

## CODE OF ETHICS

### HELLENIC VOLLEYBALL FEDERATION

#### PROLOGUE

The Hellenic Volleyball Federation is the highest and only organization in Greece of sports clubs that cultivate the sport of Volleyball in all its forms and represents it internationally. It develops the Sport and is obliged to protect it. The Code of Conduct is one of the tools that will strengthen it to achieve its purpose. In addition, the Code of Ethics is, together with its other Regulations and in addition to them, the grid of its operating rules that contribute to the realization of its statutory purposes in a spirit of legitimacy and "good fight".

#### ARTICLE 1

##### Field of application

This Code applies to conduct that damages the integrity and reputation of the sport of Volleyball and in particular to conduct that is unlawful, immoral or unethical.

##### **The following are subject to this Code:**

- a)** The members of the Board of Directors of the Federation, the staff of the Federation, the members of the administration of the clubs, the athletes who are competing in any Hellenic Championship and / or organization that is being organized from the Federation, the referees, the coaches, the technical and sports support staff, the honorary members.
- b)** The members of all the bodies of HVBF. (Executive Committee, Audit Committee, Central Arbitration Committee, etc.)
- c)** Natural and legal persons who organize or participate in any way in the organization of sports events of HVBF.
- d)** The Mediators \_ and third parties concerned .

This Code shall apply in parallel and shall complement each other with the other regulations (and in particular the disciplinary Regulation) of the Federation, the laws and Regulations against Drugs and against the pre-arranged matches and results, in which (laws) the Federation and with the Federation enters and adopts their content. The respective codes of ethics of the International Sports Federation (FIVB) and the European (CEV) are considered an integral part of this . of which the Federation is a member.

#### ARTICLE 2

##### Basics Principles

##### 2.1. Dignity

- 2.1.1. Preserving the dignity of the individual is a basic requirement of the Federation. Specifically, the Federation has the responsibility to protect the reputation, integrity and reliability of the sport in Greece and internationally.
- 2.1.2. The Federation strives to protect the image of the Sport, from danger or harm that comes from threats, or that arises from immoral and defamatory behaviors, practices and schemes.
- 2.1.3. The Federation does not accept activities that involve discrimination based on

gender, race, ethnicity, religion, philosophical or political views, marital status, or others. reasons.

- 2.1.4. The Federation does not accept any practice that is detrimental to the integrity of the participants in its activities. Illegal practices of increasing the performance (Doping) of those who participate in the activities of the Hellenic Volleyball Federation, is prohibited and severely punished, both under this and the other Regulations and the law.
- 2.1.5. Any harassment (physical, professional, moral, sexual, or other) within the activities of the Federation, is prohibited and severely punished.
- 2.1.6. Particularly in the case of sexual violence and harassment, it is forbidden for athletes to be forced into sexual acts of any kind by a person of confidence (male or female) in a position of power, such as coach, doctor, supervisor, senior teammate or teammate. In addition, they are prohibited from receiving threats of future consequences for themselves and their loved ones if they make revelations. The Volleyball Federation is committed to zero tolerance in such situations and will investigate immediately and confidentially complaints concerning the above incidents.

## 2.2. Corruption and Bribery

- 2.2.1. The Federation and all its involved members <sup>1</sup>undertake to obey and respect this Code Ethics.
- 2.2.2. All those involved in the Federation may not request or give (directly or indirectly) remuneration, supply, profit or service, of any form (overt or covert) related to the activities of the Federation, its athletes, and throughout the process of the elections of the Federation. This practice recommends corruption.
- 2.2.3. Corruption is any form of abuse of power for any form of individual gain. Acts of corruption are usually intended to influence a person in the performance of his work to act dishonestly and / or unfairly for his own benefit.
- 2.2.4. Bribery is the incitement or reward or any form of benefits offered, subject, given or permitted (directly or indirectly). indirectly) so that:
  - to influence someone in the wrong way, the
  - reward anyone for performing any function or activity in order to ensure the to acquire any commercial, conventional, regulatory the staff advantage.
- 2.2.5. Ceremonial gifts may be accepted or given to a member of the Federation during the performance of his duties, provided that all of the following Apply:
  - The gift is not given with the intention of influencing a member of the Federation in order for the donor to gain an advantage, or in any way favor or avail.
  - The gift is given in the name of the Federation and not of the person who

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<sup>1</sup> By the term "involved members of the Hellenic Volleyball Federation we mean the members of the Hellenic Volleyball Federation, the Administration, the Athletes, the Executives, the Committees and those who are active in any way as envoys to the activities and events of the Hellenic Volleyball Federation.

receives it, and is a sign of respect and friendship.

- The gift is given publicly and not secrets.
- The gift is not or does not include money.

2.2.6. Any other action constitutes the offense of bribery in various forms (indirect or direct) such as false promises or fees.

2.2.7. The hospitality of the Federation staff and their attendants may not exceed the average level of hospitality usual in the places they go to and be commensurate with their position in the Federation.

2.2.8. The passive bribe is punished with the same penalties.

2.3. Conflict of interests

2.3.1. The members of the Federation involved should try to avoid getting involved in any conflict of interest. These conflicts may arise if a member of the Federation involved has (or appears to have) an overt or covert interest that prevents him or her from performing his or her duties with the required independent and impartial way.

2.3.2. Personal or hidden interest is the pursuit of any profit for himself, his family or his relatives. Even the management of confidential information is of such interest.

2.3.3. The members of the Federation involved may not perform their duties in such circumstances as such is provided for or there is a conflict of interest. In such a case, they must disclose the fact and inform the competent department in writing Federation.

2.3.4. A situation of potential conflict of interest arises when the opinion or decision of a acting part of the Federation can reasonably be considered to be influenced by a relationship which it has, had or will have with a particular person or organization which will be influenced by the opinion or decision of that part of it Federation.

2.3.5. When the mission is performed on a body of the Federation that appears to have a financial or personal conflict of interest in relation to any proposal submitted to a meeting must:

- to state it,
- withdraw from the meeting, unless duly invited to remain in order to provide information,
- not be counted as a voting member to determine a quorum for this part of the meeting,
- to retire during voting.

2.3.6. Corruption is any misuse of power held by any position in the Federation, which is for the benefit or gain of the incumbent. The aim is to increase one's performance fictitiously or to influence a person in the performance of his work, to act

dishonestly and / or inappropriately way.

- 2.3.7. Individual decisions should not be made when dealing with issues of general scope that may affect many stakeholders (for example, decisions about a league calendar or a proposal for regulatory changes) and which are made in the general interest based on site data of Sport.
- 2.3.8. When the duty is performed in the context of a fight that counts in a proclaimed institution of the Federation, the executives who must declare their interests are the Race Judges / Observers, Secretariat of the match.
- 2.3.9. As long as the conflicting interests are registered, it does not mean that this statement should not be renewed if there is a change in the declared information, which may be a violation of the rules of this Code. Ethics.
- 2.3.10. If there is any objection regarding an existing or potential conflict of interest, it should be reported immediately to the organization to which the said member of the Federation has been called upon to perform duties.
- 2.3.11. Any omission of relevant information of the Federation constitutes a violation of this Code of Ethics.
- 2.3.12. No executive may be involved with companies or persons whose activity is contrary to the provisions of the Statute of the Federation and the articles of this Code.

If it is not clear whether there is such a conflict of interest in any given situation for any person, then the matter should be referred to the Ethics Committee. If an objection is raised regarding an existing conflict of interest of an employee or a potential conflict of interest of an employee, it shall immediately submit it to the Ethics Committee which shall take the appropriate measures. If an employee neglects to declare a situation of possible conflict of interest, the president of K.O.E. or one of its executive members, may refer the matter to the Ethics Committee

### **ARTICLE 3**

#### **Behavior towards Institutions**

- 3.1 The members of the Federation involved can be involved in public affairs and politics. In this context, however, they can not abuse their position in the Federation, to engage in any activity or ideology that violates this Code.
- 3.2 The employees of the Federation remain politically neutral, in accordance with the principles and objectives of the Federation, of the confederations, associations, leagues and clubs, and generally act in a manner compatible with their function and integrity.

#### **ARTICLE 4**

##### **Confidentiality**

- 4.1 Any information disclosed to the members of the Federation when they perform their duties according to its function will be considered confidential or secret as an expression of devotion. Any information will be transferred in accordance with the principles, guidelines and values of the Federation. The obligation to respect confidentiality is maintained even after the termination of any relationship that makes a person subject to this Regulation.

#### **ARTICLE 5**

##### **Implementation**

- 5.1 The involved members of the Federation must control the implementation of the Articles of Association, the Regulations and this Code Ethics.
- 5.2 All Associations that are registered in the Federation must respect and abide by the conditions that govern their operation, especially in terms of their members, whether they are Athletes or Executives. They must respect the desire of each of their members to move to another Association and facilitate the procedure provided by the regulations.
- 5.3 The members of the Federation involved must inform the competent authorities of the Federation of any breach of this Code.
- 5.4 The persons involved must, after being invited, cooperate in any investigation of the Ethics committees and in case of any reason for not forming the Board of Directors of the Federation and provide any information requested. If they do not cooperate, this is a violation of this Code.
- 5.5 Any violation of the Code of Ethics may be a reason for referring the offender to the Ethics Committees and in case of any reason for not forming them in the Board of Directors , either by decision of the Board of Directors of the Federation or any other body that holds this competence.

#### **ARTICLE 6**

##### **Changes and Interventions**

- 6.1. Changes or interventions on the current Code of Conduct will be made only by the General Assembly of the Federation.

#### **ARTICLE 7**

##### **Use of Social Media**

- 7.1. The use of social media is institutionally permissible (apart from their individual use in the context of the freedom of communication of each individual with full awareness of the relevant risks) solely for the purpose of disseminating the sport of Volleyball and all forms of its purposes and events. Federation
- 7.2. This is because, on the one hand, the importance of these means in the free development of the personality is understood, but on the other hand, at the same time, the protection of confidentiality, intellectual property rights and the value of

individuals, authorities and institutions in general must be ensured. Therefore, everyone must comply with the relevant rules to the extent that social networking is related to the purposes and activity of the Federation in general.

- 7.3. The integrity and free development of the personality, beyond any kind of restraint (verbal, racist, homophobic, abusive power, etc.) is the most important and protected asset from the reckless use of social media. For this reason, the principle of a general ban on posting or reporting on anything that would embarrass the Federation, its institutions, its activities, its collective and individual bodies, and in particular the athletes, coaches, sports actors and their families.
- 7.4. This is because many times many elements of each person's personality (including their participation in sports in any capacity) are confused on the internet, regardless of everyone's effort to separate their.
- 7.5. In the above contexts:
  - All parties concerned by this Code of Conduct must in principle use the prescribed privacy tools (specifying, for example, who can see the page or profile) but must also operate under the "assumption" that everything written is copied, exchanged and generally posted on a social media site is (and) public. Each position must be transparent, honest and clear.
  - Any posting that may concern issues concerning the Federation and all its activities and especially the competition and the involvement of institutions, entities and individuals in it must be done sparingly and based on the principles of protection of the honor of each . For any dispute, the law and the regulations provide for competent bodies of the Federation and therefore the relevant disputes should not be complained, let alone resolved through the internet.
  - The posts of each person or entity must be intact and transparent, without violating the protection of privacy, honor, personal value, privacy and the operating regulations of the Federation and the institutions of.
  - References that comment honorably on the self-determination of each individual are prohibited, especially on issues related to gender, race, ethnicity, religion, philosophical or political views, marital status and physical disabilities.
  - All derogatory remarks are equally explicitly forbidden, and much more defamatory, insulting or slanderous (even as a reproduction of it). Even anonymous comments can be traced back to your email address ( IP ) address ).
  - It is also forbidden any report that may infringe on the privacy of anyone but also any confidential information, especially those concerning the operation of institutions of the Federation and the State.
- 7.6. Any violation related to the above irrational use of the internet is charged and punished according to the provisions of the following article, but also the "defamation" provisions of the disciplinary regulation of the Federation, without excluding the referral for punishment based on the law, if evidence of illegal conduct.

**ARTICLE 8**  
**PENALTIES**

- 8.1. In case of any form of violation of this Code, the guilty person is referred to a disciplinary procedure provided in this regulation of the Federation. The Disciplinary Regulation of the Federation is applied proportionally for the procedure. In addition to the above, the accused is referred and punished on the basis of the article on DEFAMATION OF THE SPORT of the above Disciplinary Regulation depending on the gravity of the violation.
- 8.2. In each case from the above, the Ethics committees provided for in article 66 par. 7 of law 4410/2016 are addressed and in case of any reason for their non-formation by the Board of Directors of the Federation , whether it concerns the complaint) and after a call for an apology may always impose based on the gravity of the violation and the following penalties:
- 1) Strict written reprimand.
  - 2) Temporary expulsion from the office, title, position and capacity or activities in which the accused participates (eg competitions for athletes / coaches) for individuals up to twelve (12) months, or a fine of up to € 5,000 and a holiday under a service regulation in the event of a breach by a member of the federation staff.
  - 3) Permanent (lifelong) expulsion of the culprit from all the above positions, qualities and activities in accordance with the provisions of Greek law.
- 8.3. Simultaneously with the above procedure, it may be decided to refer the culprit to the Committee of Ethics and Ethics of the Hellenic Olympic Committee with the question of deprivation of the status of a fan.
- 8.4. No penalty is imposed if the accused person has not previously been summoned in writing.
- 8.5. The above violations also concern legal entities, accused on a case-by-case basis by their legal representatives.

**ARTICLE 9**  
**Changes and Interventions-Interpretation**

- 9.1. Changes or interventions on the current Code of Conduct will be made only by the General Assembly of the Federation. For anything related without being explicitly provided herein and in general for any interpretation in the application of the present is the responsibility of the Board. of the Federation based on the laws of the Greek State, the statutes and the regulations of the federation and the international Regulations provided in corresponding content.

This Code of Ethics, which contains nine (9) articles, was voted by the General Assembly of the Hellenic Federation Volleyball held on March 26, 2022 and valid until revoked.