

**Helsinki, Finland 7<sup>th</sup> of May, 2018**

**IFF ETHICS COMMISSION DECISION 2/2018**

**To:  
Ms. Belinda Cameron  
Ms. Fiona Cameron  
By email**

**CC:  
IFF CB  
IFF ETC  
Australian Floorball Association**

**Re:** ETC decision in the Complaint by the Cameron's

Dear Ms. Cameron,

The IFF Ethics Commission (ETC) has received your complaint dated April 25, 2018, including attachments, the same day. Floorball Australia (FA) has provided the ETC with the email exchange between Fiona Cameron and the FA starting Monday, April 23, 2018, 5:12 AM, ending with Merrin Bradford's email Sunday, April 29, 2018, 8:43 PM.

The ETC states:

1. The complaint raised by Belinda and Fiona Cameron (the Complainants) in February 2017 has been closed by the ETC on March 27, 2017, by email sent to the complainants.
2. The complaint dated April 25, 2018, alleges integrity non-compliance, conflict of interest; failure to adhere to procedural fairness, the rules of natural justice & rules of evidence; failure to adhere to FA constitution and member protection policy (MPP); termination of membership; unlawful suspension; failure to allow member protection officer (MIPO) to act; failure to adhere to AFA general code of conduct; failure to adhere to AFA Governance policy; failure to adhere to AFA transparency and accountability policy; failure to adhere to AFA Code of Ethics Administrators; failure to adhere to FA Code of Ethics; failure to adhere to IFF Code of Ethics; Corruption; Bullying, harassment and abuse.

The FA members concerned are Gordon Hodges, Karen Bowden, Stephen King, Richard Yeoh, Michael Gartner, Jasmine Davies, Bettina Lucini and Shane Abel. Other identified parties are Fiona Hodges, Jason Cowland, Hannah Quaife and Leith Woods.

3. The Complainants ask for the following resolutions:
  - 20.1 *The IFF immediately intervenes into the impending termination of Membership of Fiona & Belinda Cameron from FA on Monday 30 April 2017, before further damage is done.*
  - 20.2 *The IFF gives a determination that no suspension of rights of members Fiona and Belinda Cameron can continue until all matters are investigated and resolved lawfully and ethically.*
  - 20.3 *The IFF investigate, free of bias, all complaints made into members of FA by Fiona and Belinda Cameron and others.*
  - 20.4 *The IFF follow their own Code of Ethics, Judicial Regulations, IFF Statute and the Olympic Charter in proceeding with this matter in an expedient and confidential manner.*
  - 20.5 *The IFF take further action that may be appropriate including action to protect Fiona and Belinda Cameron and other members of Floorball Australia now and into the future and to protect the ongoing integrity of the Association. This should be by way of requesting Gordon Hodges and any other Committee member found to be guilty be removed from their positions and prevented from being involved in the Administration of Floorball Australia going forward.*
  - 20.6 *We request that IFF take all measures to ensure that there are no negative repercussions for Fiona and Belinda Cameron or for any other witnesses or other people mentioned in this complaint, including anything that will harm or impact upon participation in the sport at club, state, national, international and official levels, as a consequence of making this or other complaints.*
4. The information submitted by the Complainants show without doubt that the FA is conducting a procedure on "Termination of Membership" according to Art. 11 of the FA Constitution, here "Suspension and Compulsion", Art. 11.3. There is no evidence of a deviation from the process described in Art. 11 alleged by the Complainants.

5. The General Committee (GC) is, according to the Constitution, the competent body to take such a decision. The decision to be made is not of a disciplinary nature but of a "political" nature which is quite common in statutes of a private association in Australia and beyond. It is an association's basic right to decide who can become and stay a member. Therefore, the Constitution opens an appeal to the General Assembly as the highest body of the FA (Art. 11.3.6).
6. Given this specific proceeding, no member of the General Committee or any other person fulfilling their role according to the Constitution can be seen in a conflict of interest. If it were otherwise, the right of the FA to decide its membership would be undermined.
7. The internal remedies have not been exhausted, nor has any decision yet been made. In any event, the ETC presumes that there are legal provisions in Australia to appeal an expulsion at the state courts.
8. No disciplinary procedure is to be recommended by the ETC to the IFF Disciplinary Committee (IFF Code of Ethics 6.5). The resolutions sought by the Complainants are denied. The case is closed.

In Helsinki, on the 7<sup>th</sup> of May, 2018

Carol Roberts  
ETC Member

Sylvia Schenk  
ETC Member