

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 WBSC logo is prominently displayed in the center, with the letters in a bold, gold-colored font. Below the logo is a red swoosh that underlines the text.

WBSC

WORLD
BASEBALL SOFTBALL
CONFEDERATION

Game Time!

ETHICS
BY-LAWS



ETHICS BY-LAWS

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CHAPTER 1 PREAMBLE

Article 1 Preamble

1.1 This draft refers to the Regulation drawn up by the World Baseball Softball Confederation (WBSC) to apply the Ethical principles for the International Baseball/Softball Family which are inspired by the International Olympic Committee (IOC) Code of Ethics.

1.2 The WBSC and each of its members and its administration, the National Olympic Committees (NOCs), the National Federations (NFs), the organisations taking part in any type of candidature procedures of the WBSC, the Local Organising Committees (LOCs) 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.

1.3 Along with the WBSC Ethics By-Laws, the WBSC Integrity Code sets out the obligations with best practices in corporate and administration of the sport to ensure the WBSC parties adhere to the highest ethical standards of their conduct. 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 WBSC, each of its members and its administration, and the NOCs 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 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 LOCs for the World Cups and the WBSC Sanctioned Events and their officials, throughout the existence of each such Committee.

2.2 The NOCs, the NFs, and the LOCs 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. Abuse can also take the form of neglect or negligence.
- 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 Integrity: 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 Personal Benefits: 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 Gifts and Hospitality:

4.3.1 Gifts: only gifts 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.

4.3.2 Hospitality: for hospitality shown to the WBSC parties, as well as those accompanying them, a sense of measure must be respected.

4.3.3 WBSC parties must respect the WBSC Gifts & Hospitality Policy.

4.4 Conflict of Interest: the WBSC parties must refrain from placing themselves in any conflict of interests and must respect the WBSC Conflict of Interest Policy.

Article 5 Integrity of Competition

5.1 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 WBSC.

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.

5.2 Sport Integrity

- 5.2.1 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.
- 5.2.2 At all times, the WBSC parties shall strenuously reject any conduct that promotes, encourages, or protect the use of illegal substances in sport and must respect the provisions of the World Anti-Doping Code and of the WBSC Anti-Doping Rules.
- 5.2.3 The WBSC parties must respect the provisions of the Olympic Movement Code on the Prevention of the Manipulation of Competitions and the WBSC Prevention of the Manipulation of Competitions Rules
- 5.2.4 All members of the WBSC shall help ensure competition of the WBSC at any level or category takes place in a true spirit of fair play. 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.

5.3 Ethical Principles

- 5.3.1 The WBSC parties shall 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.
- 5.3.2 The WBSC parties shall refrain from demonstrating or accepting, in any circumstances, physical or verbal aggression or gestures that undermine physical or moral integrity or human dignity.

5.4 Dignity and Responsibility

- 5.4.1 The WBSC parties shall 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.
- 5.4.2 The WBSC parties shall 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.

5.4.3 The WBSC parties shall 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.

5.4.4 During competition and outside of it, The WBSC parties shall display at all times 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 Respect

5.5.1 The WBSC parties shall 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.

5.5.2 The WBSC parties shall 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.

5.5.3 The WBSC parties shall 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.

5.5.4 The WBSC parties shall 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.

5.5.5 The WBSC parties shall 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.

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 resources that WBSC distributes to its parties must be used only for purposes in line with the mandate of the WBSC.

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:

- the use of these WBSC resources for WBSC purposes must be clearly demonstrated in the accounts;
- 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 Hosting Manuals).

Article 8 Confidentiality

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

Article 9 Reporting Obligation

9.1 The WBSC parties shall inform the WBSC Integrity Unit Liaison, in the strictest confidentiality and by using the appropriate mechanisms, in particular by consulting the WBSC Whistleblower Policy, 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 Integrity Unit is available to the WBSC Integrity Commission to disseminate and implement the present Code.

CHAPTER 2 DIRECTIONS CONCERNING THE WBSC ELECTIONS

*The WBSC Legal Commission and the WBSC Integrity Unit,
considering that it is in the interest of the WBSC and the candidates for the positions concerned
by elections of this institution that, during the campaign, 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 their 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 their colleagues their plans and views as the future WBSC Board Members, in the form of a written document, whatever the means used to distributed it. Candidates shall follow the timeline and principles set by the WBSC Elections By-Laws.

13.2 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.

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

13.4 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 WBSC Integrity Unit accordingly.

13.5 Benefits: Candidates may in no case and under no pretext give presents, offer donations or gifts, or grant advantages of whatever nature. Candidates shall not use any form of incentive or inducement, whether financial or otherwise, to vote for them.

13.6 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.

13.7 Visits: visits between candidates and members are not encouraged. Any such visits organised specifically in connection with a candidature shall be reported to the WBSC Integrity Unit.

13.8 Declarations: as the voting is secret, Members of the Congress and NFs 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 Board Members.

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 Unit accordingly.

Article 15 Relations with the Media

15.1 Publications: candidates may grant interviews to the media. 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 their 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 their 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 WBSC Executive Board, which will undertake an inquiry. Only during the elections, the WBSC Legal Commission and the WBSC Integrity Unit are in charge.

18.2 Sanctions: if there is proof of a breach of these Directions, the WBSC Executive Board 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, which will undertake an investigation through the WBSC Legal Commission and the WBSC Integrity Unit for possible sanctions.

CHAPTER 3 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 19 Principle 1 – Vision, Mission and Strategy

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

19.2 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.

19.3 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 20 Principle 2 – Structures, Regulations and Democratic Process

20.1 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.

20.2 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.

20.3 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.

20.4 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.

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

20.6 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.

20.7 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.

20.8 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.

20.9 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.

20.10 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 21 Principle 3 – Highest Level of Competence, Integrity and Ethical Standards

21.1 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.

21.2 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.

21.3 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.

21.4 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.

21.5 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.

21.6 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 22 Principle 4 – Accountability, Transparency and Control

22.1 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.

22.2 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.

22.3 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.

22.4 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.

22.5 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.

22.6 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 23 Principle 5 – Solidarity and Development

23.1 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.

23.2 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.

23.3 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 24 Principle 6 – Athletes' Involvement, Participation and Care

24.1 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.

24.2 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.

24.3 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.).

24.4 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.

24.5 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.

24.6 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.

24.7 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 25 Principle 7 – Harmonious Relations with Governments while Preserving Autonomy

25.1 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.

25.2 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.

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