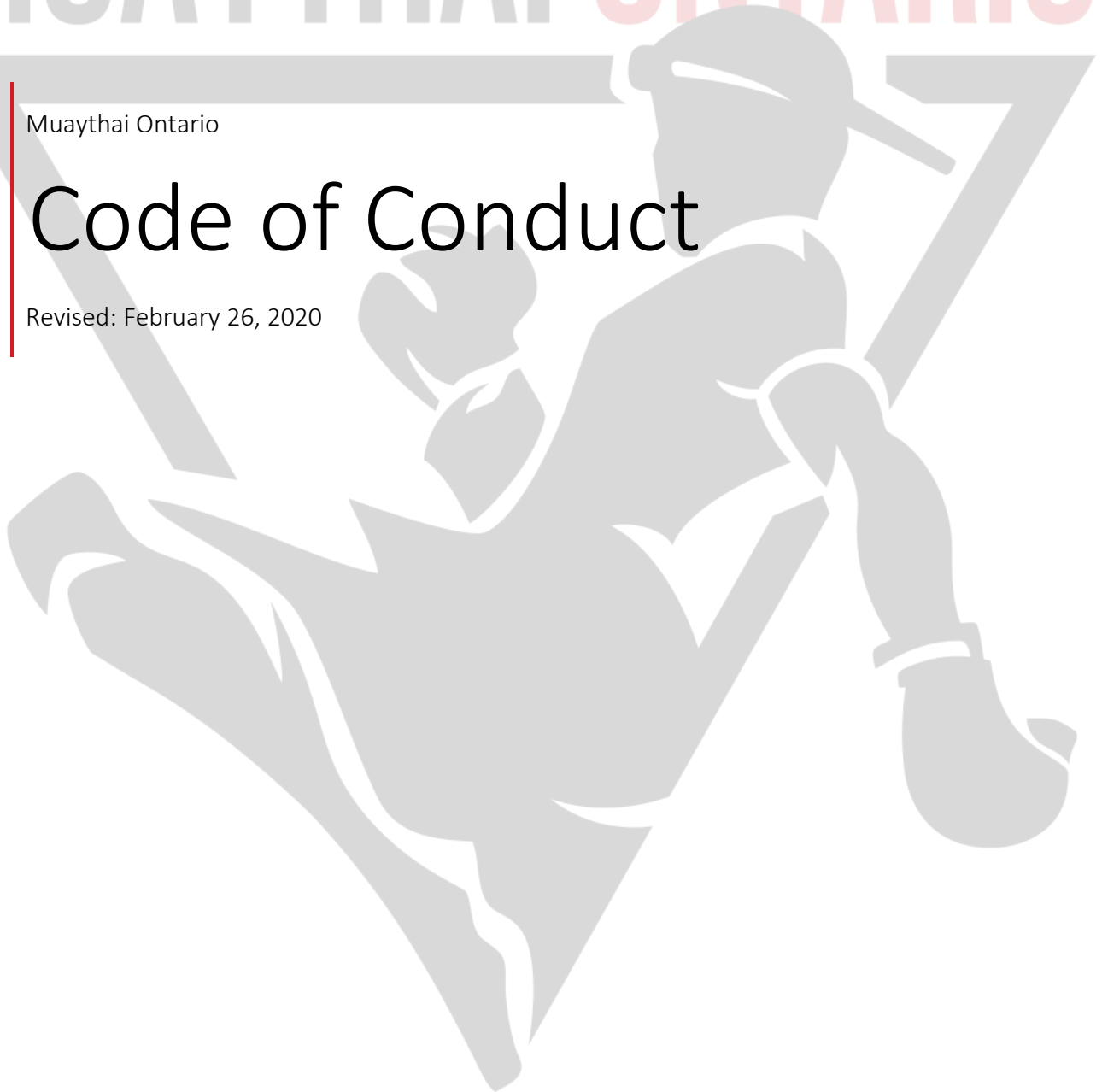


MUAYTHAI ONTARIO

Muaythai Ontario

Code of Conduct

Revised: February 26, 2020





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REVISION HISTORY

Version	Purpose/Change	Approval Authority	Action Date (DD/MM/YYYY)
1.00	Initial document	Board of Directors	31/10/2016
1.01	Definition clarification (seconds, coaches, corners)	Executive Director	10/04/2017
1.02	Formatting, Interaction with the media, participation in unsanctioned competition	Board of Directors	04/07/2017
1.03	Member role naming changes, participation in unsanctioned competition	Board of Directors	15/01/2018
1.04	Letterhead update	Executive Director	02/04/2019

PREAMBLE

The fundamental purpose of the Muaythai Ontario (hereinafter referred to as “MTO”) Code of Conduct is to assist MTO members in making consistent choices when faced with ethical dilemmas and to set out ethical principles and standards to which all participants must adhere. These principles are intended to remain in-line with the International Olympic Council’s (IOC) ideals and, therefore, remain relevant and applicable throughout the Muaythai community and the sport as governed by MTO. The MTO members herein undertake, at all material times, to respect and to ensure compliance with the following Overriding Principles and Articles and any actions taken in contravention of this Code of Conduct amount to violations that may result in sanctions up to and including the revocation of registration with MTO.

OVERRIDING PRINCIPLES

FAIRNESS: Operating within the spirit of the rules, never taking an unfair advantage and making informed and honorable decisions at all times.

RESPECT: Recognizing the contribution, which all people make to the sport, treating them with dignity and consideration, as well as caring for the property and equipment they use. Respect is for all irrespective of age, sex, religion or race in keeping with the Ontario Human Rights Code.

RESPONSIBILITY: Taking responsibility for one’s actions and being a positive role model at all times.

SAFETY: Encouraging healthy and safe procedures, preventing and reporting dangerous behavior, while demonstrating concern for others.

INTEGRITY: A set of principles derived from honesty, fairness and consistent recognition of and respectability for good character.

EQUALITY: Practicing fairness and applying social justice to all situations and decision-making processes, in addition to ensuring that all individuals are respected, have equal opportunities and have their rights protected.

TRANSPARENCY: This is a fundamental principle of any form of modern governance. It ensures that any and/or all transactions, events, decisions and practices are fully understood by all members.

ACCOUNTABILITY: This principle is closely related to that of transparency and encourages responsible decision-making and ensures that sound decisions are made. MTO members must be accountable to each other and to the members of the Muaythai community.

DEFINITIONS

In this Code of Conduct:

“**Athlete**” means a competitive participant in Muaythai competition governed by MTO;

“**Board of Directors**” means the MTO Board of Directors duly elected by MTO members in accordance with its By-Laws;

“**Coach**” means an instructor or trainer who accompanies an athlete during Muaythai competition and is registered with MTO;

“**Corner**” means an individual who assists a coach in preparing, caring for and tending to athletes during Muaythai competition;

“**Official**” means a Muaythai competition judge, referee, timekeeper, chief official, or trainee; and

“**Second**” means an individual who prepares, cares for and tends to athletes during Muaythai competition; i.e. a coach or a corner.

ART. 1: SCOPE OF APPLICATION

1. This Code of Conduct applies to MTO and each of its members and staff, including but not limited to the Board of Directors, members of Commissions, the affiliated National Federations and their members and staff, and all officials, athletes, coaches, corners and referees (hereinafter collectively referred to as the “Parties”).

The Parties shall pay particular attention to observing the Overriding Principles, in addition to the provisions set out below, including but not limited to the ideals of fair play and sportsmanship, when participating in MTO’s competitions and all other activities.

2. This Code of Conduct further applies to the Parties during all official MTO sanctioned events including competitions, weigh-ins, press conferences and charitable events.
3. All Parties will also observe the Code of Conduct while speaking or acting on behalf of MTO or participating in any activities associated with MTO.

ART. 2: ATHLETE CONDUCT

Athletes must comply with the following standards of conduct:

1. Respect for the Rules of Muaythai – At all times all members must respect, and adhere strictly to, the rules of competition as set forth by MTO and refrain from engaging in activities that bring the sport into disrepute or tarnish the reputation of MTO;
2. Respect for Decisions – Members must respect the decisions of the MTO and its Officials and refrain from actions that demonstrate disrespect, dissent or incite hostility towards the MTO and its Officials, whether these actions take the form of gestures or oral or written communications, including social media posts;
3. Respect for the Parties – Members are required to show respect for the Officials, Coaches, Corners, fellow Athletes, MTO staff members and all other individuals participating in MTO events at all times;

4. Co-operation – Members are to accept and co-operate with and implement the decisions of MTO and its officials;
5. Non-discrimination – Members are prohibited from discriminating against any party on the basis of race, gender, nationality, ethnic origin, religion, philosophical or political opinions, sexual preference, any of the grounds articulated in the Ontario Human Rights Code or any other grounds;
6. Non-violence – All Members must abstain from any kind of undue or unfair pressure or harassment, whether physical, mental, professional or sexual of any other Party;
7. Self-reporting – All Members are required to accurately complete and update all requirements for registration on a continuing and ongoing basis and to immediately advise MTO of any charge or proceedings concerning doping violations, disciplinary charges from a combat sports organization wheresoever located or criminal charge, which affects or may affect their ability to compete;

Members are also required to accurately complete and update their competitive records within 72 hours of having participated in any combat sports competition;

8. Medical advice – Members must also comply with the advice of their medical practitioners and advise MTO of any changes to their health which may impact their ability to compete or engage in activities associated with MTO;
9. Integrity – Members must act with integrity at all times and specifically refrain from taking any prohibited performance enhancing drugs as stipulated by the MTO Anti-Doping Policy. Members must also refrain from attempting to influence the outcome of any competition and to report any criminal activity or match-fixing allegation to MTO.
10. Interacting with the public – Members must refrain from officially speaking, or purporting to officially speak, on behalf of MTO. Members may express their personal opinions regarding any matters provided they do so in compliance with this Code of Conduct, however, any requests from the public or the media seeking an official statement on behalf of MTO should be directed to the designated MTO media contact.
11. Participation in Illegal Combat Sports Activities – Members must refrain from participating in illegal combat sports activities as an Official, Athlete, Second, organizer or staff member.

ART. 3: SECOND (COACH AND CORNER) CONDUCT

In addition to complying with the provisions of Article 2 above, Seconds must observe the following standards of conduct:

1. Athlete Safety – Seconds are jointly responsible for the safety of their athletes and are required to make decisions that ensure the health and well-being of their athletes at all times.
2. Specific Guidelines – Seconds are also required to adhere to the additional Competition Rules pertaining to Coaches/Corners.

ART. 4: PARENT CONDUCT

Parents and guardians of athletes in their care are required to comply with Articles 2 and 3 above.

ART. 5: OFFICIAL CONDUCT

In addition to complying with the provisions of Articles 2 and 3 above, Officials must observe the following standards of conduct:

1. Impartiality – Officials shall remain impartial at all times and show no favouritism towards any Athlete, Second or institution in carrying out their duties.

Officials shall also refrain from asking, accepting or proposing, either directly or indirectly, any payment or commission, any advantages or services of any kind, in exchange for the performance of their duties for MTO or for their work carried out for MTO, unless they have previously obtained an express authorization in writing from the competent MTO authority. Additionally, MTO must be informed of any offers of this kind that are made to a Party.

Officials may receive or accept gifts only as a mark of respect or friendship that are of nominal value in accordance with prevailing local customs. Any such gift must be declared to the Board of Directors of MTO. The MTO Board of Directors must authorize any gifts offered by a MTO Official to a third party. Gifts may only be offered by MTO or on behalf of MTO; Officials shall refrain from offering any gifts in their personal names. Any gifts received must be reported to MTO. Further, any gifts exceeding CA\$ 150 in value must be immediately sent to MTO and shall become the property of MTO.

2. Due Care and Diligence – In addition to ensuring fighter safety, Officials shall use due care and diligence in fulfilling their mission. They shall, on all occasions and to the best of their ability, serve the interests of Muaythai and MTO.
3. Incompatibility – Officials must not be involved nor have relationships with any organizations, firms or persons whose activities are incompatible with the MTO Code of Conduct.
4. Privacy of Participants – Officials are required to respect and ensure the privacy of Athletes, Coaches, Corners and Parents and to only share personal details involving said parties to MTO, its Board of Directors and other Officials for the purpose of complying with the Overriding Principles.
5. Confidentiality – Officials shall refrain from disclosing any information concerning MTO or its activities that has not been made public, unless such a disclosure has been authorized by the MTO's Board of Directors or is required by law.
6. Representation on Other Bodies – Officials who represent MTO on other boards, bodies, institutions or causes shall be obliged to intervene and to vote in accordance with any instructions received from the MTO Board of Directors or competent authority. They shall not accept any instructions as to how to vote from any third-party.

ART. 6: BOARD OF DIRECTORS CONDUCT

In addition to complying with the provisions of Articles 2, 3 and 5 above, members of the MTO Board of Directors must observe the following standards of conduct:

1. Good Governance – The Board of Directors must at all times observe the Basic Universal Principles of Good Governance as adopted by the International Olympic Committee (hereinafter referred to as the "IOC") in their Code of Ethics, the terms of which are incorporated by reference.
2. Conflicts of Interest – Members of the Board of Directors must declare all potential and actual conflicts of interest.

A member of the Board of Directors is in a position of conflict of interest when there is the potential to favour personal interests, or those of other people or institutions over the interests of MTO.

In assessing potential or actual conflicts of interest, direct as well as indirect interests must be taken into account. This includes the interests of a third person or entity such as a parent, spouse, relative, dependent, affiliated business or entity, contractor or contractee. The circumstances in which a conflict may arise include but are not limited to:

- a personal or material involvement with MTO suppliers;
- a personal or material involvement with sponsors, broadcasters or various contracting parties; and
- a personal or material involvement with an organization liable to benefit from the assistance of MTO.

3. Resolution of Conflicts of Interest – Where there is a potential or actual conflict of Interest the MTO Ethics Commission shall make a determination and propose a solution after hearing the parties involved.

Possible solutions include but are not limited to:

- registering a declaration of the potential or actual conflict of interest without taking any particular measure; or
- preventing the party at issue from making or participating in any vote or action which relates directly to the source of the conflict;

4. In the event that a party neglects to declare a situation of potential or actual conflict of interest or refuses to act according to the solution proposed by the Ethics Commission, the Ethics Commission shall propose to the MTO President and to the Disciplinary Committee a decision that may include the measures provided in the above paragraph. The MTO President and the Disciplinary Committee are responsible, in the final instance, for taking decisions and/or sanctions concerning conflicts of interests.

ART. 7: DISCIPLINARY PROCESS

1. Upon discovery of potential misconduct or a violation of this Code of Conduct the Board of Directors must appoint a Disciplinary Officer to investigate the potential offense
2. The Disciplinary Officer shall be responsible for:
 - a. Investigating the potential offence including conducting interviews and information gathering from the affected individual and associated persons;
 - b. Making and keeping safe all confidential materials gathered during the course of the investigation;
 - c. Informing the affected individual of the nature of the potential misconduct;
 - d. Preparing a report for the Disciplinary Committee if a preliminary case of misconduct is made out; and
 - e. Discontinuing the investigation and dismissing the matter if no reasonable misconduct is made out.
3. If a preliminary case is made out the MTO Board shall within 14 days of the receipt of the Disciplinary Officer's report appoint 3 members of MTO to serve as the Disciplinary Committee.
4. A quorum of the Disciplinary Committee shall be all 3 panel members
5. A Disciplinary Committee decision shall be made by majority.
6. The Disciplinary Committee shall set its own rules for the purpose of efficiently carrying out hearings.

7. All Disciplinary Committee hearings are confidential and are to be heard in camera.
8. The affected individual shall be present at the hearing to give evidence, present his or her case, or answer questions posed by Disciplinary Committee.
9. The affected individual may be accompanied to the hearing by a representative or adviser.
10. The Disciplinary Officer may attend the hearing at the request of the Disciplinary Committee.
11. The Disciplinary Committee shall inform all of the interested parties of the date and location of the hearing at least 14 days prior to the date of hearing.
12. Within 14 days of the hearing, the Disciplinary Committee shall present its findings in written decision to the MTO Board of Directors. The decision shall include.
 - a. The Committee's findings of fact;
 - b. A determination as to whether the individual is in breach of the code of conduct; and
 - c. A recommendation regarding disciplinary action if the acts complained of amount to misconduct.
13. A copy of the Disciplinary Committee's report shall also be forwarded to the affected individual without delay.
14. In determining the appropriate disciplinary action, the Disciplinary Committee shall consider:
 - a. The nature and severity of the offence;
 - b. The potential harm to others created by the offence;
 - c. Whether the offence is an isolated incident or represents a course of conduct;
 - d. The age of the individual involved; and
 - e. Whether the affected individual has admitted responsibility or expressed a willingness to change.
15. In determining the appropriate disciplinary action the Disciplinary Committee shall also be guided by, but not limited to follow these disciplinary guidelines:
 - a. First time offenders may be suspended for 30 days;
 - b. Second time offenders may be suspended for 90 days;
 - c. Third time offenders may be suspended for 1 year; and
 - d. Fourth time offenders may be banned.
16. Where an affected party is found to be in contravention of this Code of Conduct in that the party has failed to comply with the self-reporting provisions stated herein and is found to be the subject of a doping violation or is the subject of an inquiry, arbitral or disciplinary proceeding regarding a doping violation, the Disciplinary Committee may:
 - a. Suspend the offender until a finding has been made regarding such a violation; or
 - b. Suspend the offender for a period of time equal to but not longer than the duration of any suspension delivered by a competent body in respect of a doping violation.

17. Where an affected party is found to have participated in illegal combat sports activities in contravention of Art. 5.4, the Disciplinary Committee may suspend the affected party for a period of no less than 6 months.
18. In addition to, or substitution of the measures above, the Disciplinary Committee may also recommend that the individual be warned in writing.
19. Appeals

An affected individual has the right to appeal the decision of the Disciplinary Committee by filing a Notice of Appeal and Grounds for Appeal. A Notice of Appeal and Grounds for Appeal must be filed within 14 days of the party receiving the Disciplinary Committee's decision.

The permissible grounds for appeal are:

- (1) the Disciplinary Committee did not follow the procedures laid out in this Article;
- (2) the members of the Disciplinary Committee misapprehended the facts; or
- (3) the Disciplinary Committee reached a decision that was grossly unfair or unreasonable.

In the event that a Notice of Appeal is filed the MTO Board of Directors shall appoint a separate 3 person Appeal Board.

The Appeal Board must not have heard, or had any previous involvement with, the matter in dispute.

The Appeal Board shall base its decision solely on a review of the documentation regarding the complaint, including the statements made before the Disciplinary Committee, the reports of the Disciplinary Officer and Disciplinary Committee and the Notice of Appeal.

The Appeal Board, within 14 days of its appointment shall present its findings in a report to MTO Board of Directors. The Appeal Board shall have the authority to uphold a decision of the Disciplinary Committee, to reverse the Disciplinary Committee's decision and/or modify any of the Disciplinary Committee's recommendations for disciplinary action.

A copy of the Appeal Board's report shall be provided, without delay, to all of the parties involved.

ART. 8: MTO ETHICS COMMISSION

1. An independent MTO Ethics Commission (hereafter referred to as the "Ethics Commission") is charged with the following mission:

to assist MTO in developing and updating a framework of ethical principles, including the MTO Code of Conduct, based upon the values and principles enshrined in the MTO Code of Conduct, Statutes, By-Laws, Disciplinary Code, Procedural Rules, Technical & Competition Rules and the IOC Charter and all other documents incorporated by reference therein (hereinafter collectively referred to as the "MTO Ethical Principles");

to help ensure compliance with the MTO Ethical Principles in the policies and practices of MTO;



to provide assistance, including advice or proposals, upon request by the MTO Board of Directors, President, the Executive Committee or the Disciplinary Committee, in order that the MTO Ethical Principles are applied in practice;

to investigate complaints or other issues submitted to the Ethics Commission by the MTO Board of Directors, President, the Executive Committee or the Disciplinary Committee and raised in relation to the violation of the MTO Ethical Principles, and, if necessary, to recommend sanctions or other action on the part of the MTO Board of Directors, its President, its Executive Committee or its Disciplinary Committee.

to bring to the attention of whatever entity it finds appropriate, including but not limited to the MTO Board of Directors, the President, the Executive Committee or the Disciplinary Committee, any matter infringing the MTO Ethical Principles and to recommend actions or sanctions;

to advise on how to avoid or resolve conflicts of interests; and

to pursue any other tasks relating to the development and implementation of the MTO Ethical Principles, as requested by the MTO Board of Directors, the President, the Executive Committee or the Disciplinary Committee.

2. Composition – The Ethics Commission shall be comprised of five members, designated as follows:

a Chairman and a Vice Chairman, appointed by the MTO President; and

three members appointed by the Executive Committee.

Neither the Chairman, nor the three members to be appointed by the Executive Committee shall be members of MTO. The Vice Chairman may be chosen from among the members of MTO.

3. Members of the Ethics Commission must all be familiar and acquainted with the values and Ethical Principles of the Olympic Movement, preferably through personal experiences. At least one member of the Ethics Commission shall have a background in the legal profession and another member shall be familiar with carrying out the functions of a high-level executive office or public service.

4. Term – An Ethics Commission member's term shall last for the duration of four years and such term is renewable only twice.

5. Removal from Office – A member of the Ethics Commission may only be removed from office by a unanimous decision of the Executive Committee or, in the absence of such decision, by decision of the Disciplinary Committee.

6. Vacancy – In the event of vacancy due to death, resignation, incompatibility or inability of a member to perform his functions, the member shall be replaced. The new member shall complete the term of the member he replaces and may be appointed for one new four-year term.

7. Conflicts of Interest – Members of the Ethics Commission may not take any measure nor exercise any authority in relation to a matter where they are subject to any conflict of interests or any other form of conflict exist whether potential or actual.

8. Indemnification and Expenses – Members of the Ethics Commission shall be indemnified by MTO in relation to any claim by any third party deriving from the reasonable and lawful carrying out of their duties as members of the Commission.



9. Reimbursement – Members of the Ethics Commission serve as volunteers. They are entitled to reimbursement from MTO for all their legitimate travel expenses as well as to a per diem allowance to cover their associated costs.
10. Secretary – A secretary designated by the Chairman of the Commission shall assist The Ethics Commission, whose costs will be reimbursed by MTO.
11. Procedures – The Ethics Commission establishes its own rules of procedure.
12. Reporting – The Ethics Commission reports to the MTO President. If the Ethics Commission considers it as necessary, it may submit a report directly to the Executive Committee, the Disciplinary Committee, or any other individual or entity within MTO. In such a case, the Ethics Commission informs the MTO President before it submits its report.

The Ethics Commission shall present every year a report to the Board of Directors on the conduct of its activities.