

***To be approved by the IFF Central Board on 9<sup>th</sup> of February 2014***

## **§ 0 Preamble**

The International Floorball Federation as an active member of the Olympic Movement has established the following guidelines for the conduct of the Athlete's Entourage in the prefix of the IFF Competition Regulations. These regulations apply with the principle of *mutatis mutandis* to private and professional entourages.

The IFF Central Board can, based on the initiative of the IFF Entourage Committee, modify these guidelines as to fulfill the requirements made by the Olympic Charter and other regulations established by the respective International Organisations.

## **§ 1 Definition**

The Entourage comprises all the persons associated with the athletes within the Floorball community and all types of Floorball sport disciplines, including, without any limitation, coaches, physical trainers, medical staff, physiotherapists, managers, club employees, agents, sports organizations, sponsors, lawyers and any person promoting the athlete's sporting career, including family members.

## **2. General Principles**

The Entourage must in all their activities respect and promote ethical principles, including those contained in the Olympic Charter, the IOC Code of Ethics, the WADA Code, the IFF Statutes, the IFF Competition Regulations, the IFF Code of Ethics and the IFF Juridical Regulation.

The Entourage must, in accordance with such principles, always act in the best interests of the athlete.

Minors must be given special care and consideration.

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 IFF or any national member association.

## **§ 3 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, the IFF Anti-Doping Regulation and support its programs.
- Refrain from any form of betting or promotion of betting activity on the athlete's sport.

- Refrain from any form of harassment
- Refrain from any abuse of a position of influence

#### **§ 4 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 the sports' organization concerned.

#### **§ 5 Transparency**

The Entourage's interactions within the relevant populations must be clearly defined, in a written contract

where applicable. IFF will provide standardized contract templates developed by the Entourage Committee. Member Associations are encouraged to use these contracts for their Entourage members.

The Entourage must be transparent about their 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 organizations have a responsibility to inform athletes about their rights and obligations, including the legal means to resolve any disputes.

#### **§ 6 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.

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 the sport, and encourage the athlete to

behave accordingly.

The Entourage must keep the athlete fully informed of all dealings and arrangements made on the athlete's

behalf.

The Entourage must comply with best accounting practices and make available to the athlete full and

accurate accounts and records and, where applicable, to the relevant authorities.

#### **§ 7 Sanction**

Any breach of the IFF regulations by a member of the Entourage shall be sanctioned. The terms of the

sanction and the disciplinary procedures are defined by the IFF Juridical Regulation.

### **§ 8. Athletes' Responsibility**

The athletes have a responsibility to act responsibly, choosing their Entourage members with care and with the exercise of due diligence and to use their best efforts to ensure that any contract is negotiated with fair conditions.

### **§ 9 Athletes' Entourage Committee**

To supervise the execution of these guidelines and advise members of the Entourage on its rules and

procedures IFF has established an Entourage Committee.

This commission is comprised of such members as determined by the IFF Central Board and are selected under procedures determined by the IFF Statutes.

Any final decision on questions related to the Athletes' Entourage is taken by the IFF Central Board based on the procedures of the IFF Statutes and upon recommendations from the Entourage Committee.