



# **CODE OF ETHICS of European Boxing**

**adopted by the Executive Board of European Boxing and put  
into effect on 13 September 2025**



## 1. PREAMBLE

- 1.1. The fundamental principles of European Boxing z.s. (hereinafter only as **“European Boxing”**) include respect for Olympic spirit, the political neutrality of the Olympic Movement, harmonious relations with state authorities, respect for international conventions on protecting human rights applicable to European Boxing’s activities, the events participants' conditions of safety, well-being and medical care.
- 1.2. European Boxing recognizes its special responsibility to uphold the integrity, reputation, and values of boxing throughout Europe. This Code of Ethics (hereinafter only as **“the Code”**) reflects commitment of European Boxing to integrity, honesty, fairness, respect, inclusion, and transparency.
- 1.3. All Individuals bound by this Code shall act in a manner worthy of the sport, always promoting fair play, safeguarding human dignity, and fostering the interests of athletes.

## 2. SCOPE AND APPLICABILITY

- 2.1. This Code applies to all Individuals acting within the scope of European Boxing and its Members’ activities.
- 2.2. For the purposes of this Code, the term **“Individuals”** refers in particular, but not exclusively, to:
  - 2.2.1. European Boxing Executive Board members, Committee members and staff;
  - 2.2.2. Full Members and Associate Members of European Boxing and their representatives including members of their bodies and committees;
  - 2.2.3. individual athletes, coaches, officials, volunteers;
  - 2.2.4. any person or entity bound by the European Boxing Statutes and internal regulations issued by the Executive Board (e.g. conflict-of-interest policies, whistleblower rules, safeguarding, anti-corruption, anti-doping and other regulations).

## 3. CORE PRINCIPLES

- 3.1. Integrity & Honesty: Activities must be conducted truthfully, consistently, and with full ethical standards, avoiding fraud, manipulation, or corruption.
- 3.2. Fairness & Fair Play: Adherence to rules and equitable treatment for all participants, with zero tolerance for cheating or discrimination.
- 3.3. Respect & Human Dignity: Treat all persons with respect, safeguarding physical and mental well-being, and prohibiting abusive language or behaviour.
- 3.4. Transparency & Good Governance: Governance is based on openness, accountability, and regular reporting, ensuring that statutes, financial statements, and decisions are publicly available and comprehensible.



- 3.5. Independence & Third-Party Oversight: Ethical and disciplinary matters shall be handled by independent bodies with the possibility of seeking review by an independent authority which stands outside the European Boxing, i.e. by the Court of Arbitration for Sport (hereinafter only as “CAS”).
- 3.6. Protection of Athletes & Safeguarding: Zero tolerance for sexual abuse, harassment, or exploitation; victims have rights to fair, trauma-informed processes.
- 3.7. Anti-Doping & Clean Sport: Full compliance with the World Anti-Doping Code; all doping issues to be managed by an independent agency (e.g. ITA, CAS Anti-Doping Division).
- 3.8. Conflict of Interest Management: Full disclosure of any potential conflicts; actions to recuse oneself if necessary to protect integrity.
- 3.9. Whistleblowing & Reporting Misconduct: Secure and confidential reporting channels for unethical behaviors, with protection for whistleblowers.
- 3.10. Non-Discrimination & Equality: Actions must be free from any discrimination based on race, gender, sexuality, religion, nationality, or other status; equality is imperative.
- 3.11. Environmental & Social Responsibility: Support the sustainable development of sport and society, cooperating with stakeholders in a socially responsible way.

#### **4. INTEGRITY OF CONDUCT**

- 4.1. Individuals shall at all-times be committed to acting with integrity, impartiality when making decisions, and professionalism without any acts involving fraud or corruption.
- 4.2. Individuals shall not directly or indirectly accept or offer any form of remuneration or commission connected with European Boxing.
- 4.3. A sense of measure and reasonableness must be respected for hospitality shown to the Individuals.
- 4.4. The Individuals must refrain from placing themselves in any conflict of interests in sense of Article 7 of this Code.

#### **5. INTEGRITY OF COMPETITION**

- 5.1. Individuals must refrain from any form of cheating and bias during the competitions organized under authority of European Boxing and/or its Members.
- 5.2. Individuals must respect the provisions of the World Anti-Doping Code and the International Testing Agency.
- 5.3. The participation, support, and/or promotion of betting related to the competitions under the authority of European Boxing and/or its Members are prohibited for the Individuals.
- 5.4. Individuals must not manipulate the course or result of a competition. Any involvement in match-fixing, or competition manipulation is strictly outlawed.

- 5.5. Suspicions must be reported immediately via whistleblower channels and referred for independent adjudication.

## **6. GOOD GOVERNANCE AND RESOURCES**

- 6.1. Individuals must respect transparency, responsibility and accountability.
- 6.2. European Boxing's resources and Olympic resources must be used only for European Boxing and its Purpose and Objectives – use of Olympic resources for only Olympic purposes must be clearly demonstrated in the European Boxing accounts.
- 6.3. European Boxing's income and expenditure must be recorded in its accounts which must be audited annually by an independent auditor.
- 6.4. Misappropriation or improper use of funds is strictly prohibited.
- 6.5. Violations will result in severe disciplinary actions, including financial penalties and bans.
- 6.6. All financial activities must adhere to transparency and audit standards.

## **7. CONFLICT OF INTEREST**

- 7.1. All Individuals must disclose any personal or professional connections that could influence their impartiality.
- 7.2. Definitions of potential and actual conflict of interest are as follows:
  - 7.2.1. **"Potential conflict of interest"** is when a person's opinion or decision may reasonably be considered as liable to be influenced by relationships they have, have had or about to have with another person or organisation that would be affected.
  - 7.2.2. **"Actual conflict of interest"** is when a person decides in a situation of conflict without properly disclosing the situation.
- 7.3. There are several kinds of interests that must be considered when assessing whether Individual is in conflict:
  - 7.3.1. Financial interests mean having:
    - 7.3.1.1. 5% or greater financial stake in an entity that does business with European Boxing; or
    - 7.3.1.2. any position of influence (e.g. director, executive officer, management, or similar).
  - 7.3.2. Family & Personal Relationship interest means interest through family members (e.g. spouse, partner, parents, children, or dependents).
  - 7.3.3. Commercial & Sponsorship interest means holding direct or indirect influence over any company bidding for a European Boxing event, sponsorship, or supply contract.



7.3.4. Event Bidding & Selection conflicts means being involved in a bid for an event while also holding a European Boxing decision-making role.

- 7.4. To prevent conflict of interest, it is the Individual's responsibility to declare any case of actual conflict of interest and refrain from expressing an opinion when it comes to the decision-making process.
- 7.5. The European Boxing Ethics Committee is responsible for advising in a situation of potential conflict of interest.
- 7.6. If an Individual omits to declare a situation of potential conflict of interest, the situation will be referred to the Ethics Committee and they may suspend the matter during any investigation or enquiries.
- 7.7. All European Boxing officials must submit a disclosure statement annually, which is reviewed by the Ethics Committee. If a new conflict arises, Individuals must update their declaration in due course.
- 7.8. Additionally, at the start of each meeting of European Boxing bodies, members must declare any conflicts of interest and if needed those will be excluded from relevant discussions.
- 7.9. Disclosure of conflict of interest is kept confidential, and the Ethics Committee may make any determination to the person concerned.
- 7.10. Every Individual must proactively disclose potential conflicts and must seek advice if they are unsure.
- 7.11. Conflict of interest register will be updated annually, and the Ethics Committee will review all potential conflicts before finalizing sponsorships, broadcasting, or event-hosting decisions.
- 7.12. If conflict is declared; Individual must not vote on the matter, may be asked to leave room during discussions, resignation may be required.
- 7.13. If an Individual fails to declare; Ethics Committee will investigate, and if necessary, will be escalated to the Executive Board.
- 7.14. Conflicts must be managed or avoided, following a transparent process, with possible sanctions.
- 7.15. Possible sanctions include official warning, reprimand, suspension or removal from a decision-making body.
- 7.16. Individuals who self-report conflicts early may be given opportunity to rectify the situation without formal sanction.

## **8. GIFTS, BENEFITS & CORRUPTION**

- 8.1. Gifts of symbolic or nominal value may be accepted only if they don't influence decision-making or violate duty.



- 8.2. Any questionable gifts must be reported and handed over to the competent body.

## **9. SAFEGUARDING & PROTECTION**

- 9.1. European Boxing commits to upholding a safe sport environment, with clear guidelines against abuse and safeguarding policies aligned with World Boxing's Safeguarding Policy.
- 9.2. Allegations shall be processed confidentially and sensitively, with support for affected persons.

## **10. ANTI-DOPING FRAMEWORK**

- 10.1. European Boxing embraces the highest anti-doping standards.
- 10.2. Testing, education, results management, and appeals are handled independently by WADA, ITA and CAS Anti-Doping Division, ensuring fair processes.

## **11. WHISTLEBLOWER PROTECTION**

- 11.1. Individuals may report violations securely via designated channels (e.g. European Boxing Whistleblower email address [whistleblower@europeanboxing.org](mailto:whistleblower@europeanboxing.org), IOC Integrity Hotline, ITA REVEAL platform).
- 11.2. All reports are confidential, and retaliatory actions are prohibited.

## **12. ELECTIONS**

- 12.1. Individuals must respect the integrity of any candidature procedure initiated by European Boxing to maintain equal access to promotion.
- 12.2. During all elections, transparency, fairness and democracy must be respected by the Individuals.

## **13. INDEPENDENT ETHICAL OVERSIGHT**

- 13.1. An independent European Boxing Integrity Officer who is appointed by the Executive Board from persons not involved in boxing and who can be contacted by Individuals via email address [legal@europeanboxing.org](mailto:legal@europeanboxing.org), will manage ethics-related inquiries, review policies, and recommend actions.
- 13.2. Serious cases will be forwarded by the Integrity Officer to the independent European Boxing Ethics Committee, with final appeal to the Congress, and with the possibility of seeking review of the decision by CAS.



- 13.3. Proceedings for violations of this Code may be initiated by the European Boxing Integrity Officer even without a complaint from Individuals, or the Ethics Committee may initiate proceedings on its own authority.
- 13.4. Until the Ethics Committee is established, or if the Ethics Committee is not functional or unable to reach a decision due to an insufficient number of members, its function shall be performed by the Integrity Officer, who reports to the Executive Board.

#### **14. REPORTING & SANCTIONS**

- 14.1. Individuals shall inform the Integrity Officer of any information to a potential violation of this Code of Ethics, and the Whistleblower Policy shall be upheld.
- 14.2. Confidentiality must be respected by Individuals and anyone concerned by the activities of the Ethics Committee.
- 14.3. Sanctions such as warnings, suspensions, fines, or bans may be imposed by the Ethics Committee.
- 14.4. Decisions follow due process, with transparency in approach and recourse to appeals where applicable, including review by CAS.

#### **15. EDUCATION & TRAINING**

- 15.1. All stakeholders receive training in ethics, anti-doping, safeguarding, and governance responsibilities, all in order to support a culture of integrity and informed compliance.

#### **16. TRANSPARENCY**

- 16.1. Annual activity and financial reports of European Boxing are published and audited.
- 16.2. Governance structures, statutes, codes, regulations and policies of European Boxing are accessible to all Individuals.

#### **17. IMPLEMENTATION & REVIEW**

- 17.1. This Code is adopted by the Executive Board and integrated into all organizational practices.
- 17.2. This Code is reviewed periodically to ensure effectiveness, up-to-date compliance, and alignment with best practices.