

# UCI Code of Ethics

## Scope of application

### Art. 1

The present Code is applicable to the following persons:

1. members of the Management Committee
2. members of the Professional Cycling Council
3. members of commissions
4. UCI staff
5. commissaires
6. technical delegates,

each of these persons being referred to hereinafter as a 'Party'.

The present Code does not apply to members of the disciplinary commission, nor to members of the appeals board, nor to members of the PCC arbitrary panels. They must comply with the general principles that govern judicial bodies.

## Principles

### Art. 2

Each Party must, both in the carrying out of its duties within the UCI as well as on a day-to-day basis, comply with the principles of:

1. human dignity
2. nondiscrimination, for whatever reason: race, gender, nationality, ethnic origin, religion, philosophical and political opinions, marital status or any other
3. nonviolence, including abstaining from any kind of pressure and harassment, whether physical, mental, professional or sexual
4. friendship, mutual aid and fair-play
5. integrity
6. priority to the interests of the sport of cycling and the UCI in relation to personal interests
7. priority to the interests of sport and athletes in relation to financial interests
8. protection of the environment
9. political neutrality
10. Olympism

### Art. 3

All parties shall, on all occasions and to the best of their ability, serve the interests of cycling and the UCI. They shall be aware of their task and their personal responsibility and take all necessary action to carry it out. They shall refrain from any behaviour which may jeopardize cycling or the UCI's reputation.

### **Integrity**

### Art. 4

The Parties shall refrain from asking, accepting or proposing, either directly or indirectly, any payment or commission, any advantages or services of any kind, whether it is in exchange for their work carried out for the UCI, and which has not been agreed with or authorised by the competent authority at the UCI. They will inform the UCI of any offers of this kind which are made to them.

### Art. 5

Only symbolic gifts may be offered or accepted by the Parties, as a mark of respect or as a token of friendship in accordance with usual local custom. Any other gifts received must be sent to the UCI. Any other gifts offered to a third-party must have been authorised by the competent authority at the UCI.

In the same way, the Parties and any other persons accompanying them shall not accept hospitality offered by their hosts if this goes beyond the limits fixed by the norms in force in the countries of the latter. Any case which contravenes this measure shall be brought before the ethics commission. This rule also applies to the hospitality given to UCI partners.

The Parties should inform their partners of these measures.

### Art. 6

The Parties must not have relations with any organisations, companies or persons whose activities are incompatible with the principles set out in the UCI Constitution, Olympic Charter and the present Code.

### Art. 7

The Parties who represent the UCI in an outside body shall be obliged to intervene and vote in accordance with the instructions that they may have received from the competent authority at the UCI or, failing that, in accordance with their personal beliefs, independent of the interests of the sport of cycling and the UCI. They shall not accept from any third-party any instructions to vote or any intervention of any nature.

## **Conflict of interests**

### Art. 8

There may be a conflict of interests when the objectivity of one Party, in expressing an opinion or when a decision is being made within the UCI, may be influenced or be perceived as being influenced due to personal or financial interests.

### Art. 9

If a Party happens to be aware of a potential conflict of interests, it shall be obliged to inform the ethics commission, which will instruct it on how to avoid or resolve the dispute. If the ethics commission cannot be consulted in due time, the Party in question shall refrain from taking any action or any measures which may lead to the risk of a conflict of interests.

## **Confidentiality**

### Art. 10

Parties shall refrain from disclosing any information concerning the UCI or its activities, which has not been made public, except if the disclosure of that information has been authorised by the competent authority at the UCI or made obligatory by a rule or by an applicable policy.

### Art. 11

The disclosure of information must not be aimed at making profit nor any personal advantage, nor be motivated by malicious intent in order to damage the physical or moral reputation of a person.

## **Ethics commission**

### Art. 12

An ethics commission has been created, which has the following authority:

1. to ensure that the present Code is being respected
2. to receive complaints regarding any infringement to the present Code
3. to give advice and assistance on ethical matters, particularly as regards the application of the present Code
4. to advise on how to avoid or resolve conflicts of interest
5. to recommend sanctions which could be taken against offenders of the present Code
6. to set out measures for the application of this Code
7. to put forward proposals aimed at creating a programme to teach on ethics.

Art. 13

Each year the ethics commission shall present a report to the UCI Congress on the application of the present Code, listing any infringements to its rules.

Art. 14

The ethics commission shall be made up of at least three members. These shall be appointed, on the proposal of the Management Committee, by the UCI Congress two years after the election of the Management Committee. The first ethics commission shall be appointed by the 2004 Congress, for a period of five years.

Art. 15

Members of the ethics commission shall be appointed for a mandate of four years. They shall be irremovable. In the event of a vacancy due to death or resignation, the Management Committee, if necessary, shall make a provisional appointment which shall be approved at the following Congress.

Art. 16

National Federations are advised to adopt an ethics code based on the present Code.

Article 3 of the present Code shall apply to National Federations and any physical person related to them like the parties are to the UCI.

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