



UNITED WORLD
WRESTLING

CODE OF ETHICS



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Preamble

The United World Wrestling and each of its members (including the UWW Bureau), its administration, commissions and committees, Affiliated and Associated National Federations and each of its members (including without limitation the athletes, athletes' support personnel, teams leaders, referees, etc.), Continental Councils and their members, the interested parties for the election of the present and future organizer of UWW sanctioned events, and the organising committees for the UWW sanctioned events (hereinafter "the UWW parties") restate their commitment to the Olympic Charter and in particular its Fundamental Principles, and reaffirm their loyalty to the Olympic ideal inspired by Pierre de Coubertin.

The UWW parties undertake to disseminate the culture of ethics and integrity within their respective areas of competence and to serve as role models.

Scope of application

The UWW parties undertake to comply and ensure compliance with the Code of Ethics at all times and in all circumstances in their activity directly or indirectly related to UWW, its disciplines and official events (sporting or non-sporting).

All members and their officials taking part in any type of candidature procedures of the UWW undertake to comply and ensure compliance with the Code of Ethics throughout the procedure in question.

The Organising Committees for the UWW events and their officials undertake to comply and ensure compliance with the Code of Ethics throughout the existence of each such Committee.

The members (affiliated and associated national federation) undertake to adopt, for their internal activities, a code of ethics based on the principles and rules of the Code of Ethics and the IOC Code of Ethics, or in a written declaration to adopt the Code of Ethics.

1. FUNDAMENTAL PRINCIPLES

- 1.1 Respect of the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play.
- 1.2 Respect of the principle of the universality and political neutrality of the Olympic Movement.
- 1.3 Maintaining harmonious relations with state authorities, while respecting the principle of autonomy as set out in the Olympic Charter.
- 1.4 Respect for international conventions on protecting human rights insofar as they ensure in particular:
 - 1.4.1 Respect for human dignity.
 - 1.4.2 Rejection of discrimination of any kind on whatever grounds, including without limitation: age; race; skin colour; ethnic, national or social origin; gender; disability; language; religion; political opinion or any other opinion; wealth, birth or any other status; sexual orientation; or any other reason.
 - 1.4.3 Rejection of all forms of harassment, be it physical, professional or sexual, and any physical or mental injuries.
- 1.5 Ensuring the participants' conditions of safety, well-being and medical care favorable to their physical and mental equilibrium.

2. INTEGRITY OF CONDUCT

- 2.1 Duty of care, diligence, integrity: the UWW Parties shall use due care and diligence in fulfilling their mission. At all times, they shall act with the highest degree of integrity, and particularly when taking decisions, they shall act with impartiality, objectivity, independence and professionalism.
 - 2.1.1 Prohibition against acts likely to cause disrepute: the UWW Parties shall not act in a manner likely to tarnish the reputation, name or goodwill of the UWW or the sport of wrestling.
 - 2.1.2 Prohibition against defamatory statements: the UWW Parties shall not knowingly or recklessly cause any statement to be made or distributed, whether orally or in written, that is of a defamatory nature towards UWW, the sport of wrestling, or any other UWW Party.
 - 2.1.3 Prohibition against falsehood: the UWW Parties shall not knowingly or recklessly cause any false statements to be made in respect of UWW, the sport of wrestling, or any other UWW Parties.
 - 2.1.4 Prohibition against forgery and falsification: the UWW Parties shall not forge any document, falsify any authentic document, or knowingly or recklessly use a forged or falsified document.
 - 2.1.5 Prohibition against abuse of authority: individuals of UWW Parties shall not abuse their position in any way, especially in seeking to take advantage of their position for aims

or gains that benefit themselves or any persons or entities related or associated to them.

2.1.6 Violation of any provision within this article shall be sanctioned in accordance with the sanctions provided for by the UWW Disciplinary Procedure & Dispute Resolution Regulations (hereinafter “the Disciplinary Regulations”). Particularly, for a breach of Article 2.1.3, any interested UWW Party may seek a declaration from the UWW Disciplinary Chamber (and on an expeditated basis, if deemed appropriate by the Chamber) that the subject statement is false and/or that the subject material contains a false statement of fact, without limiting any other order that the Disciplinary Chamber may grant.

2.2 Prohibition against fraudulent and corrupt conduct: The UWW Parties shall refrain from any act involving fraud or corruption, in particular any unlawful conduct specified in the rules referenced in article 9.

2.2.1 Prohibition against concealed benefit or service: the UWW Parties shall not, directly or indirectly, solicit, accept, promise or offer any form of remuneration or commission, nor any concealed benefit, advantage or service of any nature, connected with UWW sanctioned Events, except by contractual agreements with the Organizing Committees of these events, or any activities connected with any UWW Party.

2.2.2 Permissible gifts of nominal value: the UWW Parties may only accept or give tokens of appreciation or friendship of a nominal value, in accordance with prevailing local customs. Any token, gift or hospitality worth more than CHF 150.- must be disclosed to the UWW Legal & Ethics commission. If it is not approved, it shall be withdrawn or returned.

2.2.3 Hospitality services: the UWW Parties may only accept or provide hospitality services if such services are comparable with acceptable past practices.

2.2.4 Prohibition against misappropriation of funds: the UWW Parties shall not misappropriate funds of the UWW, UWW member federations, affiliated organizations, or any of their clubs or leagues, whether directly or indirectly through, or in conjunction with, third parties or otherwise unlawfully enrich themselves at the expense of the aforementioned persons.

2.2.5 Violation of any provision within this Article shall be sanctioned in accordance with the sanctions provided for by the Disciplinary Regulations. Any amount unduly received or given shall be included in the calculation of the fine.

2.3 Prohibition against conflict of interest when performing duties: the UWW Parties shall refrain from performing their duties (in particular, preparing or participating in the taking of a decision) in situations in which a conflict of interest (whether actual, perceived or potential) may affect such performance.

2.3.1 A potential conflict of interest or perceived conflict of interest arises when the opinion or decision of a person, acting alone or within an organization, could be reasonably considered as liable to be influenced by relations that the aforementioned person has, has had or is on the point of having with another person or organization that would be affected by the person’s opinion or decision.

2.3.2 An actual conflict of interest occurs when a person, acting alone or within an organization, expresses an opinion or participates to a decision while this person is liable to be influenced by relations that the aforementioned person has, has had or is on the point of having with another person or organization that would be affected by the person's opinion or decision. An actual conflict of interest may occur irrespective of whether or not the person has declared the relevant interests.

2.3.3 Duty to declare before taking office: before being elected, appointed, employed or contracted, individuals of UWW Parties shall declare any relations and interests that could lead to any conflict of interest in the context of their prospective activities.

2.3.4 Ongoing duty to declare: during their course of duties, if any individual of UWW Parties who knows or reasonably ought to know that any conflict of interest may affect the performance of their duties, they shall promptly declare the relevant relation and interest to the UWW.

2.3.5 A presumption of conflict of interest shall arise in respect of any person who is a UWW Party if:

- a) They are interested personally or financially in the outcome of the matter or represent or previously in the selfsame matter represented any person who is thus interested;
- b) Their husband or wife, any person related by blood or marriage in the direct line of ascent or descent or any other closely attached person, is particularly interested personally or financially in the outcome of the matter or represents any person who is thus interested; or
- c) They take part in the management of, are a member or shareholder of, or otherwise are closely related to any company, partnership, association or other legal entity particularly interested in the outcome of the matter.

2.3.6 Disqualifications, directions to remove oneself from a conflict of interest or such other restrictions may be imposed by the UWW Disciplinary Chamber.

2.3.7 Violation of any provision within this Article shall be sanctioned in accordance with the sanctions provided for by the Disciplinary Regulations.

2.4 General duties: the UWW parties shall be aware of the importance of their duties and concomitant obligations and responsibilities. In particular:

2.4.1 Duty of neutrality: in dealings with government institutions, national and international organizations, associations and groupings, the UWW parties shall remain politically neutral, in accordance with the principles and objectives applicable to them, and act in a manner compatible with their function and integrity.

2.4.2 Duty of loyalty: Individuals of the UWW parties shall have a fiduciary duty to their respective organizations.

2.4.3 Duty of diligence and good faith: in discharging their duties, elected and appointed officials of the UWW parties shall do so in good faith and be familiarized with and abide by the UWW regulations, the terms of reference of the body they were elected or appointed to and such other relevant document as may be amended from time to time.

2.4.4 Duty of confidentiality: the UWW parties shall hold confidential information in confidence and not divulge them unlawfully and confidential information shall include information that is stated in writing or orally to be confidential and information that would be regarded as confidential by a reasonable person.

2.4.5 Duty to report: the UWW parties who become aware of any violation of this Code of Ethics or any other UWW regulation or any related document shall promptly inform the UWW.

The UWW parties shall not make any report for personal gain or benefit, frivolously, maliciously, vexatiously, or otherwise in bad faith.

2.4.6 Duty to cooperate: the UWW parties shall fully assist and cooperate with honesty, confidentiality, and in good faith with the UWW and UWW Disciplinary Chamber at all times, regardless of whether they are involved in a particular matter as a party, as a witness, or in any other role.

a) For the purposes of Article 2.4.6, assistance and cooperation may include acts to: (a) clarify facts, (b) provide oral or written testimony, (c) submit information, documents, devices, or other material or items, and (d) disclose any other details deemed necessary by the UWW.

b) The UWW parties shall not intentionally, knowingly or recklessly obstruct, evade, prevent, or otherwise interfere with any investigation, intelligence gathering, or disciplinary proceeding, including: (i) concealing any material fact, (ii) make any materially false or misleading statement or representation, (iii) or submitting any materially false or misleading information or material.

c) The UWW parties shall not harass, intimidate, threaten or retaliate against any person for any reason related to that person's assistance to or cooperation with the UWW and UWW Disciplinary Chamber.

2.4.7 Duty to account: the UWW parties shall be accountable to other organs within their organization for their individual and collective decisions as defined in the applicable rules and terms of reference for the body they represent.

Elected officials of the UWW parties shall ensure that appropriate records, such as financial documents and minutes of meetings are properly kept.

2.4.8 Violation of any provision within this article shall be sanctioned in accordance with the sanctions provided for by the Disciplinary Regulations.

2.5 Prohibitions against attempts: Any UWW party who attempt to commit any offence prohibited under this Code of Ethics or any other UWW rules and regulations or any related document, shall be sanctioned with such sanctions prescribed by the UWW Disciplinary regulations for that offence.

2.5.1 For the purposes of Article 2.5, an attempt means the taking of any substantial step towards the commission of an offence if it is likely to be viewed as an intention to commit the offence.

2.6 Prohibitions against complicity: Any UWW Party who assist, encourage, aid, abet, conspire, cover up, or commit any other type of intentional complicity or attempted complicity of any

offence prohibited under this Code of Ethics or any other UWW rule or regulation or any related document, shall be sanctioned with such sanctions prescribed by the UWW Disciplinary regulations for that offence.

3. INTEGRITY OF COMPETITIONS

- 3.1 The UWW Parties shall commit to combat all forms of cheating and shall continue to undertake all the necessary measures to ensure the integrity of wrestling competitions in all its styles.
- 3.2 The UWW Parties must respect the provisions of the *World Anti-Doping Code* and of the *Olympic Movement Code on the Prevention of the Manipulation of Competitions*.
- 3.3 Participants in the UWW sanctioned events must not, by any manner whatsoever, manipulate the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics, infringe the principle of fair play or show unsporting conduct.

4. GOOD GOVERNANCE AND RESOURCES

- 4.1 UWW recognizes and endeavours to uphold the principles of good governance as laid down in the IOC Basic Universal Principles of Good Governance within the Olympic Movement.

It recognises the importance of a well-defined vision, mission, and strategy, and commits to transparent and democratic processes, to establishing accountable and representative governing bodies, to ensuring the inclusion of diverse voices, and to maintaining clear procedures for decision-making.

UWW acknowledges the imperative of highest levels of competence, integrity, and ethical standards, committing to selecting executive members based on merit, promoting ethical conduct inspired by this Code and the IOC Code of Ethics, and fostering a culture of continuous education and training.

UWW acknowledges the importance of solidarity and development, committing to equitable distribution of resources, fostering partnerships in developing countries, and safeguarding athletes' rights, health, and well-being.

In collaboration with governments and stakeholders, UWW strives to harmonize relations while preserving autonomy, recognizing the complementary missions of various entities and maintaining a balance essential for the growth and sustainability of the sport of wrestling.

- 4.2 The income and expenditure of the UWW Parties must be recorded in their accounts in accordance with generally accepted accounting principles. An independent auditor may check these accounts.
- 4.3 In cases where the UWW gives financial support to UWW Parties:
 - a) The use of these UWW resources for wrestling purposes must be clearly demonstrated in the accounts. Note: where the IOC provides targeted financial support to UWW, Olympic resources must be used for Olympic purposes only.
 - b) The accounts of the UWW Parties may be subjected to auditing by an expert designated by the Executive Committee.

4.4 The UWW Parties recognize the significant contribution that broadcasters, sponsors, partners and other supporters make to the development and prestige of wrestling throughout the world.

In order to preserve the integrity and neutrality of the various candidature procedures, the support and promotion of any of the candidatures by broadcasters, sponsors, partners and other supporters must be in a form consistent with the rules of sport and the principles defined in the Olympic Charter and the present Code.

The broadcasters, sponsors, partners and other supporters must not interfere in the running of the UWW nor its events.

5. CANDIDATURES

5.1 The UWW Parties shall respect the integrity of any candidature procedure initiated by the UWW, in order to allow equal access to the promotion of each candidature and the refusal of any risk of conflict of interests.

5.2 The UWW Parties will respect the requirements of the various candidature procedures published by the UWW.

6. CONFIDENTIALITY

6.1 The principle of confidentiality shall be strictly respected by the Legal & Ethics Commission and the Disciplinary Chamber in all its activities. It must also be strictly respected by any person concerned with the activities of the Legal & Ethics Commission and Disciplinary Chamber. Applicable persons remain bound by this requirement even once they are no longer involved with UWW.

7. REPORTING OBLIGATION

7.1 The UWW Parties shall inform the UWW (integrity@uww.org), in the strictest confidence and through the prescribed mechanisms related to a violation of the Code of Ethics. Protection of the confidentiality and integrity of any individual reporting a possible violation shall be ensured.

7.2 Any disclosure of information must not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organization.

8. IMPLEMENTATION

8.1 The UWW may set out the provisions for the implementation of the present Code in a set of implementing provisions, policies and/or guidelines, subject to the approval of the Bureau.

8.2 The UWW shall disseminate and implement the present Code.

8.3 The UWW shall set out provisions to ensure the highest standards of ethical conduct are followed by candidates in their campaign for any UWW elected positions.

- a) Any potential breach to these standards shall be reported to the UWW (integrity@uww.org) and referred to the Disciplinary Chamber if applicable.
- b) Upon request by the Secretary General, a panel of the Legal & Ethics commission shall be called upon to ensure that all rules and regulations, including the eligibility criteria for candidates for elections are respected.

9. OLYMPIC MOVEMENT CODE ON THE PREVENTION OF THE MANIPULATION OF COMPETITIONS

- 9.1 This Code of Ethics incorporates by reference the *Olympic Movement Code on the prevention of the manipulations of competitions* of 8 December 2015 as well as any amendments made thereafter by the IOC.

Every reference to “Sporting Organisation” in the Code shall mean “United World Wrestling and its members”.

IOC’s [Integrity and Compliance Hotline](#) shall be used as UWW’s reporting system.

- 9.2 UWW shall make reasonable efforts to inform and educate its members (including without limitation the athletes and their support personnel) about their rights and obligations under the *Olympic Movement Code on the Prevention of the Manipulation of Competitions*.

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This Code of Ethics has been revised and adopted in December 2023, and entered in force on 1st January 2024. It replaces the Code of Ethics in its version of 2016.