



CODE OF ETHICS OF THE IPF

**Approved during the General Meeting held in Doha on 28 October
2024**

PREAMBLE

The IPF is responsible for safeguarding the integrity and reputation of the sport of padel worldwide. Together, through its values, rules, education programmes and practices, the IPF strive to protect the sport from illegal, immoral or unethical methods, activities and practices that may harm the padel community or bring the sport into disrepute.

The IPF wishes to promote padel as a global sport that is accessible to all; a sport that is fun, safe and healthy for children and adults, and a sport that is inclusive of diversity and free from any form of unethical behaviour.

The aim of the Code of Ethics is to ensure the sport of padel to be administered with integrity in a democratic, professional, ethical and transparent way and athletes to compete in sports events that are fair and free from any form of manipulation or unethical behaviour.

The Code of Ethics defines the most important core values, principles for behaviour and conduct of personnel in the padel community and is inspired by the principles and rules of the IOC Code of Ethics.

Attached to this Code of Ethics is the IPF Code of Conduct that embodies the individual commitments of all who participate in the sport to transparent standards of ethical conduct and a dedication to ensure a safe environment for everyone in all aspects of training, competition, and sports operations.

1. APPLICABILITY

The Code of Ethics shall apply to conducts that damage the integrity and reputation of the sport of padel and in particular to illegal, immoral and unethical behaviour.

Breaches of the Code of Ethics shall be assessed and sanctioned by Disciplinary Bodies of IPF according to the provisions of the IPF Discipline Regulation.

2. RECIPIENTS

For the purpose of this Code of Ethics and of the attached Code of Conduct, "Recipients" shall refer to:

- all National Federations' ("NF") members, appointed, selected, or elected, such as governance members, officials, athletes, other representatives of the NFs, or any person competing or participating in any IPF activities;
- all coaches, trainers, authorised or accredited athlete representatives, including technical staff, medical and para-medical support personnel, or any other person working with, treating or assisting athletes participating in, or preparing for, IPF events; and,
- all match and competition officials (including umpires, supervisors, and any other individuals involved in refereeing activities), IPF employees and partners, members of IPF bodies, as well as any person accredited for or volunteering at IPF events.

Recipients are responsible and accountable for their own behaviour and conduct. Each Recipient must understand and comply with all applicable rules and regulations set out for the sport of padel.

NF have a legal and/or moral responsibility to address any behaviour that might be punishable by local national laws. Any illegal misconduct should be reported to the relevant state authorities. In this case, the concerned NF shall share the final findings and the sanctions imposed on Recipients to the IPF Board of Directors.

3. APPLICATION IN TIME

The Code of Ethics shall apply to conduct whenever it occurred, including before the passing of the rules contained in the Code of Ethics.

However, no individual shall be sanctioned for breaching the Code of Ethics on account of an act or omission which would not have contravened the rules applicable at the time the breach was committed.

Neither may they be subjected to a sanction greater than the maximum sanction applicable at the time

the breach occurred.

This shall, however, not prevent the Disciplinary Bodies from considering the conduct in question and drawing any conclusions deemed appropriate.

During all its operations, the Disciplinary Bodies may draw on precedents and principles already established by sports doctrine and jurisprudence.

4. CORE VALUES, PRINCIPLES AND CONDUCT

Recipients are expected to be aware of the importance of their duties and associated obligations and responsibilities.

Recipients must respect all applicable laws and regulations, as well as IPF By-Law, rules and regulations, and decisions taken by the competent IPF bodies to the extent applicable to them.

Recipients must behave in a dignified manner and act with complete credibility and integrity. They must respect universal fundamental ethical principles that include:

- a) respect for the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play;
- b) respect for principles of universality, political neutrality and autonomy of the Olympic Movement;
- c) respect for international conventions on protecting human rights insofar as they apply to the Olympic Games and IPF competitions or activities and which ensure in particular:
 - respect for human dignity;
 - 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;
 - rejection of all forms of harassment, be it physical, professional or sexual, and any physical or mental injuries;
- d) ensuring the participants' conditions of safety, well-being and medical care favourable to their physical and mental equilibrium.

Recipients must not abuse their position in any way, especially to take advantage of their position for personal or private aims or gains.

4.1 Duty of fair behaviour / sportsmanlike behaviour

Recipients are expected to behave in a fair way and shall in particular refrain from any form of cheating including, but not limited to doping, manipulation of equipment or scores to give an advantage to an athlete or to a team, falsification or alteration of documents indicating false age, nationality, gender or other information, with the purpose of obtaining unfair advantage for an official, an athlete or a team.

4.2 Loyalty

Recipients shall have a duty of loyalty to the IPF and its members. Therefore, they shall in particular refrain from any act of insubordination or factionalism.

4.3 Dignity and non-discrimination

Recipients shall respect the rights, dignity and worth of all persons and shall act with understanding, tolerance, sensitivity and respect for diversity and shall act without discrimination of any kind. Recipients shall not undertake any action, use any words that denigrate an individual, nor use any other means that offend the human dignity of a person or group of persons, on any grounds including but not limited to skin colour, race, religion, ethnic or social origin, political opinion, sexual orientation, disability or any other reason contrary to human dignity.

4.4 Integrity of competitions

Recipients shall not take part in, either directly or indirectly, or otherwise being associated with betting, gambling, lotteries, illegal manipulation of equipment or competition results, illegal access to systems and data and similar events or transactions connected with IPF competitions.

4.5 Forgery and falsification

Recipients are forbidden from forging documents, falsifying authentic documents or using a forged or falsified document.

4.6 Duty of disclosure, cooperation and reporting

Recipients shall immediately report any potential breach of the Code of Ethics to the IPF General Secretary by sending an email to secretaria@padelfip.com.

Upon request of the Disciplinary Bodies, Recipients are obliged to contribute to clarifying the facts of a case and provide the evidence requested for inspection.

4.7 Conflicts of interest

When performing an activity for the IPF, or before being elected or appointed, Recipients shall disclose any potential conflicts of interest that could be linked with their prospective activities.

Procedures for identifying and managing conflicts and potential conflicts of interests or duty affecting all persons involved in the administration and running of the IPF and its business are contained in the Conflict of Interest Policy of the IPF.

4.8 Offering and accepting gifts and other benefits

Recipients may only offer or accept gifts or other benefits to and from persons within or outside IPF, or in conjunction with intermediaries or related parties as defined in the Code of Ethics, which:

- a) have mainly symbolic value;
- b) are not given to influence a decision, voting behaviour or any other act that is related to their official activities or that falls within their discretion;
- c) do not create any undue pecuniary or other advantage; and
- d) do not create a conflict of interest.

Any gifts or other benefits not meeting all of these criteria are prohibited. Requests for guidance should be addressed to the IPF General Secretariat.

4.9 Bribery and corruption

Recipients must not offer, promise, give or accept any undue pecuniary or other advantage for the execution or omission of an act that is related to their official activities. Such acts are prohibited, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties as defined in the Code of Ethics. Any such offer must be reported in writing to the IPF General Secretariat and any failure to do so shall be subject to sanctions in accordance with the Disciplinary Code.

Recipients are prohibited from misappropriating IPF assets, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties, as defined in the Code of Ethics.

4.10 Protection of physical and mental integrity

Recipients shall respect the integrity of persons they enter in contact with. They shall ensure that the personal rights of every individual who comes into contact with them and is affected by their actions are protected, respected and safeguarded.

4.11 Prevention of manipulation

The following conducts constitute a violation of the Code of Ethics:

- a. Betting in relation to an IPF competition in which the participant is involved.
- b. An intentional arrangement, act or omission aimed at an improper alteration of the result or the course of a competition with a view to obtaining an undue benefit for oneself or for others.
- c. Offering, providing, requesting, receiving, seeking, or accepting a benefit related to the manipulation of a competition or any other form of corruption.
- d. Using confidential information for the purposes of betting, manipulating competitions or for any corrupt purposes, whether by the participant or via another person and/or entity.

- e. Failing to cooperate with, obstructing or delaying any investigation carried out by IPF in relation to a possible breach of the Code of Ethics or other rules and regulations of the IPF, including, without limitation:
 - failing to provide accurately, completely and without unjustified delay any information and/or documentation and/or access or assistance requested by IPF as part of such investigation;
 - concealing, tampering with or destroying any documentation or other information that may be relevant to the investigation.

5. ASSESSMENT OF THE VIOLATION

For the assessment of whether a violation has been committed, the following is not relevant:

- a. the outcome of the competition on which the bet was made or intended to be made;
- b. whether or not any benefit or other consideration was actually given or received;
- c. the nature or outcome of the bet;
- d. whether or not the participant's effort or performance in the competition concerned were (or could be expected to be) affected by the acts or omission in question;
- e. whether or not the result of the competition concerned was (or could be expected to be) affected by the acts or omission in question;
- f. whether or not the manipulation included a violation of any IPF rule.

Any form of aid, abetment or attempt by a participant that could culminate in a violation of the Code of Ethics shall be treated as if a violation had been committed, whether or not such an act in fact resulted in a violation and/or whether that violation was committed deliberately or negligently.

6. COMPETENCE

The Disciplinary Committee of the IPF is competent to hear cases involving the violation of this Code of Ethics and the possible combination with such violation with the disciplinary infringement of the Disciplinary Code of the IPF.

The same fact, act or omission can, at the same time, be considered a violation of this Code of Ethics and a disciplinary infraction under the Disciplinary Code of the IPF and bring to the imposition of combined sanctions.

ANNEX 1

IPF CODE OF CONDUCT

GENERAL PRINCIPLES OF INTEGRITY AND RESPECT

All Recipients commit to:

- Behave with courtesy and politeness, and report any difficulties or concerns in accordance with existing procedures.
- Respect the rights and opinions of others, regardless of race, ethnic origin, gender, sexual orientation, gender identity, religion, political or other opinion, mental or physical disability and athletic ability or other status.
- Work and communicate co-operatively, respecting the specific roles, responsibilities and tasks of all other Recipients and the rules and regulations guiding the activity.
- Refrain from unsportsmanlike language or conduct.
- Strictly refrain from any behaviour that could constitute, encourage or incite any form of harassment, violence, abuse or otherwise cause harm. This includes physical, sexual and psychological misconduct.
- Refrain from any bullying or abusive language or behaviour towards others in person, electronically or on any social media platforms, whether in a private or public form.
- Refrain from any kind of demonstration or political, religious or racial propaganda in any IPF competitions or events.
- Proactively address abusive, bullying, manipulative or threatening language or behaviour and report any concerns of abuse or neglect of a Recipient to the appropriate authorities promptly.
- Uphold the highest principles of fair play on and off the training and competition field and accept the results of competition with dignity.
- Refuse any bribes.
- Refrain from any betting activity, any attempt to manipulate results, or participate in any other form of dishonest, fraudulent or illegal activity.
- Refrain from any abuse or misuse of one's position of trust, power or influence.
- Uphold the values of clean sport and never assist, advocate or condone the use of illicit drugs or other banned performance-enhancing substances or methods.
- Respect local national laws, including when travelling in foreign countries.

SPECIFIC PRINCIPLES

1. ATHLETES

Athletes shall:

- Maintain respectful relationships with their teammates, coaches, officials, and administration/management staff.
- Follow a training plan that is compatible with education and private life and designed in consultation with coaches and, if minors, with parents or legal guardians, to reach mutually agreed upon goals.
- Report any injury or accident to their coach, medical and paramedical staff.
- Accept the decisions of match and competition officials during events, and raise potential complaints, differences of opinion or conflicts through the appropriate channels.
- Provide accurate personal information to the appropriate authorities.
- Comply with all applicable anti-doping rules and proceedings and refrain from the use of prohibited substances and methods.

2. COACHES

Coaches shall:

- Maintain professional relationships with athletes, technical and medical staff, and match and competition officials.
- Ensure that athletes follow a well-planned program of training suitable to their age and ability level, and designed to support them to reach mutually agreed upon goals compatible with education, development stage in life and sport, and private life.
- Maintain vigilance that the training process continues to respect and consider each athlete's specific physiological abilities and psychological characteristics, and that the current and long-term physical and mental health, safety and welfare of each athlete remains the priority over any goal or result.
- Keep current with the latest sports science knowledge.
- Conduct constant safety assessment of the training environment and take steps to rectify any identified safety concerns promptly.
- Never overrule medical and paramedical experts, and to respect medical advice regarding athletes suffering from any illness or injury, mental health conditions, or in prescribed treatment, in a recovery protocol or who are returning to training.
- Treat all athletes with equity, respect, and fairness and avoid any kind of conflict of interest, impropriety, or favouritism.
- Provide feedback in an honest, positive manner and ensure a factual and constructive approach that allows athletes to express their own views without fear of repercussions.
- Listen actively to concerns voiced by athletes and follow up with appropriate action to resolve issues.
- Respect the rules of competition and never compromise athletes by advocating measures that conflict with any competition rules.
- Report any conduct, or suspicion about conduct of which he/she become aware that could constitute harassment, violence or abuse, including any physical, sexual and psychological misconduct on young athletes.

3. MATCH AND COMPETITION OFFICIALS

Match and competition officials shall:

- Abide by absolute fairness, impartiality, and consistency in all refereeing activities.
- Present themselves for an assigned function well prepared and conduct all duties with professionalism, competence and courtesy.
- Work in a spirit of cooperation and respect with other officials and event organisers.
- Collaborate with IPF governing and disciplinary bodies.
- Provide input and feedback in a constructive and positive manner, when requested, at the appropriate time and place.
- Always uphold as first priority the physical, psychological and mental well-being and integrity of the athlete.
- Avoid anything which may lead to a conflict of interest, either real or apparent. Gifts, favours, privileges or personal relationships with athletes and coaches can compromise the perceived impartiality of judging and must be avoided.
- Report to the appropriate authorities any individuals who are accepting bribes, or engaged in the manipulation of competition results, or any other fraudulent or illicit activities.

4. NATIONAL FEDERATIONS

NF's members shall:

- Make all possible under their sphere of competence to ensure that their NF organisation acts in compliance with all applicable laws, rules and regulations and respects all decisions rendered by the IPF authorities and bodies.
- Take responsibility for their NF's management decisions and actions.
- Ensure that their NF maintain a culture of trust and empowerment, make decisions in the best interests of the athletes, and clearly reject win-at-all-costs strategies at the expense of athletes' wellbeing.
- Clearly articulate and define disputes' resolution methods with a neutral third party, mediator or arbitration body, assuring equal treatment between all parties.

5. VOLUNTEERS

The volunteers involved in IPF activities shall:

- Develop an appropriate working relationship with participants, based on mutual trust and respect.
- Display consistently high standards of behaviour and appearance.
- Follow all guidelines laid down by the IPF, local promoters entrusted by IPF and IPF representatives.
- Hold appropriate valid qualifications or be working towards such qualifications and insurance cover.
- Shall not do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status or pregnancy.