

NORWEGIAN SWIMMING FEDERATION'S

Ethical guidelines for international representatives

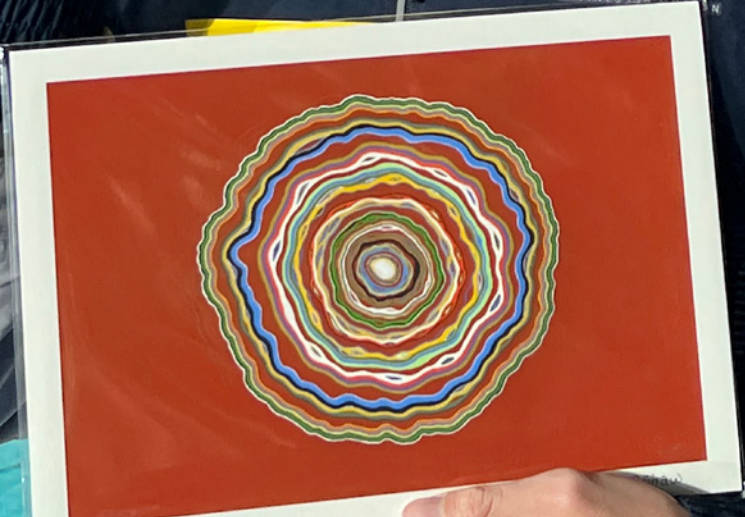


**NORGES
SVØMMEFORBUND**



arena

ZEEKIT
RED LINES' SENSE



Myrtha Pools 农夫山泉 WANG'S SPRING OMEGA



16TH FINA

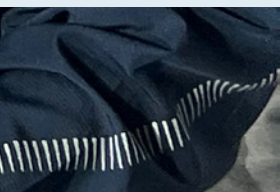


ABOUT THE NORWEGIAN SWIMMING FEDERATION

«We create incredible joy through aquatic sports» -The vision of the Norwegian Swimming Federation (NSF) guides us in our work with children, youth, and adults. Along with our business idea and values, this forms the guideline we use to show who we are and how we conduct ourselves when interacting with others.

The NSF's main goal is to work to ensure that everyone is given the

opportunity to participate in swimming, diving, artistic swimming, water polo, Open Water, as well as Masters activities, according to their own desires and needs, by facilitating activities for all in a safe environment. The NSF should also serve as a role model for other sports through its efforts to promote healthy and positive values, attitudes, and club culture. The NSF is committed to a zero-tolerance policy with regards to any form of discrimination and harassment.





The NSF's ethical guidelines for international representatives apply to all elected officials and employees representing the NSF internationally. Our international representatives have varying degrees of affiliation with the NSF, and the guidelines must also be viewed in conjunction with other relevant guidelines from both Norwegian sports and international organisations.

The World Aquatics (WA) Integrity Code is an overarching document regarding representation, as it applies to all members of clubs affiliated with WA. The NSF is a member of WA, meaning that all members of the NSF should familiarise themselves with the WA Integrity Code: <https://www.worldaquatics.com/rules/integrity>



MAIN TOPICS FROM WA INTEGRITY CODE

General duties

- Duties of good conduct
- Duty to report and collaborate
- Confidentiality
- Neutrality
- Duty of undivided loyalty
- Falsification and misuse of funds
- Offering and accepting gifts and hospitality
- Bidding for events
- Elections
- Mandatory education course

Preventing the manipulation of aquatics competitions

- Anti-corruption rules
- Relationships with betting organisations

Enforcement of the integrity code (The Aquatics Integrity Unit Rules)



Furthermore, the NSF's guidelines are based on the Norwegian Sports Confederation's ethical code of conduct for international representation.

As an international representative, you are expected to uphold the trust and reputation of Norwegian sports, demonstrate cultural sensitivity, and comply with Norwegian law, international human rights, and the laws and regulations of the host country.

- 1.** You should actively work for inclusion, equality, diversity, and equal opportunities for everyone through both formal and informal channels. This includes, among other things to
 - a.** contribute to ensuring equitable gender representation
 - b.** contribute to promoting diversity and challenging discrimination
 - c.** respect, protect, and promote human rights, with a particular responsibility to uphold children's rights.
- 2.** You should treat people with dignity and respect, and show acceptance, sensitivity, and respect for diversity. This includes refraining from forms of communication,

action, or treatment that may be perceived as offensive, discriminatory, or harassing.

- 3.** You should follow the sport's guidelines against sexual harassment and abuse.
- 4.** You should be fair and objective in the performance of your duties, maintain and promote ethical and professional behavior, and act with honesty, integrity, and professionalism at all times. This includes
 - a.** you disclose relationships or commitments that may contribute to conflicts of interest, to ensure transparency and good governance
 - b.** you avoid, directly or indirectly, engaging in activities that lead to or may lead to a conflict of interest with Norwegian sports, and demonstrate honesty if you nevertheless find yourself in such a conflict
 - c.** you contact the president/vice-president or secretary-general of the NSF if points a or b come into effect.
- 5.** You should work to ensure that collaborations or sponsorships with regimes or organisations actively working against the NSF's vision, purpose, and values do not take place.

- 6.** You avoid promoting partisan political or personal financial interests in connection with your representation for the NSF.
- 7.** You do not receive remuneration, payment, or compensation for your representation unless it is reasonable and duly appropriate.
- 8.** You must refrain from - directly or indirectly - requesting, offering, or accepting
 - a.** any transaction, payment, or donation that could influence decisions and your integrity, or
 - b.** any hidden benefit, or
 - c.** gift or service, unless it is in accordance with local culture and custom. You must report and surrender any gifts received in connection with your international representation to the president/vice-president or secretary-general of the NSF.
- 9.** You do not participate in, nor are you complicit in, any actions that involve money laundering or the financing of terrorism, nor do you engage in or become complicit in any activities involving fraud, cybercrime, bribery, or corruption.

Actions contrary to the NSF's ethical guidelines for international representation may result in consequences.

RELEVANT LINKS



World Aquatics Integrity Code:
<https://www.worldaquatics.com/rules/integrity>



Norwegian Swimming Federation's laws, rules, and guidelines:
<https://svømming.no/forbundet/lover-og-regler/>



Norwegian Sports Confederation's guide for international work:
<https://www.idrettsforbundet.no/tema/internasjonale-veileder/>



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