



INTERNATIONAL VA'A FEDERATION (IVF) CODE OF CONDUCT

This IVF Code of Conduct provides the formal recognition and guidance for the standards and behaviors expected of all individuals, officers and member associations at IVF events, competitions, meetings and activities. This Code of Conduct also includes communications and interactions with individuals or organizations who are outside the IVF. This code defines how behaviors and communications are determined to be ethical, respectful, sportsmanlike, culturally sensitive and safe for all involved with IVF. The intention is to guide the behaviors and decisions of individuals and Member Associations within IVF.

This Code of Conduct applies to all members of the IVF, member associations and individuals attending any IVF event, including competitors, coaches, managers, support staff, officials, volunteers and members of the media.

This Code of Conduct is guided by the International Va'a Federation's core values:

Inclusiveness: We will engage and empower everyone to feel welcome regardless of nationality, language, culture, and ability.

Respect: We respect all cultures and traditions of Va'a.

Innovation: Our ability to adapt and compete in a fast-changing world.

Collaboration: We enable and celebrate collaboration supporting others to achieve common goals.

Transparency: We will act with integrity and honour and adopt open and accessible means of communication.

Excellence: We strive to set clear goals and uphold high standards.

By adhering to this code of conduct all parties agree to the following:

Adhere to Rules: This includes IVF Race Rules, rules put in place by the host country or venue and the laws of the land by whom we are being hosted.

Fair Play: To compete fairly and ethically, adhering to the rules, regulations, and spirit of the competition. Cheating, doping, or any form of unfair advantage-seeking is strictly prohibited.

Respect and Sportsmanship: To demonstrate respect and sportsmanship towards all fellow participants, officials, organizers, and spectators, regardless of differences in nationality, culture, or background.

Safety and Well-being: To prioritize the safety and well-being of ourselves and others, adhering to all safety guidelines, protocols, and instructions provided by the event organizers.

Respect: To respect the rights, laws and property of host countries when attending. We respect the decisions of officials.

Dignity: To respect the dignity of every person regardless of gender, race, ethnicity, or sexual orientation. Including teammates, opponents, coaches, and officials and we never engage in behaviour that abuses, provokes, or harasses others, this includes, but is not limited to social media.

Anti-Doping: To adhere to the IVF Anti-doping Regulations and will comply with the IVF Anti-Doping Regulation procedures at all events and competitions.

- When attending IVF events, you are representing yourself, your teammates, your club and your country. Do so proudly.
- Accept responsibility for your actions.

Conflicts of Interest: To avoid situations that may lead to or call into question conflicts of interest as competitors, IVF officers and voting members and as representatives of IVF to those outside the organization.

Impartiality: To be impartial, consistent, and transparent in your conduct and decision-making whether as an official, volunteer, coach or participant.

Inappropriate Conduct: Never engage in inappropriate conduct including the use of offensive language and gestures that are demeaning to others.

Social

Use of social media to bully, call out, or harass any other member, individual or official is strictly banned.

Media:

Bullying: Bullying of any kind will not be tolerated.

Consequences of Violations:

Any violations of this Code of Conduct may result in disciplinary action, including but not limited to warnings, disqualification, suspension and expulsion from the event or future events, as determined by the event organizers and/or the International Va'a Federation Board.

Conflict Resolution:

Conflicts and disputes are resolved through constructive dialogue, mediation, and collaboration, seeking mutually beneficial solutions while respecting the rights and perspectives of all parties involved.

Reporting:

Individuals who wish to report an alleged breach of this policy should send email to secretary@ivfiv.org.



Disciplinary Process for the International Va'a Federation (IVF)

The International Va'a Federation (IVF) is committed to upholding the highest standards of integrity, ethics, and sportsmanship within its community. The following disciplinary process outlines the steps and procedures for addressing alleged violations of the IVF's rules, regulations, and Code of Conduct:

Reporting Alleged Violations:

- Any individual may report alleged violations of the IVF Code of Conduct to the IVF Board.
- Reports should include detailed information regarding the alleged violation, including the date, location, individuals involved, and any supporting evidence or documentation.

Initial Review:

- Upon receiving a report of an alleged violation, the IVF Board will conduct an initial review to determine the validity and seriousness of the allegation.
- The accused individual or member organization will be informed of the allegations and provided with an opportunity to respond and present their side of the story.

Investigation:

- If the initial review suggests that further investigation is warranted, the IVF Board will initiate a thorough investigation into the alleged violation.
- The investigation may involve gathering additional evidence, interviewing witnesses, and consulting relevant parties to ascertain the facts surrounding the alleged violation.

Adjudication:

- Following the investigation, the IVF Board will review all available evidence and information to make a determination regarding the alleged violation.
- The accused individual(s) or member organization will be afforded due process and the opportunity to present any additional evidence, witnesses, or arguments in their defence.
- The IVF Board will render a decision based on the preponderance of evidence and the principles of fairness and impartiality.

Sanctions:

- If the accused individual or member organization is found to have violated the IVF Code of Conduct, appropriate sanctions will be imposed based on the severity of the violation and any mitigating or aggravating factors.
- Sanctions may include, but are not limited to: warnings, fines, suspension, expulsion, or other disciplinary measures as deemed necessary and proportionate to the offense.

Appeals Process:

- The accused individual or member organization has the right to appeal the decision of the IVF Board.
- The appeals process will provide an opportunity for a thorough review of the decision and any new evidence or arguments presented by the appellant.
- The decision after the appeal will be final and binding, with no further avenues for appeal within the IVF.

Publication of Decisions:

- Decisions regarding disciplinary actions, including findings of violations and imposed sanctions, may be made public by the IVF in accordance with its policies and procedures unless confidentiality or privacy concerns dictate otherwise.

By implementing this disciplinary process, the IVF reaffirms its commitment to promoting fairness, integrity, and accountability within its community and ensuring that alleged violations of its rules and standards are addressed in a transparent, objective, and equitable manner.