



EUROPEAN OLYMPIC COMMITTEES THE ETHICS COMMISSION

TERMS OF REFERENCE

As approved by the EOC Executive Committee on 9th February

Preamble

The EOC Code of Ethics (“the Code”) was approved by the General Assembly as per byelaw 5 Art. 12 of the Constitution, and the Code entered into force on 20 September 2022. It is also published on the EOC website. The Code reflects the EOC’s and its member NOCs’ commitment to disseminating a culture of ethics, integrity and Olympic values as incorporated in the Olympic Charter and in particular its fundamental principles.

In compliance with Article 21.5, the activity of the Ethics Commission is regulated by the EOC Code of Ethics in force at the time, which regulates the procedures and defines the merit for each case.

Definitions and interpretations

EOC	the European Olympic Committees
EOC EC	Ethics Commission of the European Olympic Committees
Member	member of the EOC Ethics Commission
Code	EOC Ethics Code
Ineligible	means a person that: <ul style="list-style-type: none">a) is a staff or board member of NOC or EOC staff, National federations, International Federations;b) has been declared by an authority to be an undischarged bankrupt or is subject to a condition not yet fulfilled or any order under any applicable insolvency laws;c) has been convicted of any offence punishable by a term of imprisonment of two(2) or more years (whether or not a term of imprisonment has been imposed) unless the person has obtained a pardon or has served the sentence imposed on them;d) has been prohibited by an authority from being a director or promoter of or being concerned or taking part in the management of a company for breach or non-compliance with any law applicable to that person;

- e) is subject to an order by an authority that the person is lacking in competence to manage their own affairs;
- f) is a Minor;
- g) has been deprived of his or her civil rights by proper application of the law;
- h) is serving a period of ineligibility (including provisional suspension) for breach of the EOC Code of Ethics;
- i) has been found by an authority to have committed an anti-doping rule violation at any time, including any person who has served any period of ineligibility for that violation.

Independent means the person does not hold any other role, position or office within the IOC, ANOC, EOC, ENOC, any Continental Association, National and/ or International Federations, and does not act for, represent or advise any of them or any Applicable Person under the EOC Code of Ethics.

1. Commencement

- 1.1 The EOC EC was first elected on 10 June 2021
- 1.2 The EOC EC was activated on 20 September 2022 with approvment of EOC Code of Ethics.

2. Composition and appointment

- 2.1 The EOC EC shall be composed of at least 4 members with recognised competence in sports and/or law and ethics, with 25% of members of each gender and with consideration of geographical diversity, three of which shall be the members appointed by the General Assembly and the fourth being a back-up member should any of the other three be challenged.
- 2.2 Each member should be either a qualified practising lawyer with experience in legal issues affecting sport or a person with substantial involvement in sport and/or ethics in some capacity and shall not be ineligible and be fully independent from the EOC, continental federations, national federations and any other sport stakeholders.
- 2.3 As per Art. 21.1, the elective General Assembly, appoints the 3 members who are legally qualified persons and who shall serve for the quadrennium; the EOC Bureau shall then appoint a fourth back-up member as per Art.2.1 above.

- 2.4 The EOC EC has no Chairperson, all members have equal status, unless the EOC EC decides otherwise.
- 2.5 Proceedings are decided by the three members by majority vote.
- 2.6 Each member of the EOC EC is bound by the EOC Constitution and by the Code and must remain independent; should any member of the EOC EC at any time no longer meet the eligibility criteria they shall be removed from office.
- 2.7 Should a member for any reason cease to hold office, the position shall either:
 - 2.7.1 remain vacant until the next General Assembly meeting; or,
 - 2.7.2 If the EOC EC considers it necessary, the Executive Committee may appoint a replacement member to fill the vacancy on the EOC EC and such member's term shall expire at the next Elective General Assembly meeting.
 - 2.7.3 The powers of the EOC EC are not affected by any vacancy.

3. The purpose

- 3.1 The EOC EC will be responsible for enhancing trust and confidence in the ethical governance and actions of the EOC. The EOC EC will provide reassurance to the EOC that ethics and integrity are embedded within the EOC and that complaints filed under the Code are dealt with expeditely and follow due process.
- 3.2 Through its work the EOC EC will provide assurance to the EOC that their members aspire to, and achieve, the highest levels of integrity and standards of conduct.

4. The role

4.1 The EOC EC is vested with the following duties and tasks:

- to ensure that the Constitution (previously the Articles of Association) and the Code are respected;
- to give advice and assistance on ethical matters, particularly as regards the application of the Code;
- to set out measures for the application of the Code and the general principles of ethics, governance and transparency;
- to put forward proposals aimed at raising knowledge and awareness in respect of ethical matters;
- to recommend measures to be taken by the EOC and any of its bodies in relation to breaches of the Code or otherwise;
- to report to the EOC General Assembly on its activity upon request;
- to render decisions in relation to disputes and to give advice and assistance regarding potential conflicts of interests;
- to give advice and assistance regarding flaws in relation to the conduct of votes;
- to render decisions in relation to breaches of the Code and, if applicable, impose sanctions and implementation of results management with regard to the Code.

5. The responsibilities

5.1 Confidentiality:

5.1.1 Unless otherwise obliged by law, the members of the EOC EC shall ensure that everything disclosed to them during the course of their duties remains confidential, including the facts of any case or issue and any deliberations or decisions that are taken. Moreover, the members of the EOC EC shall refrain from making any public declarations regarding ongoing or finished proceedings, without the prior authorisation of the EOC Bureau, likewise regarding any act that might affect the dignity of their office.

5.1.2 Unless otherwise obliged by law, the members of the EOC EC shall not disclose the existence of, or make any statements relating to any matter that is before the EOC EC or any matter that has been decided by the EOC EC.

5.1.3 Any provisional suspension decision and/or final decision, summary and/or press release containing the results of the proceedings shall be made public by the EOC President in accordance with the decision of the EOC EC to that effect if any sanctions are imposed, once the final decision is final and binding.

5.2 The EOC EC meets at least once a year, preferably during the meetings of the General Assembly or the EOC Seminar. It may also meet in the context of the procedures it deals with; meetings in this context preferably take place online.

6. Working methods and process

6.1 Reporting

Every affected individual should, and every person who has a duty to protect the affected individual must report as soon as practicable any act, matter or information of which they become aware, or to make a complaint about any such act, matter or information, which may constitute (alone or together with other information) a breach of the Code or the Constitution, including any suggestions or solicitation of behaviour which may constitute a breach of the Code or the Constitution.

Any such information or complaint shall be reported by electronic mail to: ethics@eurolympic.org.

Reports must be signed and dated by the person lodging the report and shall include all available evidence.

Nothing in this Rule limits the EOC EC from considering information which may form an alleged breach of the Code or the Constitution, based on information that has come to its attention other than by way of a Report under this clause.

6.2 Consideration

The EOC EC shall first ensure that the report or information received relates to ethical issues that lie within the competence of the EOC EC.

6.3 Form

Guidelines, advice and assistance on ethical issues, proposals and recommendations may be provided orally or in writing by the EOC EC on a case-by-case basis. Decisions under the Code must in any case be made in writing.

6.4 Expenses

The reimbursement of expenses incurred by the members of the EOC EC shall be made in accordance with the EOC's travel and accommodation policy.