CODE OF CONDUCT AND DISCIPLINARY REGULATIONS

FOREWORD

The International Bowling Federation (IBF) is committed to promoting and protecting the integrity of the sport of tenpin bowling and providing a safe, respectful, inclusive and professional environment for all persons participating in IBF activities.

Participation in IBF events and activities is a privilege that carries responsibilities. Every participant is expected to uphold the values of integrity, respect, fairness, sportsmanship and professionalism, and to conduct themselves in a manner that reflects positively on the International Bowling Federation and the sport.

These Regulations establish the minimum standards of conduct expected of all Participants and provide a fair, transparent and proportionate framework for managing misconduct. They also provide IBF officials with appropriate authority to respond to misconduct during events and establish a disciplinary process founded on the principles of natural justice and procedural fairness.

These Regulations are intended to complement the IBF Constitution and other IBF Rules, Regulations and Policies. They do not replace the disciplinary provisions contained within those documents where a specific process has been established.

ARTICLE 1 – PURPOSE

1.1 The purpose of these Regulations is to establish the standards of conduct expected of all Participants in IBF activities and to provide a fair, transparent and proportionate framework for addressing Misconduct.

1.2. These Regulations are intended to:

a. promote a safe, respectful, inclusive and professional environment for all Participants;

b. protect the integrity, reputation and values of the International Bowling Federation;

c. establish clear standards of behaviour expected of all Participants;

d. provide IBF Event Directors and Tournament Directors with appropriate authority to manage misconduct during IBF events;

e. establish a consistent process for investigating and determining disciplinary matters;

f. ensure that Participants are treated fairly and consistently; and

g. maintain confidence in the governance and administration of the International Bowling Federation

ARTICLE 2 – APPLICATION

2.1. These Regulations apply to all persons who participate in or attend an IBF event or activity and who, through membership, accreditation, appointment, entry, employment, contractual arrangement or any other recognised relationship with the IBF, are required to comply with these Regulations.

2.2. Without limitation, these Regulations apply to:

a. Athletes;
b. Athlete Support Personnel;
c. Team Officials;
d. Technical Officials;
e. Tournament Directors;
f. IBF Event Directors;
g. Members of the Executive Committee;
h. Members of IBF Committees;
i. Employees and contractors of the IBF;
j. Volunteers;
k. Delegates; and
l. any other accredited or authorised Participant.

2.3. National Federations are responsible for ensuring that every person entered or accredited by them is aware of these Regulations and complies with them.

2.4. Compliance with these Regulations is a condition of participation in any IBF event or activity.

ARTICLE 3 – DEFINITIONS

For the purposes of these Regulations:

Accreditation means the official authorisation issued by the IBF permitting a person to participate in or attend an IBF event.

Athlete means any person entered to compete in an IBF competition.

Athlete Support Personnel has the same meaning as assigned in the IBF Anti-Doping Rules.

Authorised IBF Official means any person authorised by the IBF to administer, supervise or manage an IBF event or activity, including members of the Executive Committee, the Chief Executive Officer, Tournament Directors, IBF Event Directors, Technical Officials and any other person appointed by the IBF.

Chief Executive Officer means the Chief Executive Officer of the International Bowling Federation.

Executive Committee means the Executive Committee of the International Bowling Federation.

IBF Event Director means the person appointed by the IBF to oversee the management and administration of an IBF event.

Misconduct means any act or omission that constitutes a breach of these Regulations.

Participant means any person to whom these Regulations apply under Article 2.

Tournament Director means the person appointed by the IBF to supervise and conduct competition.

ARTICLE 4 – GUIDING PRINCIPLES

All Participants must conduct themselves in accordance with the following principles.

4.1 Respect

Participants must treat every person with dignity, courtesy and respect regardless of nationality, race, ethnicity, gender, age, disability, religion or any other personal characteristic.

4.2 Integrity

Participants must act honestly, ethically and in a manner that protects the integrity of the sport and the International Bowling Federation.

4.3 Sportsmanship

Participants must demonstrate fairness, respect for opponents, officials and fellow Participants, and uphold the spirit of competition.

4.4 Professionalism

Participants must conduct themselves professionally both on and off the field of play and avoid behaviour that may adversely affect the reputation of the IBF or the sport.

4.5 Accountability

Participants are responsible for their own conduct and must comply with all reasonable directions issued by an Authorised IBF Official.

4.6 Procedural Fairness

Disciplinary matters arising under these Regulations must be managed fairly, impartially and in accordance with the principles of natural justice.

ARTICLE 5 – CONFLICT OF INTEREST

5.1. A person responsible for assessing, investigating or determining a matter under these Regulations must disclose any actual, perceived or potential conflict of interest.

5.2. A person who has a conflict of interest must not participate in the assessment, investigation or determination of the matter unless the Executive Committee determines that the conflict is immaterial.

5.3. Where a conflict exists, the Executive Committee must appoint another suitably qualified person to undertake that responsibility.

5.4. The existence of a conflict of interest does not invalidate a disciplinary process provided the conflict is identified and appropriately managed.

ARTICLE 6 – STANDARDS OF CONDUCT

6.1. All Participants must conduct themselves in a respectful, professional and sportsmanlike manner at all times.

6.2. Participants must:

a. comply with the IBF Constitution and all applicable IBF Rules, Regulations and Policies;
b. comply with all reasonable directions issued by an Authorised IBF Official;
c. respect the rights, dignity and safety of all persons;
d. promote fair play, integrity and sportsmanship;
e. act honestly and ethically in all IBF activities;
f. refrain from conduct that brings, or is likely to bring, the IBF or the sport into disrepute;
g. cooperate with Authorised IBF Officials in the proper conduct of IBF events;
h. contribute to a safe, inclusive and welcoming environment for all Participants; and
i. respect the decisions of officials acting within the scope of their authority.

6.3. Participants are expected to exercise sound judgement and conduct themselves in a manner that reflects positively on the International Bowling Federation, both during and, where relevant to the reputation or interests of the IBF, outside official IBF activities.

6.4. Nothing in these Regulations prevents the IBF from taking disciplinary action where conduct occurring outside an IBF event has a direct and significant impact on the reputation, integrity or legitimate interests of the International Bowling Federation.

ARTICLE 7 – PROHIBITED CONDUCT

7.1 General

Participants must not engage in Misconduct.

Misconduct includes any act or omission that is inconsistent with these Regulations or that adversely affects, or is likely to adversely affect:

a. the safety, welfare or dignity of any Participant;
b. the orderly conduct of an IBF event or activity;
c. the integrity of an IBF competition;
d. the reputation of the International Bowling Federation; or
e. the reputation of the sport of tenpin bowling.

7.2 Prohibited Conduct

Prohibited Conduct includes, but is not limited to, the following:

a. offensive, abusive, insulting, intimidating or obscene language or behaviour;
b. bullying, harassment, discrimination or victimisation of any person;
c. threatening behaviour, assault or acts of violence;
d. conduct that endangers the health, safety or welfare of any Participant or other person;
e. retaliation against a person who has made, or assisted in, a complaint or investigation under these Regulations;

f. dishonest, fraudulent or unethical conduct;

g. cheating, deception or deliberate misrepresentation in connection with an IBF activity;

h. conduct that brings, or is likely to bring, the IBF or the sport into disrepute;

i. failure to comply with a lawful and reasonable direction issued by an Authorised IBF Official;

j. wilful or reckless damage to any venue, equipment or property used in connection with an IBF event;

k. misuse, unauthorised use or transfer of an IBF accreditation;

l. interference with the orderly conduct of an IBF event or activity;

m. unauthorised entry into restricted areas of an IBF venue;

n. inappropriate use of social media, electronic communications or public statements where such conduct damages, or is likely to damage, the reputation of the IBF, its Participants or the sport;

o. conduct that intentionally disrupts anti-doping activities or fails to cooperate with authorised anti-doping personnel where such conduct does not constitute an Anti-Doping Rule Violation;

p. criminal conduct occurring during, or in connection with, an IBF event or activity; and

q. any other conduct determined by the Executive Committee to constitute Misconduct under these Regulations.

7.3 Anti-Doping

Nothing in these Regulations limits or replaces the operation of the IBF Anti-Doping Rules.

Any conduct that constitutes an Anti-Doping Rule Violation must be managed exclusively under the IBF Anti-Doping Rules.

Conduct associated with anti-doping activities that does not constitute an Anti-Doping Rule Violation may be addressed under these Regulations where appropriate.

7.4 Interpretation

The examples of Prohibited Conduct contained in Article 7.2 are illustrative only and do not limit the authority of the Executive Committee to determine that other conduct constitutes Misconduct under these Regulations.

ARTICLE 8 – IMMEDIATE EVENT MANAGEMENT POWERS

8.1 Purpose

The primary responsibility of the Tournament Director and IBF Event Director is to ensure the safe, orderly and efficient conduct of IBF events.

Where immediate action is necessary to protect Participants, preserve the integrity of competition or maintain the orderly conduct of an event, the powers contained in this Article may be exercised.

8.2 Authority

Where a Participant engages in conduct that, in the reasonable opinion of the Tournament Director or IBF Event Director, constitutes Misconduct or threatens the safety, integrity or orderly conduct of an event, they may:

a. issue a verbal warning;

b. issue a written warning;

c. direct the Participant to immediately cease the conduct;

d. direct the Participant to leave the field of play;

e. remove the Participant from an official function, meeting or activity;

f. remove the Participant from the competition venue;

g. suspend or withdraw the Participant's accreditation for the remainder of the event;

h. impose reasonable conditions on the Participant's continued attendance or participation; or

i. refer the matter to the Executive Committee for further consideration.

8.3 Nature of Event Management Powers

The powers contained in Article 8.2 are administrative measures intended solely to ensure the immediate safety, integrity and orderly conduct of an IBF event.

The exercise of these powers:

a. does not constitute disciplinary action under these Regulations;

b. is without prejudice to any subsequent disciplinary action taken by the Executive Committee; and

c. applies only for the duration of the event unless otherwise determined by the Executive Committee.

8.4 Serious Misconduct

Where the alleged Misconduct is serious, repeated or may warrant disciplinary measures extending beyond the duration of the event, the Tournament Director or IBF Event Director must refer the matter to the Chief Executive Officer as soon as reasonably practicable.

8.5 Compliance

Participants must comply immediately with any lawful direction issued under this Article.

Failure to comply with such a direction may constitute a separate breach of these Regulations.

ARTICLE 9 – REPORTING ALLEGED MISCONDUCT

9.1. Any Participant who becomes aware of conduct that may constitute Misconduct should report the matter as soon as reasonably practicable.

9.2. Reports may be made to:

a. the Tournament Director;

b. the IBF Event Director;

c. the President;

d. the Chief Executive Officer; or

e. any other Authorised IBF Official designated by the Executive Committee.

9.3. A report should include, where known:

a. the name of the person alleged to have engaged in the Misconduct;

b. a description of the alleged conduct;

c. the date, time and location of the incident;

d. the names of any witnesses; and

e. any available evidence supporting the allegation.

9.4. Anonymous reports may be considered where sufficient information is provided to enable a meaningful preliminary assessment.

9.5. A Participant who reports alleged Misconduct in good faith, or assists in an investigation under these Regulations, must not be subjected to retaliation or victimisation.

ARTICLE 10 – PRELIMINARY ASSESSMENT

10.1. Upon receiving a report of alleged Misconduct, the Chief Executive Officer shall undertake, or arrange for, a preliminary assessment of the matter.

10.2. The preliminary assessment must determine whether:

a. the alleged conduct falls within the scope of these Regulations;

b. immediate action is required under Article 8;

c. the matter should be managed under another IBF Rule, Regulation or Policy;

d. the matter should be referred to an external authority;

e. a formal investigation is required; or

f. no further action is warranted.

10.3. Where appropriate, minor matters may be resolved informally through discussion, education, mediation or the issuing of a warning.

10.4. Nothing in this Article prevents the Executive Committee from considering a matter where the conduct is repeated, serious or otherwise warrants formal disciplinary action.

10.5. Where the alleged conduct may constitute:

a. an Anti-Doping Rule Violation;

b. a safeguarding matter;

c. criminal conduct;

d. a breach of another IBF Rule, Regulation or Policy; or

e. conduct falling within the jurisdiction of another authority,

the matter shall be referred to the appropriate body or managed in accordance with the applicable Rule, Regulation or Policy.

ARTICLE 11 – INVESTIGATION

11.1 Appointment of an Investigator

Where the preliminary assessment determines that a formal investigation is required, the Executive Committee shall appoint one or more suitably qualified persons to investigate the matter.

Where appropriate, the Executive Committee may appoint:

a. an independent investigator;
b. a disciplinary panel;
c. an IBF Committee; or
d. another person considered suitably qualified,

having regard to the nature and complexity of the matter.

11.2 Scope of Investigation

The purpose of an investigation is to establish the relevant facts and provide the Executive Committee with sufficient information to determine whether a breach of these Regulations has occurred.

The investigator is not responsible for determining whether a breach has occurred or imposing disciplinary measures.

11.3 Powers of the Investigator

For the purpose of conducting an investigation, the investigator may:

a. obtain written statements;
b. interview Participants and witnesses;
c. obtain photographs, video recordings and other documentary evidence;
d. request further information from any Participant;
e. seek expert advice where appropriate; and
f. take any other reasonable steps necessary to establish the relevant facts.

11.4 Cooperation

All Participants must cooperate fully with an investigation conducted under these Regulations.

Failure or refusal to cooperate without reasonable justification may constitute Misconduct.

11.5 Rights of the Participant

A Participant who is the subject of an investigation must:

a. be informed of the alleged Misconduct;
b. be provided with sufficient information to understand the allegation;
c. be given a reasonable opportunity to respond;
d. be permitted to provide evidence and identify relevant witnesses; and
e. be treated fairly throughout the investigation.

11.6 Investigation Report

Upon completion of the investigation, the investigator shall prepare a written report for the Executive Committee.

The report should include:

a. a summary of the allegation;
b. the investigation undertaken;
c. the evidence considered;
d. any response received from the Participant;
e. findings of fact; and
f. any recommendation the investigator considers appropriate.

ARTICLE 12 – DETERMINATION OF DISCIPLINARY MATTERS

12.1. The Executive Committee shall consider the investigation report together with all other relevant information before determining whether a breach of these Regulations has occurred.

12.2. In determining a matter under these Regulations, the Executive Committee may consider:

a. the investigation report;
b. written submissions made by the Participant;
c. oral submissions where considered appropriate;
d. witness statements;
e. documentary, photographic or video evidence;
f. expert advice; and
g. any other information considered relevant.

12.3 When determining whether a breach has occurred and, if so, the appropriate disciplinary measures, the Executive Committee shall consider:

a. the seriousness of the Misconduct;
b. whether the conduct was intentional, reckless or negligent;
c. whether the Participant has previously engaged in Misconduct;
d. whether responsibility for the conduct has been accepted;
e. the Participant's level of cooperation during the investigation;
f. the impact of the conduct upon other Participants, officials, spectators, the IBF or the sport;
g. any mitigating or aggravating circumstances; and
h. any other matter considered relevant.

12.4. Following its consideration of the matter, the Executive Committee may determine that:

a. no breach of these Regulations has occurred;
b. the complaint should be dismissed;
c. a breach has occurred, and disciplinary measures should be imposed; or
d. the matter should be referred to another authority.

12.5. The Executive Committee shall provide the Participant with written notice of its determination.

The notice shall include:

a. the findings;
b. the reasons for the determination;
c. any disciplinary measures imposed; and
d. any available right of appeal.

ARTICLE 13 – STANDARD OF PROOF

13.1. The Executive Committee shall determine matters arising under these Regulations on the balance of probabilities.

13.2. In applying the balance of probabilities, the Executive Committee shall have regard to the seriousness of the allegation and the potential consequences of any disciplinary measures that may be imposed.

ARTICLE 14 – CONFIDENTIALITY

14.1 All Participants involved in a disciplinary matter must maintain the confidentiality of the investigation and determination unless disclosure is:

a. required by law;
b. authorised by the Executive Committee; or
c. necessary for the proper administration of these Regulations.

14.2 The Executive Committee may publish or communicate the outcome of a disciplinary matter where it considers it appropriate having regard to:

a. the interests of the IBF;
b. the interests of the Participant;
c. the integrity of the sport;
d. the need for transparency;
e. the protection of confidential information; and
f. any legal obligations.

ARTICLE 15 – DISCIPLINARY MEASURES

15.1 General

Where the Executive Committee determines that a Participant has breached these Regulations, it may impose one or more disciplinary measures that are fair, reasonable and proportionate.

15.2 Available Disciplinary Measures

Disciplinary measures include, but are not limited to:

a. a verbal warning;
b. a written warning;
c. a formal reprimand or censure;
d. a requirement to provide a written apology;
e. a requirement to undertake education, counselling or other corrective measures;

f. conditions on future participation in IBF activities;

g. removal from the current event;

h. suspension or withdrawal of accreditation;

i. suspension from one or more future IBF events;

j. suspension from holding any office, appointment or committee position within the IBF;

k. referral of the matter to the Participant's National Federation;

l. referral to another competent authority; or

m. any other disciplinary measures considered appropriate by the Executive Committee.

15.3 Determining Appropriate Measures

In determining the appropriate disciplinary measures, the Executive Committee shall have regard to:

a. the matters referred to in Article 12.3;

b. the guidance contained in Schedule 1; and

c. the need to maintain confidence in the integrity and reputation of the IBF and the sport.

15.4 Suspension of Disciplinary Measures

The Executive Committee may suspend the operation of any disciplinary measures, in whole or in part, subject to any conditions it considers appropriate.

15.5 Failure to Comply

Failure to comply with disciplinary measures imposed under these Regulations may constitute a further breach of these Regulations and may result in additional disciplinary action.

Excellent. This completes the publication version. I have refined this final chapter to ensure it is consistent with the drafting style used in Chapters 1–3 and to avoid unnecessary duplication with the Constitution or Anti-Doping Rules.

ARTICLE 16 – APPEALS

16.1 Right of Appeal

A Participant who is the subject of a disciplinary determination under these Regulations may appeal the decision in accordance with the appeal provisions of the IBF Constitution or any appeal procedure approved by the Executive Committee.

16.2 Notice of Appeal

A Notice of Appeal must:

a. be submitted in writing to the Chief Executive Officer;

b. identify the decision being appealed;

c. state the grounds of appeal; and

d. be lodged within twenty-one (21) days of notification of the determination unless another period is prescribed under the applicable appeal procedure.

16.3 Appeal Body

An appeal must be determined by the body authorised under the IBF Constitution or any appeal procedure approved by the Executive Committee.

A person who participated in the investigation or determination of the original matter must not participate in determining the appeal.

16.4 Powers of the Appeal Body

The Appeal Body may:

a. dismiss the appeal;
b. confirm the original determination;
c. vary the disciplinary measures;
d. set aside the determination;
e. remit the matter for further consideration; or
f. make any other order it considers fair and appropriate.

16.5 Effect of an Appeal

Unless otherwise determined by the Appeal Body, the lodging of an appeal does not suspend the operation of the disciplinary measures.

ARTICLE 17 – FALSE OR VEXATIOUS COMPLAINTS

17.1. A Participant must not knowingly make a false, malicious or vexatious complaint under these Regulations.

17.2. Where the Executive Committee determines that a complaint has been made in bad faith, it may determine that the making of the complaint constitutes Misconduct and impose disciplinary measures in accordance with Article 15.

ARTICLE 18 – RECORDS

18.1. The Chief Executive Officer must maintain appropriate records relating to:

a. complaints received;
b. preliminary assessments;
c. investigations undertaken;
d. disciplinary determinations;
e. disciplinary measures imposed; and
f. appeals and their outcomes.

18.2. Records must be maintained securely and retained in accordance with applicable IBF policies and any legal obligations.

18.3. The Chief Executive Officer may prepare an annual report for the Executive Committee summarising disciplinary matters considered under these Regulations.

The report should identify trends and governance issues but must not disclose confidential or personal information unless authorised by the Executive Committee or required by law.

ARTICLE 19 – RELATIONSHIP WITH OTHER IBF RULES, REGULATIONS AND POLICIES

19.1. These Regulations operate in conjunction with the:

a. IBF Constitution;
b. Universal Playing Rules;
c. Competition Regulations;
d. Technical Specifications;
e. Anti-Doping Rules; and
f. any other Rule, Regulation or Policy adopted by the IBF.

19.2. Nothing in these Regulations limits or replaces any disciplinary process established under another IBF Rule, Regulation or Policy.

19.3. Where another IBF Rule, Regulation or Policy provides a specific disciplinary process relating to particular conduct, that process applies in preference to these Regulations to the extent of any inconsistency.

19.4. The Executive Committee may refer any matter arising under these Regulations to:

a. the Participant's National Federation;
b. the International Testing Agency (ITA);
c. the World Anti-Doping Agency (WADA);
d. an appropriate safeguarding authority;
e. a law enforcement agency; or
f. any other competent authority,

where such referral is considered appropriate.

ARTICLE 20 – COMMENCEMENT, REVIEW AND AMENDMENT

20.1. These Regulations take effect on the date approved by the Executive Committee.

20.2. The Executive Committee must review these Regulations periodically to ensure they remain effective, appropriate and consistent with the governance objectives of the IBF.

20.3. The Executive Committee may amend these Regulations from time to time.

SCHEDULE 1

INDICATIVE DISCIPLINARY MEASURES

1. Purpose

This Schedule provides guidance to the Executive Committee when determining appropriate disciplinary measures under Article 15.

The disciplinary measures outlined below are indicative only. The Executive Committee may impose a lesser or greater disciplinary measure having regard to the circumstances of each matter.

Type of Misconduct	Examples	Indicative Disciplinary Measures
Minor Misconduct	Inappropriate language, isolated failure to comply with directions	Verbal or written warning
Repeated Minor Misconduct	Repeated breaches following a warning	Written reprimand, removal from venue or suspension of accreditation
Offensive or Abusive Conduct	Offensive behaviour towards Participants, officials or spectators	Written reprimand, removal from venue or suspension of accreditation
Harassment, Bullying or Discrimination	Harassment, intimidation, discrimination or victimisation	Removal from the event and consideration of suspension from future IBF events
Threatening or Violent Behaviour	Assault, threats or intimidation	Immediate removal from the event and suspension from future IBF events
Failure to Comply with Officials	Refusal to comply with a lawful direction	Warning, removal from the field of play or suspension of accreditation
Damage to Property	Wilful or reckless damage to venue or equipment	Removal from the event, restitution where appropriate and possible suspension
Misuse of Accreditation	Lending, transferring or unauthorised use of accreditation	Withdrawal of accreditation and removal from the event
Conduct Bringing the IBF or the Sport into Disrepute	Behaviour damaging the reputation of the IBF or the sport	Any disciplinary measure considered appropriate by the Executive Committee
Anti-Doping Related Misconduct *(not constituting an Anti-Doping Rule Violation)*	Abusive or disruptive behaviour towards authorised anti-doping personnel	Warning, removal from venue, suspension of accreditation and/or referral to the Executive Committee

Notes

1. The Executive Committee is not bound by these indicative disciplinary measures.
2. More than one disciplinary measure may be imposed where appropriate.
3. The Executive Committee must consider the factors referred to in Article 15.3 when determining appropriate disciplinary measures.

SCHEDULE 2

DISCIPLINARY PROCESS

Step 1 – Complaint Received

Complaint or report received by an Authorised IBF Official.

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Step 2 – Preliminary Assessment

Determine whether:

- the matter falls within these Regulations;
- immediate event management action is required;
- referral to another authority or Regulation is appropriate;
- a formal investigation is required; or
- no further action is warranted.

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Step 3 – Immediate Event Management

Where necessary, the Tournament Director or IBF Event Director may:

- issue a warning;
- direct the Participant to cease the conduct;
- remove the Participant from the field of play or venue;
- suspend or withdraw accreditation for the remainder of the event.

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Step 4 – Investigation

The Executive Committee appoints an investigator or disciplinary panel.

The Participant is informed of the allegation and provided with an opportunity to respond.

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Step 5 – Executive Committee Determination

The Executive Committee considers the investigation report and determines whether a breach of these Regulations has occurred.

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Step 6 – Disciplinary Measures

Where a breach is established, disciplinary measures are imposed in accordance with Article 15.

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Step 7 – Appeal

The Participant may appeal the determination in accordance with Article 16.