

COPABE



PAN AMERICAN BASEBALL CONFEDERATION

CODE OF ETHICS

Nonprofit organization

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Member Organization of:

World Baseball Softball Confederation - WBSC -

Association of Pan American Sports Confederations ACODEPA

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ARTICLE 1 - PREAMBLE

- 1..1** This Code of Ethics refers to the Regulations drawn up by COPABE in order to apply Ethics to all the members that make up this Confederation, based on the WBSC Code of Ethics and also the International Olympic Committee which indicates:

PREAMBLE

The International Olympic Committee and each of its members and its administration, the National Olympic Committees, the International Federations, the cities taking part in any type of candidature procedures of the IOC, the Organising Committees for the Olympic Games, Olympic Games participants and the Recognised Organisations (hereinafter "the Olympic parties") restate their commitment to the Olympic Charter and in particular its Fundamental Principles, and reaffirm their loyalty to the Olympic ideal inspired by Pierre de Coubertin. The Olympic parties undertake to disseminate the culture of ethics and integrity within their respective areas of competence and to serve as role models. "

ARTICLE 2: SCOPE OF APPLICATION

- 2.1** The members of the Pan American Baseball Confederation, also called COPABE, undertake to respect and enforce the Code of Ethics in the following circumstances:
- 2.2** The Pan American Baseball Confederation, its Executive Committee and its administration, as well as the national federations and their executive committees, at all times and under any circumstances;
- 2.3** All the participants in the Pan American Competitions, whatever their nature and category, during the period of each tournament or procedure for which they are accredited;
- 2.4** National federations and recognized organizations and their executive members, in all their relations with the Pan American Baseball Confederation;
- 2.5** The National Federations and organizations that participate in any type of candidacy procedure of the Pan American Baseball Confederation.
- 2.6** The Organizing Committees and all the participants of the Pan American, Qualifying, Pre-World Championships in all categories and modalities, as well as in any event endorsed by the Pan American Baseball Confederation.
- 2.7** The national federations and recognized organizations and Organizing Committees of any event of the Pan American Baseball Confederation, agree to adopt, for their internal activities, this code of ethics founded on the principles and standards of the WBSC Code of Ethics or adopt by written the IOC Code of Ethics.
- 2.8** A regulation for this code of ethics must be made and approved for its corresponding application.

ARTICLE 3 FUNDAMENTAL PRINCIPLES

Respect for universal fundamental ethical principles is the foundation of all those who make up the Pan American Baseball Confederation. They are:

- 3.1** Respect for all members and the Olympic spirit, which requires mutual understanding, a spirit of friendship, solidarity and fair play;
- 3.2** Respect for the principle of universality and political neutrality within all Pan American Members and the Olympic Movement;
- 3.3** Carry out and maintain harmonious relations with government and public authorities, respecting the principle of autonomy as established by the Statutes of this Confederation, the WBSC and the Olympic Charter;
- 3.4** Have respect for international conventions for the protection of human rights, insofar as they affect the activities of the Pan American Tournaments in all categories and modalities, in the events endorsed by the WBSC, which guarantee in particular:
 - A.** Respect for the dignity of the person.
 - B.** The rejection of all forms of discrimination between the participants, regardless of their motives, race, color, sex, sexual orientation, language, religion, political or other opinions, nationality or social origin, or any other situation;
 - C.** Reject all forms of physical, professional or sexual harassment, and any practices that harm the physical or intellectual integrity of the participants.
 - D.** Guarantee the safety and well-being of all participants, as well as grant favorable medical assistance for their physical and moral protection.

ARTICLE 4: OF BEHAVIOR AND CONDUCT

- 4.1** COPABE Members must fulfill their mission with diligence and care. They must act with the utmost integrity at all times, particularly when making decisions with impartiality, objectivity, independence and professionalism.
They must refrain from any act of fraud or corruption. They must not act or adopt any behavior that could threaten the reputation of COPABE or WBSC.
- 4.2** Members or their representatives must not, directly or indirectly, request, accept or offer any remuneration or commission or favors or hidden benefit or service of any nature, in any of the events under the auspices of COPABE, in all its categories and modalities. , as in the WBSC events in the American continent.
- 4.3** COPABE or third parties may only grant or receive, samples of consideration or friendship of nominal value or according to current custom. These samples of friendship

must be taken; they cannot question the impartiality and integrity of the members of COPABE. Any other type of object or benefit constitutes a gift that the beneficiary cannot accept and must deliver to the federation or organization that belongs to it.

- 4.4** The hospitality accorded to COPABE affiliates, as well as the people who accompany them, must respect the limits of what is reasonable.
- 4.5** COPABE affiliates will refrain from placing themselves in situations of conflict of interest and respecting the statutes on such conflicts of interest that affect the parties to COPABE.

ARTICLE 5 INTEGRITY OF COMPETITION

- 5.1** COPABE affiliates are committed to combating all forms of foul play and taking all necessary measures to guarantee the integrity of sports competitions.
- 5.2** COPABE affiliates will respect the provisions of the World Anti-Doping Code and the Olympic Movement Code on the Prevention of Manipulation of Competitions.
- 5.3** Any type and form of participation in bets related to all the **Games** and in its modalities sanctioned by COPABE is prohibited, as well as any promotion of bets related to the Pan American Games in all its categories and modalities.
- 5.4** The participants in the Pan American Games in all their categories and modalities must not, in any way, manipulate the course or the result of a competition, or any other part that is contrary to sports ethics, violate the principle of fair play or adopt a Unsportsmanlike conduct.
- 5.5** All COPABE affiliates, which for these purposes include Members, Executive Committees, Continental Sub-Confederations, Commissions, athletes, coaches, referees, administrators, officers and managers of any level, recognize and agree to comply with the literal content and spirit of the following principles, which support the Code of Ethics of the Pan American Baseball Confederation as well as that of the WBSC:
 - A.** To defend as its own the name of COPABE and that of the WBSC, its symbols, its prestige and authority, and vigorously challenge anything that goes against the achievement of its objectives and the normal operation of its activities.
 - B.** Observe in a responsible manner and enforce the obligations that correspond to them in a competition, assembly, congress or any other official activity to which they have been summoned.
 - C.** Comply with the Statutes, Rules, regulations or any other provision or agreement of the governing bodies of COPABE and WBSC, comply in a disciplined manner, with the sanctions or other disciplinary measures that have been officially imposed.
 - D.** Show respectful, disciplined, and supportive behavior, both on and off the field of play, whether in competition or training, thus ensuring through individual and group

- effort that baseball conveys an educational message of solidarity at all times and peace.
- E.** E. Show absolute respect towards spectators and fans in general, fostering, through appropriate conduct and behavior, their enthusiastic support, knowledge and love of baseball.
 - F.** Help ensure that each COPABE competition, at any level or category, takes place in a true spirit of fair play.
 - G.** Show at all times, during and outside the competition, a physical appearance, clothing and conduct in accordance with the rules and regulations established by COPABE and WBSC required for all competitions and sporting events.
 - H.** Support and contribute to the efforts made by the media to promote and disseminate baseball and its results, providing honest and objective information that promotes the unity of Baseball, the prestige and authority of COPABE and WBSC.
 - I.** Demonstrate an attitude of cooperation and support towards the organizers of competitions and official events under the jurisdiction of COPABE and WBSC, and in each of them, make appropriate use of the means and resources made available to them.
 - J.** Refrain from demonstrating or accepting, in any circumstance, physical or verbal aggression or gestures that undermine physical, moral integrity or human dignity.
 - K.** At all times, vigorously reject any conduct that promotes, encourages or protects the use of illegal substances in sport.
 - L.** Defend moral and ethical principles in sport by giving a personal example, taking a firm and uncompromising position against any manifestation of corruption, dishonesty or fanaticism that may arise within COPABE and WBSC, its competitions or official activities.
 - M.** Promote friendship, camaraderie and solidarity.

ARTICLE 6 GOOD GOVERNANCE AND RESOURCES

The Universal Basic Principles for Good Governance of the Olympic and Sports Movement, in particular transparency, responsibility and accountability, must be respected by all COPABE affiliates.

- 6.1** COPABE resources from COPABE affiliates may only be used for COPABE purposes.
- 6.2** The income and expenses of COPABE affiliates must be recorded in their accounting books in accordance with accepted general accounting principles. They must be subject to control by an independent external auditor.
- 6.3** In cases where COPABE grants financial resources to COPABE affiliates, the following must be observed:

- A.** The use of said resources for COPABE purposes must be duly accounted for in the accounts.
- B.** The resources granted to COPABE affiliates will be subject to an audit by an external auditor appointed by the COPABE executive committee.

6.4 COPABE affiliates recognize the importance of the contribution of the media, sponsors, partners and other entities to the development and prestige of our Pan American Games or any other event in all its categories and modalities in the American continent. In order to preserve the integrity and neutrality of the different application processes, the support and promotion of one of the applications by the media, sponsors, associates and other entities must respect the rules of sport and the principles defined in the Olympic Charter and in this code. However, COPABE sponsors must refrain from supporting or promoting a nomination in any process initiated by COPABE. The media, sponsors, partners and other entities must not intervene in the operation of sports organizations.

ARTICLE 7 CANDIDATURES

7.1 COPABE affiliates will respect the integrity of any application process initiated by COPABE, in order to allow equal access to the promotion of each application and a rejection of any risk of conflict of interest. In order to respect the principle of neutrality of the members of the executive committee of COPABE, no public statement may be made that reveals a favorable opinion of one of the candidates.

7.2 COPABE affiliates will respect the requirements of the different procedures published by COPABE, in particular with a view to selecting the host cities of our Pan American Games in all categories and modalities, as well as the rules of good conduct applicable to cities and or national federations that wish to organize Pan American Games in any of the categories and modalities. (See COPABE handbook to organize an event)

ARTICLE 8 CONFIDENTIALITY

8.1 COPABE's ethics committee will strictly respect the principle of confidentiality in all its activities. This principle must also be strictly respected by all those concerned by the activities of the COPABE ethics commission.

ARTICLE 9 OBLIGATION TO REPORT

9.1 The affiliates of COPABE will inform the person in charge of Ethics and Compliance of COPABE, in the strictest confidence and through the appropriate mechanisms, in particular of any information or element related to an act or violation of the Code of Ethics, with a view to a possible referral to the COPABE ethics commission.

9.2 Any disclosure of information should not be for personal gain or gain, nor should it be done maliciously to harm the reputation of any person or organization.

ARTICLE 10 APPLICATION

10.1 The COPABE ethics commission can establish the provisions for the application of this code through application texts, subject to the approval of the Executive Committee.

- 10.2** COPABE is at the disposal of the Ethics Commission for the dissemination and implementation of this code.
- 10.3** This code of ethics will take effect immediately upon its approval by the COPABE general assembly.

CONSIDERATIONS FOR THE ELECTIONS OF THE PRESIDENT OF COPABE

Considering that it is in the interest of COPABE and the candidates for the presidency of this institution that during the campaign (for which each candidate chooses the forms and methods that intends to use), respect for "universal fundamental ethical principles", one of the bases of Olympics', must prevail; considering that it is essential that, during this campaign, equality between the candidates is observed and an atmosphere of mutual respect; considering that, without questioning the confidence that the candidates enjoy, the writing and publication of instructions derives from the need to guarantee a certain degree of harmonization in their conduct and prevent any excess that the supporters may commit to good faith, it is decreed

ARTICLE 11 SCOPE

- 11.1** These guidelines apply from their publication until the end of the electoral campaign.

ARTICLE 12 GENERAL CONDUCT OF CANDIDATES

- 12.1** Each candidate can promote his candidacy, subject to respecting the provisions of these instructions.
- 12.2** The promotion of an application will be carried out with dignity and moderation.
- 12.3** The conduct of the candidates must comply with the provisions of the COPABE Code of Ethics.

ARTICLE 13: RELATIONS WITH MEMBERS OF CONGRESS AND NATIONAL FEDERATIONS

- 13.1 Documentation Application:** Candidates may submit their colleagues their plans and views as a future president of the COPABE in the form of a written document, either that the means used to distribute it . This document will be reserved only for members of Congress, National Federations and candidates must refrain from participating in any promotional and / or communications campaign based on their written document . S and send a copy of this to the secretariat of the Ethics Committee.

- 13.2 Promotion:** The promotion of a candidacy for the presidency of the COPABE shall exclude any form of advertising, including the use of new media or social networks.
- 13.3 Travel:** Candidates will limit the number of trips they make in order to promote their candidacy to avoid excessive expenses, avoiding this being a factor of inequality among candidates.
- 13.4 Meetings:** No public meeting or gathering of any kind may be organized as part of the promotion of a candidacy.
- 13.5 Assistance:** No assistance, whether financial, material or in kind, direct or indirect, may be granted to candidates by a member of Congress or a National Federation. If such assistance is offered, the candidate in question has a duty to refuse it and, consequently, to inform the Ethics Commission.
- 13.6 Benefits:** The candidates cannot in any case and under any pretext give gifts, offer donations, gifts or grant advantages of any nature.
- 13.7 Promises:** No candidate may make promises or undertake commitments, regardless of the timing of this performance, for the direct or indirect benefit of a member of Congress, a National Federation, organization, region or partner.
- 13.8 Visits:** Visits between candidates and members are not recommended. Any visit related to the candidacy must be reported to the Secretary of the Ethics Committee.
- 13.9 Statements:** As the voting is Nominal, the members of Congress and the National Federations are prohibited, individually or collectively, from publicly announcing in any way their intention to vote or any public invitation to vote for a candidate.

ARTICLE 14 RELATIONS WITH THE MAIN SPONSORS AND WITH THIRD PARTIES

- 14.1 Neutrality:** The members of the Congress, the National Federations, the main sponsors (TOP) and the partners of COPABE will remain neutral.
- 14.2** They must refrain from making any public statement and in no way support a nomination.
- 14.3 Mandatory instructions:** Candidates cannot accept mandatory instructions from any public or private person, natural or legal.
- 14.4 Commitments:** Candidates may not participate in any form of commitment with any natural or legal person that could affect the freedom of decision or action of the Future President of COPABE.
- 14.5 Assistance:** Members of Congress, National Federations, the main Sponsors (TOP) and COPABE partners or other third parties cannot provide direct or indirect assistance,

whether financial, material or in kind, to the candidates. If such assistance is offered, the candidate in question has the duty to refuse it and, consequently, to inform the Ethics Commission.

ARTICLE 15 RELATIONS WITH THE MEDIA

- 15.1 Publications:** Candidates may grant interviews to the media. No form of advertising can be dedicated to a candidate regardless of sponsor. All communications made by the candidate will strictly respect the other candidates and will in no way be detrimental to no other candidate.
- 15.2 Debates:** Candidates cannot participate in any public debate, regardless of who the organizer is.
- 15.3 Communications services:** the services of a journalist or the media may not be used, free of charge or in exchange for payment, to present an application with an advantage or disadvantage.

ARTICLE 16 RELATIONS WITH OTHER CANDIDATES

- 16.1 Respect due to the candidates:** each candidate must, within the framework of promoting their candidacy, respect the other candidates, the Members of COPABE and COPABE itself.
- 16.2 Damage to a candidacy:** a candidate may not produce oral speeches, written texts or representations of any nature that could damage the image of another candidate or cause him harm.
- 16.3 Agreements:** It will not be allowed to carry out agreements, coalitions or collisions between the candidates with the intention of influencing the result of the vote.

ARTICLE 17 RELATIONS WITH THE COPABE ADMINISTRATION

- 17.1 General relations:** the COPABE administration will maintain a strict duty of neutrality at all times. The members of the administration will limit their relations with the candidates strictly to the content of their mission.
- 17.2 Support:** no member of the administration, department or other section of said COPABE administration may request support or service in relation to an application.
- 17.3 Hidden promotion:** Any type of hidden promotion in the form of technical meetings or other events is strictly prohibited. These can be added to the official calendar of events only with the approval of the President of COPABE.

ARTICLE 18: BREACH OF THE INSTRUCTIONS

- 18.1 Competent Organ:** any interested party must bring any breach of these instructions to the attention of the Ethics Commission, which will carry out an investigation.

18.2 Sanctions: if there is evidence of non-compliance with these instructions, the Ethics Committee may ask the candidate in question:

1- Observations, which could be made public,

2- Or issue a warning, which will be published automatically on the COPABE website.

In the case of a serious violation of these instructions, the case will be referred to the Executive Committee of COPABE for possible sanctions.

RULES REGARDING CONFLICTS OF INTEREST THAT AFFECT THE BEHAVIOR OF COPABE AFFILIATES.

ARTICLE 19 SCOPE OF APPLICATION

19.1 These rules apply to COPABE affiliates as defined in the purpose of the COPABE Code of Ethics.

ARTICLE 20 DEFINITION

20.1 In the context of the provisions of these rules, a distinction is made between the situation of a "possible conflict of interest" and the case of a "conflict of interest". Only conflicts of interest are prohibited.

20.2 A situation of possible conflict of interest arises when the opinion or decision of a person, acting alone or within an organization, within the framework of the activities of the natural or legal persons defined in article 19 above, can reasonably be considered as likely to be influenced by the relationships that the aforementioned person has, or is about to have, with another person or organization that would be affected by the person's opinion or decision.

20.3 A case of conflict of interest is constituted when a person who, refraining from declaring a situation of possible conflict of interest, expresses an opinion or makes a decision in the circumstances described in the previous paragraph.

ARTICLE 21: INTEREST RATES TO TAKE INTO CONSIDERATION

21.1 When evaluating the situations described in article 20, direct and indirect interests must be taken into account. This also includes the interests of a third person (parent, spouse,

relative or employee). In the following non-exhaustive list of examples, the circumstances in which a conflict of interest could arise are:

A- Personal and / or material participation (salary, shareholding, various benefits) with the suppliers of the interested party of COPABE;

B- Personal and / or material participation with sponsors, broadcasters, various contracting parties;

C- Personal and / or material involvement with an organization that can benefit from the assistance of the COPABE stakeholder (including subsidies, agreements or elections).

ARTICLE 22 RESOLUTIONS OF CONFLICTS OF INTEREST

22.1 It is personal responsibility to avoid any case of conflict of interest.

22.2 Faced with a situation of possible conflict of interest, the interested person must refrain from expressing an opinion, from taking or participating in decision-making or from accepting any form of benefit. However, if the person wishes to continue acting or if the person is not sure of the steps to follow, the person must inform the COPABE Ethics Commission about the situation, which must follow the steps detailed below.

22.3 The COPABE Ethics Committee is responsible for advising people who request it in a situation of possible conflict of interest. The person involved is then offered a solution from the following options:

A- Register the declaration without any particular measure;

B- Elimination of the person involved in part or all of the action or decision of the COPABE body at the root of the conflict;

C- Waives the management of the external interest causing the conflict;

D- Any complementary measure.

22.4 The person involved in a conflict has the right to support himself with all the legal resources available to him.

22.5 The information provided and the entire process will be kept confidential.

ARTICLE 23 CONFLICTS OF INTEREST NOT DECLARED OR IN FORCE.

23.1 In the event that a person stops declaring a situation of possible conflict of interest and /or finds himself in a real situation of conflict of interest, the COPABE Ethics Commission may refer the case to the COPABE Executive Committee proposing disciplinary sanctions according to this Code or the Rules on Disciplinary Rules.

BASIC PRINCIPLES OF GOOD GOVERNANCE OF THE PAN AMERICAN FAMILY

ARTICLE 24 SPECIFIC PROVISIONS

- 24.1** Before the analysis by the Executive Committee of COPABE of a candidacy for election as a Member of COPABE, a candidate must declare any risk of conflict of interest to the Ethics Commission of COPABE. The candidate's attention can be drawn to any identified potential conflict of interest. This does not exempt the candidate concerned from making subsequent declarations in accordance with article 22.

BASIC PRINCIPLES OF GOOD GOVERNANCE OF THE PAN AMERICAN FAMILY

The following articles are inspired by the chapter of the IOC Code of Ethics dedicated to the basic universal principles of good governance of the Olympic and Sports Movement.

ARTICLE 25 - PRINCIPLE 1 VISION, MISSION AND STRATEGY

- 25.1 Vision:** The vision and general objectives of the organizations must be clearly defined and communicated.

- 25.2 Mission:** The mission should include:

- A.** Development and promotion of sport through non-profit organizations,
- B.** Promotion of the values of sport,
- C.** Organization of competitions,
- D.** Guarantee fair sports competitions at all times,
- E.** Protection of limbs and particularly athletes,
- F.** Solidarity,
- G.** Respect for the environment.

- 25.3 Strategy:** the strategy must be aligned with the vision and regularly adapted to the environment. The strategy of sports organizations must be developed at the highest level of the organization.

ARTICLE 26 PRINCIPLE 2 STRUCTURES, REGULATIONS AND DEMOCRATIC PROCESS

- 26.1 Structures:** all the sports organizations of the COPABE Family must be based on the concept of membership within entities established in accordance with the applicable laws. Sports organizations must include as members the natural or legal persons that constitute the organization and contribute to shaping its will.

The organization's stakeholders include all members that make up the organization, as well as all external entities that are involved and that have a link, a relationship, or an interest in the organization.

- 26.2 Clear regulations:** All regulations of each organization and governing body, including but not limited to statutes, constitutions and other rules of procedure, must be clear, transparent, disclosed, publicized and available. Clear regulations allow for understanding, predictability, and facilitate good governance. The procedure for modifying regulations must also be clear and transparent.
- 26.3 Governing bodies:** the size of the governing bodies should be adequate and consistent with the size of sports organizations. The tasks and responsibilities of the governing

bodies should be clearly defined in the applicable regulations and should be adapted and revised as necessary. Governing bodies should have the right to create permanent or special committees with specific responsibilities to assist them in their tasks. The organization must establish and adopt reliable and appropriate criteria for the election or appointment of the members of the governing bodies in order to guarantee a high level of competence, quality and good governance.

- 26.4 Representative governing bodies:** The members of the organization must be represented in the governing bodies, particularly women and athletes. Special care must be taken to protect and represent minority groups.
- 26.5 Democratic processes:** democratic processes, such as elections, should be governed by clear, transparent and fair rules.
- 26.6 Attributions of the respective bodies:** a clear allocation of responsibilities between the different bodies such as general assembly, executive body, committees or disciplinary bodies, should be determined. There should be a balance of power between the bodies responsible for the management, supervision and control of the sporting organizations. Principle of checks and balances
- 26.7 Decision-making:** all members of the sports organizations shall have the right to express their opinion on the issues on the agenda through appropriate channels. Members shall have the right to vote and be able to exercise that right in appropriate form as defined in the regulations of the governing body. Decision-making bodies should be fully aware of all relevant information before taking a decision. Bodies of the organization should meet on a regular basis taking into consideration their specific duties and obligations.
- 26.8 Conflicts of interest:** as a general principle, the members of any decision-making body must be independent in their decisions. No one who has a personal or commercial interest in the topic under discussion should be involved in the decision. Adequate procedures must be established to avoid any conflict of interest.
- 26.9 Regular Election or Renewal of Office Holders:** Term lengths should be predetermined in order to allow for regular election / renewal of office. The entry of new candidates should be encouraged.
- 26.10 Decisions and appeals:** any member affected by a decision of a disciplinary nature taken by any sports organization should be offered the possibility to submit an appeal to an independent body within the sport's jurisdictions. When decisions are taken against a member, special attention should be paid to the appropriate balance between transparency and protection of privacy.

ARTICLE 27 - PRINCIPLE 3

HIGHEST LEVEL OF COMPETENCE, INTEGRITY AND ETHICAL STANDARDS

- 27.1 Competence of the members of the Executive Committee:** The members of the Executive Committee must be chosen on the basis of their ability, competence, quality, leadership capacity, integrity and experience. The use of external experts in specific fields should be considered when necessary.

27.2 Signature power: good governance implies adequate financial supervision. In order to avoid any abuse of power of representation (in particular the firm), appropriate rules must be established, approved and monitored at the highest level. Precise, clear and transparent regulations must be established and applied, and effective systems of control, checks and balances must be established. As a general rule, individual signature should be avoided for an organization's binding obligations.

27.3 Internal management, communication and coordination: good internal communication reinforces the efficiency of sports organizations. The good flow of information within sports organizations ensures a good understanding, by their members, of the activities carried out and allows managers to make timely and informed decisions. Good working conditions, a positive atmosphere, as well as motivation and incentive policies are essential for the proper functioning of the organization.

27.4 Risk management: A clear and appropriate risk management process should be established. This is:

- A- Identification of potential risks for sports organizations,
- B- Risk assessment,
- C- Risk control,
- D- Risk monitoring,
- E- Disclosure / transparency.

27.5 Appointment of members of management: leadership is above management. Most members of management must be professionals. Candidates must have professional competence and an impeccable professional history. The selection process must be based on objective criteria and must be clearly stated.

27.6 Code of Ethics and ethical issues: develop, adapt and implement ethical principles and rules. The ethical rules must refer to and be inspired by the IOC Code of Ethics. Monitor the implementation of ethical principles and rules.

ARTICLE 28 - PRINCIPLE 4 RESPONSIBILITY, TRANSPARENCY AND CONTROL

28.1 Accountability: All bodies, whether elected or appointed, shall be accountable to the members of the organization and, in certain cases, to its stakeholders. In particular, the executive body must report to the General Assembly of the organization.

The administration must be accountable to the executive body. All employees are accountable to management.

28.2 Processes and mechanisms: There should be adequate standards and processes for accountability, available to all organizations, and consistently applied and monitored. Clear and measurable goals and objectives should be established for the organization, its boards of directors, management and staff, including the appropriate tools for evaluation.

28.3 Transparency and communication: financial information should be disclosed gradually and appropriately to members, stakeholders and the public. Disclosure of

financial information must be done annually. The financial statements of sports organizations should be presented consistently so that they are easily understood.

28.4 Financial matters - Applicable laws, rules, procedures and standards: Accounts must be established in accordance with applicable laws and the principle of "Truth and Transparency". The application of internationally recognized standards should be strongly encouraged in all sports organizations and required for an international body. For all organizations, the annual financial statements must be audited by qualified independent auditors. Accountability and financial reporting should occur periodically. Information on the remuneration and financial arrangements of the members of the governing bodies should form part of the annual accounts. Clear rules on the remuneration of members of governing bodies and managers must be enforced. Remuneration procedures must be transparent and predictable.

28.5 Internal control system: an internal control of financial processes and operations within sports organizations must be established. The adoption of a compliance system, a document retention system and an information security system should be encouraged. The structure of the internal control system should depend on the size and importance of the organization. Audit committees should be appointed for large sports organizations.

28.6 Education and Training: There should be an induction program for all new staff members, volunteer officers, and all executive members. Continuing education and training of executives, volunteers, and employees must be an integral part of operations. The promotion of self-teaching and regular training in sports organizations should be encouraged.

ARTICLE 29 PRINCIPLE 5 SOLIDARITY AND DEVELOPMENT

29.1 Allocation of resources: as a principle, financial resources derived from sport should be allocated to sport and, in particular, to its development, after covering all costs related to sport. Financial income must be distributed fairly and efficiently. A fair distribution of financial income contributes to balanced and attractive competitions. A clear and transparent policy for the allocation of financial income is essential.

29.2 Equity: resources must be distributed equitably. Equity in sport must be reinforced. The right to participate in competitions must be encouraged and ensured at an appropriate level for the athletes involved. The opportunity to organize large sporting events must be open. The criteria for choosing venues for events must be fair and transparent.

29.3 Development: The development of partnership relationships between different sports organizations in developing countries. The expansion of sports facilities in developing countries should be promoted.

ARTICLE 30 PRINCIPLE 6 INTEGRATION, PARTICIPATION AND CARE OF ATHLETES

30.1 Right to participate and involvement of athletes in the Pan American Baseball Family and in the governing bodies: The right of athletes to participate in sports competitions

at an appropriate level must be protected. Sports organizations should refrain from any discrimination. The voice of athletes must be heard in sports organizations

- 30.2 Protection of athletes:** measures should be taken to prohibit the exploitation of athletes, especially young people. Athletes should be protected from unscrupulous recruiters and agents. Cooperation with the governments of the countries concerned should be developed. Codes of conduct should be signed by all sports organizations.
- 30.3** Sporting organizations should adopt rules for the protection of athletes' health and to limit the risk of endangering the health of athletes (medical supervision, number of days of competition, contamination, etc.)
- 30.4 Fight against doping:** sports organizations must fight against doping and respect the anti-doping policy. Zero tolerance in the fight against doping must be promoted in all sports organizations at all levels. Sports organizations must protect athletes from doping, in particular through prevention and education.
- 30.5 Insurance:** Insurance in the event of death or serious injury should be recommended to all athletes and should be mandatory for junior athletes. Whenever possible, athletes should have social security coverage. Special insurance policies should be available for professional athletes. Sports event organizers should obtain adequate insurance coverage.
- 30.6 Fairness and fair play:** Fairness and fair play are central elements of competition. Fair play is the spirit of sport. The values of sport and friendship will be promoted.
- 30.7 Athlete education and career management:** educational programs should be promoted, particularly developing "Sports and Studies" programs. Professional management programs should be promoted. Training of professional athletes for new career opportunities after their athletic careers should be encouraged.

ARTICLE 31 PRINCIPLE 7

HARMONIOUS RELATIONSHIPS WITH GOVERNMENTS WHILE AUTONOMY IS PRESERVED.

- 31.1 Cooperation, coordination and consultation:** sports organizations should coordinate their actions with governments. Cooperation with governments is an essential element in sports activities. Cooperation, coordination and consultation are the best way for sports organizations to preserve their autonomy.
- 31.2 Complementary mission: governments, members of the Pan American Baseball Family, other sports organizations and collaborators have a complementary mission and must work together to achieve the same objectives.
- 31.3 Maintain and preserve the autonomy of sport: the proper balance between governments, the Pan American Baseball Family, WBSC and sports organizations must be guaranteed.

IMPORTANT

For more information, consult the WBSC

[Ethics Commission](#).

For more information about the Anti-Sports Betting Rules, please consult:

WBSC Sports Rules.

For reporting any incident please contact the WBSC:

WORLD BASEBALL SOFTBALL CONFEDERATION (WBSC)

Email: integrity@wbsc.org www.wbsc.org

All matters pertaining to an alleged incident, personal information of the concerned persons, other information gathered during investigations and results of investigations (“Confidential Information”) shall be regarded as confidential.

