

# ISCA Code of Ethics

International Sport and Culture Association (ISCA) is guided by an ethical framework and a commitment to uphold core principles in its efforts. We undertake to be open, honest and accountable in our relationships with everyone we work with and with each other.

This Code of Ethics is one of ISCA's strategic documents.

The ISCA Code of Ethics gives orientation and helps to comply with ethical principles. It establishes a framework for employees and Executive Committee members internally and towards its stakeholders and members. Volunteers in leadership positions for ISCA (committee members and others with a representative function) are familiarised with the Code.

The Code of Ethics is an integrated part of the body of ISCA's strategic documents.

## Key Principles

5 principles form the framework of the ISCA Code of Ethics:

- Tolerance and Respect
- Sustainability
- Integrity
- Compliance
- Transparency

### 1. Tolerance and Respect

Mutual tolerance and respect help to create a culture of trust and integrity. We undertake to protect the dignity and personal privacy of every person.

We engage against discrimination, be it for race, ethnicity, nationality, religion, age, gender, sexual orientation, disability or political opinion. All kinds of intimidation, harassment or threats are unacceptable.

### 2. Sustainability

ISCA strives to fulfil its tasks in a sustainable way, aiming at an adequate balance of economical, environmental as well as social aspects.

We involve all our stakeholders in this process.

### 3. Integrity

Integrity requires objective and independent decision-making processes.

To avoid any undue influence, as well as any impression of

undue influence on decisions taken on behalf of ISCA, its representatives shall not

- Mix their personal – ideal or financial – interests with the organisation's interests (conflict of interest)
- Accept or offer invitations, gifts or any other advantages outside the scope of ISCA gift policy

Advocacy for ISCA and for our sector will be organised in a transparent and responsible manner. We will share information about all processes upon request.

### 4. Compliance

ISCA undertakes to comply with all applicable laws and legal orders as well as internal and policies. The Executive Committee is overall responsible to the General Assembly and decides on consequences for all individual committee members and the Secretary General in case of breach of the Code of Ethics or other policy documents. The Secretary General decides on consequences for individual staff members.

### 5. Transparency

All decision making processes and the relevant underlying facts will be treated transparently by ISCA. ISCA shares key organisational decisions proactively and provides access to further facts upon request, with due respect for confidentiality requirements in particular for business reasons, Human Resources and applicable data protection laws.