

GUIDELINES FOR THE WORK OF THE IFF ETHICS COMMISSION

1. Task of the Ethics Commission (ETC)

a) The ETC

- a. Provides advice to Persons bound by the Code of Ethics (the Code)¹ regarding their obligations under the Code. The persons are the IFF Officials, the IFF Committee members, IFF Staff and Participants and Organisers of IFF Events.
 - b. Provides advice to the CB on the development of the IFF governance system, especially on rules/regulations on ethical matters; and
 - c. Identifies emerging ethical issues of strategic importance within IFF's mandate for GC's consideration.
- b) The ETC examines suspected breaches of the Code, either after receiving a complaint or on its own initiative and decides on possible measures. This includes complaints on sexual harassment according to the IFF Sexual Harassment Policy.
- c) If the ETC deems a disciplinary procedure necessary, it will refer the matter to the Disciplinary Committee with a short-reasoned report. The complainant and the person(s) suspected of a breach of the Code of Ethics will be informed whether or not the ETC passes on the file to the Disciplinary Committee, taking into account data-protection and personality rights of persons involved.
- d) Upon request, the ETC will mediate conflicts between member organisations, and provide opinions on matters arising under the Code.

2. Procedure

- a) All complaints must be made using the prescribed complaint form, which is available on the IFF web page, on the page of the Ethics Commission.
- b) While all ETC members will normally consider each request or question before the Committee, every issue must be considered by a minimum of two members.
- c) The ETC has the power to conduct a preliminary investigation to assess whether a disciplinary procedure should be recommended.
- d) During an investigation, the ETC must ensure that the principles of natural justice are complied with, and protect the identity of whistle-blowers and, where necessary and appropriate, that of witnesses and victims.
- e) The Disciplinary Committee is not bound by the recommendation of the ETC.
- f) The Secretary General of IFF serves as secretary for the ETC but is not involved in any discussion or decision. In those cases where the identity of individuals is to be kept confidential, the complaint will be managed exclusively by the ETC.
- g) Confidential complaints and/or information can be sent directly to the Chair of the ETC at IFFEthics@floorball.org.
- h) No party will be required to pay costs associated with any ETC procedure.

¹ See Code of Ethics § 0 Preamble: "This Code of Ethics applies to all IFF Officials, IFF Staff, Participants and Organisers of Events in any capacity whatsoever, in particular Players and the Players' Entourage."