



INTERNATIONAL
OLYMPIC
COMMITTEE

Guidelines for Sanctioning the Members of an Athlete's Entourage

Preamble:

Pursuant to the general principles regarding sanctions set out in Article 7 of the *Guidelines for the Conduct of the Athletes' Entourage*;

Convinced that an important element to help ensure the integrity of sport is the establishment of clear and enforceable sanctions, where appropriate, against not only athletes but also against members of an athlete's entourage; and

Understanding that another important element to help ensure the integrity of sport is the collaboration of the IOC, the IFs, the NOCs, and other sports organisations (collectively referred to as the "**Sporting Entities**"), as well as, in certain instances, governments and governmental organisations;

The following principles are intended to serve as minimum standard guidelines to Sporting Entities that are adopting and implementing rules for sanctioning the members of an Athlete's entourage.

1. General Principles

- 1.1 It is the responsibility of Sporting Entities to adopt, implement and enforce applicable rules regarding the integrity of sport, including effective and enforceable sanctions for members of an Athlete's entourage.
- 1.2 Sporting Entities should put in place mechanisms, such as educational programs, so as to allow that members of an Athlete's entourage are aware of and understand the rules applicable to them.
- 1.3 Sporting Entities, as well as, in certain instances, governments and governmental organizations, should fully cooperate with each other with respect to maintaining the integrity of sport.
- 1.4 Sporting Entities should investigate, whenever necessary, the potential involvement of members of an Athlete's entourage any time an Athlete's behaviour is investigated.
- 1.5 Sporting Entities should put in place rules and processes so as to ensure full cooperation by the Athlete's entourage during an investigation.

2. Sanctionable Acts and Omissions

- 2.1 Acts and omissions by members of an Athlete's entourage that may give rise to the implementation of measures and/or sanctions include:
 - 2.1.1 Doping violations;
 - 2.1.2 Any form of discrimination (gender, ethnic, origin, religious, political, language and sexual orientation);
 - 2.1.3 Any form of harassment or abuse (physical, professional, sexual, mental);
 - 2.1.4 Participation in, support of, or the promotion of any form of gambling, betting or match-fixing;
 - 2.1.5 Violations of integrity of matches and competitions;



- 2.1.6 Unsportsmanlike conduct / unsporting behaviour;
- 2.1.7 Political propaganda;
- 2.1.8 Libel and slander;
- 2.1.9 Bribery, corruption and embezzlement;
- 2.1.10 Forgery and falsification;
- 2.1.11 Duty of disclosure, cooperation and reporting;
- 2.1.12 Offering and accepting gifts and other benefits; and
- 2.1.13 Any other unethical behaviour.

2.2 Members of an Athlete's entourage may also be sanctioned for the acts and/or omissions of persons over whom they have influence or for whom they are responsible.

3. Measures and Sanctions

3.1 The range of measures and sanctions should include:

- 3.1.1 Reprimands;
- 3.1.2 Provisional measures;
- 3.1.3 Withdrawal of accreditation from the relevant sporting event;
- 3.1.4 Withdrawal of license for agents;
- 3.1.5 Financial sanctions;
- 3.1.6 Temporary exclusion from the relevant event/Sporting Entities (club, NF; sport, IF);
- 3.1.7 Permanent exclusion from the event/Sporting Entities (club, NF; sport, IF);
- 3.1.8 Return of awards; and
- 3.1.9 Educational measures to raise and improve the awareness about the rules and regulations in force.

3.2 Measures and sanctions may be combined when circumstances so require.

3.3 Before applying any measure or sanction, the Sporting Entity may issue a warning.

3.4 Sporting Entities may publish the decision sanctioning a member of an athlete's entourage.

4. Proportionality of Measures and Sanctions

4.1 Measures and Sanctions must respect the principle of proportionality and be in proportion to the severity of the violation(s).

4.2 The following factors should be taken into consideration when determining proportionality:

- 4.2.1 The nature and severity of the violation(s);
- 4.2.2 Whether there is only one violation or multiple violations;
- 4.2.3 Whether there are any aggravating circumstances (e.g. when the victim is a minor); and
- 4.2.4 Whether there are any mitigating circumstances (e.g. cooperation with Sporting Entities, governments and governmental organisations).

5. Due Process

5.1 Before applying any measure or sanction to a member of an Athlete's entourage, such member should have the right to be heard before the relevant Sporting Entity.

5.2 Such member should also have the right to appeal any decision taken by the Sporting Entity.