



Integrity Policy

- Including Match Fixing, Sports Betting, Manipulation -

Integrity: Understanding of Match-fixing, Sports Betting, Manipulation

In order to ensure Fair Play in sport WAKO outline guidelines in order to inform, prevent and react towards unethical behaviour. This is a complex situation, but where some situations are deliberate and some situations. Match-fixing violates the pillar of Fair Play in sport and to act clean is something that WAKO needs to build as a part of the culture, and prevention of possible challenges never ends.

What is considered a match-fixing related offense by WAKO?

- a. When an athlete, official or member of the entourage participates or engages in betting or gambling related to his or her own sport event or competition.
- b. When an athlete or official fails to perform to the best of his or her abilities in exchange for a monetary incentive, gift or other compensation/reward.
- c. When an athlete, official or member of the entourage encourages, enables or instructs another party to bet or gamble on a sport event or competition to which he or she is personally connected.
- d. When an athlete, official or member of the entourage ensures that an incident, occurrence or event takes place, in exchange for which he or she expects to receive or has already received compensation/reward.
- e. When an athlete, official or member of the entourage receives or provides any monetary incentive, gift or other compensation/reward in a context which can reasonably be expected to bring the athlete or the sport into disrepute.
- f. When an athlete, official or member of the entourage uses any "Inside Information" for betting purposes, including disclosing "Inside Information" to any person (with or without reward) where the individual might reasonably be expected to know that its disclosure could be used in relation to betting.
- g. When an athlete, official or member of the entourage does not provide information to the competent IF or competition authority (without undue delay) regarding the full details of any approaches, invitations to engage in conduct, or incidents that would amount to a breach of the IF or competition rules related to betting.
- h. When an athlete, official or member of the entourage does not cooperate with any reasonable investigation carried out by the IF or competition authority, including failure to provide relevant information and/or requested documentation, including records relating to the



alleged breach (such as itemised telephone bills, bank statements, internet service records, computers, hard drives and other electronic information storage devices).

i. When an athlete, official or member of the entourage knowingly assists, covers up or is otherwise complicit in any acts previously described committed by another party. The individual shall be treated as having committed such acts himself and shall be liable accordingly.

j. When an athlete, official or member of the entourage induces, orders or supports any participant to commit any of the listed offences.

Any official, athlete or direct participant in the kickboxing community found to be committing the related offenses faces the possibility of disqualification, disciplinary action, legal action and investigation.

Athlete and coach team statement

So, how can you as an athlete prevent a code of conduct to make sure of fair play?

- To be aware of your responsibility and to declare your standpoint, like:

I believe that the true essence of Kickboxing is to strive for personal achievement and excellence through full and honest effort and behavior. I am fully committed to participating in the sport of Kickboxing with integrity and to striving to win only by legitimate means.

I pledge to learn, understand and adhere to both the written rules of Kickboxing and the accepted rules of fair play. I believe that mental and physical intimidations are harmful to sport, and I refuse to use such tactics in an attempt to gain an unfair advantage.

I understand that officials, teammates, and opponents are all integral to the sport of Kickboxing and worthy of my respect. It is my responsibility to maintain self-control at all times. I will accept officials' decisions without arguments; I will play aggressively but without hostility, and remain ethical and gracious in triumph or defeat.

Match-fixing violates the pillars of Fair Play and the fundamental code of honor inherent within our sport worldwide, I confirm that I will not engage or tolerate any type of match fixing or betting within my sport.

I hereby agreed in the following five fundamental principles of ethical participation and competition in the sport of Kickboxing.

1) *Respect for others*

I agree to act with respect toward all those I come into contact with through. This means I will refrain from comments or behaviors which are abusive, offensive, racist, sexist or otherwise belittling or demeaning to others.

- I do not harass or tolerate harassment by others.
- I respect others as persons and treat them with dignity.



- I respect the privacy of others.
- I do not endanger the safety of others through my actions.

2) Respect for self

- I act with fairness and integrity in the pursuit of excellent sport.
- I practice drug-free Kickboxing and accept doping control.
- I avoid the abuse of alcohol and illegal drugs.

3) Respect for sport

- I strive for personal excellence in sport.
- I honor and respect the spirit and traditions of sport.
- I do not impede the preparation for competition of other competitor's teammates.
- I respect the decisions of judges and officials.
- I promote drug-free sport.

4) Respect for WAKO

- I accept WAKO rules, policies and procedures governing events and Competitions in which I participate in.
I comply with all reasonable requests of officials within WAKO and Kickboxing Accord.
- I accept that I am an ambassador for *Kickboxing* and WAKO.
- I refrain from any action which might bring the Kickboxing of Kickboxing or the WAKO into disrepute.

5) Respect for property

- I respect the property and livelihood of others, which means refraining from vandalism, theft, and other forms of mischief.
- Failure to comply with this Code of Conduct may result in disciplinary action in accordance with the Discipline Policy of WAKO.
- I hereby agreed to abide by the above statement and to always play fair and treat my fellow athletes and officials with respect and integrity.



WAKO E-Learning modules in

How to Prevent Match-fixing, Betting and Manipulation from destroying your career or others career

The pilot integrity programme are launched and we refer to separate information about this.

This is a short programme, but it may be the most important time you spend to guard your career. Match fixing and manipulation is a growing problem in sports. By viewing this programme you will gain information to keep you safe and protect your sport from corruption. You will learn about the behaviour you must adopt towards sports betting and about the dangers of match-fixing to your career.

Most of all, you will learn and be introduced to the challenge related to manipulation and how certain behaviour can and will change the outcome of a match. Behaviour seemingly normal and as a part of a culture can be damaging. Maybe some of the information you will read will seem dramatic and irrelevant. Then, please look at this as preventive, informative and that you understand and confirm that you act in an ethical and fair and honest.

Please enter the e-learning [HERE](#).

Integrity Officer Job Description

The Integrity officer in work are the Chairman of the Integrity and Fair Play Committee. The job description of such officer are to;

- serve as resource for information on integrity issues for members and athletes
- serve as first contact point for any information on integrity issues
- report to the responsible bodies of the IF on integrity issues
- act as integrity monitoring instance during competitions in particular on manipulation matters

We also refer to WAKO **Whistle-Blower Policy** to be found under Policy section [HERE](#).

Decided by the WAKO Board of Directors 1.3.2016