harmonious relations with state authorities, while respecting the principle of autonomy as set out in the WBSC Statutes and By-Laws and the Olympic Charter;
- 3.2.4 Respect for international conventions on protecting human rights insofar as they apply to the activities in the World Cups and WBSC Sanctioned Events and which ensure in particular:
 - 3.2.4.1 respect for human dignity;
 - 3.2.4.2 rejection of discrimination of any kind on whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status;
 - 3.2.4.3 rejection of all forms of harassment and abuse, be it physical, professional or sexual, and any physical or mental injuries.
- 3.2.5 Ensuring the participants' conditions of safety, well-being and medical care favourable to their physical and mental equilibrium.

Article 4 Integrity of Conduct

4.1 The WBSC parties must use due care and diligence in fulfilling their mission. At all times, they must act with the highest degree of integrity, and particularly when taking decisions, they must act with impartiality, objectivity, independence and professionalism.

They must refrain from any act involving fraud or corruption. They must not act in a manner likely to tarnish the reputation of the International Baseball/Softball Family and the Olympic Movement.

4.2 The WBSC parties or their representatives must not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with the World Cups and WBSC Sanctioned Events.

4.3 Only tokens of consideration or friendship of nominal value, in accordance with prevailing local customs, may be given or accepted by the WBSC or third parties. Such tokens may not lead to the impartiality and integrity of the WBSC parties being called into question. Any other form of token, object or benefit constitutes a gift, which may not be accepted, but must be passed on to the organisation of which the beneficiary is a member.

4.4 For hospitality shown to the WBSC parties, as well as those accompanying them, a sense of measure must be respected.

4.5 The WBSC parties must refrain from placing themselves in any conflict of interests and must respect the Rules Concerning Conflicts of Interests Affecting the Behaviour of WBSC Parties.

Article 5 Integrity of Competition

5.1 The WBSC parties shall commit to combat all forms of cheating and shall continue to undertake all the necessary measures to ensure the integrity of sports competitions.

5.2 The WBSC parties must respect the provisions of the World Anti-Doping Code and of the Olympic Movement Code on the Prevention of the Manipulation of Competitions.

5.3 All forms of participation in, or support for betting related to the World Cups and WBSC Sanctioned Events, and all forms of promotion of betting related to the World Cups and WBSC Sanctioned Events are prohibited.

5.4 Participants in the World Cups and WBSC Sanctioned Events must not, by any manner whatsoever, manipulate the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics, infringe the principle of fair play or show unsporting conduct.

5.5 All members of the WBSC, which for these purposes includes Members, governing bodies, Continental Confederations, Commissions, athletes, coaches, umpires, administrators, officials and managers at any level, acknowledge and agree to abide by the literal content and the spirit of the following principles, which underpin the Ethics By-Laws of the World Baseball Softball Confederation:

- 5.5.1 To act consistently and to maintain a dignified and honourable attitude, in keeping with the great honour and responsibility that being a member and representative of the International Baseball/Softball Family means, at all times and in all circumstances.
- 5.5.2 To defend as their own the name of the WBSC, its symbols, its prestige and authority, and to challenge strenuously anything that goes against the attainment of its objectives and the normal operation of its activities.
- 5.5.3 To responsibly observe and to enforce observance of the obligations falling to them in a competition, assembly, congress or any other official activity to which they have been convened.
- 5.5.4 To abide by the Statutes, Rules, regulations or any other provisions or agreements of the governing organs of the WBSC and to comply in a disciplined manner with the penalties, sanctions or other disciplinary measures that have been officially imposed.
- 5.5.5 To display respectful, disciplined and supportive conduct, both on and off the field of play, whether in competition or training, thereby ensuring through individual and group effort that Baseball/Softball conveys at all times an educational message of solidarity and peace.
- 5.5.6 To show absolute respect towards spectators and supporters in general, thereby encouraging, through appropriate conduct and behaviour, their enthusiastic support, knowledge and love of Baseball/Softball.
- 5.5.7 To help ensure that each competition of the WBSC at any level or category takes place in a true spirit of fair play.
- 5.5.8 To display at all times, during competition and outside of it, a physical appearance, clothing and conduct in accordance with the rules and regulations set out by the WBSC as being required for all competitions and sporting events.
- 5.5.9 To support and contribute to the efforts made by the media to promote and disseminate Baseball/Softball and its results by providing honest, objective information that promotes the unity of the Baseball/Softball family and the prestige and authority of the International Federation.
- 5.5.10 To demonstrate an attitude of cooperation and support towards the organisers of competitions and official events under the jurisdiction of the

WBSC and, in each of them, to make appropriate use of the means and resources placed at their disposal.

- 5.5.11 To refrain from demonstrating or accepting, in any circumstances, physical or verbal aggression or gestures that undermine physical or moral integrity or human dignity.
- 5.5.12 At all times, to strenuously reject any conduct that promotes, encourages or protects the use of illegal substances in sport.
- 5.5.13 To defend moral and ethical principles in sport by setting a personal example, taking a firm and unbending stance towards any manifestation of corruption, dishonesty or fanaticism that may arise within the WBSC or its competitions or official activities.
- 5.5.14 To foster feelings of friendship, companionship and solidarity among athletes, coaches, umpires, administrators, officials, managers and local authorities, expressed through absolute respect towards persons, institutions, countries and their symbols.

Article 6 Good Governance and Resources

6.1 The Basic Universal Principles of Good Governance of the Olympic and Sports Movement, in particular transparency, responsibility and accountability, must be respected by all WBSC parties.

6.2 The WBSC resources of the WBSC parties must be used only for WBSC purposes.

6.3 The income and expenditure of the WBSC parties must be recorded in their accounts in accordance with generally accepted accounting principles. An independent auditor will check these accounts.

- 6.4 In cases where the WBSC gives financial support to WBSC parties:
- a. the use of these WBSC resources for WBSC purposes must be clearly demonstrated in the accounts;
 - b. the accounts of the WBSC parties may be subjected to auditing by an expert designated by the WBSC Executive Board.

6.5 The WBSC parties recognise the significant contribution that broadcasters, sponsors, partners and other supporters make to the development and prestige of the World Cups and WBSC Sanctioned Events throughout the world. In order to preserve the integrity and neutrality of the various candidature procedures, the support and promotion of any of the candidatures by broadcasters, sponsors, partners and other supporters must

be in a form consistent with the rules of sport and the principles defined in the Olympic Charter and the present Code. However, the WBSC TOP Sponsors and other WBSC marketing partners must refrain from supporting or promoting a candidature within any of the WBSC candidature procedures. The broadcasters, sponsors, partners and other supporters must not interfere in the running of sports organisations.

Article 7 Candidatures

7.1 The WBSC parties shall respect the integrity of any candidature procedure initiated by the WBSC, in order to allow equal access to the promotion of each candidature and the refusal of any risk of conflict of interests. Out of respect for the principle of neutrality of WBSC Members, no public declaration appearing to give a favourable opinion of one of the candidatures may be made.

7.2 The WBSC parties will respect the requirements of the various procedures published by the WBSC, particularly regarding the selection of World Cups and WBSC Sanctioned Events host cities, as well as the Rules of Conduct Applicable to All Cities Wishing to Organise World Cups and WBSC Sanctioned Events (Event Host Manuals).

Article 8 Confidentiality

8.1 The principle of confidentiality shall be strictly respected by the WBSC Integrity Commission in all its activities. It must also be strictly respected by any person concerned by the activities of the WBSC Integrity Commission.

Article 9 Reporting Obligation

9.1 The WBSC parties shall inform the WBSC Chief Ethics and Compliance Officer, in the strictest confidentiality and by using the appropriate mechanisms, in particular the WBSC Ethics and Compliance Hotline, of any information related to a violation of the WBSC Ethics By-Laws, with a view to possible referral to the WBSC Integrity Commission. Any disclosure of information must not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organisation.

Article 10 Implementation

10.1 The WBSC Integrity Commission may set out the provisions for the implementation of the present Code in a set of Implementing Provisions, subject to the approval of the WBSC Executive Board.

10.2 The WBSC Office is available to the WBSC Integrity Commission to disseminate and implement the present Code.

CHAPTER 2 DIRECTIONS CONCERNING THE ELECTIONS OF THE WBSC PRESIDENT

The WBSC Integrity Commission,

considering that it is in the interest of the WBSC and the candidates for the presidency of this institution that, during the campaign (for which each candidate chooses the ways and methods that he/she intends to use), respect for the “universal fundamental ethical principles”, one of the foundations of Olympism, should prevail;

considering that it is essential that, during this campaign, equality be observed between the candidates and an atmosphere of mutual respect prevail amongst them;

considering that, without calling into question the confidence that the candidates enjoy, the drafting and publication of directions derives from the need to ensure a degree of harmonisation in their conduct and to prevent any excesses, which their supporters might in good faith be led to commit;

enacts:

Article 11 Scope

11.1 The present Directives apply from their publication until the end of the electoral campaign.

Article 12 General Conduct of Candidates

12.1 Each candidate may promote his/her candidature, subject to respecting the provisions of the present Directions.

12.2 The promotion of a candidature shall be conducted with dignity and moderation.

12.3 The conduct of the candidates shall comply with the provisions of the WBSC Ethics By-Laws.

Article 13 Relations with Members of the Congress and National Federations

13.1 Candidature documentation: each candidate may present to his/her colleagues his/her plans and views as the future WBSC President, in the form of a written document, whatever the means used to distributed it. This document shall be reserved only for Members of the Congress and National Federations, and the candidates shall refrain from participating in any promotional and/or communications campaign based on their written document. A copy shall be submitted to the Integrity Commission secretariat.

13.2 Promotion: the promotion of a candidature for the WBSC presidency shall exclude any form of publicity, including the use of new media or social networks.

13.3 Trips: candidates shall limit the number of trips that they make with a view to promoting their candidature in order to avoid excessive expenditure, a factor of inequality amongst the candidates.

13.4 Meetings: no public meeting or gathering of any kind may be organised in the framework of promoting a candidature.

13.5 Assistance: no assistance, whether financial, material or in kind, be it direct or indirect, may be given to candidates by a Member of the Congress or a National Federation. If offered such assistance, the candidate concerned has the duty to refuse it and to inform the Integrity Commission accordingly.

13.6 Benefits: Candidates may in no case and under no pretext give presents, offer donations or gifts or grant advantages of whatever nature.

13.7 Promises: No candidate may enter into any promise or undertaking to be performed, whatever the timing of such performance, for the direct or indirect benefit of a Member of the Congress, a National Federation, an organisation, region or partner.

13.8 Visits: visits between candidates and members are not encouraged. Any such visits organised specifically in connection with a candidature shall be reported to the Secretary of the Integrity Commission.

13.9 Declarations: as the voting is secret, Members of the Congress and National Federations are prohibited individually or collectively, from announcing publicly in any form whatsoever their intention to vote or from any public invitation to vote for a candidate.

Article 14 Relations with Top Sponsors and Third Parties

14.1 Neutrality: Members of the Congress, National Federations, TOP Sponsors and WBSC partners shall remain neutral.

14.2 They shall refrain from making any public declaration and may in no way support a candidature.

14.3 Mandatory instructions: candidates may not accept mandatory instructions from any public or private, natural or legal person.

14.4 Undertaking: candidates may not enter into any form of undertaking with any natural or legal person likely to affect the freedom of decision or action of the future WBSC President.

14.5 Assistance: no direct or indirect assistance, be it financial, material or in kind, may be given to candidates by Members of the Congress, National Federations, TOP Sponsors and WBSC partners or other third party. If offered such assistance, the candidate concerned has the duty to refuse it and to inform the Integrity Commission accordingly.

Article 15 Relations with the Media

15.1 Publications: candidates may grant interviews to the media. No form of publicity may be devoted to a candidate regardless of the backer. All communications undertaken by the candidate shall strictly respect the other candidates and shall in no way be prejudicial to any other candidate.

15.2 Debates: the candidates may not take part in any public debate, regardless of the organiser.

15.3 Communications services: no use of the services of a journalist or the media, free of charge or in return for payment, may be made in order to place a candidature at an advantage or a disadvantage.

Article 16 Relations with Other Candidates

16.1 Respect due to candidates: each candidate shall, in the framework of promoting his/her candidature, respect the other candidates, the WBSC Members and the WBSC itself.

16.2 Prejudice to a candidature: a candidate may produce no spoken word, written text or representation of any nature likely to harm the image of another candidate or cause him/her prejudice.

16.3 Understandings: no understanding, coalition or collusion between candidates with the intent to influence the result of the vote is allowed.

Article 17 Relations with the WBSC Administration

17.1 General relations: the WBSC administration shall maintain a strict duty of neutrality at all times. The members of the administration shall limit their relations with the candidates strictly to the content of their mission.

17.2 Support: no support or service in relation to a candidature may be requested from any member of the WBSC administration, from a department or other section of such administration.

17.3 Concealed promotion: concealed promotion in the form of technical meetings or other events is prohibited. These may be added to the official calendar of events only with the approval of the WBSC President.

Article 18 Breaches of the Directions

18.1 Competent body: any interested party shall bring any breach of these Directions to the attention of the Integrity Commission, which will undertake an inquiry.

18.2 Sanctions: if there is proof of a breach of these Directions, the Integrity Commission may make to the candidate in question:

- observations, which could be made public,
- or issue a warning, which will be automatically made public on the WBSC website.

In the event of a serious breach of these Directions, the case shall be referred to the WBSC Executive Board for possible sanctions.

CHAPTER 3 RULES CONCERNING CONFLICTS OF INTERESTS AFFECTING THE BEHAVIOUR OF WBSC PARTIES

Article 19 Scope of Application

19.1 These Rules apply to WBSC parties as defined by the WBSC Ethics By-Laws preamble.

Article 20 Definition

20.1 In the context of the provisions of these Rules, a distinction is made between the situation of a “potential conflict of interests” and the case of a “conflict of interests”. Only conflicts of interests are prohibited.

20.2 A situation of a potential conflict of interests arises when the opinion or decision of a person, acting alone or within an organisation, in the framework of the activities of the physical or legal persons defined in Article 19 above, may be reasonably considered as liable to be influenced by relations that the aforementioned person has, has had or is on the point of having with another person or organisation that would be affected by the person's opinion or decision.

20.3 A case of conflict of interests is constituted when any person who, having abstained from declaring a situation of a potential conflict of interests, expresses an opinion or takes a decision in the circumstances described in the above paragraph.

Article 21 Types of Interests to Take into Consideration

21.1 In assessing the situations described in Article 20 above, direct as well as indirect interests must be taken into account. This also includes the interests of a third person (parent, spouse, relation or dependent). In the following non-exhaustive list of examples, the circumstances in which a conflict of interests could arise are:

- personal and/or material involvement (salary, shareholding, various benefits) with suppliers of the WBSC party concerned;
- personal and/or material involvement with sponsors, broadcasters, various contracting parties;
- personal and/or material involvement with an organisation liable to benefit from the assistance of the WBSC party concerned (including subsidy, agreement or election).

Article 22 Resolution of Possible Conflicts of Interest

22.1 It is the personal responsibility of each person to avoid any case of conflict of interests.

22.2 Faced with a situation of a potential conflict of interests, the person concerned must refrain from expressing an opinion, from making or participating in making a decision or accepting any form of benefit whatsoever. However, if the person wishes to continue to act or if the person is uncertain as to the steps to take, the person must inform the WBSC Integrity Commission of the situation, who then takes the steps foreseen below.

22.3 The WBSC Integrity Commission is responsible for advising persons, at their request, in a situation of a potential conflict of interests. The person concerned is then offered a solution from the following options:

- registering the declaration without any particular measure;
- removal of the person involved from part or all of the action or from the decision of the Olympic party at the root of the conflict;
- relinquishment of the management of the external interest causing the conflict; or

- any complementary measures.

22.4 The person concerned then takes the steps that he/she considers appropriate.

22.5 The information given and the whole process will be kept confidential.

Article 23 Undeclared or Actual Conflicts of Interest

23.1 In the event that a person neglects to declare a situation of a potential conflict of interests, and/or is in an actual situation of conflict of interests, the WBSC Integrity Commission may refer the case to the WBSC Executive Board proposing disciplinary sanctions as per this By-Laws or the Disciplinary By-Laws

Article 24 Specific Provisions

24.1 Prior to examination, by the WBSC Executive Board, of a candidature for election as a WBSC Member, a candidate must declare any risks of conflicts of interests to the WBSC Integrity Commission. The attention of the candidate may be drawn to any potential conflicts of interests identified. This does not exempt the candidate concerned from making subsequent declarations pursuant to Article 22.

CHAPTER 4 BASIC UNIVERSAL PRINCIPLES OF GOOD GOVERNANCE OF THE INTERNATIONAL BASEBALL/SOFTBALL FAMILY

The following articles are inspired by the IOC Code of Ethics chapter dedicated to Basic Universal Principles of Good Governance of the Olympic and Sports Movement.

Article 25 Principle 1 – Vision, Mission and Strategy

25.1 Vision: the vision and overall goals of the organisations have to be clearly defined and communicated.

25.2 Mission: the mission should include:

- development and promotion of sport through non-profit organisations;

- promotion of the values of sport;
- organisation of competitions;
- ensuring a fair sporting contest at all times;
- protection of the members and particularly the athletes;
- solidarity; and
- respect for the environment.

25.3 Strategy: the strategy is to be aligned with the vision and regularly adapted to the environment. The strategy of sporting organisations should be elaborated at the highest level of the organisation.

Article 26 Principle 2 – Structures, Regulations and Democratic Process

26.1 Structures: all sports organisations in the International Baseball/Softball Family should be based on the concept of membership within entities established in accordance with applicable laws. The sports organisations should include as members legal or physical persons who constitute the organisation and contribute to form the will of the organisation. The stakeholders of the organisation encompass all members who make up the organisation as well as all external entities who are involved and have a link, relation with or interest in the organisation.

26.2 Clear regulations: all regulations of each organisation and governing body, including but not limited to, statutes, constitutions and other procedural regulations, should be clear, transparent, disclosed, publicised and made readily available. Clear regulations allow understanding, predictability and facilitate good governance. The procedure to modify or amend the regulations should also be clear and transparent.

26.3 Governing bodies: the size of the governing bodies should be adequate and consistent with the size of the sports organisations. The tasks and responsibilities of the governing bodies should be clearly defined in the applicable regulations and should be adapted and reviewed as necessary. Governing bodies should be entitled to create standing or ad hoc committees with specific responsibilities, in order to help them in their tasks. The organisation should set out and adopt reliable and appropriate criteria for the election or appointment of members of the governing bodies so as to ensure a high level of competence, quality and good governance.

26.4 Representative governing bodies: members of the organisation should be represented within the governing bodies, particularly women and athletes. Special care should be taken for protection and representation of minority groups.

26.5 Democratic processes: democratic processes, such as elections, should be governed by clear, transparent and fair rules.

26.6 Attributions of the respective bodies: a clear allocation of responsibilities between the different bodies such as general assembly, executive body, committees or disciplinary bodies, should be determined. There should be a balance of power between the bodies responsible for the management, supervision and control of the sporting organisations: principle of checks and balances.

26.7 Decision-making: all members of the sports organisations shall have the right to express their opinion on the issues on the agenda through appropriate channels. Members shall have the right to vote and be able to exercise that right in appropriate form as defined in the regulations of the governing body. Decision-making bodies should be fully aware of all relevant information before taking a decision. Bodies of the organisation should meet on a regular basis taking into consideration their specific duties and obligations.

26.8 Conflicts of interest: as a general principle, members of any decision-making body should be independent in their decisions. No-one with a personal or business interest in the issue under discussion should be involved in the decision. Adequate procedures should be established in order to avoid any conflicts of interests.

26.9 Election or renewal of office-bearers on a regular basis: the duration of the terms of office should be pre-determined in order to allow election/renewal of office-bearers on a regular basis. Access for new candidates should be encouraged.

26.10 Decisions and appeals: any member affected by a decision of a disciplinary nature taken by any sports organisation should be offered the possibility to submit an appeal to an independent body within the sport's jurisdictions. When decisions are taken against a member, special attention should be paid to the appropriate balance between transparency and protection of privacy.

Article 27 Principle 3 – Highest Level of Competence, Integrity and Ethical Standards

27.1 Competence of the members of the executive body: members of the executive body should be chosen on the basis of their ability, competence, quality, leadership capacity, integrity and experience. The use of outside experts in specific fields should be considered when necessary.

27.2 Power of signature: good governance implies proper financial monitoring. In order to avoid any abuse of powers of representation (in particular signing), adequate rules should be set up, approved and monitored at the highest level. Precise, clear and transparent regulations should be established and applied, and effective controlling systems and checks and balances should be put in place. As a general rule, individual signature should be avoided for binding obligations of an organisation.

27.3 Internal management, communication and coordination: good internal communication reinforces the efficiency of sporting organisations. Good information flow inside sporting organisations ensures good understanding by membership of activities undertaken and allows managers to make timely and informed decisions. Good working conditions and atmosphere as well as motivation and incentive policies are essential for the smooth functioning of the organisation.

27.4 Risk management: a clear and adequate risk-management process should be put in place. This includes:

- identification of potential risks for the sports organisations;
- evaluation of risks;
- control of risks;
- monitoring of risks; and
- disclosure/transparency.

27.5 Appointment of the members of the management: leadership is above management. The majority of the members of management should be professional. Candidates should have professional competency and an impeccable professional history. The selection process should be based on objective criteria and should be set out clearly.

27.6 Ethics By-Laws and ethical issues: develop, adapt and implement ethical principles and rules. Ethical rules should refer to and be inspired by the IOC Code of Ethics. Monitor the implementation of ethical principles and rules.

Article 28 Principle 4 – Accountability, Transparency and Control

28.1 Accountability: all bodies, whether elected or appointed, shall be accountable to the members of the organisation and, in certain cases, to their stakeholders. In particular, the executive body shall be accountable to the General Assembly of the organisation. Management shall be accountable to the executive body. All employees shall be accountable to management.

28.2 Processes and mechanisms: adequate standards and processes for accountability should be in place and available to all organisations, and consistently applied and monitored. Clear and measurable objectives and targets must be set for the organisation, its boards, management and staff, including also appropriate tools for assessment.

28.3 Transparency and communication: financial information should be disclosed gradually and in appropriate form to members, stakeholders and the public. Disclosure of financial information should be done on an annual basis. The financial statements of sports organisations should be presented in a consistent way in order to be easily understood.

28.4 Financial matters – Applicable laws, rules, procedures and standards: accounts should be established in accordance with the applicable laws and “True and fair view” principle. The application of internationally recognised standards should be strongly encouraged in all sports organisations and required for an international body. For all organisations, annual financial statements are to be audited by independent and qualified auditors. Accountability and financial reports should be produced on a regular basis. Information about remuneration and financial arrangements of the governing bodies’ members should be part of the annual accounts. Clear rules regarding remuneration of the members of governing bodies and managers should be enforced. Remuneration procedures should be transparent and predictable.

28.5 Internal control system: internal control of the financial processes and operations should be established within the sports organisations. The adoption of a compliance system, document retention system and information security system should be encouraged. The structure of the internal control system should depend on the size and importance of the organisation. Audit committees should be appointed for large sports organisations.

28.6 Education and training: there should be an induction programme for all new members of staff, volunteer officers and all board members. Ongoing education and training of executives, volunteers and employees should be integral to operations. The promotion of self-education and regular training within the sports organisations should be encouraged.

Article 29 Principle 5 – Solidarity and Development

29.1 Distribution of resources: as a principle, financial resources which are proceeds of sport should be allocated to sport and in particular to its development after covering all necessary sports-related costs. Financial revenues should be distributed in a fair and efficient manner. A fair distribution of the financial revenues contributes to having balanced and attractive competitions. A clear and transparent policy for the allocation of the financial revenues is essential.

29.2 Equity: resources should be distributed equitably. The equity in sport should be reinforced. The right to participate in competitions should be encouraged and secured for those at an appropriate level for the athletes concerned. The opportunity to organise large sports events should be open. The criteria for choosing venues for events should be fair and transparent.

29.3 Development: the development of partnership relations between different sports organisations in developing countries should be encouraged. The expansion of sports facilities in developing countries should be promoted.

Article 30 Principle 6 – Athletes’ Involvement, Participation and Care

30.1 Right to participate and involvement of the athletes in the International Baseball/Softball Family and governing bodies: the right of athletes to participate in sports competitions at an appropriate level should be protected. Sports organisations must refrain from any discrimination. The voice of the athletes should be heard in sporting organisations.

30.2 Protection of athletes: measures should be taken to prohibit exploitation of young athletes. Athletes should be protected from unscrupulous recruiters and agents. Cooperation with the government of the countries concerned should be developed. Codes of conduct should be signed by all sports organisations.

30.3 Health: sports organisations shall adopt rules for the protection of the athletes’ health and to limit the risk of endangering the athletes’ health (medical supervision, number of days of competition, pollution, etc.).

30.4 Fight against doping: sports organisations shall fight against doping and uphold an anti-doping policy. Zero tolerance in the fight against doping should be encouraged in all sports organisations at all levels. Sports organisations shall protect the athletes from doping in particular through prevention and education.

30.5 Insurance: insurance in case of death or serious injury is to be recommended for all athletes and should be mandatory for young junior athletes. Whenever and wherever possible, athletes should be provided with social security coverage. Special insurance policies should be available for professional athletes. The organisers of sports events should obtain adequate insurance coverage.

30.6 Fairness and fair play: fairness and fair play are central elements of the competition. Fair play is the spirit of sport. The values of sport and friendship shall be promoted.

30.7 Athletes’ education and career management: educational programmes, developing in particular “Sport and Studies” programmes, should be encouraged. Career management programmes should be promoted. Training professional athletes for new professional opportunities after their sports careers should be encouraged.

Article 31 Principle 7 – Harmonious Relations with Governments while Preserving Autonomy

31.1 Cooperation, coordination and consultation: sporting organisations should coordinate their actions with governments. Cooperation with governments is an essential element in the framework of sporting activities. Cooperation, coordination and consultation are the best way for sporting organisations to preserve their autonomy.

31.2 Complementary mission: governments, constituents of the International Baseball/Softball Family, other sports organisations and stakeholders have a complementary mission and should work together towards the same goals.

31.3 Maintain and preserve the autonomy of sport: the right balance between governments, the International Baseball/Softball Family and sporting organisations should be ensured.

CHAPTER 5 RULES ON THE PREVENTION OF THE MANIPULATION OF COMPETITIONS

Refer to the Prevention of the Manipulation of Competitions Rules.

CHAPTER 6 WBSC INTEGRITY COMMISSION

Refer to the Commissions By-Laws.