



State of Israel
Ministry of Culture and Sport

Rules of Ethics for Sport in Israel

= A Code for Fairness and Sporting Conduct

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The Basic Code: Rules of Ethics for Sport in Israel
A Code for Fairness and Sporting Conduct

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Introduction

A. The generic ethical code

The generic ethical code is designed to outline the basic professional ethics guidelines for those involved in sport in Israel. The ethical code sets out the appropriate core values in this area, including those applying specifically to the main interested parties involved in the world of sport: sportsmen, coaches, referees, managers and management committee members. This ethical code was written in cooperation with representatives of the various sporting bodies.

B. The purpose of the ethical code

To create a uniform normative infrastructure uniting basic ethical values and fostering sporting conduct characterized by fairness, transparency and integrity, which goes beyond the formal mandatory rules in the field of sport, in order to strengthen the position occupied by sport in Israel and public trust in it, to advance Israeli sport and to bring it to achievements. The ethical code constitutes a system of appropriate and accepted behavioral rules, which interested parties take upon themselves. These values are practical ideals which guide the activities of the interested parties and represent the standard by which the conduct of those involved in sport in Israel should be judged.

C. Why the existence of a code of ethics is important

Laws are designed to ensure social order, whereas ethical rules define appropriate professional and moral conduct.

These behavioral rules serve the objects of sporting organizations, help them to grapple with those moral issues arising on a daily basis and contribute to improving their performance.

D. Education and commitment to cooperation

Sport attracts a multitude of supporters, interested parties and fans from amongst the Israeli public, makes a major contribution to the structure of society and strengthens the life of the community in a positive way. Numerous interested parties occupy different positions within Israeli sport, from the sportsman, the trainer and the office holder, to the fans and the media, together creating an organizational fabric in which each act or omission on the part of one of

them has implications for the other and the image of sport in Israel. Thus when pursuing their activities, those who are involved in sport have an ethical obligation to consider the position of their counterparts.

E. Structure of the Generic Ethical Code

The ethical code comprises of an **introduction**, which is an integral part of the code itself, followed by three sections:

Chapter 1 - The core values of sport in Israel

Chapter 2 - Rules pertaining to interested parties (sportsmen, trainers, referees, managers and management committee members);

Chapter 3 - Adaptation and assimilation.

F. The ethical code being introduced is a generic ethical code which constitutes a framework that must be adapted to the various branches of sport and assimilated through detailed rules and ongoing activities within the context of the day to day operations of the relevant sporting organization or federation.

G. In formulating the generic ethical code, various models of ethical code adopted elsewhere the world were studied, for example: the Canada, Australia and the New Zealand, including an examination of their core values, character (principles or specifications) and the main interested parties.

H. For reasons of convenience only, this code has been drafted in the masculine gender, but is intended to apply to males and females alike.

Definitions

In this code:

Interested party	A sportsman or position holder as defined in this chapter;
Sports body	A sports union, organization, association or federation as defined in the Sports Law;
Member of a management committee	A member of the board of management of a sports body and anyone actually serving as a member of the management team, regardless of his official title;
The Sports Law	The Sports Law, 5748-1988;
Trainer	As defined in the Sports Law;
Manager	General manager, vice general manager, deputy general manager and anyone actually holding such a position within a sporting body, even if his title suggests otherwise, as well as any other manager who is directly subordinate to the general manager;
Position holder	Trainer, referee, a member of an internal adjudication body, manager or member of a management committee as defined in this chapter;
Sportsman	A person registered in a sports federation or union and who is engaged in sporting activity in the relevant branch;
Juvenile sportsman	A sportsman who is under 18 years of age;
Personal interest	A personal stake which an individual or his relative has in the activities or business of a sporting or other body, with the exception of a personal interest attributable solely to his position within or affiliation to a sporting body;
Relative	Spouse, brother or sister, parent, grandparent, child, stepchild or the spouse of any of these;
Referee	A person who is qualified to adjudicate at sporting events
Member of an internal tribunal	A member of a sporting body's internal tribunal;

Part 1: The core values of sport in Israel

1. Fairness in Sport

The moral commitment to fairness in sport and fair competition is the cornerstone of meaningful and enduring sporting achievements. Only a fair achievement is genuine and deserving of recognition. Only through fair sport and fair competition will the sportsman succeed in fulfilling his educational and social goals at the personal, public and national level. Fairness is a basic and overriding value which must be meticulously embraced by all those playing an important role in sport.

2. Honesty and Integrity

2.1 Prohibition on receiving or giving gifts and gratuities

An interested party shall act impartially and he or his relative shall refrain either by himself or through others from directly or indirectly receiving or giving gifts or gratuities which may detrimentally affect behavior or compromise professional judgment.

Non-prohibited gratuities may be accepted and given in such measure as is reasonable in the circumstances.

2.2 Appointments and contracts shall be made and entered into with transparency and in accordance with professional criteria.

2.3 Resolution of conflicts of interest

An interested party shall act in good faith, with transparency and openness, including by:

- (a) Acting for the benefit of the sporting body in which he holds office or with which he is affiliated;
- (b) refraining from any activity which would involve him in a conflict of interest between fulfilling his role in the sporting body and other

duties or personal interests which he has.

- (c) disclosing all information and handing over all documents pertaining to the affairs of the sporting body which came into his possession by virtue of the position which he holds therein.
- (d) disclosing to the sporting body within a reasonable period of time the nature of his personal interest, including any material fact or document.

Where a conflict of interest exists, it shall be treated in the following way:

- In so far as the conflict is permanent, widespread and central - the matter shall be deemed improper.
- In so far as the conflict is coincidental and confined to a narrow area of subjects or marginal responsibilities, the conflict may be resolved by refraining from participation in a discussion, vote or from undertaking a conflicting role.

Similarly, a distinction should be made between a senior official who has the authority to take fundamental decisions and a person who has no such authority.

2.4 Equal opportunities and prohibition of discrimination

Engaging in sport is a fundamental right to which every person is entitled. Those exercising that right must be treated equitably according to their ability and level, regardless of religion, gender, race, origin or physical handicap and without any manifestation of discrimination.

3. Sporting conduct

3.1 Interested parties shall observe the rules applying to branch of sport in which they are engaged, the rules of competition, the rules of the association, the international rules and the code of ethics and shall act respectfully towards one another, fans and spectators.

3.2 A sportsman shall act respectfully towards his competitors and colleagues and refrain from engaging in physical violence or verbal abuse.

3.3 Interested parties shall cultivate sporting values such as fairness,

the pursuit of excellence, devotion to the task at hand, persistence, concentration, precision, focusing and investment, cooperation and loyalty to the team.

3.4 Prohibition on using drugs and banned performance enhancing substances

3.4.1 A sportsman shall refrain from using banned performance enhancing substances. An interested party, before advising a sportsman to take an additive or medication, shall ensure that they are not forbidden.

3.4.2 Interested parties shall be responsible for operating an explanatory system regarding the taking of banned substances.

4. Responsibility towards Juvenile Sportsmen

An adult who takes part in the sporting life of a juvenile sportsman (for example: a trainer, parent, manager) is known to have an impact on his life and hence the need to dedicate a separate chapter to delineating rules relating to juvenile sportsmen.

Because of the educational significance of engaging in sport at a young age, the various interested parties should recognize the importance of making safeguarding the juvenile sportsman's welfare the focus of their activities in accordance with the following values:

4.1 Coordination and professional supervision, while ensuring the safety and wellbeing of the juvenile sportsman;

4.2 Familiarity with the relevant legislation;

4.3 Alertness as to exploitation and abuse engendered by the juvenile's dependency or his physical, verbal or emotional immaturity.

4.4 Exercise of discretion and discrete behavior while recognizing the authority and power held by the adult who is playing a role in the juvenile sportsman's life;

4.5 Refraining from any action that harms the juvenile sportsman which is not based on reasonable professional considerations.

4.6 Ensuring that the juvenile sportsman's self esteem and self confidence are

maintained and enhanced during his sporting activities;

4.7 Avoiding neglect - non-fulfillment of the juvenile sportsman's basic physical and emotional needs during his sporting activities;

4.8 A juvenile sportsman is not the property of the association and it is necessary to act with transparency and fairness in accordance with the requirements of the Sports Law regarding the subject of release and transfer from one association to another.

5. Fitting conduct and personal example

An interested party in the world of sport represents not only himself but also the team, his chosen sport and the state. Therefore, he must serve as a worthy personal example and ensure that he conducts himself properly and appropriately at all times as a sportsman or position holder, as a person and a citizen of the State of Israel.

6. Responsibility and professionalism

6.1 An interested party shall be committed to achieving the objectives engendered by the nature of his vocation in the optimum way while maintaining a broad systemic perspective.

6.2 The decision making process shall be transparent.

Part 2 - Rules applying to interested parties

Sportsmen

A sportsman must be committed first and foremost to competitive sport and the desire to beat the competition. Striving for excellence, achievement and winning fairly is the purpose of his life. A sportsman shall be bound by the rules of ethics, the laws applying to his sport and the rules of the association or federation to which he belongs.

1. A sportsman shall be committed to fairness, honesty and integrity.
2. A sportsman shall ensure that his conduct is sportsman-like, seemly, honorable and appropriate, both on and off the pitch.
3. A sportsman shall ensure that his conduct is appropriate and exemplary both inside and outside the competitive arena.
4. A sportsman shall respect his trainer.
5. A sportsman shall prevent displays of violence and racism, including on the part of fans and spectators.
6. The sportsman's behavior during competition is known to influence the behavior of fans and supporters. Therefore, a sportsman shall behave respectfully towards an interested party (a trainer, referee, member of an internal arbitration institution, manager or member of a management committee), competitor or colleague both on and off the pitch.
7. A sportsman shall not use performance-enhancing substances appearing on the list of banned substances published by the World Anti-Doping Agency (WADA).
8. A sportsman shall not place bets with respect to competitions or events in which he is involved.

In addition to the ethical rules applying to all players, sportsmen who are active in their professional associations shall also be bound by the conflict of interest and appointment clauses appearing in the chapter entitled "Managers and management committee members".

Trainers

The trainer shall assist the sportsman to realize his sporting potential while ensuring his welfare. By virtue of his professional, central and important role in the field of sports, he must act for the benefit of the branch of the sport and the sporting body which he represents.

1. A trainer shall honor the sportsman and be responsible for his welfare.
2. A trainer shall strike a balance between the sportsman's personal and professional welfare.
3. A trainer shall refrain from treating a sportsman in a humiliating fashion.
4. A trainer shall take particular care to safeguard the welfare of a juvenile sportsman.
5. A trainer shall give each sportsman the opportunity to fulfill his potential.
6. A trainer shall meticulously observe the laws of the branch of sport in which he works and the rules of the sports association to which he is affiliated.
7. A trainer shall act responsibly and professionally at all times.
8. A trainer shall continuously update himself with the latest professional knowledge.
9. A trainer shall ensure that all sportsmen are treated equally and fairly in accordance with their classification and level within the team which he coaches.
10. A trainer shall act respectfully when working with colleagues and other professionals.
11. A trainer shall be aware of the power which he has and exercise it judiciously.
12. A trainer shall act with integrity, honesty and fairness, including in his interpersonal relationships.
13. A trainer shall refrain from using expressions which may encourage racism and discrimination.
14. A trainer shall act respectfully towards interested parties in sport including by ensuring that he expresses himself in dignified language.

15. A trainer shall not place bets with respect to competitions or events in which he is involved.
16. A trainer shall serve as a personal example of how the sporting body's ethical code is to be assimilated in practice.
17. A trainer shall avoid becoming involved directly or indirectly in a potential conflict of interest situation. A trainer's conflict of interest may be between his position as a coach and his personal interests or those of a relative, or between his position as a coach and his other salaried or voluntary position or occupation.
18. Where a conflict of interest exists, it shall be treated in the following way:
 - In so far as the conflict is permanent, widespread and central - the matter shall be deemed improper.
 - In so far as the conflict is coincidental and confined to a narrow area of subjects or marginal responsibilities, the conflict may be resolved by refraining from participation in a discussion, vote or from undertaking a conflicting role.
19. A trainer shall report any situation involving an actual or potential conflict of interest without delay.
20. A trainer shall not use his position to become involved in or directly or indirectly influence by himself or through another any business activity in which he or one of his relatives has an interest.
21. The composition of the national teams shall be determined solely on the basis of open, clear and transparent professional considerations.

In addition to the ethical rules applying to all trainers, trainers who are active in their professional associations shall also be bound by the conflict of interest and appointment clauses appearing in the chapter entitled "Managers and management committee members".

National Team Coach

The National Team Coach is an official and symbolic position. Due to its public and national status it demands a higher level of ethical behavior at both professional and personal levels

1. A national team coach shall not simultaneously serve as the coach of another team of the same age group in any of the associations operating in the same sport. In special cases the employment of the national coach within one of the aforementioned may be arranged between the association and the coach.
2. The composition of the national teams and recommendations regarding outstanding sportsmen shall be determined solely on the basis of open, clear and transparent professional considerations.

No direct or indirect business connection shall exist between the national coach or one of his relatives and the association.

Referees

Competitive sport cannot exist without a constitution and rules governing **the** manner in which it is to be played. The role of referees is to ensure that sporting events are played in a fair, lawful and sportsman-like fashion. A judge should maintain strict neutrality, impartiality, dignified behavior and the safety and fairness of the competition - these are the core values which should be respected.

1. When supervising sporting events, a referee shall behave towards players with patience, restraint and moderation.
2. A referee is required to enforce the rules and customary regulations of the sport with meticulous fairness, independence and impartiality.
3. A referee shall not directly by himself or indirectly through another receive a gift or gratuity from an interested party within the sport in which he works.
4. A referee shall behave politely and respectfully towards interested parties in the sport.
5. A referee shall show respect towards his professional colleagues and in so far as possible refrain from criticizing a colleague in public.
6. A referee shall make proper disclosure before sporting bodies and the Referees' Association.
7. A referee must maintain high professional standards and constantly aspire to improve from a professional point of view.
8. A referee shall not place bets with respect to competitions or events in which he is involved.
9. A referee shall make sure that he behaves in a manner worthy of his status and position as a referee.
10. A referee shall avoid being directly or indirectly involved, even ostensibly, in a suspected conflict of interest situation. A conflict of interest may be between his position as a referee and his personal interests or those of a relative, or between his position as a referee and his other salaried or voluntary position or occupation.
11. Where a conflict of interest exists it shall be treated in the following way:

- In so far as the conflict is permanent, widespread and central - the matter shall be deemed improper;
 - In so far as the conflict is coincidental and confined to a narrow area of subjects or marginal responsibilities, the conflict may be resolved by refraining from participation in a discussion, vote or from undertaking a conflicting role.
12. A referee shall report any actual or potential conflict of interest without delay.
13. There shall be no direct or indirect business connection between a referee or his relatives and the sport's associations, athletes, trainers and supporters or their relatives.
14. A referee shall not act directly or indirectly, whether personally or through another, to advance business transactions between his relatives and teams, clubs and individuals involved in the sport.
15. A referee shall not serve as a manager or member of a management committee in the sport in which he serves as a referee.
16. A referee shall not officiate at a sporting event in which one of his relatives is playing or competing or in which a team is playing in which he or his relatives have any personal or business interest. In the case of minor sports or minor competitions, where the constraints of the branch of sport in question leave no alternative:
- a. The referee must receive the agreement in principal of the professional committee in order to officiate at a sporting event as aforesaid.
 - b. The referee must make proper disclosure to and behave with complete transparency towards the rest of the competitors, the opposing team and the Referees' Association.
 - c. The sporting body shall encourage the training of referees.
 - d. The existence of a supervisory mechanism to ensure the impartial and fair refereeing of such a sporting event must be guaranteed.

In addition to the ethical rules applying to all referees, referees who are active in their professional associations shall also be bound by the conflict of interest and appointment clauses appearing in the chapter entitled "Managers and management committee members".

Members of an internal tribunal

The power to adjudicate is given to a member of the internal tribunal based on trust in his honesty, professional and personal capabilities and his ability to discharge the tasks imposed upon him.

1. A member of an internal tribunal shall act with honesty, fairness and equality towards the litigants.
2. When carrying out his duties a member of an internal tribunal shall be independent, impervious to pressures exerted by external sources, public opinion or fear of criticism.
3. A member of an internal tribunal shall refrain from engaging in acts which are incompatible with his status or which may harm the tribunal's image.
4. A member of an internal tribunal shall maintain his neutrality and impartiality and behave in a dignified manner.
5. A member of an internal tribunal shall be required to observe the rules and customary regulations of the sport with meticulous fairness, independence and impartiality.
6. No member of an internal tribunal shall directly or indirectly either personally or through another accept a gift or gratuity from an interested party in the sport in which he is active.
7. A member of an internal tribunal shall act politely and respectfully towards interested parties in the sport and shall refrain from making hurtful or insulting comments about any person during the hearing and in his decisions.
8. A member of an internal tribunal shall show respect towards and in so far as possible refrain from public criticism of his professional colleagues.
9. A member of an internal tribunal shall make proper disclosure to the sport's bodies, other internal tribunal members and the Referees' Association.
10. A member of an internal tribunal shall make sure that he behaves in a manner worthy of his status and position.
11. A member of an internal tribunal shall avoid being directly or indirectly involved, even ostensibly, in a suspected conflict of interest situation. A conflict of interest may be between his position as member of an internal tribunal and his personal

interests or those of a relative, or between his position as member of an internal tribunal and other salaried or voluntary positions which he holds.

12. Where a conflict of interest exists it shall be treated in the following way:

- In so far as the conflict is permanent, widespread and central - the matter shall be deemed improper;
- In so far as the conflict is coincidental and confined to a narrow area of subjects or marginal responsibilities, the conflict may be resolved by refraining from participation in a discussion, vote or from undertaking a conflicting role.

13. A member of an internal tribunal shall report any actual or potential conflict of interest without delay.

14. There shall be no direct or indirect business connection between a referee or his relatives and the sport's associations, athletes, trainers and supporters or their relatives.

15. A member of an internal tribunal shall not act directly or indirectly, whether personally or through another, to advance business transactions between his relatives and teams, clubs and individuals involved in the sport.

16. A member of an internal tribunal shall not serve as a manager or member of a board of management in the branch of the sport in which he serves as a member of an internal tribunal.

In addition to the ethical rules applying to all members of the internal tribunal, members of an internal tribunal who are active in their professional associations shall also be bound by the conflict of interest and appointment clauses appearing in the chapter entitled "Managers and management committee members".

Managers and management committee members

Managers and management committee members carry broad responsibility to act for the benefit of their branch of sport and all those engaged or interested in it.

1. A manager or member of a management committee shall meticulously observe the principles governing the sound management of sporting bodies, including integrity, transparency, public standards, avoidance of conflicts of interest and impartiality.
2. A manager or management committee member shall be obliged to advance his branch of sport, association or team.
3. A manager or management committee member shall be obliged to properly disclose and give full information pertaining to any personal interest which he has concerning his activities in the sport, including with regard to any salaried or voluntary positions which he holds during the entire period of his tenure.
4. A manager or management committee member shall be obliged to act in an even handed manner and to refrain from discrimination.
5. A manager or management committee member shall meticulously safeguard the privacy and dignity of interested parties.
6. A manager shall be obliged to ensure that every sportsman is provided with the optimal conditions needed in order for him to realize his abilities.
7. A manager or management committee member shall act with transparency and make proper disclosure.
8. The composition of national teams shall be approved of in a clear, open and transparent manner.
9. A manager or management committee member shall not themselves or through others give referees and members of internal tribunals in the branch of sport in which they operate prohibited gifts or gratuities and shall refrain from directly or indirectly receiving a gratuity from or giving one to the other interested parties if it would detrimentally affect their conduct or professional judgment.
10. Managers and management committee members shall serve as personal examples of how the ethical code is to be assimilated.
11. A manager or management committee member shall avoid being directly or indirectly involved, even ostensibly, in a suspected conflict of interest situation. A conflict of interest may be between his position as a manager and his personal

interests or those of a relative, or between his position as a manager and other salaried or voluntary positions which he holds within or outside the sport.

12. Where a conflict of interest exists it shall be treated in the following way:

- In so far as the conflict is permanent, widespread and central - the matter shall be deemed improper;
- In so far as the conflict is coincidental and confined to a narrow area of subjects or marginal responsibilities, the conflict may be resolved by refraining from participation in a discussion, vote or from undertaking a conflicting role.

13. Managers and management committee members shall not participate in discussions or vote at meetings and shall refrain from taking decisions and engaging in activities regarding, and from dealing with or influencing, whether by themselves or through others, any subject which might put them in a situation in which a concern exists as to a suspected conflict of interest between their roles as managers and another salaried or voluntary function which they fulfill or their personal interests or those of their relatives.

14. The Chairman of the Olympic Committee, the Para-Olympic Committee, the Federation of Non-Olympic Competitive Sport and the Sports Federation have systemic obligations attributable to the senior national positions which they hold in the field of sport and shall not therefore simultaneously hold any other management position in a sports association, organization or union.

15. The chairman of a sports union or association shall not simultaneously hold another management position within a union or association in the same branch of sport.

16. A manager shall not appoint as national team coach a person who already coaches another team of the same age group in one of the associations belonging to the same branch of sport, other than in exceptional circumstances, in which case an arrangement shall be reached between the union and the trainer.

17. An active member of an association who is submitting his candidacy for the position of Union Chairman in the same branch of sport shall inform his association of this without delay, and should his candidacy be accepted, then he shall cease all activities and involvement therein.

18. A manager or management committee member shall not place bets with respect to competitions in which he is involved.
19. The Union's resources and budget allocations shall be distributed fairly and transparently based on solely on professional rather than extraneous considerations and on promoting the welfare of the branch of sport in question.
20. A recommendation to recognize an individual as an outstanding sportsman shall be based solely on plain, untarnished, clear and transparent professional considerations.
21. A manager or management committee member shall report about any actual or potential conflict of interest situation without delay.
22. Appointments shall be made on the basis of overt, clear and transparent professional criteria.
23. The appointment of a candidate to a representative position where a personal or business connection exists between him and the chairman or a member of the management committee:
 - Shall be conducted with complete transparency.
 - The chairman/member of committee shall undertake a process of proper disclosure to the nominating committee regarding the nature of his connection with the chosen candidate.

The person having the connection shall not be directly or indirectly involved in the selection process or in determining the appointee's salary and terms of employment.

Part 3: Adaptation and assimilation

- 1.** The generic ethical code constitutes a basic model for the various sporting bodies, which are required to formulate and assimilate ethical codes that are compatible with the unique needs and characteristics of the branches of sport to which they are affiliated.

The various ethical codes shall include the core values set out in the generic ethical code and a chapter incorporating provisions that will guarantee the assimilation of those values amongst the various sportsmen and interested parties. For the avoidance of doubt, the sporting bodies shall not be able to weaken the demands of the basic (generic) ethical code as set out above, but only to fortify them.

- 2.** The rules laid down by relevant professional organizations shall override the contents of the generic ethical code should there be any discrepancy between them.
- 3.** The sporting bodies shall undertake ongoing activities, which shall include at least the refreshment, dissemination and assimilation the ethical code.
- 4.** The ethical code shall be incorporated into the constitution of the relevant sports union/federation and shall become an integral part of it. In accordance with section 11 of the Sports Law, the internal tribunals of the various sports unions and federations shall have jurisdiction to adjudicate and resolve, issues, deviations and complaints in matters pertaining to the common ethical code.