



CODE OF ETHICS

Preamble: the ITTF PTT, its members, partners, technical officials, players and team officials affirm their commitment to the principles of excellence in sport, opportunity to participate in fair competition, and enhancement of the dignity of players and sport accepting the values of honesty, human rights, fairness, justice, non-discrimination and integrity.

These ethical standards will be applied consistently across all stakeholders and members, and will be applicable to all ITTF and ITTF PTT sanctioned events, competitions and activities.

General Obligations: members of the ITTF Para Table Tennis Division or any of its committees or working groups (collectively known as PTT) shall:

- serve the ITTF, demonstrate the importance and value of the ITTF and endorse the Vision, Mission and values of the ITTF.
- comply with, and respect the Constitution, Bylaws, Standing Orders and any other regulations or decisions as approved by the Annual General Meeting, Board of Directors and/or the Executive Committee.
- respect the laws of Switzerland.
- maintain confidentiality when dealing with all forms of personal information at all times in line with the data protection legislation of Switzerland.
- act honestly, in good faith and in the best interest of PTT.
- exercise due diligence and skill, applying themselves to their tasks and responsibilities seriously and performing their duties to the best of their personal abilities.
- conduct business with integrity, maintain a high standard of personal conduct and avoid any behaviour or action that would tarnish or give the impression of tarnishing the reputation or image of the ITTF.
- accept that English is the official language of the ITTF.
- abide by and respect this Code of Ethics at all times.
- disclose in writing all interests he/she may have, at least annually or at the time that he/she becomes aware of them, to the Executive Director (Operations and Olympic Games).
- acknowledge that, even if a conflict of interest or benefit has been declared, PTT may take action if such conflict or benefit is deemed to be inappropriate or disproportionate respectively.

1. Dignity

- 1.1 Safeguarding the dignity of the individual and the sport of table tennis is fundamental.
- 1.2 The players are the core constituents of PTT. Their interests, priorities, and opportunity to participate in fair competition and excel in table tennis are the main objectives of PTT.
- 1.3 The ITTF will take positive action to eliminate individual and institutional discrimination on the basis of race, gender, age, colour, nationality, ethnic origin, religion, ability or disability, philosophical or political opinion, marital status, sexual orientation, economic or employment status, working pattern, English language competence or HIV/AIDS status. Player classification, which promotes sport participation of players with disabilities, ensures fair play.
- 1.4 The ITTF will not tolerate any practice constituting any form of physical or mental injury to players or officials. All forms of harassment against participants including physical, mental, professional, or sexual, are prohibited as is behaviour that is humiliating, intimidating, or insulting.

- 1.5 Players may have significant medical conditions that require treatment, but the use of any method or medication whose sole purpose is to enhance sport performance, which may be detrimental or potentially detrimental to health, will not be tolerated. Use of medication in this situation will be evaluated based on whether the medication gives an unfair advantage, whether it is essential to the player's health in everyday life not just sport, and whether an alternative medication can be used. Everything possible should be done to contribute to the creation of a drug free sport environment for all PTT players in compliance with the World Anti-Doping Code.
- 1.6 Safety, well-being and medical care of players promoting their physical and mental health are priorities.
- 1.7 All forms of participation in, or support for illegal betting related to PTT sanctioned events is prohibited as being contrary to the principles of fairplay, sporting behaviour and attempting to influence the outcome of a match and/or event.
- 1.8 PTT shall respect and protect from any inappropriate disclosure outside PTT, by oral, written or electronic means, the confidentiality of any private or personal information concerning players and officials of the PTT that is shared during the work of PTT. However, PTT will maintain a player database and use its best endeavours to ensure all information is kept confidential. Players have the right to request a print out of such relevant information in order to correct it. By definition, information on the website is not deemed to be confidential but players have a right to request it to be removed at any time. Confidential information includes, but is not limited to, the proceedings of the non-public meeting sessions of PTT, as well as the legal counsel given to PTT. Materials and information discussed in such meetings shall not be made available to anyone outside PTT without the permission of the Executive Director (for ITTF issues) or the Deputy Executive Director: Operations (for PTT issues).
- 1.9 No person shall use, for her/his personal gain, or disclose outside PTT any confidential or trademark information obtained through her/his association with PTT. This includes spoken, written and computer generated data relating to PTT, including not only material marked as "confidential" but all PTT material and information that a member should reasonably understand to be subject to confidentiality.
- 1.10 Any intellectual property (including copyrights, trademarks and other material subject to protection) that is created and used by PTT is the property of the ITTF.

2. Integrity

- 2.1 PTT and its representatives shall disclose all direct or indirect financial or professional interest, whether perceived or real, in or any relationship with any organisation or person that might affect, or be reasonably understood by others to affect his/her objectivity, judgement, or conduct in carrying out the duties and responsibilities that he/she has in PTT activities. This also applies to spouses, partners, family members, businesses, or organisations to which ITTF bodies or representatives may belong.
- 2.2 Circumstances in which a conflict of interest, perceived or real, could arise include material or direct personal involvement with suppliers, vendors, contractors, sponsors, and candidate or organising committees for PTT events, competitions or activities.
- 2.3 PTT must report a situation where an actual or potential conflict of interest exists to the Executive Director: Operations and Olympic Games or the Deputy Executive Director: Operations (for PTT issues). Failure to report such a conflict may be grounds for removal from PTT.
- 2.4 PTT shall not allow any loyalty to a particular constituency, loss of independence or impartiality to conflict with their duty of loyalty to PTT but shall work for the benefit of the ITTF, PTT and its players.

- 2.5 PTT shall be personally responsible for any loss, damage, misuse or theft of property, records, funds or other assets belonging to the PTT that may be in their possession. All PTT assets must be used exclusively to support PTT activities.
- 2.6 PTT shall not make or receive any illegal or unethical payments including, without limitation, bribes, kickbacks, grafts, unauthorised commissions or finders' fees from the assets or resources of PTT or otherwise as the proper use of funds is a fiduciary responsibility. There must be appropriate accounting, records and reports for all grants, assets, liabilities, transactions, and disposals of the assets of PTT.
- 2.7 PTT shall not seek or accept gifts, gratuities, preferential treatment, private gain nor any concealed benefit or service of any nature for him/herself, his/her family, friends or agents from any organisation or person having or seeking to have an involvement with PTT. Only gifts of nominal value that shall be determined by PTT in accordance with prevailing local customs may be given or accepted by PTT representatives in the spirit of respect or friendship. Any other gift must be immediately turned over to ITTF. This includes entertainment, non-business travel or other favours such as loans, services or non-approved compensation.
- 2.8 PTT must not be involved with any firms, organisations or persons whose activity is inconsistent with the ITTF constitution and this Code.
- 2.9 Other than the advancement of sport for persons with a disability, democracy, empowerment and equality within the ITTF, PTT events shall not be used to promote any political agenda.
- 2.10 PTT, recognising that the honour of winning competitions lies in sporting performance and excellence, will award only prizes of nominal value such as medals to players. Prizes including money prizes given by others, such as sponsors and organising committees, are not promoted by PTT, but are acceptable if given in accordance with the spirit of sportpersonship and fair competition.

3 Diversity:

- 3.1 PTT recognises the importance of diversity. Sport links all aspects of a diverse society and contributes not only to the development of the individual, but also encourages respect for others, leading to greater understanding and better social cohesion.
- 3.2 PTT will respect encourage and promote diversity in all its aspects and at all levels of the organisation and in all its activities as:
 - 3.2.1 it is a right of all involved in PTT to be treated with respect.
 - 3.2.2 PTT is committed to the principle of equality and social justice for people with a disability and must apply this principle.
 - 3.2.3 creating and managing a diverse organisation provides benefits including attracting staff and volunteers from a wider talent base ensuring better development of PTT's aims and objectives.
 - 3.2.4 the public is concerned with social and ethical actions of organisations.
 - 3.2.5 although PTT is a membership organisation operating across international boundaries, applying the law as enshrined in Switzerland is important.

4 Players: must:

- 4.1 agree to participate in PTT events, competitions and activities in the true spirit of fair play and not be associated with illegal betting nor manipulating results in any way.
- 4.2 respect the performance of their fellow competitors and not cause any illegal obstruction, damage or bodily harm to them.
- 4.3 respect their coaches, team and event officials and not follow any illegal advice that would violate the ideals of fair play.
- 4.4 respect the classification process and participate fully and honestly in it. They must respect the classification panel and its final decision and understand that failure to do so would

jeopardise their ability to participate in PTT events and competitions. Players and team officials will only lodge a protest or appeal when there is genuine doubt about the classification of a player.

- 4.5 not support or assist other players to gain illegal or unfair advantage and must report this to the Technical Delegate (at an event) or team manager (at other times).
- 4.6 comply with the World Anti-Doping Code, submit an application for a therapeutic use exemption (TUE) to the ITTF at least one (1) month before any competition, submit to all anti-doping control tests that may be conducted, noting that the ITTF may publicly disclose his/her identity if he/she has been deemed to have committed an Anti-Doping Rule Violation.
- 4.7 not to hold the ITTF, Organising Committee, the national, regional or local government, the national table tennis association, any sponsor, venue owner, accommodation provider, transport operator, official, volunteer or any person assisting in the organisation liable for any claims, injury or illness, or for any damage to his/her property or loss of his/her property which may be suffered directly or indirectly as a result of travelling to and from and participating in all PTT events (from the time of arrival at the competition venue and/or official accommodation until the time of departure).
- 4.8 take out or cause to be taken out travel, health or risk insurance for him/herself.
- 4.9 abide by all rules and regulations of ITTF and PTT and any rules and regulations promulgated by the Organising Committee, failing which the Organising Committee or PTT has the right to expel me from the event if he/she acts in contravention of the rules and regulations or if his/her continued participation may endanger the health or welfare of him/herself or any other person involved.
- 4.10 confirm that he/she is fit to participate in all PTT events and agree to provide any health related information to the medical and/or classification personnel on request.
- 4.11 present him/herself for classification (if required) with all required sports equipment and dress and to cooperate fully with the classification panel.
- 4.12 not to misrepresent his/her skills or abilities in any way, noting that the ITTF may publicly disclose his/her identity if he/she has been deemed not to have complied with the classification process.
- 4.13 release and give up any and all claims and rights which he/she may have against the ITTF, PTT and the Organising Committee resulting from the use of his/her name or biographical information and the use or publication of his/her photographic image in any publicity associated with any event or the development of teaching materials for coaching and training of officials.

5 Coaches and team officials: must:

- 5.1 comply with the ideals of fair play and not be associated with illegal betting nor manipulating results in any way.
- 5.2 never compromise true sportspersonship or this Code to obtain personal, team or national advantage.
- 5.3 observe and follow all the classification and competition rules and regulations and must report any irregularity to the Technical Delegate.
- 5.4 respect the classification process and ensure that their players perform honestly and make protests only when there is genuine doubt about the classification of a player.
- 5.5 comply with the World Anti-Doping Code.

6 Classifiers: must

- 6.1 perform their duties courteously, competently, consistently, and objectively for all players regardless of team or national origin.
- 6.2 recognise that anything that may lead to a Conflict of Interest, either real or apparent, must be avoided or declared to the Chief Classifier.

- 6.3 respect, be courteous, objective, honest and impartial, not be under the influence of alcohol or illegal substances in performing their classification duties.
- 6.4 must maintain confidentiality of player information and respect the dignity of players at all times.
- 6.5 involve players and coaches in discussion in matters pertaining to their classification and explain the results.
- 6.6 handle protests in a fair, non-threatening and objective manner.
- 6.7 respect the rules, applying clearly defined procedures for the classification process, making the procedures widely known to players and coaches.
- 6.8 respect each other:
 - 6.8.1 keeping in-camera discussions confidential, maintaining confidentiality of player information, particularly medical information at all times.
 - 6.8.2 remembering that classifiers act for table tennis and the classification process and not their nation.
 - 6.8.3 treating other classifiers with professional dignity and courtesy, recognising that it is inappropriate and unacceptable to criticise other classifiers, event officials or technical advisors in public.
 - 6.8.4 respect publicly and privately the decisions and decision making process of fellow classifiers, event officials and technical advisors.
- 6.9 trainee classifiers should:
 - 6.9.1 not discuss individual classification problems outside the classification group.
 - 6.9.2 apply confidentiality to the classification process and avoid public discussions.
 - 6.9.3 respect players, coaches and members of the classification committee.
- 6.10 recognise the need to preserve and encourage confidence in the integrity of classification rules and the classification personnel which must be inherent within all those involved in the ITTF and the general public.
- 6.11 provide to others (including, but not limited to players, support personnel, administrators, organising committees, media and the public) the criteria by which to assess the professional conduct of classification personnel.
- 6.12 accept responsibility for all actions and decisions taken and be open to discussion and interaction with players and their support personnel.
- 6.13 respect the ITTF classification process, accurately and honestly representing their qualifications and abilities when applying for training and certification and when accepting classification appointments to competitions.
- 6.14 understand the theory and practical aspects of the classification process.
- 6.15 seek self-improvement continuously through study of table tennis, the classification process, mentoring lesser-experienced classifiers and developing trainee classifiers.
- 6.16 perform duties without yielding to any economic, political, sporting or other pressure.

7 Technical officials (referees, umpires, racket testers, members of the jury): must:

- 7.1 understand the respective rules, duties and procedures of the competition.
- 7.2 apply the respective rules consistently for all players, ensure fair play at all times and not be associated with illegal betting in any way.
- 7.3 make all decisions with absolute impartiality and objectivity.
- 7.4 declare any potential conflict of interest that would prevent them from being impartial to the referee.
- 7.5 refer all requests for information about matches to the referee.
- 7.6 be in good health and of sober mind for all competitions.
- 7.7 be prompt for all duties allocated, wear the required uniform and maintain a professional appearance.
- 7.8 act within the social customs of the host country.
- 7.9 not criticise any official.

7.10 not accept any gift from any player, team official or other person which may affect their impartiality.

8 Administrators (including chief classifiers and technical delegates): must:

8.1 declare any potential conflict of interest and not act in association with any national or vested interest.

8.2 make all decisions with absolute impartiality in the best interest of the players and table tennis and not be associated with illegal betting nor manipulating results in any way.

8.3 respect the democratic election process and not offer any material benefits, directly or indirectly, to voting constituencies to influence the result of any election, policy or decision within PTT.

8.4 recognise and respect that all forms of sexual abuse, assault, or harassment are illegal and unethical.

8.5 maintain honesty and integrity, encourage transparency during all meetings and events, while advising on their areas of competence and expertise and not make statements which are false, fraudulent, misleading or deceptive.

8.6 provide honest and genuine information to players, administrators, media, and general public.

8.7 present high standards of mutual respect for personal and professional integrity of colleagues, ethics and morality, including discouraging the use of offensive language, alcohol, illegal drugs, banned substances and methods.

8.8 respect the discussions and decisions of the ITTF and PTT, even in the case of disagreement, and avoid public criticism of other PTT members.

8.9 submit all reports of a conflict of interest to the Deputy Executive Director: Operations for onward submission to the ITTF.

8.10 ensure that opportunities to officiate at events are allocated in an objective and transparent way.

9 PTT partners and supporters: all relationships and activities with agents, partners, supporters, suppliers and sponsors must promote players and PTT in the true spirit of fair play.

The undersigned declares that:

- any infringement of the above principles may be subject to further investigation, may cause a sanction to be imposed, including but not limited to a warning, a fine, suspension of all or part of the rights, prerogatives or functions related to any or all activities of PTT for a specified period of time and may lead to the termination of his/her membership, as decided by ITTF.
- he/she has the right to seek legal advice and has done so or has waived such right before signing this document.
- he/she is 18 years or older and if not, his/her guardian will sign.
- he/she has read this document, and is signing it freely, agreeing that if any portion is held invalid or unenforceable, he/she will continue to be bound by the remaining terms.
- this document will only be signed once and any updates will be signed separately.

Name and surname:

From

PTT_code

Signature:

Date: