

INTERNATIONAL FUNCTIONAL FITNESS FEDERATION CODE OF ETHICS

I. THE CODE

A. PARTICIPANT RELATIONSHIPS.

Members, staff, volunteers, and all parties involved with the International Functional Fitness Federation (iF3) are charged with the responsibility for contributing to an environment that makes participation in the sport a positive and rewarding experience. To achieve that result, each Member has a special obligation to make decisions based on the best interest of the athlete. It is inconsistent with this obligation for anyone involved with the iF3 to:

1. Fail to follow the safety guidelines established by the iF3, or otherwise knowingly subject a participant to unreasonable physical or emotional risk.
2. Engage in conduct that is unfair including, in particular, attempting to injure, disable or intentionally interfere with the preparation of a competitor.
3. Engage in conduct toward another participant in the sport that is abusive.
4. Attempt to intimidate, embarrass or improperly influence any individual responsible for judging, officiating, or administering a competition.

B. NON-DISCRIMINATION.

Any iF3 activity or event should be open to any Member or Members' Athletes who are properly qualified under the rules of that activity or event. It is inconsistent with this obligation for any Member to:

1. Restrict the ability of an athlete to qualify for or participate in competition because of the athlete's association with a particular organization or individual or because of that athlete's race, sex, creed, sexual orientation, age, national origin or mental or physical disability.
2. Discriminate in the provision of resources or opportunities to any athlete or prospective athlete on the basis of race, sex, creed, sexual orientation, age, national origin or mental or physical disability.

C. PARTICIPATION.

Every Athlete participating in an iF3 activity or event has an obligation to participate to the best of his/her abilities. It is inconsistent with this obligation for any Member Federation or anyone associated with or participating under a Member Federation to:

1. Knowingly participate as a judge, coach, athlete or administrator in any activity or event where that judge, coach, athlete or administrator is inadequately prepared, unable to participate, or fails to participate to the best of his or her ability.
2. Engage in behavior that is so disorderly or inappropriate as to interfere with the orderly conduct of the activity or other Members' and Athletes' participation in, or enjoyment of, the activity or event.

D. COMMITMENT TO INTEGRITY.

A Member of the iF3 has a responsibility to uphold the integrity of the sport of competitive functional fitness and the rules and regulations that govern it, and to act honestly, openly, fairly, and competently.

E. COMMUNICATION.

Members of the iF3 have a duty to communicate honestly and openly with the iF3 and other iF3 Members. It is inconsistent with this obligation for any Member to:

1. Misrepresent competitive achievements, professional qualifications, education, experience, eligibility, criminal record or affiliations.
2. Knowingly disseminate false or misleading information about another Member.
3. Misrepresent actions taken or not taken in an effort to show compliance with iF3 policies or procedures.
4. Withhold from athletes information or resources likely to enhance the athletes enjoyment of the sport or reduce their risk of injury or illness.
5. Misrepresent the nature or extent of an athletes' injury in order to decline an invitation to participate in or withdraw from a competition, training camp, or other similar activity.
6. Misrepresent the nature or extent of an athletes' injury in order to participate in (or cause an athlete to participate in) a competition, training camp, or other similar activity when such participation is inconsistent with

the appropriate medical response to the injury.

This section applies to all forms of communication, including social media.

F. ALCOHOL AND DRUG ABUSE.

Members of the iF3 must ensure that the sport is conducted in an environment free of drug or alcohol abuse. It is inconsistent with this obligation for any Member to:

1. Use or provide to a third party any drug proscribed by applicable federal, state, or municipal law.
2. Assist or condone any competing athlete's use of a drug banned by the International Olympic Committee, the National Anti-Doping Organizations, the International Functional Fitness Federation, the World Anti-Doping Agency, or, in the case of athletes, to use such drugs or refuse to submit to properly conducted drug tests administered by any of those organizations.
3. Provide alcohol to, or condone the use of alcohol by, minors; abuse alcohol in the presence of athletes or at iF3 activities; or consume alcoholic beverages while a minor.

G. CRIMINAL CONDUCT.

Members of the iF3 are expected to comply with all applicable criminal codes.

This obligation is violated by any Member who:

1. Has been listed on any Local, State, or National sexual offender list or registry in their country.
2. Has been declared a sex offender in any applicable Local, State, or National jurisdiction.
3. Has been convicted of or has entered a plea of guilty or no contest to a criminal charge or indictment directly or indirectly involving or relating to sexual misconduct, child abuse, or conduct that is a violation of a law or regulation specifically designed to protect minors.

Depending on the nature of the crime, this obligation may be violated by any Member who has been convicted of or has entered a plea of guilty or no contest to any felony charge or indictment involving conduct other than that specifically described above.

H. SEXUAL MISCONDUCT.

Members of the iF3 are expected to promote a safe environment for participants, coaches, officials, volunteers, and staff, which includes an environment free from sexual misconduct. It is inconsistent with this obligation for any Member to:

1. Solicit or engage in sexual relations with any minor.
2. Engage in any behavior that utilizes the influence of a professional Member's position as coach, judge, official, or administrator to encourage sexual relations with an athlete or participant.
3. Engage in sexual harassment by making unwelcome advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature where such conduct creates an intimidating, hostile, or offensive environment.

I. SEXUAL RELATIONSHIPS.

Professional Members of the iF3 must protect the integrity of the sport and the interests of the athletes they serve by avoiding sexual relationships with athletes except where the capacity and quality of the athlete's consent to enter that relationship is beyond question.

II. ENFORCEMENT OF CODE

Compliance with this Code depends primarily upon understanding and voluntary compliance, secondarily upon reinforcement by peers, and, when necessary, upon enforcement through disciplinary action.

Any Member ('Complainant') who believes that another Member of the iF3 has failed to meet such Member's obligations under this Code is, under all but the most egregious circumstances, encouraged to first address that concern directly to that Member. If that action does not result in a satisfactory resolution, the Complainant may file a written complaint with the iF3. That complaint must be signed and state specifically the nature of the alleged misconduct.

Upon review and consideration of the complaint, which may include written notice to both parties and an opportunity for response, and, where appropriate, additional discussions with the parties; the iF3 may:

1. Determine that the complaint does not merit further action, or
2. Refer the complaint, as appropriate.

If the complaint has not been disposed of as specified in 1 or 2 above, then, after providing written notice to both parties and an opportunity for response the President or his/her designee may:

1. Counsel the Member who is the subject of the complaint and record both the complaint and the nature of the counseling in the Member's permanent record, or
2. Impose an appropriate sanction or an appropriate relief, or
3. Process the complaint under iF3 Bylaws.