



## **Annex 1 Code of Ethics & Conduct**

### **I. Introduction**

The following code of ethics and conduct is based on the code of Conduct of the ICU which CSN abides by.

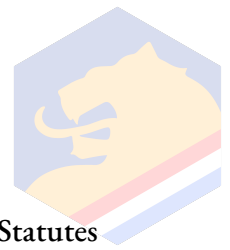
CSN assumes the responsibility of promoting and enabling the very highest values and ethical standards in all aspects of the sport. The present document shall establish the standards and guidelines to conduct all aspects of its related business and sports activities. Involvement, participation and membership in CSN may be withdrawn or taken away by CSN at any time when CSN so determines that a member's conduct is inconsistent with CSN's values and conduct established hereafter.

The purpose of the code is to establish basic guidelines of conduct and the right and ability to evaluate such conduct of all CSN affiliated parties, be it members, officials, judges, administrators, coaches, staff and also employees, contracted agents and third party associates, anytime and everytime there are ethical issues at stake.

While the code cannot make a person or group increase their honesty or personal ethics, it can set forth the guidelines and character requirements to make sure that the sport and its federation is doing all it possibly can to protect itself from any wrongdoing. This helps to ensure that the experiences associated with one's participation and association with all Cheersport activities are positive, worthwhile and valuable.

### **II. Scope of applicability**

This Code shall apply to all CSN members, CSN staff and employees, consultants and advisors, persons elected or appointed to any position within the organization and the organs of CSN or the Affiliated Organizations, Officials, associates, and any other individuals engaged in CSN activities. It shall also apply to all "third-party" and contractually connected persons/firms representing or serving CSN in any specific or formal capacity.



### **III. Definitions**

Words used in this Code of Ethics shall have the same meaning as set out in the CSN Statutes and CSN Internal regulations, unless specified otherwise.

### **IV. Principles of Ethics in the Sport of Cheer**

#### **A. EQUALITY**

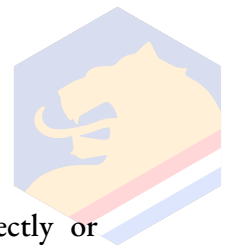
No discrimination on the basis of gender, race, age, religion, sexual orientation, physical or mental disability or political opinion shall be tolerated nor allowed.

#### **B. ETHICS AND DIGNITY**

All forms of harassment, be they physical, psychological, professional or sexual, are strictly prohibited.

#### **C. HONESTY AND FAIRNESS**

- Fair play is the basic guiding principle in the sport of Cheer.
- Any form of influence or manipulation in the judging, scoring or interpretation thereof, and other corrupt practices relating to the sport of Cheer, including improperly influencing the outcomes and results of an event or competition (including but not limited to betting), by any person being subject to this Code, are strictly prohibited. Any person subject to this Code is forbidden from having stakes, either actively or passively, in any entity or organization that promotes, brokers, arranges or conducts such activities or transactions.
- Any person being subject to this Code shall exercise due care and diligence in fulfilling their roles for, or on behalf of CSN and not disclose information received if such disclosure is made maliciously in order to damage the interests of CSN.
- No CSN member, staff, employee, associate or contracted party staff shall make any negative or adverse comments on a policy approved and adopted by CSN Board or Assembly General of Members once CSN Board or General Assembly has made such a policy or rule incorporated into its rules, regulations or Statutes.



#### D. INTEGRITY

- No official, employee, coach, administrator or CSN Board Member shall, directly or indirectly, solicit, accept or offer any concealed remuneration, commission, benefit or service of any nature connected with their participation in Cheerleading or with their function as an official, judge or any other elected or appointed position of responsibility.
- No official or administrator shall solicit or accept benefits, entertainment or gifts in exchange for, or as a condition of, the exercise of their dues, or as an inducement for performing any specific assignment or any act associated with their dues or responsibilities except that gifts, hospitality or other benefits associated with their official duties and responsibilities may be accepted if such gifts, hospitality or other benefits:
  - a) are within the bounds of propriety, a normal expression of courtesy, or within the normal standards of hospitality;
  - b) would not bring suspicion on the official's objectivity and impartiality,
  - c) would not compromise the integrity of CSN and
  - d) would be deemed standard and customary in the sport and what is usually provided or offered at similar or like events, competitions, meetings or exchanges
- No official may be involved with any company, association, firm or person whose activity is inconsistent with the objectives or interests of CSN. Additionally, no judge or official may have any direct association with a sponsor or partner of any CSN event, that such judge or officials has a specific responsibility or obligation to perform services or assignments for. If it is unclear whether this kind of a connection exists in any given situation, the matter shall be submitted to the Board of CSN for a decision.

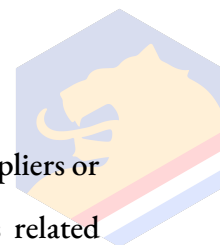
#### E. NEUTRALITY

All officials shall remain politically neutral, in accordance with the principles and objectives of CSN, and generally act in a manner compatible with their function and integrity.



## F. CONFLICTS OF INTEREST

- In discharging their duties to CSN, all officials shall act for the benefit of CSN when making decisions that affect, or may affect, CSN and any aspect of the sport of Cheer and do so without reference to their own personal interests, either financial or otherwise.
- When performing an activity for CSN or before being elected or appointed, the candidate or official shall disclose to the Board of CSN any personal interests that could be linked with their prospective CSN involvement and activities. The Board may draw the attention of the candidate or official to potential conflicts of interest that it so identifies.
- Officials shall avoid any situation that could lead to conflicts of interest. Potential conflicts of interest arise from the following, and other situations, such as:
  - a) if officials have, or appear to have, private or personal interests that detract from their ability to perform their duties with integrity in an independent and purposeful manner. Private or personal interests include gaining any possible advantage for the persons bound by this Code themselves, their family, relatives, friends, business associates and/or acquaintances,
  - b) if the opinion or decision of an official, acting alone or within an organization, is influenced by, or may be reasonably considered as liable to be influenced by relations that such official has, has had or is on the point of having, with another person or organization that would be affected by the person's opinion or decision;
  - c) if an official is also involved in the business or executive day to day running of a club or any Cheerleading activity or business or any similar activity or organizations associated with the sport of Cheerleading.
  - d) 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, payment, incentives, shareholding, and any other various benefits) with:
    - i) suppliers of the party concerned;
    - ii) sponsors, broadcasters, and or various contracting parties,



- iii) organizations that have a direct association with the event as suppliers or partners or vendors or that have other contracted or business related association,
  - iv) organizations liable to benefit from the assistance of the party concerned (in manners including subsidy, approval clause or election).
- Officials shall not perform their duties in matters with an existing or potential conflict of interest. Should a conflict of interest, or the appearance of a conflict of interest, arise, or if there is a danger of such conflict arising, the individual concerned must refrain from taking any further part in the handling of the matter. If it is unclear whether such a conflict is likely to happen, the matter shall be submitted to the Board for a decision
  - If an objection is made concerning an existing or potential conflict of interest of an official, it shall be reported immediately to the Board for appropriate measures.

#### G. INFORMATION AND RESOURCES

Any contribution made by sponsors, partners and other supporters of sports events must be consistent with the principles set out in this Code of Ethics. By virtue of their position, they must not be allowed to interfere with the running and the conduct of CSN.

#### H. CONFIDENTIALITY

- Officials shall not disclose improper information entrusted to them in confidence by CSN. The obligation to respect confidentiality shall survive past the termination of any relationship, which makes a person subject to this Code.

#### V. **Implementation and duty of reporting and cooperation**

- Persons bound by this Code shall immediately report any potential violation of this Code to the Board.
- At the request of the Board, persons bound by this Code are obliged to contribute to clarifying the facts of the matter or clarifying possible violations or providing valued information to accomplish the same objectives.



- The Board may make recommendations to the CSN General Assembly for the modification, amendment or deletion of provisions in this Code of Ethics.

## **VI. CSN Ethics Committee**

- The matters are dealt with by the CSN Board. In the event a matter concerns a board member, this matter shall be transferred to the Board confidential advisor by one of the other members of the board.
- CSN Board shall have the power to hear and decide on any violation of this Code of Ethics, including the power to impose sanction(s) as set forth in this Code of Ethics, unless stated otherwise in this Code of Ethics.
- CSN shall act in accordance with the principles of natural justice and shall determine its own procedures.
- For any violations of this Code of Ethics, the Board may impose, but not be limited to, any one or more of the following sanctions: a) a warning or reprimand; b) a suspension for a fixed period of up to four (4) years from a board position, or other position held by an official and/or until a specified set of conditions have been met to CSN satisfaction, c) a return of any CSN award or form or recognition; d) a ban for a fixed period of up to a lifetime from taking part in any Cheer related activity (this includes athletes), e) if warranted and appropriate, a recommendation of the matter to the appropriate law enforcement authorities.
- CSN may take no action with respect to violations of this Code unless such action is taken within 10 years of the event to which it relates. Sexual misconduct, bribery and corruption are not subject to such a statute of limitation period. The limitation period, when applicable, shall be prolonged if proceedings are opened and/or suspended.
- Sanctions shall be in force immediately upon the decision being made unless the deciding body rules otherwise.
- Such decisions made by CSN are subject to Due Process and the basic rules of CSN contained within its Statutes and governance documents
- Decisions taken by CSN are not subject to appeals.



## **VII. Personal or Member Misconduct**

- Any individual or group may be evaluated and reviewed by the board of CSN or other assigned party for what may be considered inappropriate or damaging behavior or actions that could affect the image or reputation of CSN, the sport of Cheer or any direct association with Cheer, be it coaches, administrators, officials, judges, athletes or other Cheer personnel, or any individual involved in the sport of cheer. Inappropriate or damaging behavior may include actions such as the following:
  - a) Direct violation of CSN Statutes, Internal Regulation and protocols established or approved by the Board of CSN or General Assembly.
  - b) Disparaging or damaging remarks about CSN, its members and representatives or the sport of Cheer, in general.
  - c) Misrepresentations, inaccuracies or fundamentally dishonest statements about CSN, its members and representatives or the sport of Cheer, in general.
  - d) Other actions deemed damaging or inappropriate by CSN.
- Such a review or evaluation may lead and determine a specific course of action that may be required, pending the interpretation of the results. Actions taken by the respective body against an individual may include, but not be limited to, the following:
  - a) Warning or reprimand,
  - b) Prohibitions of participation in CSN events, programs, activities, meetings or other CSN programs,
  - c) Restrictions as to participation in CSN associated activities and other events,
  - d) Suspensions, Sanctions and Bans of the individual and/or group in question,