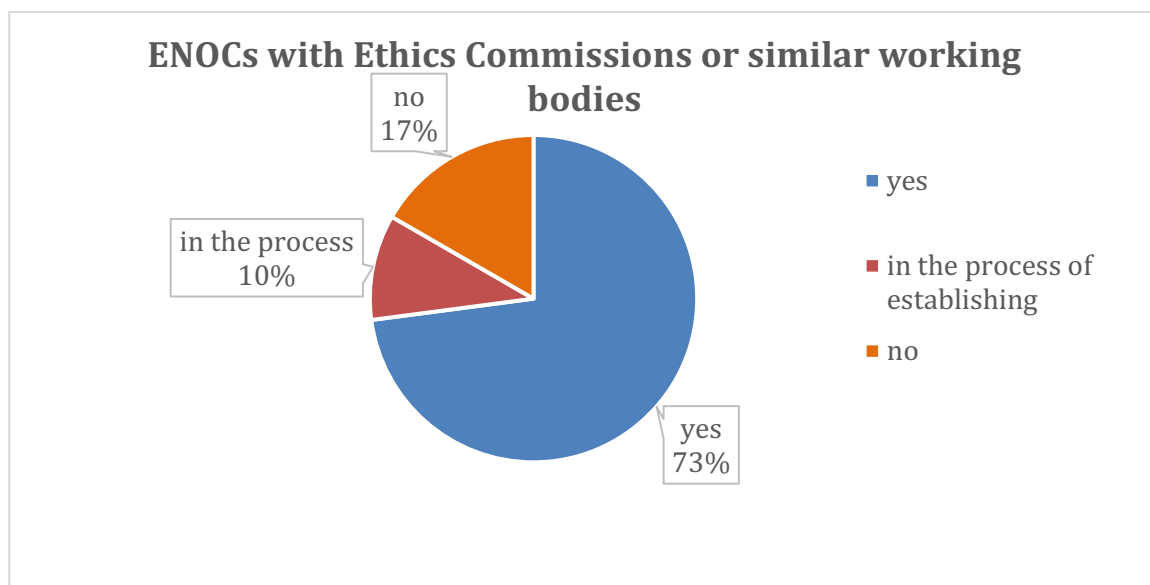




ETHICS COMMISSIONS AND CODES OF ETHICS IN ENOCS CURRENT STATUS AND FUTURE DEVELOPMENTS

1. Ethics Commissions

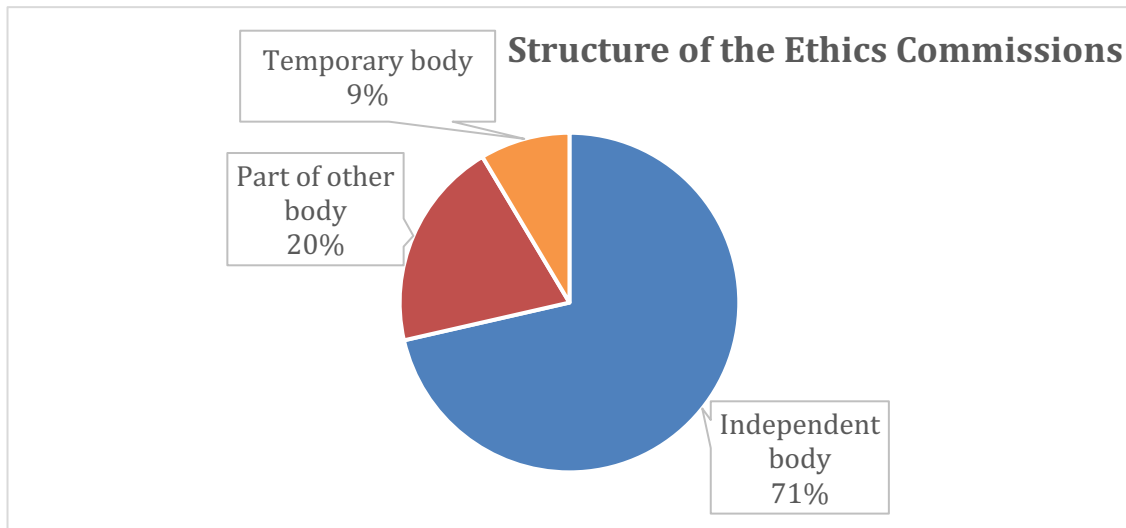
Out of the 48 ENOCs that responded, 35 (73%) have already established an Ethics Commission or a comparable body responsible for addressing ethical issues. Additionally, 5 ENOCs (10%) are in the process of establishing such a commission, while another 4 have expressed intentions to do so in the near future. Only 4 ENOCs have not yet formulated a clear plan for the establishment of an Ethics Commission.



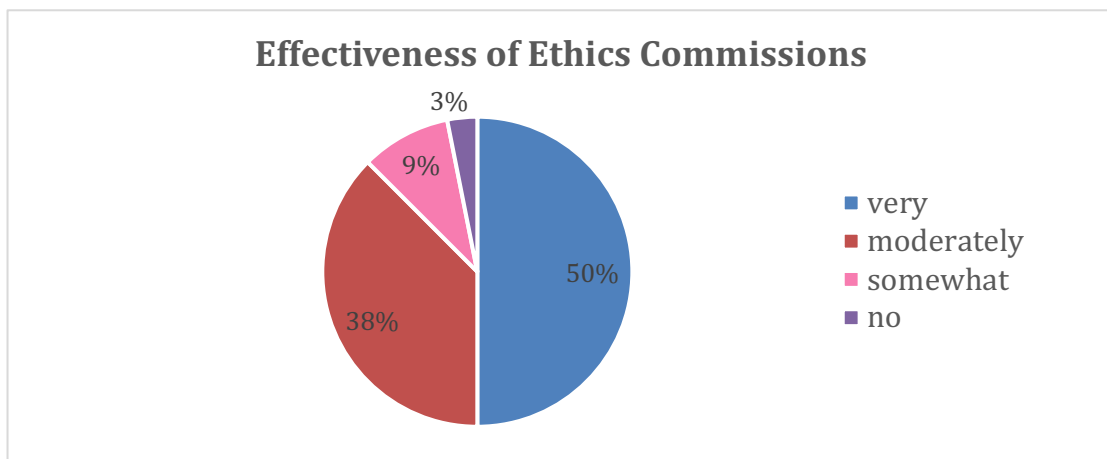
Most ENOCs with an established Ethics Commission operate it as an independent body, while in six cases, the commission functions as part of another entity, primarily within the respective National Olympic Committees (NOCs). Additionally, in three cases, the Ethics Commission operates as a temporary or ad hoc body.

Regarding meeting frequency, approximately 42% of Ethics Commissions convene regularly (monthly or quarterly), whereas 58% meet on an ad hoc basis, primarily in response to received cases.

Ethics Commissions typically consist of five members, though the number varies between three and eleven. The educational background of commission members is diverse; however, the most common fields of expertise include law and sports science. Many members also possess specialized education in ethics, psychology, medicine, or social sciences. Some Ethics Commissions incorporate representatives from various sectors, including athletes, coaches, and professionals from business, marketing, and economics.



Half of the ENOCs assess the effectiveness of their Ethics Commissions as highly effective, while 12 rate them as moderately effective, 3 as somewhat effective, and 1 as not effective. Over the past two years, 20 Ethics Commissions or similar bodies have handled ethical cases.

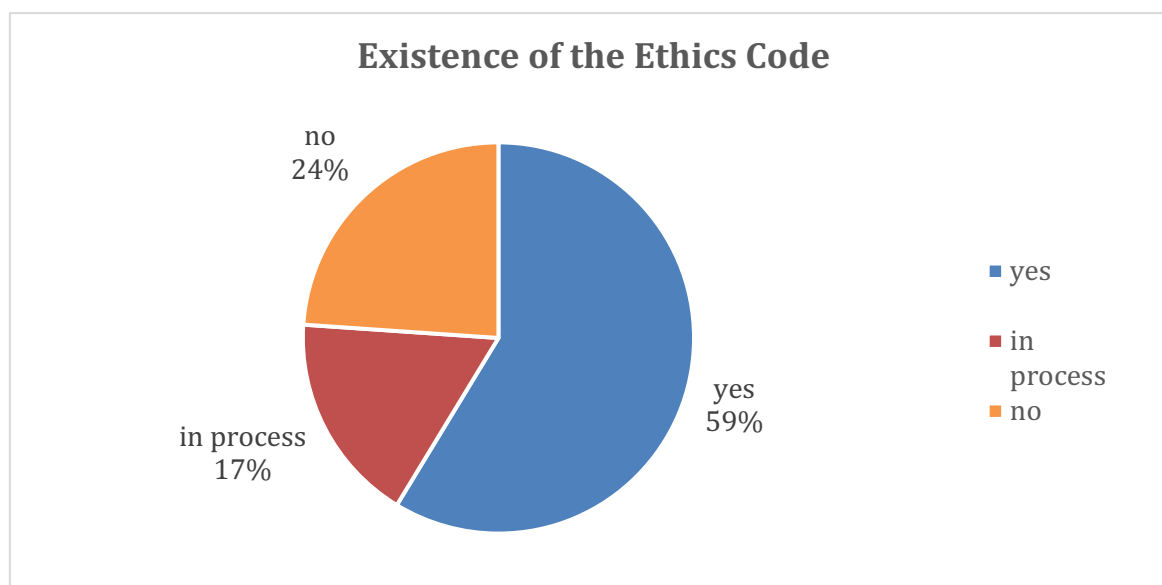


ENOCs that are in the process of establishing an Ethics Commission or planning to do so report that their primary challenges include limited resources and legal or organizational requirements.



2. The Ethics Code

27 (58,69%) ENOCs have adopted an Ethics Code, 8 (17,39%) are in the process of developing it and 11 (23,91%) do not have one. Of these 11 ENOCs, 6 intend to install one in the future, 3 are still unsure and another 2 answered with no.



The primary challenges contributing to the absence of a Code of Ethics have been identified as limited awareness of its necessity (38.5%), insufficient resources and/or the absence of legal or organizational mandates (both 30.8%), and a lack of expertise in ethics-related matters (7.7%).

Among the surveyed ENOCs, 22 assess their existing Code of Ethics as clear and comprehensive, while 11 consider it reasonably clear and comprehensive, and 2 indicate a need for improvement.

3. Resources and support of Ethics Commissions

Regarding ethics education, 22% of ENOCs provide regular training or workshops for their members, athletes, and staff, while 34% develop training materials, and 44% do not engage in formal ethics training initiatives.

Beyond these findings, ENOCs underscore the necessity for additional support and resources to fortify their Ethics Commissions or enhance their Codes of Ethics. Specifically, 45.8% of ENOCs identify the need for training programs tailored for Ethics Commission members, while 41.7% seek access to standardized templates or exemplary Ethics Codes. Furthermore, 35.4% highlight the need for financial resources and guidance from international bodies, and 33.3% emphasize the importance of access to legal expertise.

Additionally, 73.5% of ENOCs express a willingness to participate in a webinar or workshop aimed at developing or refining their ethical governance frameworks. One ENOC further notes the critical issue of effectively communicating the work of Ethics Commissions to their members and the broader sporting community.



4. Further steps

While the results suggest a generally strong ethical framework within ENOCs, they also highlight areas that require attention and further development. Acknowledging this need, we propose the following initiatives to enhance the functioning of Ethics Commissions:

- **Specialized Workshops for Ethics Commission Members and Representatives:** Offering targeted training on legal frameworks, best practices, and case management to enhance the expertise and effectiveness of Ethics Commissions.
- **Workshops on Broader Ethical Issues:** Tackling emerging ethical challenges through case studies and practical solutions to deepen understanding and improve decision-making. These workshops can be provided for Ethics Commission members and/or ENOC representatives.
- **Ongoing Follow-Up Webinars:** Hosting regular virtual sessions to monitor progress, facilitate knowledge-sharing, and offer guidance on evolving ethical dilemmas faced by ENOCs and their Ethics Commissions.
- **Standardized Ethics Code Templates:** Developing adaptable, comprehensive frameworks to assist ENOCs in drafting, revising, and implementing their Codes of Ethics in line with international standards.
- **Ethical Case Study Repository:** Establishing a centralized database of anonymized cases to promote knowledge exchange and the dissemination of best practices.
- **ENOC Ethics Commission Network:** Creating a formal network of Ethics Commission representatives across ENOCs, implementing SPOCs (single points of contact) to encourage collaboration, peer support, and the harmonization of ethical governance practices. This network would also facilitate the organization of the aforementioned workshops and webinars.
- **Collaborative Research Initiatives:** Promoting cross-jurisdictional studies on ethical trends and challenges to inform policy development and strengthen ethical governance frameworks through the above-mentioned network.