PANAM SPORTS CODE OF ETHICS

Preamble

The International Olympic Committee (IOC) Code of Ethics requires that IOC Recognized Organizations, of which the Pan American Sports Organization (Panam Sports) is one, adopt a code of ethics based on the principles and rules of the IOC Code of Ethics.

As a fully committed member of the Olympic Family, it is the wish of Panam Sports to act in accordance with this IOC requirement and it does so by adopting this Panam Sports Code of Ethics.

Underlying the Panam Sports Code of Ethics and all that Panam Sports does and represents are the Fundamental Principles of Olympism.

It is within this context and with this spirit that Panam Sports adopts its Code of Ethics which applies to all Panam Sports members and those engaged in Panam Sports related activities including, without limitation:

- The Panam Sports President, Vice Presidents, Secretary General, Treasurer, and other members of the Panam Sports Executive Board;
- The Panam Sports Executive Secretary;
- The Panam Sports Athletes Commission and all other Panam Sports Commissions;
- Panam Sports staff;
- Panam Sports NOC Members, Associate Members, and Honorary Members;
- Bid Cities and their Bid Committees wishing to organize a Pan American Games and Parapan American Games or any other Games or Sports Festival awarded by Panam Sports;
- The Organizing Committees of Pan American Games and Parapan American Games and of any other Games or Sports Festival awarded by Panam Sports;
- The Pan American Games and Parapan American Games and any other Games or Sports Festival awarded by Panam Sports, including, without limitation, all persons accredited at any such events, functions or activities;
- Athletes and their entourages including without limitation, agents of athletes, coaches, doctors, therapists and trainers;
- All others who fall within the jurisdiction of those listed above or are in any way engaged in Panam Sports related activities.

All of those to whom this Code of Ethics applies are hereinafter referred to as “the Panam Sports Community” and as the “members of the Panam Sports Community”.

Any reference to a group, body, or organization, be it incorporated or not incorporated, for profit or not-for-profit, includes all individuals within it be they employees, volunteers, contracted individuals, athletes, coaches, or any others in any way engaged in its activities.

A. DIGNITY

1. Safeguarding the dignity of the individual is a fundamental requirement for Olympism.

2. There shall be no discrimination exacted upon any individual on the basis of political belief, ideology, religion, language, gender, race, ethnicity, sexual orientation or other ground of prohibited discrimination.

3. All doping practices at all levels are strictly prohibited. The provisions against doping in the World Anti-Doping Code shall be scrupulously observed.

4. All forms of harassment of an individual, be it physical, psychological, or sexual, and bullying, assault or threatened assault, and any conduct intended to cause physical or psychological harm to an individual are prohibited.

5. All forms of participation in, or support of, betting related to the Pan American Games or Parapan American Games, and any other Games or Sports Festival awarded by Panam Sports, and all forms of promotion of betting related to these Games or Sports Festivals are prohibited.

6. Also, whether or not in the context of betting, athletes, coaches, trainers, officials, judges and referees, and all other individuals in any way associated with the Pan American Games or Parapan American Games, and any other Games or Sports Festival awarded by Panam Sports, must not, in any manner whatsoever, infringe the principle of fair play, engage in non-sporting conduct, or attempt to influence the course or result of a competition in a manner contrary to the principles of fair play and appropriate sporting conduct.

7. All those in a position of control, oversight, or organization, in whole or in part, of the Pan American Games and Parapan American Games, and any other Games or Sports Festival awarded by Panam Sports, shall guarantee the athletes accredited at these Games or Sports Festivals conditions of safety, including an environment both on and off the field of play, and medical care, conducive to their physical and psychological well-being.

B. INTEGRITY

1. All members of the Panam Sports Community must at all times act with the highest degree of integrity, and particularly when making decisions they must act with impartiality, objectivity, independence, and professionalism. Any act involving fraud or corruption is strictly prohibited.

2. No-one within the Panam Sports Community may, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, nor any *quid pro quo* of any kind, other than what is fully and expressly disclosed to and authorized by the Panam Sports Executive Board, that is or may be reasonably seen as intended to influence a Panam Sports Member's vote on the selection of the Host City for a Pan American and Parapan American Games or any other Games or Sports Festival awarded by Panam Sports.

3. Only gifts of a nominal value, in accordance with prevailing local customs, may be given or accepted by those within the Panam Sports Community as a symbol of respect or friendship. Any other gift must either be immediately returned to the donor of the gift or passed on to the organization within the Panam Sports Community of which the beneficiary is a member, and no gift or benefit may be given or promised to be given, directly or indirectly, other than those referred to in the preceding sentence, by Bid Cities and their Bid Committees wishing to organize a Pan American Games and Parapan American Games or any other Games or Sports Festival awarded by Panam Sports to any member of the Panam Sports Community, and members of the Panam Sports Community shall not accept, directly or indirectly, any such gift or benefit.

4. The hospitality shown to the members and staff of the Panam Sports Community, and those persons who may be accompanying them, shall not exceed the standards prevailing in the country in which they are being hosted; shall be modest and never extravagant or excessive.

5. The members of the Panam Sports Community shall conduct their affairs in accordance with generally accepted standards with respect to conflicts of interest as well as any specific rules with respect to conflicts of interest that may apply to them.

6. The members of the Panam Sports Community shall use due care and diligence in carrying out their activities. They must not act in a manner likely to tarnish or bring into disrepute the reputation of either or both of the Panam Sports Community or the Olympic Movement.

7. The members of the Panam Sports Community, their agents or their representatives, must not be involved with organizations, firms, or persons whose activity or reputation is inconsistent with the principles set out in the Olympic Charter, the Panam Sports Constitution, or this Code of Ethics.

8. The Members of the Panam Sports Community shall neither give nor accept instructions to vote or intervene in a given manner within the organs of Panam Sports except in accordance with generally accepted standards of good governance.

C. INTEGRITY OF COMPETITIONS

1. All members of the Panam Sports Community shall commit to combat all forms of cheating and shall continue to undertake the necessary measures to ensure the integrity of sports competitions. In this regard, no member of the Panam Sports Community may engage in cheating, directly or indirectly, in sport competitions.

2. All members of the Panam Sports Community must respect the provisions of the World Anti- Doping Code and of the Olympic Movement Code on the Prevention of the Manipulation of Competitions.

3. All forms of participation in or support for betting relating to the Pan American Games or Parapan American Games and any other Games or Sports Festivals awarded by Panam Sports are prohibited.

4. All members of the Panam Sports Community must not, in any manner whatsoever, manipulate or attempt to manipulate the course or result of a competition, or any part thereof, in any manner contrary to sporting ethics, and must not infringe the principles of fair play or engage in unsporting conduct.

D. GOOD GOVERNANCE AND RESOURCES

1. The basic universal principles of good governance of the Olympic Movement, in particular transparency, responsibility and accountability, must be respected by all Panam Sports Community members.

2. Resources that are received by members of the Panam Sports Community for the purposes of the Panam Sports Community, be those purposes specific or general, must be used only for the purposes for which they are intended.

3. The income and expenditures of NOCs, Bid Committees, and Organizing Committees that are members of the Panam Sports Community shall be recorded in their accounts which must be maintained in accordance with generally accepted accounting principles. These accounts must be checked annually by an independent auditor.

4. In cases where Panam Sports gives financial support to NOCs, Bid Committees, Organizing Committees or any other members of the Panam Sports Community, whether such support is on behalf of Panam Sports or on behalf of the IOC:

    a) The use of these Panam Sports or IOC resources must be clearly demonstrated in their accounts to have been expended for the purposes for which they were provided and in the manner intended; and

    b) The accounts of these Panam Sports Community members are subject to audit by an expert or expert firm designated by the Panam Sports Executive Board.

5. The Panam Sports Community recognizes the significant contribution that broadcasters, sponsors, partners and other supporters of sports events make to the development of the Pan American Games and other Panam Sports activities. However, such support must be in a form consistent with the rules of sport and the principles defined in the Olympic Charter and this Code of Ethics. They must not interfere in the running of sport institutions. The organization and staging of sports competitions are the exclusive responsibility of the independent sport member organizations of Panam Sports.

6. All members of the Panam Sports Community shall respect the principles of universality and the political neutrality of the Olympic Movement. They shall endeavor to maintain harmonious relations with state authorities while respecting the principles of autonomy as set out in the Olympic Charter.

E. CANDIDATURES

The Panam Sports Community shall in all regards respect, both in the letter and the spirit, all directives of the Panam Sports Executive Board and the Panam Sports Constitution and the Panam Sports regulations relating to the selection of host cities of the Pan American Games. Cities wishing to organize Pan American Games shall, among other things, refrain from approaching another party, or a third part authority, with a view to obtaining any financial or political support inconsistent with such directives or regulations.

F. CONFIDENTIALITY

The Panam Sports Community shall not disclose information entrusted to them in confidence. The principle of confidentiality shall be strictly respected.

G. HONESTY AND GOOD FAITH

In all dealings between and among themselves, within their own organizations, and with others, the members of the Panam Sports Community shall act honestly and in good faith.

H. REPORTING OBLIGATION

1. Members of the Panam Sports Community shall inform the Panam Sports President, or a Panam Sports Vice President if more convenient, of any breach o this Code of Ethics, with a view to possible referral to the Panam Sports Executive Board or appropriate Panam Sports Commission for investigation, delivery of a report thereon, and presentation of recommended sanctions if requested and if determines to be warranted by the findings and conclusions of the investigation.

2. The initiation of a complaint regarding a breach of the Panam Sports Code of Ethics and any disclosure of information in relation thereto must not be for personal gain or benefit, and not be done maliciously to damage the reputation of any person or organization.

I. IMPLEMENTATION AND SANCTIONS

1. The Panam Sports Community shall see to it that the principles and rules of the Panam Sports Constitution, Panam Sports regulations, and this Code of Ethics are applied.

2. The Panam Sports Executive Board may, subject to the Panam Sports Constitution, impose such sanctions as it determines appropriate for breach of this Code of Ethics including, without limitation, suspension or expulsion and the imposition of a ban from the Panam Sports Community which may include in the case of an individual removal from any office or position held.

3. The Panam Sports Executive Board may appoint such person or persons as in its opinion is or are appropriate, whether from within or outside of Panam Sports, with such terms of reference as it determines appropriate to conduct a fact finding investigation in respect of any alleged breach of this Code of Ethics, which may or may not, as directed by the Executive Board, include sanction recommendations in the event the investigation concludes that a breach of this Code of Ethics did in fact occur. Notwithstanding any such sanction recommendations, it iremains the unfettered discretion of the Executive Board to impose such sanctiona as it deems appropriate.

4. The Panam Sports Executive Board may impose such provisional sanctions as it deems appropriate in the circumstances of any alleged breach of this Code of Ethics.

Approved and adopted by the Panam Sports Executive Board on May 3rd, 2016.

Approved and adopted by the Panam Sports General Assembly on May 4th, 2016.