



# Code of Conduct

**Edition 2004**

**FEDERATION INTERNATIONALE DE VOLLEYBALL**

---

Avenue de la Gare 12 -CH-1001 Lausanne - SWITZERLAND

Tel : +41 (21) 345 35 35 Fax : +41 (21) 345 35 45 E-Mail : [info@fivb.org](mailto:info@fivb.org) Website : [www.fivb.org](http://www.fivb.org)

# **CODE OF CONDUCT**

*Pursuant to the powers vested in it by article 2.4.2.2 of the FIVB Constitution, the FIVB Board of Administration adopts the following regulations for FIVB members known as “Code of Conduct”.*

## **PREAMBLE**

### **DEFINITION OF FIVB MEMBERS**

For the purpose of this Code, the following institutions, organisations and persons are considered FIVB members and subject to the jurisdiction of the FIVB in the terms herein established:

1. The affiliated National Federations
2. The FIVB governing institutions (Congress, Board of Administration, Executive Committee, Presidency)
3. The FIVB supporting institutions (Confederations, National Federations, Councils, Commissions, Secretariat)
4. Persons elected or appointed to a position in any FIVB governing institution other than the Congress
5. Persons elected or appointed to a position in any FIVB supporting institution
6. Organising Committees of FIVB competitions
7. FIVB officials and referees
8. National leagues, clubs, teams and their leaders, managers, players, coaches and referees.

## **PART I**

### **RULES OF CONDUCT**

#### **RULE 1 : ETHICS**

##### **1.1 FUNDAMENTAL PRINCIPLES**

- 1.1.1 FIVB members are subject to the FIVB Constitution, Code of Conduct, Regulations and decisions taken by the relevant FIVB institutions and must follow strictly their terms and provisions.
- 1.1.2 Violations will be sanctioned under the provisions of this Code of Conduct which apply, without distinction, to any discipline (Volleyball, Beach Volleyball, Park Volley) under FIVB authority, except when otherwise provided.
- 1.1.3 Ignorance of this Code of Conduct or of the other Regulations approved by the FIVB is not considered an excuse.
- 1.1.4 National leagues, clubs, teams and their leaders, managers, coaches, players, referees and all those participating in the activities of a National Federation must follow strictly the rules, regulations and decisions of the Control Committees or FIVB Representative of the competitions in which they take part.
- 1.1.5 FIVB members violating the FIVB Constitution, Code of Conduct, Regulations and decisions are subject to disciplinary sanctions imposed by the relevant FIVB institution. In case of serious or repeated offences, they are subject to heavier sanctions.
- 1.1.6 Disciplinary sanctions are the competence of the Executive Committee, Board of Administration and FIVB President.

##### **1.2 ATTITUDE AND BEHAVIOUR**

- 1.2.1 FIVB members must conduct themselves in accordance with the principles of dignity, integrity, loyalty and responsibility in all relations of a competitive, economic, social and moral nature.
- 1.2.2 In order to ensure the respect of the above-mentioned principles, FIVB members are expected to base their attitude and behaviour on the following criteria:
  - 1.2.2.1 **DIGNITY:** means the proper respect of the rights of the individual and the right to privacy. To this end:
    - The dignity of the individual must be preserved.
    - There shall be no discrimination on the basis of race, sex, ethnic origin, religion, philosophical or political opinion, marital status or other grounds.
    - No practice constituting any form of physical, moral or mental injury will be tolerated.

- Any form of harassment, be it physical, mental, moral, professional or sexual, is prohibited.
- FIVB members shall guarantee favourable conditions of safety, well-being and medical care for the physical and mental equilibrium of the individual.

1.2.2.2 **INTEGRITY:** means being upright in character, refraining from all incorrect behaviour and facing life's circumstances with moral strength, honesty and incorruptibility. To this end:

- FIVB members and/or their representatives may not, directly or indirectly, offer any concealed remuneration, nor accept or request any commission, benefit or service other than that established in the FIVB Regulations for services rendered or due for personal/professional services for the benefit of the FIVB.
- It is forbidden to accept, buy or give away directly or indirectly any personal gifts or offer special privileges with a view to being elected into any FIVB governing or supporting institution.
- Only gifts not exceeding the nominal value, in accordance with prevailing local customs, may be given or accepted by FIVB members as a demonstration of respect or friendship from other FIVB members. Per diem or commissions earned in accordance with FIVB Regulations and bonuses for special services are not considered as gifts.
- FIVB members shall avoid any conflict of interest between the organisation to which they belong and any other organisation within the FIVB or associated with it.
- FIVB members must exercise due care and diligence in fulfilling their mission. They must not act in a manner likely to tarnish the reputation of the FIVB.
- FIVB members shall not disclose any confidential information entrusted to them. However, disclosure of non-confidential information must not be made for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any FIVB member.

1.2.2.3 **LOYALTY:** means to show continuous allegiance to the FIVB, whilst abiding strictly by the FIVB Constitution, Regulations and decisions, including the sports and ethics principles upheld by the FIVB. To this end:

- FIVB members must not be involved with firms or persons whose activity is inconsistent with the principles set out in the FIVB Constitution and Regulations.
- FIVB members shall not accept any remuneration for voting or intervening in a given manner within the bodies of the FIVB. They may however openly discuss their preferences or opinions in search of the best option able to serve Volleyball and the FIVB's general interest.
- All doping practices, at all levels, are strictly prohibited.
- FIVB members shall make their best efforts to maintain harmonious relations with government authorities, the IOC and organisations belonging to the Olympic Movement, corporate sponsors and the media in accordance with the FIVB and NF principles of universality, political neutrality and independence. However, the spirit of humanism, fraternity and respect for individual rights which inspires sports ideals requires the governments of countries that host FIVB competitions to guarantee that their countries will strictly respect the

convention signed by their representatives when affiliating to the FIVB, thus undertaking respect of the fundamental principles of the FIVB Constitution and Regulations.

- FIVB members shall endeavour to protect the environment on the occasion of any competition they organise. In the context of FIVB competitions, they agree to uphold generally accepted standards for environmental protection.

1.2.2.4 **RESPONSIBILITY:** means the performance by an individual without supervision of the tasks and functions held with care, in the best interest and with full respect of Volleyball and of the FIVB Constitution and Regulations. To this end:

- FIVB members must not violate the provisions of the FIVB Constitution and Regulations nor publicly express unpleasant opinions or opinions damaging the reputation, honour or welfare of the FIVB or of other FIVB members.
- FIVB members may freely express their opinion on any decision of FIVB institutions, but they must refrain from making declarations that may bring Volleyball into disrepute before organisations foreign to Volleyball or through the media.
- National Federations are liable for the actions of those who represent them.
- National Federations may be held responsible, even on the basis of presumed responsibility, for offences committed by the national leagues, clubs or their leaders, managers, players, coaches and referees.

## **RULE 2 : CONFLICTS OF INTEREST**

### **2.1 DEFINITIONS**

For the purpose of this Code:

#### 2.1.1 “Person” means:

An FIVB member involved in any capacity in a decision-making process.

#### 2.1.2 “Interest” means:

- a) The direct or indirect gain of a right or entitlement to a position, property, benefit, gain or advantage obtained by personal involvement or concern in a/any given function.
- b) The direct or indirect personal profit, gain or advantage obtained through his/her concern, involvement or implication with another person or in that person's affairs.
- c) The direct or indirect gain of a benefit or profit for the person or another party outside the FIVB circle obtained from an organisation engaged in providing services or supplying materials to the person.

#### 2.1.3 “Conflict” means:

- a) The state of opposition between two incompatible and simultaneously held functions, concerns, rights or entitlements to personal benefit, gain or advantage.

- b) Personal and material involvement with two organisations liable to benefit from such involvement (obtaining subsidy, approval clause or election, etc.) in exchange for personal gain, benefit or position.

2.1.4 “Conflict of interests” means:

A situation where a person:

- a) May draw personal gain or advantage directly or indirectly from a third party due to his/her own decisions taken in the fulfilment of his/her official functions.
- b) May not be able to act properly in the fulfilment of his/her official functions because of his/her personal/professional concern, involvement or implication with some other party or matter from which another organisation or the same person may derive personal benefit, gain or advantage (subsidy, approval clause or election to a position).
- c) May not be free to express his/her opinion or decide by him/herself due to his/her personal/professional concern, involvement or implication with (an)other physical or legal party(s), which may be reasonably considered as influencing his/her own free will, judgement or decision.

## **2.2 PROHIBITION**

Conflicts of interest are prohibited. An individual performing a function on behalf of any of the FIVB members, suppliers or partners is required to declare a/any possible conflict arising from his/her function or personal involvement with another FIVB member, supplier or partner.

## **2.3 SPECIFIC PROVISIONS**

2.3.1 When submitting a candidature for election as an FIVB member, a candidate must declare his/her professional interests, membership of all/any company boards, sports titles and other positions held in organisations listed as FIVB members, suppliers or partners.

2.3.2 This information will be transmitted to the Legal Commission for examination. Where appropriate, the Commission will draw the attention of the candidate to the apparent conflicts of interests that it identifies. This does not exempt the candidate concerned from making subsequent declarations.

2.3.3 Each member of the FIVB staff (the General Manager and Coordinators) must also inform the FIVB President of his/her membership of all/any company boards and of the position(s) he/she holds in organisations listed as FIVB members, suppliers or partners.

## **2.4 PREVENTIVE MEASURES**

2.4.1 Faced with a possible conflict of interests, the person concerned must in all cases refrain from giving his/her judgement, from making a decision or accepting any form of benefit whatsoever.

2.4.2 In case of doubt or when an apparent conflict of interests arises, the person concerned must immediately consult the Legal Commission or its representative

who are responsible for advising persons facing an apparent conflict of interests. This consultation will remain confidential.

2.4.3 The Legal Commission proposes to the person concerned in this situation a solution from the following options:

- a) registration of the declaration without any particular measure,
- b) removal of the person involved from part or all of the action or from the decision-making process at the root of the conflict,
- c) relinquishment of the management of the external interest causing the conflict.

Complementary measures in addition to these three options may also be proposed.

2.4.4 The person concerned then takes the steps that he/she considers appropriate.

## **2.5 UNDECLARED CONFLICTS OF INTEREST**

2.5.1 In the event that a person neglects to disclose a source of a conflict of interest, the FIVB President may refer the case to the Legal Commission.

2.5.2 Following an enquiry, the Commission proposes a decision to the Executive Committee.

## **PART II**

### **OFFENCES AND SANCTIONS**

#### **RULE 3 : INSTITUTIONAL OFFENCES AND SANCTIONS**

##### **3.1 DEFINITION**

An institutional offence is a violation of the image of Volleyball and the FIVB and/or the corporate identity of the FIVB, constituting a serious offence that is subject to suspension or expulsion.

##### **3.2 LITIGATION**

In case of litigation in favour of the FIVB, the FIVB shall recover its expenses and have the right to sue for damages.

#### **RULE 4 : SPORTS OFFENCES AND SANCTIONS**

##### **4.1 DEFINITION**

A sports offence is any breach of the FIVB Constitution, Regulations and decisions. It constitutes the violation of a lawful, proper and remarkable interest of the FIVB.

##### **4.2 OFFENCES AGAINST THE PRINCIPLES OF DIGNITY, INTEGRITY, LOYALTY AND RESPONSIBILITY**

###### **4.2.1 INCORRECT BEHAVIOUR**

4.2.1.1 Violent conduct, in connection with a competition or a Volleyball activity, shall be sanctioned with disqualification from taking part in any future similar activity with the possibility of additional sanctions, depending on the seriousness of the case.

4.2.1.2 National Federations and leagues, clubs, teams and competition organisers are jointly responsible for offensive and intemperate conduct on the part of their fans.

4.2.1.3 In case of incorrect conduct on the part of fans, of accidents or suspensions during a match caused by their conduct, the National Federation, league, club or team shall be fined between USD 500 and 100,000 depending on the case.

4.2.1.4 If such accidents irremediably compromise the normal course of a match, the team held responsible for the public's conduct shall be sanctioned with reversal of the match results 0-3 (0-2 for Beach Volleyball) and no point for any of the sets or for the match.



#### **4.2.2 BREACH OF DUTIES OF THE RECEIVING FEDERATION AND CLUB**

- 4.2.2.1 The Receiving Federation that prolongs a player's licence to enable him to play longer than the duration of the transfer period or obstructs in any way the reinstatement of the player to his Federation of Origin shall be fined up to USD 20,000.
- 4.2.2.2 The club concerned shall be suspended for a period of one (1) year from all international activities and lose the right to register foreign players.
- 4.2.2.3 A player who, refusing reinstatement to his/her Federation of Origin, continues to play for the club or any other club after the end of the transfer period, shall be suspended until his return to the Federation of Origin.

### **4.3 OFFENCES AGAINST THE REGULARITY OF COMPETITIONS**

#### **4.3.1 DISHONESTY IN COMPETITIONS**

- 4.3.1.1 National Federations are liable with respect to their official representatives, and clubs with respect to their teams, for any conduct of their members aiming at altering fraudulently the playing and results of a match or providing any party with an unfair advantage in the ranking.
- 4.3.1.2 A National Federation or club declared responsible for such actions shall be sanctioned with reversal of the match results of their respective team, withdrawal of all points in the ranking and exclusion for two years from all official and international competitions organised or recognised by the FIVB.
- 4.3.1.3 Individual persons found responsible shall be discharged from all FIVB positions.

#### **4.3.2 USE OF FORBIDDEN SUBSTANCES**

- 4.3.2.1 National Federations and clubs shall be presumed responsible for the use of forbidden substances by their players.
- 4.3.2.2 In case that, as a result of a medical check carried out in accordance with the FIVB, the following measures shall be taken:
  - a) during the preliminary phase of a competition – the player shall be suspended and his/her team shall lose the match in which the player proved positive;
  - b) during the semi-final/final phase – the team shall be withdrawn from the final ranking after the end of the competition and the competition results shall be adjusted as if the offending team lost all matches. If a medal and/or prize money have been presented to the team, they must be returned.
- 4.3.2.3 If the anti-doping test of a second player proves positive, the team shall be excluded from the competition and the Federation or club shall be suspended from all official and international competitions for one (1) year.
- 4.3.2.4 Athletes, managers and coaches proved to be responsible shall be suspended.
- 4.3.2.5 Refusal of players to submit to anti-doping tests shall be considered a confession of guilt equivalent to a positive result.

#### 4.3.3 REFEREEING

- 4.3.3.1 Referees who carry out their jobs dishonestly in the course of any kind of Volleyball competitions shall be discharged from duty in the competition and subject to an additional sanction.
- 4.3.3.2 In case of proven corruption, the referee and all those who have participated in the illegal activity shall be expelled for life from the FIVB.

#### 4.3.4 UNAUTHORISED REGISTRATION OR LINE-UP OF FOREIGN PLAYERS

- 4.3.4.1 National Federations that permit their clubs to register or line up foreign players without the official authorisation established by the regulations for the transfer of players between National Federations shall be fined USD 20,000 for each player illegally registered or lined up.
- 4.3.4.2 The club and player responsible shall be suspended for no less than one (1) year. In addition, the club shall lose the matches played with the illegal player and the league shall be fined USD 5000.
- 4.3.4.3 National Federations lining up foreign players in their national teams without prior written approval from the FIVB shall be fined USD 10,000 for each player lined up, shall lose the matches played with this player and shall be suspended for one (1) year from all official or recognised competitions.

#### 4.3.5 OBSTRUCTIONS TO THE START OF A MATCH

- 4.3.5.1 A team declared forfeit because it did not start a match within the first 15 minutes of the scheduled time shall be fined USD 20,000, plus damages to the organiser and the FIVB.
- 4.3.5.2 The team at fault shall lose the match. If the same team commits another similar offence, the team shall be eliminated from the competition and its previous results shall not be considered valid.

#### 4.3.6 OBSTRUCTIONS TO CONTROL OF THE PLAYERS' ENTRY LIST

- 4.3.6.1** Delayed delivery of the team players' entry list and documents with required information shall be sanctioned with a fine of USD 1,000.
- 4.3.6.2** Failure to deliver the list and documents of team members to the Control Committee two days before the start of the competition shall be sanctioned with a fine of USD 5,000.

### 4.4 OFFENCES AGAINST THE FIVB AND ITS CONFEDERATIONS

#### 4.4.1 FAILURE TO OBTAIN AUTHORISATION FOR THE ORGANISATION OF INTERNATIONAL COMPETITIONS

- 4.4.1.1 NFs have the obligation to obtain authorisation from the FIVB or from the respective Confederation before they hold competitions between no less than three clubs or national teams, which have not been attributed to them directly by the FIVB or the Confederation.

- FIVB authorisation is required when teams from at least two continents are involved;
  - Confederation authorisation suffices when all teams involved are from the same continent.
- 4.4.1.2 An NF which fails to obtain prior authorisation as per article 3.4.1.1 but proceeds to organise the competition shall be fined between USD 10,000 and USD 50,000, and at the discretion of the FIVB Executive Committee shall be suspended, either on its own or together with the other participating NFs, for one (1) year.
- 4.4.1.3 The sanction against the organising and participating NFs shall be doubled if a suspended NF or club took part in the competition.

#### 4.4.2 PARTICIPATION OF NON-AUTHORISED TEAMS OR PLAYERS

Participation in friendly matches of teams or players of non-FIVB organisations or one or more players not qualified under FIVB Regulations shall be sanctioned with disqualification and suspension of the NF, leagues, clubs, teams and officials involved.

#### 4.4.3 WITHDRAWAL FROM INTERNATIONAL COMPETITIONS

- 4.4.3.1 NFs have the obligation to enter all official competitions organised by the FIVB when they have obtained the right to participate, due to their results in a qualification phase or another competition.
- 4.4.3.2 Failure to enter shall be sanctioned with automatic exclusion of the NF from the following competition for which it is qualified.
- 4.4.3.3 In case that failure to enter causes damage to the FIVB, the NF shall be fined up to USD 10,000 or suspended from the FIVB.
- 4.4.3.4 An NF which, after having entered an official competition organised by the FIVB, withdraws after the drawing of lots has been held and more than sixty (60) days from the starting date of the competition shall be excluded from the subsequent similar competition and shall be fined up to USD 10,000.
- 4.4.3.5 Should such withdrawal take place less than sixty (60) but more than fifteen (15) days prior to the start of an official competition organised by the FIVB, in addition to exclusion from the subsequent similar competition the NF shall be fined between USD 15,000 and USD 25,000.
- 4.4.3.6 Withdrawal taking place during the fifteen (15) days immediately prior to the start of the competition shall be sanctioned with a fine of between USD 20,000 and USD 30,000, in addition to exclusion from the subsequent similar competition.
- 4.4.3.7 Withdrawal during the course of the competition (or during the qualification phase) or non-appearance at the beginning of the competition shall be sanctioned with:
- fine of up to USD 40,000 and
  - suspension from all official competitions for two (2) years and
  - compulsory reimbursement to the Organising Committee and the FIVB of the expenses borne on behalf of the withdrawing delegation and team, plus damages for loss of income and financial consequences.

#### 4.4.4 WITHDRAWAL FROM OTHER RECOGNISED COMPETITIONS

4.4.4.1 NFs that have entered their teams for a competition recognised by the FIVB, whether official or friendly, have the obligation to participate in such competition.

4.4.4.2 In case of withdrawal and depending on when withdrawal takes place, a fine will be imposed that is two-thirds (2/3) of the amount established for identical cases of withdrawal from international competitions. This fine is in addition to the obligation to reimburse the Organising Committee for all expenses borne for the withdrawing team.

4.4.4.3 In case of withdrawal from a friendly match within fifteen (15) days immediately preceding the date of the match, the obligation for reimbursement also includes all the expenses borne by the Organising Committee for preparations of the match.

#### 4.4.5 FAILURE TO ORGANISE FIVB COMPETITIONS

An NF failing to organise a competition, without prior FIVB agreement and in spite of having a contractual commitment to do so, shall be sanctioned as follows:

- fine of up to USD 100,000 and
- one (1) year suspension from international participation and
- four (4) years suspension as organiser of international competitions.

#### 4.4.6 RECOVERY OF FEES, COSTS AND LOSS OF INCOME

In addition to the imposition of the corresponding sanctions, the FIVB has the right to claim the reimbursement of the fees, expenditure, loss of income and up to one percent (1%) monthly interest from the day of the withdrawal.

### **RULE 5 : ADMINISTRATIVE OFFENCES AND SANCTIONS**

#### **5.1 ETHICS RULES**

5.1.1 The FIVB Executive Committee is competent to impose sanctions concerning violations of the ethics rules.

5.1.2 After hearing the person concerned, the FIVB Executive Committee may decide to suspend an FIVB member who has violated the ethics rules.

#### **5.2 CONFLICT OF INTERESTS**

5.2.1 The FIVB Executive Committee is competent to impose sanctions for conflicts of interest.

5.2.2 After hearing the person concerned, the FIVB Executive Committee may suspend a person who is involved in an apparent conflict of interests.

5.2.3 A person found to be consciously involved in a proven conflict of interests shall be discharged from his/her official position.

### **5.3 OTHER SANCTIONS**

#### **5.3.1 SUSPENSION**

5.3.1.1 The grounds for suspension of a National Federation are:

- debt to the Confederation of the FIVB annual fee, notably for delay in payment of three (3) annual fees, admonition thereof having been issued three (3) months before the Congress;
- first-time breach of the FIVB Constitution, Regulations, decisions or this Code of Conduct.

5.3.1.2 A suspended National Federation is obliged to reimburse the FIVB for all expenses incurred by the latter for the study of its case (investigation or conciliation working group, juridical expenses, etc.).

5.3.1.3 In order to recover its full affiliation, the said National Federation must have satisfied the financial obligations above, unless an exceptional derogation is granted by the FIVB.

#### **5.3.2 EXPULSION**

5.3.2.1 The grounds for expulsion of a National Federation are:

- loss of status as an NF, on the basis of findings from inquiries made in conjunction with the competent national authorities and confirmed by the FIVB;
- debt to the FIVB, notably for non-payment of fines, admonition thereof having been issued three (3) months before the Congress;
- repeated breach of the FIVB Constitution, Regulations, decisions or this Code of Conduct.

5.3.2.2 Quorum and voting requirements for the expulsion are the same as those stipulated for amendments to the Constitution.

5.3.2.3 In case of emergency, players and officials may be expelled by the Board of Administration by a three-quarters (3/4) majority vote, effective upon notice of the decision.

5.3.2.4 An NF may propose the grant of amnesty to an expelled NF at the next Congress, requesting inclusion of the matter on the agenda six (6) months before the date of such Congress.

## **RULE 6 : FINANCIAL OFFENCES AND SANCTIONS**

### **6.1 FAILURE TO PAY OR LATE PAYMENT OF FEES**

6.1.1 The payment of an FIVB fee one month late shall be sanctioned with a fine of USD 100, charged to the FIVB member and to be paid to the Confederation concerned.

- 6.1.2 An NF which is late in payment may be suspended by the FIVB Executive Committee until payment has been made. Non-payment for more than six (6) months shall be sanctioned with indefinite suspension.
- 6.1.3 Resumption of activity will be permitted once the arrears have been paid.

## **PART III**

### **RULES OF PROCEDURE**

#### **RULE 7 : PROCEEDINGS**

##### **7.1 DISCIPLINARY PROCEDURES**

- 7.1.1 Disciplinary procedures shall be initiated directly by the competent FIVB institution or injured FIVB member.
- 7.1.2 Except for urgent matters, a sanction may not be imposed before the FIVB member concerned has had the opportunity to be heard and to present his/her case. The FIVB institution appointed to determine a possible sanction is free to decide whether the right to be heard may be exercised solely in writing, or also orally by authorising the FIVB member additionally to present his/her case orally. The relative FIVB institution shall evaluate the evidence, giving consideration to the specific conditions under which the events occurred, the reputation of the person(s)/or institution(s) concerned and generally all the circumstances in order to determine if a sanction is required.
- 7.1.3 An FIVB member who, after having been sanctioned for a violation of the FIVB Constitution or Regulations, commits another violation of the same kind is subject to an increase in the severity of the sanction.
- 7.1.4 At the end of the deadline granted for the exercise of the right to be heard or following the hearing at which the right to be heard was also exercised orally, the FIVB institution will take its decision which will be notified to the FIVB member concerned. This decision will indicate the deadline and appeal process, specifically mentioning the competent institution to revise the decision taken.

##### **7.2 PUBLICATION AND NOTIFICATION OF DECISIONS**

- 7.2.1 Sanctions shall be communicated by registered mail, except in case of those sanctions imposed during a competition which shall be delivered by hand to the corresponding party.
- 7.2.2 With the exception of simple admonitions, all other sanctions shall be published in the FIVB official newsletter "X-Press".

##### **7.3 EXTENSION OF SANCTIONS**

All sanctions imposed by the FIVB on leagues, clubs and their leaders, team managers, players, coaches, FIVB officials and referees shall also apply on a continental and national level.

## **PART IV**

### **RULES OF JURISDICTION**

#### **RULE 8 : JURISDICTION**

##### **8.1 FIVB INSTITUTIONS WITH JURISDICTIONAL COMPETENCE**

The FIVB institutions invested with jurisdictional competence are:

- a) The Congress
- b) The Board of Administration
- c) The Executive Committee
- d) The President in accordance with article 2.6.2.2 of the Constitution
- e) The Control Committee or the FIVB Representative in competitions
- f) The International Volleyball Tribunal
- g) The Confederations and Zonal Associations
- h) The National Federations

#### **RULE 9 : SANCTIONS**

##### **9.1 TYPES AND DEFINITIONS OF SANCTIONS**

The FIVB institutions vested with jurisdictional competence may impose the following sanctions:

###### **9.1.1 Not subject to appeal**

- a) Simple warning - a statement of disapproval
- b) Severe warning - a declaration of censure
- c) Reprimand - an official statement of blame, with the specific implication that if further offences are committed the following sanction will be more severe.

###### **9.1.2 Subject to appeal**

- a) Fine - a variable sum of money to be paid to the FIVB up to a maximum of USD 100,000
- b) Disqualification from competition - prohibition of players, coaches or officials from participation in one or more matches in FIVB competitions and consequent reversal of results of the match in question
- c) Loss of match or reversal of results - match declared lost by the offending team or reversal of match score
- d) Modification of competition results - cancellation of one or more points in the ranking earned by the offending team, leading to a possible modification of the final ranking in a given competition
- e) Discharge from official position - loss of position held in any FIVB institution
- f) Suspension - prohibition from participation, for a given period of time, in any official activity within the sphere of the FIVB
- g) Expulsion - expulsion of an FIVB member from the FIVB.



## **9.2 SANCTIONS IMPOSED BY THE PRESIDENT**

- 9.2.1 Sanctions imposed by the President in accordance with article 2.6.2.2 of the Constitution must be submitted to the Executive Committee for confirmation.
- 9.2.2 The President may first request the Legal Commission to hear a sanctioned FIVB member and to present its proposals to the Executive Committee.
- 9.2.3 The Executive Committee must hear an FIVB member sanctioned by the President if the Legal Commission has not been referred to beforehand. However, the Executive Committee reserves the right to hear a sanctioned FIVB member.
- 9.2.4 A decision of the Executive Committee confirming all or part of a sanction imposed by the President may be appealed to the International Volleyball Tribunal within thirty (30) days from its notification.

## **RULE 10 : POWERS FOR IMPOSING SANCTIONS**

### **10.1 COMPETENCE TO IMPOSE SANCTIONS**

With the exception of the expulsion of an NF, which is of the exclusive competence of the Congress, the sanctions that are specifically set out in the Constitution may be imposed by the competent FIVB institution in accordance with the provisions of this Code of Conduct and other regulations established by the Board of Administration.

### **10.2 THE CONGRESS**

The Congress has the exclusive competence for all cases of expulsion of a National Federation.

### **10.3 THE BOARD OF ADMINISTRATION**

- 10.3.1 The Board of Administration is competent to impose all sanctions, with the exception of NF expulsion. However, it may impose:
- a) Temporary suspension or expulsion of leagues, clubs and their leaders, team managers, players, coaches, officials and referees;
  - b) Temporary suspension of National Federations in urgent and serious cases.
- 10.3.2 Suspension of leagues, clubs and their leaders, team managers, players, coaches or referees requires a three-quarters (3/4) majority of the votes validly cast by the Board members.

### **10.4 THE EXECUTIVE COMMITTEE**

The Executive Committee is also competent to impose sanctions, with the exception of:

- a) NF suspension
- b) NF expulsion

- c) Fines exceeding USD 10,000
- d) Suspension exceeding six (6) months.

## **10.5 THE CONTROL COMMITTEE OR THE FIVB REPRESENTATIVE**

- 10.5.1 The Control Committee or the FIVB Representative is competent to impose sanctions that refer directly to the competition for which it was appointed. In case of serious offences, the Control Committee or the FIVB Representative may request the Executive Committee to impose heavier sanctions.
- 10.5.2 Sanctions imposed by a Control Committee or an FIVB Representative are final for the duration of the competition for which either one was appointed.
- 10.5.3 In this event, the Control Committee or the FIVB Representative must transmit to the FIVB by fax or e-mail within twenty-four (24) hours of the closing of the competition a detailed report of the facts and circumstances of the offence, together with all the official documents and evidence necessary for a complete evaluation.
- 10.5.4 The Control Committee and the FIVB Representative have exclusive competence for ratifying the match results and drawing up the ranking for competitions in which more than one team participates.
- 10.5.5 They also evaluate and decide on protests made by participating teams, after studying the referee's report and a report prepared by the Refereeing Commission or by the Medical Commission, depending on the protest.
- 10.5.6 During competitions that take place in more than one venue, the competence falls on the Control Committee delegate at the respective venue who shall hear the opinion of the Refereeing Delegate or the Medical Delegate, as appropriate.
- 10.5.7 A request for revision of a sanction imposed by the Control Committee Delegate may be made to the Control Committee President.
- 10.5.8 To this end, the team/person involved shall deliver a written statement explaining its/his case to the Control Committee, which must then immediately transmit such statement to the President of the Control Committee.
- 10.5.9 The Control Committee President shall take a decision on the request for revision within the following twenty-four (24) hours.

## **10.6 THE INTERNATIONAL VOLLEYBALL TRIBUNAL (IVT)**

The International Volleyball Tribunal is competent to revise decisions made by FIVB institutions invested with jurisdictional competence when such decisions are contrary to the provisions of the Constitution and Regulations governing Volleyball activities and competitions or are made against decisions of the Congress or the Board of Administration.

## **10.7 THE CONFEDERATIONS AND ZONAL ASSOCIATIONS**

- 10.7.1 The Confederations are the FIVB supporting institutions responsible for imposing sanctions at the continental level.
- 10.7.2 Confederations may impose at the continental level all sanctions not of the exclusive competence of the FIVB Congress, Board of Administration or Executive Committee. For this purpose, they must adopt the same rules of procedure as provided under Rule 7 above.
- 10.7.3 Fines imposed by Confederations may amount to up to 10% of those imposed by the FIVB for the same offences.
- 10.7.4 Zonal Associations may impose sanctions only in and for their competitions at regional level.

## **10.8 THE NATIONAL FEDERATIONS**

- 10.8.1 The National Federations are the FIVB supporting institutions responsible for imposing sanctions at the national level.
- 10.8.2 The National Federations may impose at the national level those sanctions provided for in this Code.
- 10.8.3 The National Federations may impose sanctions provided for in their own rules, but these must not be heavier than those laid down in the FIVB Regulations for similar cases. The FIVB Regulations must be consulted due to their precedence over the NF regulations.
- 10.8.4 The FIVB Board of Administration must ratify a suspension or expulsion of a league, club and its leaders, team managers, individual and associated members declared by a National Federation in order for such sanction to be enforced by other National Federations in their respective territory.

## **RULE 11 : EXECUTION AND NON-OBSERVANCE OF SANCTIONS**

### **11.1 EXECUTION OF SANCTIONS**

#### **11.1.1 FINE**

- 11.1.1.1 Fines must be paid to the FIVB or its bank account in Lausanne, Switzerland no later than three (3) months from receipt of the notification of the imposed sanction.
- 11.1.1.2 Delayed payment shall involve a 1% monthly surcharge and prohibition from participation in competitions organised or authorised by the FIVB until the entire fine has been paid.

#### **11.1.2 DISQUALIFICATION OF PLAYERS AND COACHES**

- 11.1.2.1 Disqualification must be applied with direct reference to the FIVB competitions immediately following notification.

11.1.2.2 If a coach or player participates in a match while he/she is suspended or disqualified, his/her team shall lose the match and the sanction will be doubled.

### 11.1.3 SUSPENSION

Suspension starts from the day after receipt of the written notification of the sanction.

### 11.1.4 LOSS OF MATCH OR REVERSAL OF RESULTS

Loss of match, reversal of results or adjustment of the ranking of a competition must be notified to the team(s) concerned by the Control Committee or the FIVB Representative of the respective competition if such sanctions are imposed during the course of such competition.

## 11.2 NON-OBSERVANCE OF SANCTIONS

Non-observance of sanctions imposed by the FIVB institutions invested with jurisdictional competence shall be sanctioned by the Executive Committee with possible expulsion, due to the threat to the principle of authority.

## RULE 12 : APPEAL

### 12.1 UNIQUENESS OF THE FIVB JURIDICAL ORDER

In all circumstances, FIVB members must refrain from appealing to any civil, judicial, arbitration or sports authorities foreign to their National Federation, Confederation or the FIVB against decisions of whatever nature concerning them, and in particular against decisions resulting from their participation, possible participation or responsibilities in FIVB official or recognised competitions or Volleyball activities hosted by their National Federation, Confederation or by the FIVB itself.

### 12.2 SANCTIONS IMPOSED BY THE FIVB

12.2.1 Except as otherwise provided, at the moment of the notification or established in the regulations governing the event or the situation concerned, all decisions of FIVB institutions may be appealed to the subsequent superior FIVB authority no later than thirty (30) days after receipt of the notification on site or by registered mail. Once this term expires, a decision becomes final.

12.2.2 However, decisions issued by a Control Committee or an FIVB Representative may be appealed to the FIVB Executive Committee no later than twenty-four (24) hours after being notified, except if circumstances require a shorter deadline.

12.2.3 Sanctions imposed for positive doping results may be appealed only to the Court for Arbitration in Sports (CAS).

### **12.3 SANCTIONS IMPOSED BY CONFEDERATIONS AND NATIONAL FEDERATIONS**

- 12.3.1 Sanctions imposed by Confederations and National Federations may be appealed to the FIVB Executive Committee within thirty (30) days from their notification.
- 12.3.2 Sanctions imposed by Zonal Associations may be appealed to the respective Confederation within thirty (30) days from their notification.

### **ENTRY INTO FORCE**

This Code of Conduct, adopted in 2002, was modified by the Board meeting in Acapulco from 26 to 28 January 2004 and ratified by the 29th FIVB World Congress held in Porto from 12 to 13 May 2004.