



PANAMERICAN TAEKWONDO UNION

INTEGRITY CODE

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Preamble

For World Taekwondo ('WT') and the Pan American Taekwondo Union (PATU), integrity refers to adherence to the principles of honesty, justice, and moral uprightness in all aspects of the federation's operations and activities and those who are part of it. This includes, among other aspects, the fair and transparent management of events, the protection of the health and safety of all athletes and participants, as well as the prevention of any conflict of interest.

PATU believes that an organization with integrity maintains the trust and respect of its members, stakeholders, and the public. WT has the special responsibility of safeguarding the integrity and reputation of Taekwondo worldwide and of propagating the sport along with the traditional principles and spirit of Taekwondo, which reflect, among other things, self-discipline, self-respect, and respect for others. In collaboration with WT, PATU assumes the special responsibility of safeguarding the integrity and reputation of Taekwondo in the Pan American region.

This Code represents PATU's commitment to safeguard the integrity and reputation of Taekwondo in the Pan American region and to respect and apply the basic universal principle of good governance of the Olympic and Paralympic sports movement.

In accordance with PATU's Statutes, this Code and its amendments have been approved by the PATU Council on the date mentioned above.

1. Application

1.1. This Integrity Code is applicable to the following individuals and entities (“Applicable Persons”):

- 1.1.1. PATU officials or persons seeking to become a PATU official;
- 1.1.2. Competition Management Officials;
- 1.1.3. Official Members of National Federations of the Region and the Continental Union ("Official Members") and those seeking to become Official Members;
- 1.1.4. Individuals and entities applying to host or hosting International Competitions;
- 1.1.5. Persons employed or acting on behalf of the Pan American Taekwondo Union (PATU), including staff and independent contractors;
- 1.1.6. Individuals and entities participating in PATU, Sanctioned or Promoted, including, among others, volunteers, athletes, coaches, and other athlete support personnel;
- 1.1.7. Any other persons who agree in writing to be bound by this Integrity Code or who are subject to this Integrity Code under the Rules that apply to them. These Rules are incorporated into this Integrity Code.

1.2. It will be considered that all Applicable Persons have agreed:

- 1.2.1. It is their personal responsibility to familiarize themselves with all the requirements of this Integrity Code, including the conduct that constitutes a violation of the Integrity Code;
- 1.2.2. To submit to the jurisdiction of the PATU Disciplinary Procedure, as well as that of the WT to hear and determine the charges brought in accordance with the Integrity Code; and,
- 1.2.3. Not to initiate any proceedings in any court or other forum that are inconsistent with the above submission to the jurisdiction of the

2. Investigations and complaints

- 2.1. Any complaint or information related to an alleged violation of this Integrity Code must be reported to the PATU Integrity Officer or the Chair of the Integrity Committee, in accordance with this Integrity Code and applicable laws.
- 2.2. The Integrity Officer will decide whether to investigate and prosecute any such breach in accordance with the applicable rules (including the Code on the Prevention of the Manipulation of Competitions and the Code of Appeals and Disciplinary Actions, both of PATU and WT).
- 2.3. In the event that the report of a violation indicates an immediate threat or risk to the Taekwondo community, the Integrity Officer may impose provisional measures, including suspension for the duration of the investigation.
- 2.4. In any case referring to an alleged violation of both this Integrity Code and any previous code of ethics (including the previous WT Codes of Ethics as well as the current one) arising from the same incident or set of facts, or where there is a clear link between incidents, either the Integrity Committee or the Integrity Officer shall have jurisdiction and authority for the case.
- 2.5. There shall be no retaliation for any complaint or information provided under this Integrity Code. Any complaint of retaliation shall be promptly investigated by the Integrity Officer, and corrective actions shall be taken as necessary.

3. Integrity standards

- 3.1. To protect the integrity, authenticity, and reputation of Taekwondo, PATU requires all Applicable Persons to adhere to the highest ethical standards in their governance and administration ("Integrity Standards").
- 3.2. These Integrity Standards apply to each Applicable Person in relation to Taekwondo or otherwise subject to this PATU Integrity Code.
- 3.3. The Integrity Standards required of Applicable Persons are:

- 3.3.1. **Honesty:** act with the utmost integrity and honesty at all times, including acting in good faith towards others and with trust and mutual understanding in all dealings and, in particular, not to falsify any document, forge any authentic document, or use any false or forged document;
- 3.3.2. **Compliance with duties:** actively fulfill their duties and responsibilities to WT and PATU, with due care and skill and in good faith, and in particular, not to act outside their authority;
- 3.3.3. **Clean Taekwondo:** protect clean athletes and not engage in Doping, and in particular, to comply with Anti-Doping Rules;
- 3.3.4. **Maintaining the integrity of competition:** Maintaining the integrity of competition: to ensure the integrity of, and not unduly benefit from, Taekwondo competitions, and in particular to comply with the Code for the Prevention of Competition Manipulation;
- 3.3.5. **Revealing interests:** to ensure that conflicts of interest are minimized and that interests are properly disclosed as specified in the WT and PATU Conflict of Interest Policy.
- 3.3.6. **Minimal gifts and benefits:** to ensure that any gifts, hospitality, or other benefits offered, promised, delivered, or received strictly adhere to the Conflict of Interest Policy and related guidelines, and in particular:
 - 3.3.6.1. Not engage in any form of conduct where there is an abuse of entrusted power for private benefit;
 - 3.3.6.2. Not offer any bribe, payment, commission, gift, donation, kickback, facilitation payment, or other incentive or inducement (whether monetary or otherwise) to influence decision-making in relation to any matter involving WT and PATU;
 - 3.3.6.3. Not accept any bribe, payment, commission, gift, donation, facilitation payment, or other incentive or inducement (whether monetary or otherwise) that is offered, promised, or sent to influence their actions or decisions in relation to any matter involving WT and PATU (including, but not limited to, events and commercial activities);

- 3.3.7. **Protect assets:** safeguard the assets of WT and PATU, and only use them or authorize others to use them within the granted authority, and in particular not to misappropriate such assets, whether this is done directly or indirectly through, or in conjunction with, intermediaries or related parties;
- 3.3.8. **Appropriate behavior:** behave in a professional and courteous manner and, in particular, refrain from using language or conduct that is obscene, offensive, or of an insulting nature towards another person;
- 3.3.9. **Equality:** Not to unduly discriminate on the grounds of race, sex, ethnic origin, color, culture, religion, political opinion, marital status, sexual orientation, or other differences, and in particular, to actively promote and support gender equality in Taekwondo. Decisions and actions should be taken in the best interest of the athletes with an emphasis on implementing equal opportunities for participation. See the WT Safeguarding Policy for more information;
- 3.3.10. **Dignity:** safeguard the dignity of individuals and not engage (directly or indirectly) in any form of harassment or abuse, whether physical, verbal, mental, sexual, or otherwise. Refer to the WT Protection Policy for more information;
- 3.3.11. **Maintain confidentiality:** maintain the confidentiality of all information entrusted to them unless they are permitted to disclose such information under any WT, PATU rule, or this Integrity Code, or are required by law to disclose such information. Furthermore, information obtained in connection with the role or activities of an Applicable Person in Taekwondo that is not confidential shall not be disclosed for personal gain or benefit, nor be maliciously used to harm the reputation of any person or organization;
- 3.3.12. **Fair elections:** Fair elections: to conduct their candidacy for any function or position within PATU or an MNA with honesty, fairness, and respect for others as specified in the Electoral Statutes;
- 3.3.13. **Fair bidding:** to conduct their candidacy for any bid or proposal to host any Sanctioned or Promoted event with honesty, fairness, and respect for others as specified in the bidding terms;
- 3.3.14. **Neutrality:** to remain politically neutral in their dealings on behalf of PATU with governmental institutions, national, and international organizations;
- 3.3.15. **Reporting:** immediately report to the Integrity Officer any act, issue, or information of which the person has knowledge and that may constitute

(on its own or with other information) a violation of this Code of Integrity;

3.3.16. **Compliance with rules:** to comply with all the rules and regulations of PATU, as well as those issued by WT, and not to violate (nor cause another person to violate) any of the rules and regulations of WT and PATU;

3.3.17. **Protect reputation:** to protect the reputation of WT and PATU, and not to act, or fail to act, in any way that may:

3.3.17.1. Negatively affect the reputation of WT, PATU, or Taekwondo in general; or,

3.3.17.2. Discredit PATU, WT, or Taekwondo in general; or,

3.3.17.3. Be contrary to the objectives of WT and PATU; or,

3.3.17.4. Be harmful or adversely affect the interests of WT or Taekwondo in general.

4. Violations

4.1. It will be a violation of this Code of Integrity for an Applicable Person to violate or fail to comply with one or more of the Integrity Standards set forth in this document, including one or more of the Rules referenced in this Code of Integrity.

4.2. The following matters arising in connection with competitions are not covered by the Code of Integrity and will not constitute a violation of the Code of Integrity:

4.2.1. Any protest made before a competition regarding the eligibility of an athlete to compete in said competition according to the technical rules. PATU's decision in such cases will be final; and,

4.2.2. Any protest or dispute arising from the field of play, including, among others, protests related to the outcome or conduct of an event as specified in the technical rules. The decision of the Referee in such cases will be subject to a right of appeal to the Technical Delegate; the decision of the Technical Delegate will be final.

- 4.3. It will also be a violation of this Code of Integrity for an Applicable Person to attempt, or agree with another person or entity, to act in a manner that constitutes or culminates in the commission of a violation of this Code of Integrity, whether such attempt or agreement actually resulted in a violation. However, there will be no violation when the Applicable Person abandons their attempt or agreement before it is discovered by a third party not involved in the attempt or agreement.
- 4.4. Applicable Persons will also violate this Code of Integrity if they assist, encourage, aid, incite, conspire, cover up, or engage in any other form of intentional complicity involving a violation or attempted violation of this Code of Integrity.
- 4.5. Applicable Persons shall fully cooperate with the Integrity Officer and/or Disciplinary Procedure and any person designated by either of them, including any investigator appointed by the Integrity Officer, PATU, or WT, under the relevant Code of Appeals and Disciplinary Actions.
 - 4.5.1. Refusal or failure to cooperate without compelling justification with any reasonable investigation conducted by the Integrity Officer or other competent authority in relation to a potential violation of this Code of Integrity shall constitute a violation of the Code of Integrity, which includes, among others, refusing or failing to provide accurately, fully, and without undue delay any information and/or documentation and/or requested access or assistance by the Integrity Officer or other competent authority as part of such investigation; and,
 - 4.5.2. Obstructing or delaying any investigation that may be carried out by the Integrity Officer (or their designee) or other competent authority in relation to a potential violation of this Code of Integrity shall constitute a violation of this Code of Integrity, which includes, among others, concealing, manipulating, or destroying any documentation or other information that may be relevant to the investigation.
- 4.6. Conduct that may constitute a violation of this Code of Integrity may also constitute a criminal offense and/or a violation of other applicable laws

or regulations. This Code of Integrity is intended to complement such laws and regulations with additional conduct rules for those involved in the sport of Taekwondo. It is not intended to hinder or undermine in any way the enforcement of such laws and regulations (which must be complied with at all times), and should not be construed, understood, or applied, nor should it hinder or undermine in any way the enforcement of such laws and regulations.

- 4.7. To avoid any doubts, this Code of Integrity will not replace or in any way affect or alter PATU's ability to take appropriate disciplinary action, against Personnel under the terms of any employment or consultancy contract with any Personnel member and/or in accordance with any of PATU's prevailing employment rules or policies at any time. When the conduct prohibited under this Code of Integrity also constitutes a breach of the terms of a staff member's employment or consultancy contract with PATU, PATU shall have the right, at its sole discretion, to choose to take disciplinary action against such staff member in accordance with the applicable provisions of the employment or consultancy contract, and there shall be no requirement to take any action under this Code of Integrity.

In the event that actions are taken against personnel under this Code of Integrity, PATU may also take appropriate disciplinary measures in accordance with this Rule.

- 4.8. It is acknowledged that Applicable Persons may also be subject to other rules of member federations governing discipline and/or conduct and that the same conduct of such individuals may constitute not only a violation of this Code of Integrity but also other applicable rules. To avoid any doubts, such individuals acknowledge and accept that:

- 4.8.1. This Code of Integrity is not intended to limit the responsibilities of any person under such other rules; and,

- 4.8.2. Nothing in such other rules shall be able to remove, replace, or in

any way amend the jurisdiction of a Disciplinary Procedure to determine matters arising properly in accordance with this Code of Integrity.

5. Reporting

- 5.1. Every Applicable Person has an obligation to report, as soon as possible, any act, issue, or information of which they have knowledge, which may constitute (on its own or with other information) a violation of this Code, including any approach or solicitation to engage in conduct that may constitute a violation of this Code.
- 5.2. Any such information shall be communicated to the Chairman of the Integrity Committee or the Integrity Officer.

6. Processing

- 6.1. Upon receipt of any report from an Applicable Person or upon receiving or becoming aware of any information that may constitute an alleged violation of this Code of Integrity by any Applicable Person, action shall be taken in accordance with the requirements of the Code of Disciplinary Actions and Appeals to decide whether to (i) process a charge for violation of the Code of Integrity before the Disciplinary Procedure, or (ii) refer the matter to an appropriate person or body.
- 6.2. The Integrity Committee is the guardian of the ethical principles of the Taekwondo Movement as set forth in the Statutes. It will ensure that this Code is respected. It has the power to investigate complaints and reports of violations of the Code, and it has the power to investigate possible violations of the Code on its own initiative, and to make recommendations for sanctions.