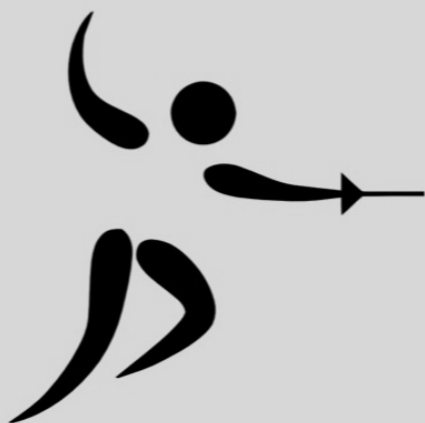




FENCING ASSOCIATION OF INDIA CODE OF CONDUCT AND DISCIPLINE



*Everyone involved in fencing at all levels
have the collective responsibility, to create
a fair, safe, and enjoyable environment in
which the sport can take place.*

FAI CODE OF CONDUCT AND DISCIPLINE

Over the last few decades, personal conduct has been a major concern in the governance of sport. Bad conduct not only harms the people involved but also adversely affects the integrity of the sport and the image of the organisation. As the governing body of fencing in India, the Fencing Association of India (FAI) has drafted this Code that applies to members of the fencing fraternity. FAI is committed to protecting the image of fencing as well as safeguarding the interests of all stakeholders.

1. RESPONSIBILITY

The Fencing Association of India and its members (Permanent Members and Units) are jointly responsible for overseeing the adoption and implementation of this Code. Everyone associated with fencing in India is required to read, understand and comply with this Code.

2. WHO DOES THE CODE APPLY TO?

- 2.1 Athletes/ Fencers and entourage (including parents)
- 2.2 Team Officials (Coaches, Managers, Assistants, etc.)
- 2.3 Team Support Staff (Doctor, Physiotherapist, Masseuse, etc.)
- 2.4 Technical Officials (Referees, Jury, Assistants, etc.)
- 2.5 FAI Staff
- 2.6 Anyone who represents FAI (paid or unpaid)
- 2.7 Volunteers
- 2.8 Invitees and spectators at a training facility or competition venue

**Certain clauses/ sub-clauses in the Code are applicable to the specific person(s) that are particularly mentioned in it.*

3. SITUATIONS THE CODE APPLIES TO:

This Code applies to behaviour occurring in all situations both within the sport or workplace in the authority of the FAI including:

- 3.1 Sport – Training/ Competition and related travel
- 3.2 Work – Meetings/ Events/ related social functions and travel

**Certain clauses/ sub-clauses in the Code are applicable to the specific situation that are particularly mentioned in it.*

THE GUIDELINES

4. GENERAL BEHAVIOUR

- 4.1 Fencers, officials, staff, and administrators shall observe discipline and decorum as ambassadors of fencing and project a favourable image of the sport. And, they shall not engage in any conduct bringing disrepute to the sport of fencing.
- 4.2 Fencers, officials, staff, volunteers, and all involved shall try to set a positive example by promoting good personal behaviour and showing respect to all involved in the sport. No one (including parents of the fencers) shall ever engage in abusive language or behaviour and shall respond calmly and clearly to any request for query or clarification.

5. EQUITY

There shall be no discrimination regarding a person's ethnic origin, gender, religion, sexual orientation, personal background, or political affiliation.

6. RULES OF THE SPORT

- 6.1 Fencers and officials shall comply with the Rules of the Sport, as amended by the FIE and FAI from time to time.
- 6.2 Coaches shall be responsible for staying updated with the Rules of the Sport and educating fencers about the same.
- 6.3 During competitions, technical officials shall ensure that the Rules of the Sport are implemented fairly and consistently with no personal bias or partiality.
- 6.4 As stated in the Rules of the Sport, fencers and team officials shall respect the decision of the technical officials during competition and shall protest only in a formal and approved manner.

7. COACH'S ROLE AS A MENTOR

- 7.1 Coaches shall be responsible for instilling the value of fair play in fencers.
- 7.2 Coaches shall develop mutual trust with every fencer, foster their self-esteem and encourage them to accept responsibility for their behaviour and performance.
- 7.3 A team coach shall be unbiased and not solely focus on the training of an individual fencer.
- 7.4 Coaches must be concerned at all times with the well-being of fencers, and maintain a sensible balance between performance demands and developmental needs, especially in the case of young fencers.
- 7.5 Coaches shall ensure not to allow allegations made by a fencer to go unchallenged, unrecorded, or not acted upon.

8. TRUST AND CONFIDENTIALITY

The relationship between team officials, fencers, and their families is a working relationship and one of trust.

- 8.1 It is paramount that an appropriate degree of confidentiality is maintained and no personal information is divulged without the prior permission of the fencer. Officials may be asked to provide relevant information regarding a fencer's performance and development, and it may be given only to officials concerned.
- 8.2 At no time is an official to use the trust and privilege to exert influence over fencers to gain personal benefit for themselves or their team.

9. PERSONAL APPEARANCE

Personal appearance is important; fencers, technical officials, team

officials, team support staff, and volunteers must look disciplined during training and competition.

- 9.1 For international competitions, the kits or uniforms specified by the FAI must be worn during travel, competition, ceremonies, and at chosen times.
- 9.2 Any requests by an FAI official to change inappropriate clothing or accessory during training or competition shall be complied with.

10. ATTENDANCE AND PUNCTUALITY

Fencers, technical officials, and team officials are required to attend and be punctual for training and competition as directed by the designated Official-in-Charge except when there are special circumstances, which must be reported to the designated Official-in-Charge as soon as possible.

11. CURFEW AND LIMITS

- 11.1 During training camps and international competitions, all fencers must be in their rooms from the specified curfew time unless permitted otherwise by the designated Team In-Charge.
- 11.2 Fencers will not be allowed off-site during training camps and international competitions, without prior permission or unless accompanied by an official, if minor.
- 11.3 Fencers are advised not to stay up late during training camps and international competitions, which will adversely affect their performance.
- 11.4 Officials on duty at the National Championships should seek permission from the designated FAI Staff-in-Charge before unpredictably going off duty or offsite for prolonged hours. Officials on duty at the training camps should intimate the FAI Office before unpredictably going off duty or offsite for prolonged hours.

12. MOBILE PHONES

- 12.1 Mobile phones are allowed at training camps and competition venues. However, fencers, team officials, team support staff, technical staff, and volunteers are expected to behave appropriately and turn off their mobile phones as directed by an official or when circumstances dictate (e.g. training session, during competition, etc.).
- 12.2 Phones will be confiscated if they are used at any time during competition in a way that is intrusive or inconsiderate, likely to distract fencer(s) or otherwise used contrary to the directions of an official.

13. PROTECTION OF PROPERTY

- 13.1 Fencers, administrators, technical officials, team officials, team support staff, volunteers, parents, staff, invitees, or spectators must not cause any damage to the training facility, competition venue, accommodation, or any resource made available to them.
- 13.2 The person(s) causing such destruction shall be bound to pay compensation for the damage caused (but payment will not excuse the damage).

14. SEXUAL HARASSMENT AND ABUSE

Acts of sexual harassment and abuse by anyone in fencing shall be taken seriously and not tolerated at any point. Sexual harassment and abuse are covered under the FAI Safe Sport Policy. Irrespective of whether an action is intended for harassment or not, if it was unwanted and improper behaviour and gives reasonable grounds for appeal as a breach of healthy boundaries, such acts shall be treated as per the FAI Safe Sport Policy.

15. ALCOHOL

Possession or consumption of alcohol is not permitted at any point during training and competition.

16. SMOKING

Possession or consumption of cigarettes, tobacco, or similar substances is not permitted at any point during training and competition.

17. ILLEGAL SUBSTANCE

Possession, administering or supplying of illegal or banned substances of any category, is not permitted at any point.

18. ANTI-DOPING

All fencers shall comply with the World Anti-Doping Code, FIE Anti-doping Rules, NADA Anti-Doping Code and Anti-doping regulations of the organisers of multi-sport Games, and co-operate with the authorities for testing and resultant procedures.

19. GAMBLING/ MANIPULATION/ DECEIT

Under no circumstances is gambling/ fixing/ deceit allowed in fencing.

- 19.1 Fencers, administrators, staff, officials, or anyone on behalf of them shall not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with the view of fixing or gambling in fencing, at any time.
- 19.2 Placing, accepting, directly or otherwise authorising another person to enter into any bet, or participating in any other form of betting, in relation to the result, outcome or conduct of any competition is prohibited.
- 19.3 Insider information shall not be used or shared for the purpose of betting or fixing.
- 19.4 Fencers shall always perform their personal best during competitions. No fencer is to deliberately forfeit their bout or tank their bout, thereby manipulating the outcome or conduct of a competition.

- 19.5 If a fencer has an agent, he/she shall submit an undertaking to the FAI with information about them. The agent shall not be invited to the training camp or hotel or competitions without prior permission.
- 19.6 Fencers and officials have the obligation to disclose to the FAI if there is any approach to be involved in an act that compromises the integrity of the sport.
- 19.7 If fencers, administrators, staff, officials or volunteers, with the view of any tangible or intangible benefits, furnish faulty paperwork/ documents or provide misleading information, it shall be considered as deceit. If the information is obtained from secondary sources, they shall try to verify the particulars before submitting it to FAI or any other authority.

20. MEDIA

- 20.1 Fencers, staff, officials, and all involved are expected to use social media/ social networking sites in a sensible and respectful manner while representing the FAI or its member Associations/ Units.
- 20.2 FAI recognises that fair and reasonable comments in general are made essentially by all. However, all are requested to refrain from undue public criticism.
- 20.3 In case of an ongoing Committee/ Commission hearing, fencers, administrators, officials or anyone on behalf of them shall not disclose any related matter to the media until the proceedings have concluded.

Normal rules apply to confidentiality and not bringing the Fencing Association of India into disrepute.

21. CONFLICT OF INTEREST

Conflict of interest may arise between personal, professional, institutional or family interests and the loyalty of a person's role in fencing. In such cases, the individual is obliged to disclose the same and refrain from the

related decision-making procedures.

- 21.1 In the selection of fencers, any selector with a conflict of interest shall abstain from voting for the fencer concerned.
- 21.2 Referees, video analysts and judges shall not officiate the competition in which their friend, relative, student, trainee or ward is competing.
- 21.3 In the decision-making of the FAI, an Executive Committee member with a potential conflict of interest shall be allowed to attend the meeting but he/ she shall not vote for the item in which they have a personal interest.
- 21.4 Executive Committee officials, staff, fencers in the National Team or officials on the duty of the FAI (paid or unpaid) shall not directly or indirectly engage in any business or commercial activity related to fencing which shall result in a conflict of interest, actual or potential, in the discharge of their responsibilities. Providing basic training/ coaching in fencing shall not be considered a commercial activity in the context of this condition.

22. CONFIDENTIALITY

The proceeding of the Executive Committee, meetings of the Committees/ Commissions and working of the FAI shall be considered confidential. Official deliberations and discussions shall not be disclosed to the media or any third party.

23. COMMERCIAL RIGHTS

- 23.1 While participating in the National Championships, fencers/ teams shall not display or advertise or cause to promote any brand that contradicts the commercial commitments/ sponsorship of FAI, i.e., fencers/ teams shall not endorse a (competitor) brand/ company in a product/ service category wherein the FAI has granted exclusive rights to its National sponsor. This also includes promotion or endorsement on social media.

- 23.2 When representing the FAI in international competitions (including the days of travel), fencers shall not display or advertise any brand, with the exception of images on social media. Fencers shall not advertise or endorse on social media any (competitor) brand/ company in a product/ service category wherein the FAI has granted exclusive rights to its National sponsor.

24. FIE STATUTES

The offences listed under FIE Statutes 7.1.7 that are also bound for disciplinary proceedings as per this Code are:

- 24.1 Unsportsmanlike conduct
- 24.2 Aggressive behaviour
- 24.3 Corruption
- 24.4 False declarations when entering a competition or as a candidate for an election
- 24.5 Receipt of a black card during a competition
- 24.6 Attack on sporting morals or ethics
- 24.7 Provocation or disorder
- 24.8 Threat

PROCEDURES

The Fencing Association of India (FAI) will not tolerate any untoward behaviour or act that tarnishes the image of fencing or harm anyone associated with fencing.

25. DISCIPLINARY COMMISSION

- 25.1 The Disciplinary Commission shall constitute of a Chairperson and four other members appointed by the FAI, for a term of four years. The members shall together have the knowledge, abilities, and specialist experience, which is necessarily required for the working of the Commission.
- 25.2 The Chairperson shall be a retired judge or IPS Officer.
- 25.3 Two members shall be persons retired from the Indian Police Service, or Indian Administrative Service, or retired/ working in Legal Service or working/ retired from Government Departments or Organisations that address issues on ethics and discipline.
- 25.4 Two members shall be sports administrators/ sports professionals with credible and proven experience.
- 25.5 The Chairperson and members of the Disciplinary Commission shall be subject to the provisions of this Code and other general conditions of service, as may be prescribed.
- 25.6 The Chairperson and members of the Disciplinary Commission may, by a letter in writing, addressed to the Secretary-General of FAI, resign office and the resignation shall take effect on the day the resignation is accepted by the Secretary-General.
- 25.7 The FAI shall remove any member of the Disciplinary Commission, if he/she:
 - 25.7.1 Remain absent in three consecutive hearings of the Commission;

- 25.7.2 Acquire financial or other interest as to affect prejudicially his/ her functions;
- 25.7.3 Abuse their position or violate ethical conduct and his/her continuance in the position is detrimental to public interest;
- 25.7.4 Is convicted and sentenced to imprisonment for an offence that involves moral turpitude; or
- 25.7.5 Is physically or mentally incapable.

Provided that a member shall not be removed without giving him/her a reasonable opportunity of being heard.

- 25.8 The vacancy shall be filled, at the earliest, by the appointment of FAI, and the person so appointed shall hold the position only so long as a member in whose place he/she is appointed would have held the position in case the vacancy had not occurred.
- 25.9 The Chairperson of the Disciplinary Commission, if required, be given a consolidated honorarium, per complaint, as decided by FAI. He/ she may also be entitled to accommodation and reimbursement of travel expenses, per official visit, as decided by FAI.
- 25.10 The external members (outside of fencing) of a Panel, if required, be given a consolidated honorarium, for hearing of a complaint, as decided by FAI. He/ she may also be entitled for accommodation and reimbursement of travel expenses, per official visit, as decided by FAI.
- 25.11 A complaint to the Disciplinary Commission shall be processed and decided by a one or three-member panel ("the Panel") as decided by the Chairperson. A Panel shall decide on any complaint by a majority.

26. COMPLAINT

Anyone who has a concern about a possible violation of conduct and discipline that relates to FAI activities should report it. Individuals are encouraged to submit a complaint through the correct channels as per the

procedures. Directly affected individuals as well as third-party individuals who know of such incidents can report it. Any person who complains in good faith shall not be subject to reprisal because of it; their identity shall be treated confidentially. These protections shall not apply to a person intentionally making false accusations.

The complaint can be sent to the FAI Headquarters and must state:

- 26.1 The full name of the individual or entity, address and title of the complainant(s);
- 26.2 The full name of the individual or entity being accused;
- 26.3 A summary of the facts, the objectives of the complaint, with an indication of the guideline or principle infringed; and
- 26.4 The signature of the complainant.

The complaint can, moreover, be accompanied by documents necessary for the investigative file.

FAI appointed Coaches and Organising Secretary of the National Championships have the obligation to report any violation of this Code that came to his/her attention during training camps, competitions or related travel.

27. PROCESS AND PROCEEDINGS

- 27.1 FAI Secretary-General shall find out if there is a prima facie view of substance in the complaint received. If the complaint is found legitimate, the FAI Secretary-General shall authorise the Disciplinary Commission to investigate and process the complaint.
- 27.2 A copy of the complaint will be sent to the accused and other parties.

- 27.3 Disciplinary Commission will conduct a formal hearing, which will include questioning, and recording of the statement of the complainant, the accused, and any witness that either party seeks to rely on.
- 27.4 All parties are entitled to be represented or assisted by their authorized representatives and also accompanied by legal counsel.
- 27.5 The Disciplinary Commission shall be impartial and ensure that the complainant and accused have an unbiased opportunity to represent themselves.
- 27.6 All parties have the right to produce any evidence in support of their claims/ arguments.
- 27.7 Inquiry procedures might require one or more sessions/ hearings depending on the complexity of the complaint.
- 27.8 All information will be treated in a careful and sensitive manner and shall be discussed only with those who need to know the information. Whenever possible, confidentiality will be respected.
- 27.9 The inquiry and hearing will be concluded within a period of 40 days, subject to extension, with the approval of the FAI Secretary-General.
- 27.10 Failing to cooperate with any inquiry/ hearing carried out by the FAI regarding a breach of this Code including (without limitation) failing to provide any information and/or documentation requested by the FAI that may be relevant to the inquiry, will also result in disciplinary sanctions.
- 27.11 If an (accused person) person authorises, causes or knowingly assists, encourages, aids and abets, covers up or is otherwise complicit in, any act or omission by the person's coach, manager, agent, relative or other associates that would have amounted to a breach of this Code, it shall be treated as if the person has committed such an act or omission himself/ herself and shall be

liable accordingly for disciplinary sanctions.

- 27.12 A report including the details of the inquiry, judgement of the Chairperson/ Panel, and sanctions, if any, shall be presented to the Secretary-General of FAI, within a period of 7 working days after concluding the hearing. Signed original prints of the judgement and sanctions shall be also issued to the complainant, accused and other parties.

28. SANCTIONS

Where it is determined that a violation of this Code has occurred, the Disciplinary Commission may decide suitable penalties or sanctions. In addition, the penalty imposed shall take into account the risk of repeat offence and other mitigating factors. The sanction may include one or more of the following:

- 28.1 Formal warning and fine;
- 28.2 Temporary suspension;
- 28.3 Termination;
- 28.4 Permanent ban from FAI governance, events, programmes and competitions; or/ and
- 28.5 Any other sanction considered appropriate in the circumstances.

The Disciplinary Commission may decide to recommend publication of the outcome of the process and also determine the appropriate level of disclosure, taking into account confidentiality.

In case of a violation of the suspension, the duration of it will be automatically doubled, without prejudice to other penalties that may be decided by the FAI. Sanction on violation of the suspension will include the withdrawal of license/ registration.

29. APPEAL

Any appeal against a decision of the FAI Disciplinary Commission may be submitted to the FAI Arbitration Commission within 21 days after the receipt of the decision, failing which the decision given shall be final and binding.

30. POWER OF JUDGMENT BY FAI

In case of an emergency, the FAI can take a decision within the framework of its power to judge administrative measures when it has referred the complaint to the Disciplinary Commission. If a Permanent Member State/ Union Territory Association is found at fault for any wrongdoing or in abetting the accused, then the Disciplinary Commission shall also consider appropriate disciplinary sanctions against the Association.