ISSF INTEGRITY CODE 2025

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A. INTRODUCTION

1. DEFINITIONS

1.1. Words and phrases capitalised in this Integrity Code are defined terms. Unless otherwise specified, they have the meaning set out in the Definition section to this Integrity Code. Any other capitalised terms in this Integrity Code, if not defined in this Integrity Code, shall have the meaning for them set out in the ISSF Constitution.

1.2. These terms have the following definitions:

Adjudicatory Body: The adjudicatory body of the Unit established in accordance with this Integrity Code.

Adjudicatory Panel: Three members appointed on a case-by-case basis from among the members of the Adjudicatory Body to adjudicate an alleged Integrity Code Violation, except in the circumstances contemplated in Article 20 where the Adjudicatory Panel will be comprised of a sole adjudicator.

Athlete: a person (a) who is taking part in an Event; and/or (b) who is registered by an ISSF Member Federation; (c) and/or holds a valid ISSF ID.

Benefit: The direct or indirect receipt or provision of money or the equivalent by a Covered Person for themself or a Related Party such as, but not limited to bribes, gains, gifts and other advantages including, without limitation, winnings and/or potential winnings as a result of a wager; the foregoing shall not include official prize money, appearance fees or payments to be made under sponsorship or other similar contracts.

Betting Organisation: Any person or company or other undertaking that promotes, brokers, arranges or conducts any form of betting activity or that has interests in betting in any form whatsoever.

Executive Committee: The ISSF Executive Committee, as defined in the ISSF Constitution.

CAS: The Court of Arbitration for Sport in Lausanne, Switzerland.

Claimant: In all matters other than Safeguarding, the Claimant shall be the ISSF. In Safeguarding matters, the Claimant is the Covered Person (or legal guardian) who is alleged to have experienced conduct that constitutes a violation of the Safeguarding Regulations and decides to move forward with a claim under the Safeguarding Regulations and this Integrity Code.

Commencement Date: The date on which this Integrity Code is approved by ISSF Council.

Complainant: Any person, in any capacity whatsoever, who files a complaint with the Unit through any available means alleging that a violation of the Integrity Code or other ISSF Rules and Regulations has been committed (may also be understood as being a “reporting person”).

Covered Person: Covered Persons include non-exclusively:

a) persons who are, or are seeking to become (whether by election or appointment or otherwise) ISSF Officials or Other Officials;

b) any athlete holding an ISSF ID or other Athlete;

c) any member of an ISSF Body or Committee and ISSF staff;

d) any member of an ISSF Member Federation Executive, or member of its Board, committees or its staff members;

e) any ISSF Official, ISSF athlete's coach, trainer, manager, medical or para-medical personnel of any ISSF athlete or team;

f) any ISSF Event Organiser personnel, such as a Director, Technical Delegate, Jury member, Judge, competition official, staff, volunteer, health care provider, and any ISSF related-activity staff member, employee, volunteer; and

g) any other persons who agree to be bound by this Integrity Code.

Decision: A decision rendered either by the Adjudicatory Body, including Decisions on Provisional Measures, or the Integrity, Ethics and Safeguarding Council, as applicable in the circumstances.

Demand: A written demand to a Covered Person to provide any information, record, article or thing in their possession or control that the ISSF Integrity Officer reasonably believes may evidence or lead to the discovery of evidence of an Integrity Code Violation.

ISSF: The International Shooting Sport Federation, the sole and exclusive world governing body for all Shooting sport.

Event: Any Shooting event recognised by, and organised in accordance with, the ISSF Constitution, ISSF General Regulations, ISSF General Technical Rules, any other ISSF Rules and Regulations and/or regulations of ISSF Member Federations or affiliated entities.

Gift: An item for use or advantage (regardless of any value) by a Covered Person or a Related Party without exchange of any consideration.

Hospitality: Means providing or arranging for the provision of food and drink and/or attendance at events, shows, dinners, conferences or other events, including providing or arranging related accommodation and/or transportation for themself or Related Party, except when this is provided pursuant to a contractual obligation.

Inside Information: Information that a Covered Person possesses by virtue of his position in relation to Shooting or any Event, excluding any information already published or common knowledge, easily accessible to interested members of the public or disclosed in accordance with the rules and regulations governing the relevant Event.

Integrity Code Violation: Where a Covered Person:

a) fails to comply with any of the requirements set out in this Integrity Code, or any integrity requirements of the ISSF Constitution or ISSF Rules and Regulations; or

b) attempts or agrees with any other person to engage in conduct (whether by act or omission) that would culminate in a breach of any requirement of this Integrity Code (unless the Covered Person renounces their attempt or agreement prior to it being discovered by a third party not involved in the attempt or agreement);

c) solicits, induces, instructs, persuades or encourages any person to engage in conduct (whether by act or omission) that would amount to a breach of any requirement of this Integrity Code or any other ISSF Rule or Regulation if committed by the Covered Person themself; and/or

d) authorises, causes, or knowingly assists, encourages, aids and abets, covers up or attempts to cover up, or is otherwise complicit in, any act or omission by any person that would amount to a breach of any requirement of this Integrity Code if committed by the Covered Person themself.

Investigatory Body: The Investigatory Body of the Unit established in accordance with this Integrity Code.

ISSF Integrity Officer: The ISSF Integrity Officer as defined in this Integrity Code.

ISSF Integrity, Ethics and Safeguarding Council: The oversight body of the Unit established in accordance with this Integrity Code.

ISSF Integrity, Ethics and Safeguarding Unit ("the Unit"): The independent Unit established under the ISSF Constitution and comprised of the ISSF Integrity, Ethics and Safeguarding Council, the ISSF Integrity Officer, the ISSF Adjudicatory Body and the ISSF Investigatory Body.

ISSF Member Federation: As referred to in the ISSF Constitution.

ISSF Officials: Any person nominated, elected or appointed to any position or body within the ISSF or an ISSF Member Federation, including but not limited to:

a) The President, Vice-Presidents, Council or Executive Committee members; and

b) Each person serving as a member of (or candidate for) a committee, working group, unit (including, without limitation, the Unit), or advisory board of the ISSF, and each person appointed to represent the ISSF on any committee or working group or in any similar role.

ISSF Rules and Regulations: The ISSF Rules and Regulations as referred to in the ISSF Constitution.

ISSF Safeguarding Officer: The ISSF Safeguarding Officer as defined in the Safeguarding Regulations.

Minor: Person under the age of 18 years or, where applicable, a person who is under the age of majority and meets the definition of a child for the purposes of protection in the country where the predominant nature of the alleged misconduct occurred..

Other Officials: Other Officials are:

a) persons who act, or are entitled to act, for or on behalf of the ISSF and/or ISSF Member Federations, including (without limitation), staff, consultants, agents and advisors;

b) each person appointed/selected to work/volunteer at an Event and/or attending an Event on behalf of the ISSF or an ISSF Member Federation including (without limitation) any technical official, technical committee member, specialised committee members delegate, and any other person who receives accreditation to an Event as a representative of the ISSF or an ISSF Member Federation;

c) persons or entities organising and/or promoting an Event, including any candidate/host city seeking to host or hosting an Event, local organising committee(s), and any of its officials, employees, volunteers and/or other persons entitled to act or attend an Event on its behalf; and

d) any other persons who agree in writing to be bound by this Integrity Code.

Party(ies): For all Integrity Code Violations, the Parties will be the ISSF and the Unit on one side as Claimant and the Covered Person on the other side as Respondent. This is except for reported Safeguarding Regulation Offences in which either the Complainant or another Covered Person (the victim or their legal representative) may ultimately become the Claimant, and the Covered Person against whom allegations are brought shall be the Respondent.

Proposed Consequences: Disciplinary consequences that may be proposed to Parties by the ISSF Integrity, Ethics and Safeguarding Council on behalf of the Adjudicatory Body in lieu of proceeding to a hearing.

Provisional Measures: Provisional Measures placed on a Covered Person as described in Article 18 of this Integrity Code.

Related Party: Immediate family member, being a partner/spouse, parent, sibling, child or dependant and in all cases whether natural, adoptive or step.

Reports: All reports of any potential Integrity Code Violation, including any approaches or requests to engage in conduct that may constitute an Integrity Code Violation.

Respondent: The Respondent shall be the Covered Person subject to the filing.

Safeguarding Regulations: The ISSF Regulations Safeguarding Against Harassment and Abuse.

Safeguarding Regulation Offence: A violation of the Safeguarding Regulations as set out in Article 5 of the Safeguarding Regulations.

Shooting: All shooting-sport disciplines governed by the ISSF.

Staff Member: Each person employed (whether full-time, part-time, permanently, for a fixed-term or temporarily) or engaged as an agent, consultant or contractor for, or otherwise functioning as a member of the staff of the ISSF or an ISSF Member Federation.

Substantial Assistance: Means (a) the Covered Person's provision to the ISSF (or Unit) of truthful, accurate and complete information about potential Integrity Code Violations and/or other similar laws or regulations of which the Covered Person has knowledge; and (b) full cooperation with the investigation and prosecution (whether by the ISSF, Unit or by another body, including a criminal or regulatory body) of such violations, including (without limitation) by testifying at a hearing if required to do so.

2. PURPOSE AND SCOPE

2.1 The ISSF has adopted this Integrity Code to establish clear integrity standards for persons involved in the activities of the ISSF, to protect the health, safety and well-being of Athletes, to prohibit conduct that might undermine public confidence in the integrity of Shooting and/or in the uncertainty of outcome of Events, and to establish effective mechanisms for enforcement of this Integrity Code and sanctions for any violation.

2.2 The ISSF is committed to uphold integrity in the governance and administration of Shooting as a basic principle of good governance and as a fundamental precept of its autonomous role as the worldwide governing body of Shooting, in the best interests of the sport and its stakeholders.

2.3 The ISSF is also committed to uphold the integrity of Shooting on the field of play. The essence of the Shooting disciplines is the contest between competing athletes and teams as an honest test of skill and ability, the outcome of which is determined by (and only by) the contestants' relative sporting merits. Any manipulation of sports competitions or other conduct that might undermine public confidence in the integrity of the sporting contest and/or in the uncertainty of its outcome is fundamentally at odds with that essence of the Shooting disciplines and must be eradicated at all costs.

2.4 In furtherance of the principles of both the this Integrity Code and its predecessor, the ISSF Code of Ethics, as well as the ISSF General Regulations to which all persons associated with ISSF are bound, notably the respect for human dignity, the rejection of discrimination and the rejection of all forms of harassment and abuse, the ISSF has also enacted the Safeguarding Regulations and any breach of prohibited conduct under the Safeguarding Regulations shall also be considered a violation of the Integrity Code and actionable/punishable under the same. Conduct prohibited under this Integrity Code may also amount to a criminal offence and/or a violation of other applicable laws or regulations, including firearms regulations or employment laws in national jurisdictions. This Integrity Code is not intended to replace such laws and regulations, but to supplement them with further rules of professional conduct for those involved in the governance and administration of Shooting, and/or in the staging and conduct of Shooting Events. It operates without prejudice to such laws and regulations, and vice versa.

2.5 Conduct prohibited under this Integrity Code may also amount to violation of other ISSF Rules or Regulations. This Integrity Code is not intended to replace other Rules or Regulations, but to supplement them with further rules of professional conduct. It operates without prejudice to other applicable ISSF Rules and Regulations, and vice versa. Therefore, any rule applicable to a certain discipline and/or a certain competition are not set aside or invalidated by this Integrity Code. In particular, any rule of a disciplinary nature such as the ISSF Disciplinary Regulations remain reserved and are not set aside by the present Integrity Code.

2.6 For the avoidance of doubt, this Integrity Code shall not replace or in any way affect or alter the ISSF's ability to pursue appropriate disciplinary action against a Staff Member under the terms of any employment or consultancy contract with such Staff Member, including to any of the ISSF's employment policies in force from time to time. Where conduct prohibited under this Integrity Code also amounts to a violation of the terms of a Staff Member's employment or consultancy arrangement with the ISSF, the ISSF shall be entitled, at its absolute discretion, to elect to pursue contract and/or disciplinary action against such Staff Member pursuant to the applicable employment or consultancy contract. There shall be no requirement on the ISSF to have first instituted, or to subsequently institute, any action under this Integrity Code.

2.7 For the avoidance of doubt, matters related to anti-doping are not part of this Integrity Code and shall be enforced by the ISSF in accordance with the provisions set out in the ISSF Anti-Doping Rules.

2.8 In the case of conflict between the provisions of the ISSF Anti-Doping Rules and the provisions of this Integrity Code, the provisions of the ISSF Anti-Doping Rules shall prevail.

2.9 This Integrity Code will come into full force and effect on the Commencement Date. Its procedural provisions will apply to matters where a violation is alleged to have occurred before the Commencement Date, but the substantive provisions of this Integrity Code will not apply retroactively, unless they are more favourable to the person(s) involved than the substantive provisions of the ISSF Code of Ethics. For the avoidance of doubt, to the effect that an alleged violation of the ISSF Code of Ethics has taken place prior to the Commencement Date, the matter will be dealt with substantively pursuant to the rules that are most favourable to the person(s) involved, and procedurally, this Integrity Code will apply retroactively to all matters as if the behaviour in question amounted to an alleged Integrity Code Violation.

B. GENERAL DUTIES

3. DUTIES OF GOOD CONDUCT

3.1 Covered Persons must always act honestly, fairly, impartially and in accordance with the highest ethical standards of integrity and transparency.

3.2 Covered Persons must avoid any conduct that is inconsistent with or that undermines in any way the objectives of this Integrity Code.

3.3 Covered Persons must avoid acts or omissions that give the appearance of impropriety, or that disparage the ISSF, or that bring into disrepute (or have the potential to bring into disrepute) the ISSF, Shooting and/or sport generally.

3.4 Covered Persons must not be involved with entities or persons whose activities or reputations are inconsistent with the principles set out in this Integrity Code. For this provision to apply, it is necessary that the Covered Person has previously been advised in writing by the ISSF, an ISSF Member Federation, or other relevant authority with jurisdiction over the Covered Person, that there should be no more association with such entity/person, and of the consequences that will apply if any association continues.

3.5 Covered Persons must avoid any offensive, violent or disrespectful behaviour towards other participants, including, the officials, other athletes, media, and/or spectators within the context of any ISSF Event. Such behaviour towards a doping control official is also prohibited at any time.

3.6 Covered Persons must avoid any act of discrimination against anyone on the basis of race, skin colour, gender, religion, sexual orientation, language, political or other opinion, national or social origin, property, birth, disability or any other ground.

3.7 Covered Persons must avoid interference, disobedience or obstruction to the orderly conduct of any sporting event within or outside of the venue(s).

3.8 Covered Persons must avoid interference with any aspect of the field of play.

3.9 Covered Persons must respect and are bound by the Safeguarding Regulations, and any breach of the Safeguarding Regulations shall amount to a breach of the Integrity Code.

4. DUTY TO REPORT AND COLLABORATE

4.1 Each Covered Person must:

a) report to the Unit without delay all knowledge concerning any approach or invitation received by them to engage in a conduct that would amount to an Integrity Code Violation;

b) report to the Unit without delay all knowledge concerning any incident, fact or matter that comes to their attention that might evidence a potential Integrity Code Violation by another person; and

c) cooperate fully with all investigations carried out by the Unit in relation to possible Integrity Code Violations (including, without limitation, by providing any information and/or documentation requested by the Unit as part of that investigation, including by way of a Demand).

4.2 Covered Persons have a continuing obligation to report any new incident, fact, or matter to the Unit, even if the Covered Person has already reported their prior knowledge in relation to the matter.

4.3 For the avoidance of doubt, obstructing or delaying any investigation carried out by (or on behalf of) the ISSF in relation to a possible Integrity Code Violation, including, without limitation, concealing, tampering with or destroying any documentation or other information that might be relevant to the investigation and retaliating against witnesses who cooperate with investigations, will constitute an Integrity Code Violation.

5. CONFIDENTIALITY

5.1 Covered Persons must not disclose to any third party (whether for personal gain or advantage) any information disclosed to them in confidence as a result of their activities or dealings with the ISSF, save where (a) required by law; (b) the ISSF agrees in writing in advance; or (c) that information is already in the public domain (other than by reason of their own or someone else's violation of this Article 5 as long as the Covered Person knew or ought to have known that the information is in public domain due to the said violation). Any duties of confidentiality on Covered Persons under this Integrity Code shall continue in perpetuity even after such Covered Person ceases to be bound by this Integrity Code.

6. DUTY TO AVOID CONFLICTS OF INTEREST

6.1 All Covered Persons owe a duty of undivided loyalty to the ISSF. They must make decisions (including as to how to vote on a specific motion) based solely on their independent and objective judgement, made in good faith, of what is in the best interests of the ISSF and the sport of Shooting as a whole. They must not allow themselves to be unduly influenced by and they must not seek to advance any conflicting interests.

6.2 Where there is an actual, apparent, or potential conflict between the interests of the ISSF and personal interests of a ISSF Official or of the relatives, friends or acquaintances of an ISSF Official, ISSF Officials must disclose all relevant information about that conflict promptly, accurately, and fully to (a) the ISSF Integrity Officer, or if this is not practicable in the circumstances, (b) to the chair of the meeting in which the conflict has been raised, or if neither are practicable in the circumstances , (c) to any member of the Unit. In the case of (b) or (c), the recipient of the report shall then refer the matter to the ISSF Integrity Officer.

6.3 As part of the nomination process for becoming an ISSF Official, each ISSF Official (except legal persons) shall file a disclosure statement with the Unit in the form prescribed by the Unit, listing any actual, apparent or potential conflicts known to the ISSF Official at that time. Each ISSF Official will be under a continuing duty to update that statement in writing as and when changes or additions are required to ensure the disclosure remains accurate and complete. The Unit will maintain a register of such disclosures.

6.4 If a conflict arises during a meeting, the ISSF Official concerned must disclose the conflict to the ISSF Integrity Officer and the chair of the relevant meeting (even if it has already been declared in a disclosure statement). The ISSF Integrity Officer or the chair of the relevant meeting will advise the meeting of the conflict and cause the conflict to be recorded in the register maintained by the Unit (and, where applicable, in the minutes of the relevant meeting) if it has not been recorded there already.

6.5 In every case, unless otherwise specified by the Unit or the chair of the meeting, the ISSF Official who is the subject of the conflict must:

a) excuse themselves from any discussions relating to the conflict;

b) abstain from voting and/or from seeking to influence the vote on any matter impacted by the conflict; and

c) refrain from taking any other part in the handling of the conflict or of the matter impacted by the conflict.

6.6 ISSF Officials must also disclose in the same manner any ‘institutional’ conflicts of interest, i.e., actual, apparent or potential conflicts between the interests of the ISSF and the interests of an ISSF Member Federation or other body with which the ISSF Official is associated (whether by virtue of employment or otherwise). Such conflicts may not be waived. ISSF Officials:

a) may present the perspective of a particular stakeholder (such as an ISSF Member Federation) or of any third party, where they consider it relevant to the matter at hand, but they must not pursue the interests of that stakeholder or third party in a manner that would conflict with their overriding duty to act in the best interests of the ISSF and the sport of Shooting as a whole;

b) must not agree to act or allow themselves to be influenced to act in a manner that conflicts with their duty of undivided loyalty to the ISSF (e.g., by agreeing to vote in a particular manner in respect of a particular issue); and

c) must disclose to the ISSF Integrity Officer any matter that may reasonably be construed as impacting or potentially impacting upon their decision and must provide such further information in relation thereto as the ISSF Integrity Officer may request.

6.7 Covered Persons must not abuse their position within Shooting in any way, especially for their own aims or objectives.

6.8 Office holders and staff of an ISSF Member Federation, in their dealings with ISSF, including when representing an ISSF Member Federation at the General Assembly and/or otherwise deciding how to exercise the rights of an ISSF Member Federation as an ISSF Member Federation, must act with undivided loyalty to the ISSF Member Federation. They must not allow themselves to be influenced by and they must not seek to advance any conflicting interests, including the interests of any contractual partner of the ISSF and/or an ISSF Member Federation.

7. FALSIFICATION AND MISUSE OF FUNDS

7.1 Covered Persons must not forge a document or falsify an authentic document, or knowingly use a forged or falsified document.

7.2 Covered Persons must not knowingly give false information, including false results, nationality and/or date of birth.

7.3 Covered Persons shall not take or omit to take any action in furtherance of an offer, payment, promise to pay, or authorisation of the payment of money or giving of anything of value, either directly or indirectly, to any third party, while knowing that all or some portion of the item of value will be offered, given or promised to anyone to improperly influence any action or decision, to obtain or retain business or otherwise to secure any improper advantage.

7.4 Covered Persons shall not misappropriate or misuse funds, whether directly or indirectly through, or in conjunction with, third parties. Covered Persons must use the resources of the ISSF or ISSF Member Federations only for lawful and ethical purposes authorised by the relevant body.

7.5 Covered Persons may only claim reimbursement for expenses properly and reasonably incurred in the course of their activities and as approved by the ISSF in the circumstances. Requesting, authorising, and/or accepting any undue pecuniary or other advantage is strictly prohibited.

8. OFFERING AND ACCEPTING GIFTS AND HOSPITALITY

8.1 Covered Persons may never offer or accept:

a) any Gift, Hospitality or other benefit in their capacity as Covered Person that is secretly given as opposed to publicly given;

b) any Gift, Hospitality or other benefit that creates an actual or apparent or potential conflict of interest for the recipient or that is intended or may reasonably be construed as being intended to influence the recipient improperly in their official activities (such as Gifts offered to technical officials, and Gifts offered by candidates to voting delegates); or

c) any other Gift, Hospitality or other benefit (whether of a monetary value or otherwise) in circumstances that give rise to an appearance of impropriety or lead to the recipient's impartiality or integrity being called into question or to the ISSF and/or the sport of Shooting being brought into disrepute.

8.2 Without prejudice to Article 8.1, in their capacity as Covered Person, Covered Persons may offer and accept:

a) tokens of consideration or friendship of nominal value, in accordance with prevailing local customs; and

b) reasonable, proportionate, and bona fide corporate Gifts and Hospitality (including event accreditations or tickets), solely as a mark of respect or friendship;

provided that any such token, Gift, or Hospitality of more than a nominal value is disclosed to the ISSF Integrity Officer. If it is not approved by the ISSF Integrity Officer it must be withdrawn or returned (as applicable).

9. BIDDING FOR EVENTS

9.1 Candidate and host cities seeking to host an ISSF Event must conduct their candidacies with honesty, dignity, moderation and respect for their opponents, and in accordance with applicable law and any applicable ISSF Rules and Regulations and/or guidelines, including this Integrity Code. They must also:

a) Respect the bidding process established by the ISSF;

b) Refrain from soliciting or accepting any undue support or promotion from ISSF sponsors and other ISSF marketing partners;

c) Refrain from making any agreement, coalition or collusion with other candidates; and

d) Refrain from covering any costs and expenses of ISSF Executive Committee members or ISSF Council members, in particular travel and accommodation until such bid is accepted.

Note: For the avoidance of doubt, in addition to any other information the ISSF may require in any particular bidding procedure, the ISSF may, at its discretion, require all candidate entities submitting bids to provide details of any financing or other support agreed with any third party, whether or not such financial or other support has actually been paid or is forthcoming.

9.2 Covered Persons must:

a) respect the integrity of the bid process, allowing equal conditions and opportunities for each candidate and potential candidate, treating each candidate and potential candidate in a fair and equal manner;

b) not directly or indirectly solicit or accept any form of advantage from the process;

c) not use the resources of the ISSF to back any candidate; and

d) be neutral in respect of bids for the grant of hosting rights, commercial rights and/or other rights, including refraining from making any public declaration appearing to give an opinion on one or more candidates.

10. ELECTIONS

10.1 Candidates for elected ISSF positions must conduct their candidacies (and must ensure that persons assisting them with their candidacies conduct themselves) with honesty, dignity and respect for their opponents, and in accordance with applicable law and any applicable ISSF Rules and Regulations and/or guidelines, including this Integrity Code.

Note: A candidate is identified as such when their nomination is submitted to the ISSF. Additionally, an individual shall be regarded as a candidate, and subject to all ISSF Rules and Regulations including this Integrity Code, if they publicly state their intention to be a candidate or campaign in such a way that gives the appearance of being a candidate, even if they have not been nominated.

10.2 Candidates may outline and describe in a written document their plans and views and may grant interviews to the media. Copies of any document used to support a candidature shall be provided by the candidates to the Unit. Directives of the ISSF Integrity Officer in respect of the content of the document shall be immediately observed and implemented by the candidates.

10.3 Candidates must refrain from:

a) entering into any form of legally binding undertaking with any individual or organisation that is likely to bind the candidate's freedom of decision or action if elected;

b) engaging in any act, coalition, collaboration or collusion by or between candidates with the intent to defraud or unduly manipulate the result of the vote; and

c) requesting or using support, resources or services from the ISSF, government or government-related agency, National Olympic Committee or personal company in connection with their candidacies, even if they currently occupy elected or appointed positions within the ISSF.

10.4 Covered Persons and in particular voting delegates must:

a) respect the integrity of the candidacy process, allowing equal conditions and opportunities for each candidate and potential candidate, treating them in a fair and equal manner, and avoiding any risk of conflict of interests;

b) not accept Gifts or Hospitality on behalf of themselves nor any organisation that they represent from any candidate, unless permitted under this Integrity Code;

c) not directly or indirectly solicit or accept any form of undue advantage from the process; and

d) not use the resources of the ISSF to assist or back any candidate, unless it could be reasonably agreed to be necessary in the circumstances and not providing any undue benefit to any Covered Person.

C. PREVENTING THE MANIPULATION OF SHOOTING COMPETITIONS

11. ANTI-CORRUPTION RULES

11.1 All Covered Persons shall be bound to respect and comply with and shall be subject to the Olympic Movement Code on the Prevention of the Manipulation of Competitions. All Covered Persons declare that they recognize the Olympic Movement Code on the Prevention of the Manipulation of Competitions as binding on them.

11.2 Each of the following, when committed by a Covered Person (whether directly or indirectly through any third party), will constitute an Integrity Code Violation by that Covered Person:

a) Betting by the Covered Person or any Related Party to that Covered Person in relation to:

- any Shooting Event, whether or not the Covered Person is directly participating in that Shooting Event; and
- any non-Shooting event, if it features in a multi-sport competition in which Shooting Events are featured, if the Covered Person is directly participating in that multi-sport competition. For example, an Athlete participating in the Olympic Games is not allowed to bet on tennis at the Olympic Games.

b) Manipulation of Events – i.e. An intentional arrangement, act or omission aimed at an improper alteration of the result or the course of any Event in order to remove all or part of the unpredictable nature of such Event with a view to obtaining an undue Benefit for oneself or for others. This includes (without limitation) match-fixing and spot-fixing.

c) Providing, requesting, receiving, seeking, or accepting a Benefit related to the Manipulation of Event or any other form of corruption. Without limiting the generality of the foregoing, this includes:

- fixing or contriving in any way or otherwise improperly influencing (or being a party to the fixing, contriving or other improper influencing of) the result, progress, outcome, conduct or any other aspect of an Event;
- ensuring the occurrence of a particular incident in an Event, the occurrence of which is to the Covered Person's knowledge the subject of a Bet and for which the Covered Person or another Person expects to receive or has received a Benefit;
- failing to perform to the best of one's abilities in an Event, in return for a Benefit or the expectation of a Benefit (irrespective of whether such Benefit is in fact given or received) or further to another agreement with a third party;

- seeking, accepting, offering, or agreeing to accept or offer, a bribe or other Benefit to fix or contrive in any way or otherwise to influence improperly the result, progress, outcome, conduct or any other aspect of an Event (irrespective of whether such bribe or other Benefit is in fact given or received); and/or
- providing, offering, giving, requesting or receiving any Benefit in circumstances that the Covered Person knew or should have known could undermine public confidence in the integrity of any Event or the sport of Shooting generally (irrespective of whether such Gift or other Benefit is in fact given or received).

d) Inside Information:

- Using Inside Information for the purposes of betting, manipulating Events or any other corrupt purposes, whether such use is by the Covered Person or via another person and/or entity.
- Disclosing Inside Information to any person and/or entity, with or without Benefit, where the Covered Person knew or should have known that such disclosure might lead to the information being used for the purposes of betting, manipulating Events or any other corrupt purposes.
- Giving and/or receiving a Benefit for the provision of Inside Information regardless of whether any Inside Information is actually provided.

11.3 Committing any act not otherwise prohibited under this Integrity Code that amounts to a violation of any applicable criminal or other law or regulation where such violation could undermine public confidence in the integrity of an Event or the sport of Shooting generally.

12. RELATIONSHIPS WITH BETTING ORGANISATIONS

12.1 A Covered Person must not have a business association or enter into any business arrangement (whether formal or informal) with any Betting Organisation that involves the payment of any monies to or by, or the conferring of any benefit(s) or advantage(s) upon or by, the Covered Person, either directly or indirectly, as a result of such association or arrangement.

12.2 As an exception to Article 12.1, a Covered Person will not be in Integrity Code Violation if they are employed by, or have a business association (including any sponsorship arrangement) with, a parent company that has a Betting Organisation as a subsidiary company (or betting is a business interest of any subsidiary company), provided that the Covered Person can prove that (a) they have no direct involvement with the subsidiary, (b) that they derive no direct or indirect benefit from the subsidiary, and (c) that the parent company's business does not involve betting.

12.3 A Covered Person shall be considered to have acted in violation of Article 12.1 if any Related Party has a controlling interest in a Betting Organisation, or a substantial relationship with a Betting Organisation, or is employed in the day-to-day operational control of a Betting Organisation, unless this is disclosed to, and recorded and approved by, the ISSF Integrity Officer.

D. ENFORCEMENT OF THE INTEGRITY CODE (UNIT RULES)

13. ENFORCEMENT

13.1 Enforcement of the provisions set out in this Integrity Code shall be in accordance with the rules set out in this Section D. To the extent that there is any conflict between this Integrity Code and the integrity or ethics code of an ISSF Member Federation, this ISSF Integrity Code shall take primacy in any proceedings.

13.2 Decisions made by the ISSF in accordance with this Integrity Code and any discipline or consequences imposed as a result of a Covered Person's breach of this Integrity Code shall be automatically enforceable for all member federations

13.3 Any decision or discipline imposed against a Covered Person when taken by either a ISSF Member Federation or a national body governing integrity issues whose rules are in substantial conformity with this Integrity Code shall be mutually recognised and enforceable by ISSF and all its Member Federations.

14. THE UNIT

14.1 The Unit objectives are:

14.1.1 to maintain confidence in the integrity of Shooting, and in the commitment of the ISSF to take all steps necessary to protect that integrity;

14.1.2 to combat all forms of corruption and ethical misconduct, investigate fraudulent behaviour and detect all forms of misconduct and of non-compliance with the ISSF Constitution, this Integrity Code and/or the ISSF Rules and Regulations to ensure the confidence of all Athletes who dedicate their lives to reach their sporting goals; and

14.1.3 to ensure that the ISSF, ISSF Member Federations, ISSF Officials, Athletes and all other Covered Persons act in compliance with it as well as with this Constitution and the ISSF Rules and Regulations.

14.2 The Unit responsibilities include:

14.2.1 to handle all integrity, disciplinary and ethics matters related with Events or matters related specifically to the ISSF, including various forms of harassment, competition manipulation, fraud, illicit betting and other event interference offenses, in accordance with the applicable this Integrity Code and ISSF Rules and Regulations;

14.2.2 to enforce this Integrity Code, including assessment, investigation, adjudication and sanctioning of potential Integrity Code Violations in respect only of an Event or matter related specifically to the ISSF, and not ISSF Member Federation Events or matters. (To the extent that an Integrity Code Violation also amounts to a breach of the integrity or ethics code of an ISSF Member Federation, the Unit shall liaise with those parties to ensure that the matter is dealt with by the responsible body.);

14.2.3 to educate all Officials, the ISSF Member Federations, Staff Members, Athletes and others who are bound by this Integrity Code, the Constitution and the ISSF Rules and Regulations about their obligations thereunder, and to monitor their compliance with those obligations;

14.2.4 to investigate and prosecute potential violations of this Integrity Code, the Constitution and/or the ISSF Rules and Regulations;

14.2.5 to report on an annual basis to the Executive Committee and to the Congress; and

14.2.6 to deal with any other task attributed to the Unit by this Constitution, a decision of the Executive Committee or the ISSF Rules and Regulations.

14.3 The Unit shall operate neutrally and independently, in accordance with this Integrity Code, the ISSF Constitution and the ISSF Rules and Regulations.

14.4 The Unit shall be provided by the ISSF with all the necessary organisational and budget resources to be able to operate efficiently and independently.

14.5 The Unit may use functions and services provided by ISSF staff on agreed terms, provided that at all times the independence of the Unit is not compromised, and the confidentiality of the Unit's work is maintained.

14.6 All Unit staff and service providers will be employed or engaged by the ISSF but will report to the ISSF Integrity, Ethics and Safeguarding Council.

14.7 If at any time the position of a member of the ISSF Integrity Ethics and Safeguarding Council is vacated prior to the expiry of their term of office, it will be filled until the next ISSF General Assembly by a person appointed by the ISSF Executive Committee, with such appointment to be put to the ISSF General Assembly for ratification at its next meeting.

14.8 The Unit shall be comprised of:

14.8.1 the ISSF Integrity, Ethics and Safeguarding Council;

14.8.2 the ISSF Integrity Officer;

14.8.3 the Investigatory Body; and

14.8.4 the Adjudicatory Body.

14.9 The Integrity, Ethics and Safeguarding Council shall be comprised of up to three members, appointed by the ISSF Council.

14.10 The composition and responsibilities of the ISSF Integrity, Ethics and Safeguarding Council are:

14.10.1 to appoint an appropriate panel of investigators or investigations service provider as an Investigatory Body to run an investigation when needed;

14.10.2 to tender any investigation report submitted by the Investigatory Body to the Adjudicatory Panel;

14.10.3 to monitor the performance of the Unit, including the various bodies therein;

14.10.4 to oversee the budget of the Unit;

14.10.5 to make proposals and suggestions to the ISSF Executive Committee for additions or amendments to the Integrity Code; and

14.10.6 any other task attributed to the ISSF Integrity, Ethics and Safeguarding Council by the ISSF Constitution, a decision of the Executive Committee or the ISSF Rules and Regulations.

14.11 The ISSF Integrity, Ethics and Safeguarding Council shall appoint an ISSF Integrity Officer whose responsibility it is to operate an independent integrity reporting hotline and assess complaints, allocate them to responsible parties and coordinate investigations into wrongdoing when within scope.

14.12 The ISSF Integrity, Ethics and Safeguarding Council shall appoint an independent and impartial Investigatory Body on a case-by-case basis to investigate potential Integrity Code Violations. Upon completion of investigations, the Investigatory Body shall issue Reports to the ISSF Integrity, Ethics and Safeguarding Council.

14.13 The ISSF Integrity, Ethics and Safeguarding Council shall appoint an Adjudicatory Body, comprised of five members who may be called upon on a case-by-case basis to form an Adjudicatory Panel. Each Adjudicatory Body member shall serve a maximum of three four-year terms.

14.14 The Adjudicatory Body's responsibilities include:

14.14.1 reviewing upon referral from the ISSF Integrity, Ethics and Safeguarding Council any Reports issued by the Investigatory Body;

14.14.2 taking appropriate decisions, including imposing discipline and sanctions in accordance with this Constitution and the ISSF Rules and Regulations; and

14.14.3 any other task attributed to the Adjudicatory Body by this Integrity Code, the Constitution the Executive Committee Executive or the ISSF Rules and Regulations.

14.15 The contents of the ISSF Integrity Code and any amendment to it shall be approved by the Executive Committee, upon the recommendation of the ISSF Integrity, Ethics and Safeguarding Council.

15. MONITORING CORRUPTION

15.1 The Unit shall take all reasonable and practical steps within its power to prevent and investigate potential Integrity Code Violations, including:

a) monitoring betting, including monitoring any irregular betting patterns that might occur;

b) operating a reporting / whistleblowing hotline;

c) establishing effective channels for cooperation (including but not limited to the exchange of intelligence and information) between the ISSF and other competent authorities (including national and international criminal, administrative, professional and/or judicial agencies) in relation to the investigation and prosecution of conduct that is prohibited under this Integrity Code and/or under other applicable laws or regulations;

d) exchanging information with other relevant sports organisations (for example, the International Olympic Committee) in relation to corruption in sport; and

e) introducing education programmes.

16. REPORTING OF A VIOLATION

16.1 Any person may report an alleged Integrity Code Violation to the Unit via the official channels described on the ISSF website.

16.2 The Unit shall acknowledge receipt of the report, although the person submitting the report shall have no entitlement for proceedings to be opened, to be involved in the proceedings or to be informed of any decision made. The Unit will ensure that upon full discretion of the Unit any person who can be deemed to be directly concerned is duly consulted, in particular as regards establishing facts. The Unit shall also inform the Complainant, provided they are directly concerned by the facts of the case, of (i) the opening of proceedings, (ii) imposition of Provisional Measures, (iii) the findings of the decision, as well as any considerations related to the facts which concern such person directly. Upon request, such information may also be provided by the Unit to any other person who is directly concerned and has a legitimate interest. The information shall be provided at the same time as notification to the Parties to the proceedings.

16.3 The report, including all accompanying documents, can be filed in any language to the ISSF Integrity Unit and the ISSF Integrity Officer shall conduct a preliminary assessment of the case, to the best of their ability with the use of available translation tools where necessary.

16.4 Reporting under this Integrity Code may be made anonymously. Anonymity means that Unit Officials will not know the personally identifying information of the reporter. The identity of any Complainant may only be disclosed if such disclosure is both necessary for the purposes of any investigation into an alleged Integrity Code Violation and the consent in writing of the person to the disclosure of their identity has been obtained.

16.5 In case the identity of the reporting person is necessary to continue and investigate the potential Integrity Code Violation and the reporting person declines to make his/her identity known, the Integrity Officer/Investigatory Body may terminate the ongoing proceedings or refuse to initiate a new case.

16.6 The transfer of a potential Integrity Code Violation reported directly to the ISSF instead of to the Unit shall be deemed to be a report under this Integrity Code.

17. PRIMA FACIE CASE

17.1 The ISSF Integrity Officer shall first assess whether the report relates to an alleged Integrity Code Violation. In carrying out a preliminary analysis, the ISSF Integrity Officer will assess whether the Unit has prima facie jurisdiction to investigate the report and whether the report has any reasonable prospect of establishing one or more Integrity Code Violations. Where the ISSF Integrity Officer considers that the Unit does not have jurisdiction or that the report has no reasonable prospect of establishing one or more Integrity Code Violations, the ISSF Integrity Officer may decide, in his/her full discretion, to take no further action other than informing the ISSF Integrity, Ethics and Safeguarding Council that the case is closed. Such decision is not subject to appeal.

17.2 Where the conduct reported to it could be pursued as either an Integrity Code Violation by the Unit or by an ISSF Member Federation on national level, the Unit shall decide whether to pursue the matter under this Integrity Code or to refer the matter to the ISSF Member Federation (as applicable). Where an ISSF Member Federation fails to act effectively in respect of the matter, the Unit may (at its absolute discretion) pursue the matter under this Integrity Code.

17.3 If the ISSF Integrity Officer considers it appropriate to do so, they may ask any person filing a report to provide further information or make other enquiries.

17.4 If the evidence submitted with, or subsequent to, any report is considered by the ISSF Integrity Officer to establish a prima facie case of an Integrity Code Violation, the ISSF Integrity Officer will cause an investigation to be commenced, unless in the view of the ISSF Integrity Officer, there is a good reason not to cause an investigation to be commenced either immediately or at all.

17.5 Grounds do not need to be given for the initiation of an investigation for an alleged Integrity Code Violation and the decision may not be appealed. The Covered Person shall be notified of the commencement of such an investigation and of the possible Integrity Code Violation(s) to which the investigation relates and shall be afforded the right to make a written submission as part of the investigation or may be asked to participate in an interview. The Covered Person must cooperate with any request for an interview under this Integrity Code and any refusal to do so shall be deemed to be an Integrity Code Violation.

17.6 The ISSF Integrity Officer may write to any Covered Person against whom a prima facie case has been found to exist, to ask whether or not that person wishes to admit any Integrity Code Violation(s) and enter an agreed-upon sanction. In this case, the ISSF Integrity Officer will submit the matter to the Adjudicatory Body via the ISSF Integrity, Ethics and Safeguarding Council for ratification of a settlement agreement.

17.7 At any time, either before, during or after an investigation, the Integrity Officer or Adjudicatory Body may refer any information received from a report or otherwise, to the appropriate criminal authorities or other regulatory or law enforcement bodies, whether required by law or not.

18. PROVISIONAL MEASURES

18.1 The ISSF Integrity Officer may suggest the imposition of provisional measures on the Covered Person at any time pending completion of the investigation and a Decision if they consider that the safety or well-being of a person, and/ or public confidence in the integrity of the sport of Shooting is at substantial risk, pending the outcome of the investigation. The Covered Person may not be given an opportunity by the ISSF Integrity Officer to submit their position before provisional measures are imposed. The decision on whether to impose those measures will be referred to the Adjudicatory Body who will only inform the Covered Person of its Decision should it decide to impose provisional measures. A copy of the Adjudicatory Body's Decision to impose provisional measures on the Covered Person shall be notified to the Covered Person, as well as his/her/its ISSF Member Federation by email. Any provisional measures imposed will take effect from the date the notice of Decision imposing provisional measures is sent to the Covered Person.

18.2 Pursuant to the Safeguarding Regulations, in urgent matters involving possible harassment and abuse, the ISSF Integrity Officer and/or ISSF Safeguarding Officer shall have the power to impose urgent provisional measures which may include but not be limited to removal of an individual or Covered Person from the field of play, the range, or a competition in general.

18.3 A Decision to impose provisional measures may not be appealed.

18.4 Failure to abide to provisional measures would amount to an additional Integrity Code Violation.

18.5 A Covered Person may at any time chose to voluntarily suspend themselves, pending determination of the charge(s) against them. Such voluntary suspension shall be notified in writing to the Unit.

18.6 No admission may be inferred, or other adverse inference drawn, from a Covered Person's voluntary provisional suspension.

18.7 Any period of provisional suspension served and complied with (whether voluntarily or otherwise) shall be credited against any period of suspension or ineligibility subsequently imposed on the Covered Person.

19. INVESTIGATING POTENTIAL INTEGRITY CODE VIOLATIONS

19.1 Where a prima facie breach of the Integrity Code is established and an investigation is required, the ISSF Integrity, Ethics and Safeguarding Council shall appoint an appropriate Investigatory Body to investigate the case and report back to the ISSF Integrity, Ethics and Safeguarding Council who will, if needed, refer the case to the Adjudicatory Body.

19.2 The Investigatory Body, having been appointed by the ISSF Integrity, Ethics and Safeguarding Council, may make a written request to a Covered Person to provide any document, information, or item that the Investigatory Body reasonably believes may evidence or lead to the finding of an Integrity Code Violation.

19.2.1 The Investigatory Body shall have the power to call any Covered Person or other person as a witness to participate in an interview. Any Covered Person shall be obliged to cooperate with such interview and may be accompanied by a legal representative.

19.2.2 A refusal or failure by a Covered Person to comply with a request for interview within a reasonable time limit as specified by the Investigatory Body shall constitute a separate violation of this Integrity Code.

19.2.3 Any attempted or actual damage, alteration, destruction or hiding of any documents, information, or item relevant to the investigation, whether before or after a Demand is issued, shall also constitute a further separate Violation of this Integrity Code.

19.3 The Complainant and the Covered Person(s) against whom the complaint has been made or who have been requested to cooperate with the investigation shall be notified by the Investigatory Body, to the extent possible, required or necessary (keeping in mind possible privacy and confidentiality restrictions), of all relevant steps in the investigatory process and allegations brought against them.

19.4 The Investigatory Body shall grant the Respondent procedural rights including the opportunity to be heard and defend the charge(s) of committing an alleged Integrity Code Violation (including Safeguarding Regulations Offence(s)) prior to a Report being issued and the matter being remitted to the Adjudicatory Body.

19.5 The Investigatory Body shall be responsible for investigating the case independently and impartially and tendering a written confidential report to the ISSF Integrity, Ethics and Safeguarding Council including an assessment of whether there has been an Integrity Code violation (or other ISSF rule or regulation offence) and non-binding recommendations of possible discipline that may be offered or imposed by the Adjudicatory Body as a result of such Violation(s) or offence(s).

19.6 Investigative Reports are treated as confidential. There are, however, limits to confidentiality. The ISSF will make reasonable efforts to protect the privacy of individuals involved in the administration of Investigative Reports, while balancing the need to gather information to assess and/or investigate a complaint and to implement the Integrity Code or Safeguarding Rules in a manner that is procedurally fair.

19.7 To assist with the adjudication of the matter and reduce duplication of witness testimony, the Investigatory Body's findings shall be considered findings of fact. The Investigative Body's Report shall automatically become part of the case file, so long as any confidential sections are redacted to the Investigatory Body's satisfaction (in order among others to protect the identity or at-risk-witnesses), prior to being shared with the parties in the event the matter proceeds to adjudication.

19.8 Where the Investigatory Body determines on the balance of probabilities that no further investigation is warranted, the matter shall not proceed, and any provisional measures previously imposed shall be lifted. All Parties shall be so informed. A Decision that a matter shall not proceed is final and binding.

20. OFFER OF CONSEQUENCES/DISCIPLINE

A. For all matters others than those referred to the Adjudicatory Body under the *Safeguarding Regulations*

20.1 The ISSF Integrity, Ethics and Safeguarding Council will consider the contents of the Report, the Investigatory Body's non-binding disciplinary recommendations and the scope of application of the ISSF Integrity Code.

20.2 Based upon the same, the ISSF Integrity, Ethics and Safeguarding Council shall, by written confidential and official correspondence offer to the Respondent an option to accept Proposed Consequences as a full and final resolution of the matter in lieu of proceeding to a hearing.

20.3 Should the Respondent consent to the ISSF Integrity, Ethics and Safeguarding Council's Proposed Consequences, they shall sign a form to that effect.

20.4 The Proposed Consequences may include but not be limited to the discipline provided in Article 24 below. Bespoke consequences and discipline may be offered to the Respondent by the ISSF Integrity, Ethics and Safeguarding Council on a case-by-case basis.

20.5 Any offer of Proposed Consequences shall expressly notify the Respondent that:

a) they shall have 10 working days from the date of notification of the ISSF Integrity, Ethics and Safeguarding Council's Proposed Consequences to accept them or not; and

b) should they not respond to the offer of Proposed Consequences, they will be deemed to have implicitly accepted the Proposed Consequences, which will then become enforceable and imposed as final and binding on all Parties.

20.6 Should the Respondent accept the Proposed Consequences, and within 20 working days of the same, the ISSF Integrity, Ethics and Safeguarding Council will inform all Parties of the outcome of the matter by way of a written and reasoned Decision which shall be confidential but for the operative part of the decision which shall be subject to optional public reporting, to be decided by the ISSF. The Decision shall be final and binding and include:

a) Details of the Integrity Code Violation,

b) The ISSF Integrity, Ethics and Safeguarding Council's finding,

c) The discipline proposed and accepted by the Respondent,

d) The fact that the Decision is final and binding, and

e) Any privacy and confidentiality restrictions with regards to the publication of Decisions.

20.7 Where it is determined that an Integrity Code Violation has occurred, and the Respondent does not accept the Proposed Consequences, the matter shall be referred to the Adjudicatory Body (sitting in a sole or three-member Adjudicatory Panel) for a hearing that shall be conducted in accordance with the provisions below.

B. For matters referred to the Adjudicatory Body under the *Safeguarding Regulations*.

20.8 The ISSF Integrity, Ethics and Safeguarding Council will consider the contents of the Report (as findings of fact), the Investigatory Body's non-binding disciplinary recommendations and the scope of application of the Safeguarding Regulations and Integrity Code (as applicable).

20.9 Pursuant to Article 7 of the Safeguarding Regulations, in matters involved Safeguarding Regulations Offences, Integrity, Ethics and Safeguarding Council shall inform the Claimant of the Proposed Consequences prior to the same being offered to the Respondent to provide them with an opportunity to accept the same. The Claimant shall have 7 working days from the date of the receipt of the anticipated Proposed Consequences to agree to the same.

20.10 Should the Claimant accept the Proposed Consequences the ISSF Integrity, Ethics and Safeguarding Council will propose the Consequences to the Respondent who will have 7 working days to accept the Proposed Consequences or not.

20.11 If both the Claimant and the Respondent accept the Proposed Consequences, both Parties will forfeit their right to appeal the ISSF Integrity, Ethics and Safeguarding Council Decision imposing the same.

20.12 Should the Respondent accept the Proposed Consequences, and within 20 working days of the same, the ISSF Integrity, Ethics and Safeguarding Council will inform all Parties of the outcome of the matter by way of a written and reasoned Decision which shall be confidential but for the operative part of the decision which shall be subject to public reporting. The Decision shall be final and binding and include:

a) Details of the Integrity Code Violation,

b) The ISSF Integrity, Ethics and Safeguarding Council's finding,

c) The discipline proposed and accepted by the Respondent,

d) The fact that the Decision is final and binding, and

e) Any privacy and confidentiality restrictions with regards to the publication of Decisions.

20.13 Where it is determined by the ISSF Integrity, Ethics and Safeguarding Council that a Safeguarding Regulations Offence has occurred, and:

20.13.1 Neither the Claimant nor the Respondent accept the Proposed Consequences, the matter shall be referred to the Adjudicatory Body (sitting in a sole or three-member panel) for a hearing that shall be conducted in accordance with the provisions below.

20.13.2 The Respondent does not accept the Proposed Consequences, the matter shall be referred to the Adjudicatory Body (sitting in a sole or three-member panel) for a hearing that shall be conducted in accordance with the provisions below.

20.13.3 The Claimant does not accept the Proposed Consequences, the ISSF Integrity, Ethics and Safeguarding Council may still proceed with offering the Proposed Consequences to the Respondent who may accept them, thereby waiving his right to appeal the decision. In such a case, the ISSF Integrity, Ethics and Safeguarding Council Decision would be subject to appeal by the Complainant in accordance with the provisions below.

21. ADJUDICATION

21.1 Once the case has been referred to a sole or three-member Adjudicatory Panel, adjudications shall be conducted expeditiously and in respect of the rules of natural justice. The Adjudicatory Panel shall have the discretion of conducting the hearing process as it deems just to ensure a fair an expeditious handling of justice.

21.2 The Unit and/or Chair of the Adjudicatory Body may determine situations in which a member of the Adjudicatory Body should not be appointed to a Panel due to a potential conflict. Exceptions to such limitations may be made where necessary or appropriate upon consent of the Parties.

22. BURDEN AND STANDARD OF PROOF; ADMISSIBILITY OF EVIDENCE

22.1 Other than for Safeguarding Regulation Offences, the Unit will have the burden of establishing that an Integrity Code Violation has been committed. In all circumstances, the standard of proof shall be on the balance of probabilities.

22.2 For Safeguarding Regulations Offences, the Complainant shall have the burden of establishing that a Safeguarding Regulations Offence has been committed on a balance of probabilities.

22.3 Facts upon which a finding of liability may be made shall be established by any reliable means. The Adjudicatory Panel shall at its own discretion determine the admissibility, relevance, materiality and weight of the evidence tendered.

22.4 The principle of strict liability applies. Once established to the required standard of proof, Integrity Code Violations are punishable regardless of whether they have been committed intentionally, recklessly, and/or negligently.

22.5 The Adjudicatory Body may draw an adverse inference against any Covered Person who fails to comply with any request for information, documentation or assistance, or fails to cooperate with the investigation process and /or retaliates against those who do.

23. DECISION

23.1 Where the Adjudicatory Body determines further to a hearing that an Integrity Code Violation (including Safeguarding Regulations Offences) has been committed on a balance of probabilities, it shall issue a written and reasoned Decision.

23.2 The Adjudicatory Body shall issue its Decision in writing to the Parties setting out, in principle and subject to any necessary redactions, the following:

a) the name of the Adjudicatory Panel members(s) who decided the case;

b) the name of the Parties;

c) a summary of the relevant facts;

d) an account of the procedure followed;

e) the Decision on jurisdiction;

f) the provisions or a reference to the provisions on which the Decision is based;

g) the reasons for the Decision, including the Integrity Code Violation(s) committed, the applicable consequences and start date (if applicable);

h) the operative part of the Decision;

i) the Decision, if any, in regard to costs;

j) a notice indicating any possibility to file an appeal in CAS and the relevant time limit and;

k) any privacy and confidentiality restrictions with regards to the publication of Decision under applicable laws.

23.3 In rendering the Decision, the Adjudicatory Body shall apply this Integrity Code as well as ISSF Rules and Regulations and, subsidiarily, German law.

23.4 The Adjudicatory Body will make its Decision by majority. No members of the Adjudicatory Body may abstain.

23.5 Decisions are enforceable as soon as the operative part is communicated to the Parties by email.

23.6 A copy of the Decision will be sent to the Covered Person's ISSF Member Federation (where applicable). The Decision may, at the ISSF's discretion, be subject to redaction requests in accordance with all applicable privacy regulations and/or be made public upon receipt, including by posting a copy on the ISSF website.

23.7 Where the Complainant or the Respondent is a minor, the Decision shall never be published unless all parties expressly consent to the same. In such an instance, all necessary redactions will be made such that the identity of the minor could not be reasonably deduced.

23.8 If the Adjudicatory Body rules that no Integrity Code Violation (including Safeguarding Regulations Offences) was committed, the Decision will only be published with the consent of the Respondent/Covered Person. However, and subject to all applicable privacy laws, the fact that the charge has been dismissed may be publicly disclosed without such consent. The Adjudicatory Body may decide to redact specific parts of the Decision before any publication.

23.9 The Adjudicatory Body may decide to communicate the operative part of the Decision prior to the delivery of the full Decision including the reasons upon request and/or consent of the Parties where exceptional circumstances exist.

24. SANCTIONS/DISCIPLINE

24.1 The following sanctions may be imposed, without limitation, as a disciplinary consequence to an Integrity Code Violation:

a) a warning as to future conduct;

b) a probationary period;

c) a reprimand;

d) a fine in an amount proportionate to the seriousness of the violation;

e) an order of reimbursement or restitution;

f) a suspension from carrying out specific activities on behalf of the ISSF and/or ISSF Member Federation for a specified period;

g) removal from office or from any ISSF body;

h) loss of privileges;

i) no contact directives;

j) forfeiture of points and/or of quota places and/or of hosting rights;

k) requirement to complete educational or another remedial program;

l) return of ISSF awards;

m) a period of ineligibility, the length of which is to be determined based on what is proportionate in the circumstances of the case, taking into account in particular (i) the nature of the violation(s), (ii) the degree of fault of the Covered Person, (iii) the harm that the violation(s) has/have done to the sport, (iv) the need to deter future violations, and (v) any specific aggravating or mitigating factor; and

n) any other sanctions, restrictions or conditions as deemed necessary or appropriate for the proper administration of justice.

24.2 The sanction(s) to be imposed in a particular case shall be determined by reference to all the relevant circumstances of the case, including an assessment of the seriousness of the violation, and any mitigating or aggravating factors that may be present.

24.3 Aggravating factors may include (without limitation):

a) the age or experience or position of trust or authority of the Covered Person (e.g., as coach of the team);

b) the Covered Person's previous disciplinary record, including in particular any prior violations of this Integrity Code or similar offences;

c) any finding that the Covered Person violated more than one Article of this Integrity Code or violated the same Article more than once;

d) any finding that the Covered Person received or expected to receive a significant Benefit as a result of their violation;

e) any finding that the Covered Person's violation affected or had the potential to affect the course or outcome of an Event;

f) any finding that the violation was part of a broader scheme involving other Covered Persons, including evidence of coercion backed up by threats;

g) the Covered Person's deceptive and/or obstructive behaviour during the course of the ISSF's investigation and/or the proceedings before the Adjudicatory Body, such as providing no (or incomplete or inaccurate) information in response to questions or requests for information, or pursuing frivolous arguments or defences or retaliating against witnesses who cooperate with investigations; and/or

h) a lack of remorse on the part of the Covered Person (including, for example, refusing to take part in Integrity educational programs organised by the ISSF).

24.4 Mitigating factors may include (without limitation):

a) the youth or inexperience of the Covered Person and/or any finding that there was taken advantage of them by more experienced or more senior Covered Persons;

b) the Covered Person's good previous disciplinary record;

c) any finding that the Covered Person did not receive or expect to receive any significant Benefit as a result of the violation(s);

d) any finding that the Covered Person's violation(s) did not affect or have the potential to affect the course or outcome of an Event;

e) the Covered Person's timely admission of a violation when confronted with the alleged violation(s);

f) the Covered Person's cooperative behaviour during the course of the investigation and/or the proceedings before the Adjudicatory Body, such as providing information requested on a timely and complete basis, and/or volunteering information;

g) the Covered Person's provision of Substantial Assistance (provided that the extent of the mitigation will depend mainly on the extent to which the Substantial Assistance enabled the Unit or other relevant authority to establish other violations of this Integrity Code or other applicable laws or regulations); and

h) the Covered Person displaying remorse (including, for example, by agreeing to take part in integrity educational programmes organised by the ISSF).

i) the Covered Person's behaviour was negligent as opposed to deliberate.

24.5 Where more than one violation has been committed, the sanction will be based on the most serious violation and increased as appropriate depending on the specific circumstances.

24.6 Any period of ineligibility imposed under the Integrity Code will commence on the date it is imposed by the Adjudicatory Body, or otherwise accepted by the Covered Person, with credit given for any period of provisional suspension served and complied with.

24.7 Where the Adjudicatory Body sees fit, it may suspend the implementation of all or part of any sanction(s) imposed for so long as specified conditions are satisfied.

24.8 During any period of ineligibility or provisional suspension, a Covered Person may not (a) participate in any Event; (b) attend any other activity organised by or on behalf of the ISSF or any Continental Organisation or ISSF Member, save that at ISSF's invitation the attendance is allowed in an educational capacity as part of an integrity programme organised by the ISSF; and (c) hold or be a candidate for any position (or have any dealings) as an ISSF Official or Other Official. Any potential violation of the period of ineligibility shall be considered an Integrity Code Violation and shall be pursued in accordance with Chapter D.

24.9 If a Covered Person is found to have violated this Integrity Code, the period of ineligibility originally imposed in accordance with this Integrity Code shall recommence from the date of such violation (disregarding the period of ineligibility served prior to such violation) and (where applicable) the Covered Person shall be immediately disqualified from the relevant Event.

24.10 This Integrity Code shall continue to apply to any ineligible Covered Person and separate proceedings may be brought against the Covered Person under this Integrity Code for any violation committed during the period of ineligibility.

24.11 As part of an informal or formal resolution of any matter, a Covered Person may be required to complete an appropriate education or rehabilitation programme pertaining to the prevention of harassment and abuse as a condition of eligibility or as an independent sanction.

25. RIGHT OF APPEAL

25.1 Sanctions imposed by the Adjudicatory Body further to finding that an Integrity Code Violation has been committed may be appealed by any party to the proceedings in question and that is affected by the Decision and shall be filed exclusively to the CAS, subject to Article 20 above where one or both Parties may have waived their right to appeal by accepting proposed consequences.

25.2 To be admissible, an appeal to CAS must be filed with the CAS within twenty-one (21) calendar days of the appealing Party's receipt of the written reasoned decision in question by email. A copy of the appeal shall be served at the same time on the other Part(ies). Only the notification by email of the full Decision is relevant for the purposes of calculating the time limit to appeal in CAS. The appeal shall comply with the applicable rules and requirements of the Code of Sports-related Arbitration.

25.3 An appeal to CAS shall not have any suspensive effect. Accordingly, pending the resolution of the appeal by the CAS, any sanction(s) imposed in the Decision will remain in full force and effect (unless the CAS orders otherwise).

25.4 The appeal proceedings before CAS shall be conducted in English and the procedure will be governed by the procedural rules of the Code of Sports-related Arbitration. The substantive issues on appeal will be governed by this Integrity Code (and any other applicable ISSF Rules and Regulations) and subsidiarily by German law.

26. RECOGNITION OF DECISIONS AND PROVISIONAL MEASURES

26.1 Decisions taken under this Integrity Code, including CAS appeal decisions, are applicable worldwide and must be recognised, respected and given effect by the ISSF and all ISSF Member Federations, without the need for any further formality.

26.2 The ISSF and all ISSF Member Federations shall recognise and take all necessary and reasonable steps within their powers to enforce and give effect to all decisions taken under the regulations of an ISSF Member adopted in accordance with this Integrity Code.

27. STATUTE OF LIMITATIONS

27.1 The statute of limitation period for claims filed under this Integrity Code is ten (10) years from the last date when the Integrity Code Violation or ISSF Code of Ethics is alleged to have occurred. If the Claimant is a minor, the statute of limitation period shall be 7 years from the date at which the Claimant is no longer a Minor.