

Inspired by and incorporating the IOC guidelines, WAKO Europe Board of Directors has adopted

## POLICY FOR THE CONDUCT OF THE ATHLETES' ENTOURAGE

### PREAMBLE:

It is the responsibility of each sports organisation to establish appropriate regulations to govern an athlete's Entourage. These regulations, which apply *mutatis muntandis* to private and professional athletes entourages, should reflect the minimum standards set out below.

The Athlete's Entourage comprises all people associated with athletes, including, without limitation, managers, agents, coaches, physical trainers, medical staff, scientists, sports organisations, sponsors, lawyers and any person promoting or associated with the athlete sport career, including family members. It is all about influence of and around the athlete.

A range of target groups/persons which has been identified around athletes, are in an effort to provide them with a general understanding of expectations and the role each play in the athlete's performance.

### GENERAL PRINCIPLES:

- The Entourage must respect and promote ethical principles, including those contained in the Olympic Charter, the IOC Code of Ethics, WAKO Ethical Code and the WADA/WAKO approved code.
- The Entourage must, in accordance with such principles, always act in the best interests of the athlete, putting his/her interest before all others
- Minors must be given special care and consideration
- All specialist members of the Entourage, should be adequately qualified to work in their area of expertise, through licenses, certificates or diplomas, particularly when such are proposed by the IF and national sport organisation. Persons working with minors must fulfil all qualifications needed.

#### INTEGRITY:

- The Entourage shall act in good faith and demonstrate the highest level of integrity, in particular respecting the following principles:
  - Avoid conflicts of interest
  - Fight against any form of bribery and take resolute and appropriate action against any form of cheating or corruption in sport
  - Reject any form of doping, comply with the WADA code and support its programs and education initiatives
  - Refrain from any form of betting or promotion of betting activity in the athlete's sport
  - Refrain from any form of harassment or intimidation, including mental and physical
  - Refrain from any abuse of a position of influence

#### CONFIDENTIALITY:

- The Entourage must respect confidentiality, including the content of their contract/relationship and personal information.
- The Entourage must protect any inside information, such as any non-public information obtained by the person by the virtue of his/her position within the athlete's entourage, within the framework of the regulations of Kickboxings' organisation concerned.

#### TRANSPARENCY:

- The Entourage's interactions within the relevant populations must be clearly defined, in a written contract where applicable. It is recommended that sports organisations provide standardized contract templates.
- The Entourage must be transparent about its personal and professional background with regard to matters which could affect the relationship, including, but not limited to doping, sexual misconduct or financial matters.
- Sports organisations have a responsibility to inform athletes about their rights and obligations, including the legal means to resolve any disputes.

## RESPONSIBILITY/ACCOUNTABILITY:

- The Entourage must always act with due diligence and in the best interest of the athlete; short-term interests should not take precedence over a successful and balanced athletic career and a long-term partnership and development.
- Contractual relationships with athletes must be based on balanced conditions, including fair financial conditions and professional liability insurance.
- The Entourage must always respect the moral, physical and psychological integrity of the athlete.
- The Entourage must respect and promote the rules and regulations Of Kickboxing, and encourage the athlete to behave accordingly.
- The Entourage must keep the athlete fully informed and up to date of all dealings and arrangements made on the athlete's behalf.
- The Entourage must comply with the best accounting practices and make available to the athlete full and accurate accounts and records and, where applicable, to the relevant authorities.

## SANCTIONS:

- Any breach of the relevant sports organisations' regulations by a member of the Entourage should be sanctioned. The sports organisations define the terms of the sanction and the disciplinary procedures within its Ethics and Disciplinary code.

## ATHLETES' RESPONSIBILITY

- The athletes have a responsibility to act responsibly, choosing their Entourage members with care and with the exercise of due diligence.

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