

Paddle Worldwide

Code of Ethics 2026

Part of the Integrity Code

Taking effect from 27th July 2026

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Preamble

Paddle Worldwide ("PW"), its National Federations, and its Continental Associations are committed to ethical behaviour in all that they do.

Paddle Worldwide, its National Federations, and its Continental Associations expect and require there to be a culture of ethics and integrity in all activities falling within their respective areas of authority and responsibility.

Paddle Worldwide, its National Federations, and its Continental Associations understand and view their role, both individually and collectively, to be models of ethical behaviour and integrity for all persons and agencies involved in paddlesport.

This Code of Ethics forms part of the Paddle Worldwide regulatory framework and shall be interpreted consistently with the Statutes, the Terms of Reference of the Integrity Unit ("IU") and the Adjudicatory Panel ("AP"), and the applicable Paddle Worldwide rules and regulations. In the event of any inconsistency, the Statutes shall prevail. Procedural matters shall be governed by the applicable Procedural Rules and, where relevant, by the Terms of Reference of the Integrity Unit and the Adjudicatory Panel. Where a matter is specifically regulated by the Paddle Worldwide Anti-Doping Rules, Safe Paddlesport or PHAS Policy, competition manipulation rules, election or vetting rules, or any other specific regulatory instrument, that instrument shall apply as the specialist to the extent of the inconsistency.

This Code of Ethics does not prevent a National Federation or Continental Association from adopting its own Code of Ethics and disciplinary procedures dealing with matters falling under their respective jurisdictions provided that any such Code of Ethics must be compatible with and not in conflict with this Code of Ethics. However, any matter not dealt with under a National Federation's or Continental Association's Code of Ethics that is dealt with under this Code of Ethics may be pursued under this Code of Ethics.

Scope of application

This Code of Ethics applies to the following persons and organisations in the following circumstances:

- **Paddle Worldwide:** All persons elected, engaged or appointed to represent, or to act on behalf of, the Paddle Worldwide (whether paid or volunteer) including the President, Vice Presidents, and all other members of Paddle Worldwide Bodies, all Paddle Worldwide staff, contractors, consultants and advisors, members of Paddle Worldwide Committees, Commissions, Panels and Working Groups, however described, and without limitation the Integrity Unit, Adjudicatory Panel, Involved Individuals, and persons appointed to Honorary positions and candidates nominated or otherwise running for positions of every nature and kind within Paddle Worldwide, at all times and in all circumstances;
- **National Federations:** All National Federations and their officials, in the conduct of their own affairs and in all their relations with Paddle Worldwide;
- **Continental Associations:** All Continental Associations and their officials, in the conduct of their own affairs and in all their relations with Paddle Worldwide;
- **Athletes, Coaches, Support Personnel, Officials, and Volunteers:** All athletes, those who are part of an athlete's or team of athletes' entourage, parents of athletes, coaches and other athlete support personnel, sport technical and judging and refereeing officials, sport volunteers acting in any capacity, and all others in any way involved in paddlesport falling under the collective or individual jurisdiction of Paddle Worldwide, its Continental Associations, and its National Federations with respect to conduct directly or indirectly associated with their engagement in paddlesport in connection with any paddlesport competition or other event organised under the sole or shared jurisdiction of Paddle Worldwide.
- **Accredited, registered, or entered Participants:** Without in any way limiting the application of the Code of Ethics as described above or below, all accredited, registered, or entered participants in any paddlesport competition or other event organised under the collective or individual jurisdiction of Paddle Worldwide, its Continental Associations, and its National Federations throughout the event for which they are accredited, registered, or entered with respect to conduct directly or indirectly associated with their engagement in the competition or other event provided that the competition or other event is or was organised under the sole or shared jurisdiction of Paddle Worldwide.

- **Candidatures:** The Cities, Regions, and Bid Committees, and their officials, taking part in any type of candidature process of Paddle Worldwide, its Continental Associations, and National Federations, with regard to candidatures falling under the sole or shared jurisdiction of the Paddle Worldwide throughout the candidature process in question; and
- **Organising Committees:** The Organising Committees, and their officials, staff, contractors, consultants and advisors, of paddlesport competition events and of any other events organised under the sole or shared jurisdiction of the Paddle Worldwide, its Continental Associations, and its National Federations, with regard to a competition event or other event falling under the sole or shared jurisdiction of the Paddle Worldwide throughout the existence of each such Committee, and following its dissolution with respect to any breach of the Code of Ethics that occurred during its existence;
- **Sponsors, Suppliers, and Service Providers:** Sponsors, suppliers and service suppliers and their staff and officials, contractors, consultants and advisors, in all their relations with the Paddle Worldwide, its Continental Associations, and its National Federations; and every reference to Paddle Worldwide, National Federations, Continental Associations, Athletes, Coaches, Support Personnel, Officials, Volunteers, Participants, Cities, Regions, Bid Committees, Organising Committees, and Sponsors, Suppliers, and Service Providers in this Code of Ethics includes any and all of the persons and entities described above.

For purposes of clarity, the Code of Ethics continues to apply to persons following the competition, event or other engagement described above for any breach of it that occurred during the competition, event or other engagement.

All of the above includes those persons who although no longer engaged as described above were so engaged at the relevant time of the conduct in question.

All those persons and entities referred to above other than Paddle Worldwide, its National Federations, and its Continental Associations are referred to throughout this Code as “those affiliated with paddlesport”.

Chapter 1 - Fundamental principles

Article 1

1.1. Adherence to the values and principles enshrined in the Olympic Charter and respect for universal fundamental ethical principles is the foundation of all that Paddle Worldwide does and stands for.

1.2. These ethical principles include:

1. Integrity and fair play;
2. Respect for oneself and for others;
3. Honesty with oneself and with others;
4. Respect for human rights which ensure in particular:
 - Respect for human dignity;
 - Rejection of discrimination of any kind on whatever grounds, be it race, ancestry, place of birth, ethnic origin, national or social origin, colour, sex, sexual orientation, language, religion, political or other opinion, marital status or other family status;
 - Rejection of all forms of harassment and bullying, be it physical, psychological or sexual, and any physical or mental abuse;

1.3. Recognising the core importance of athletes, it is fundamental to ensure for participants in any Paddlesport Events organised under the sole or shared jurisdiction of the Paddle Worldwide, conditions of safety, well-being and medical care favourable to their physical and mental health.

Chapter 2 - Dignity and Integrity of Conduct

Article 2

2.1. All persons or entities falling within the scope of the Code of Ethics are prohibited at all times from engaging in harassment and abuse in all their forms.

2.2. Matters involving harassment, abuse, safeguarding concerns, minors or vulnerable persons shall be reported, assessed and determined in accordance with this Code, the Safe Paddlesport or PHAS Policy, the applicable Procedural Rules and the Terms of Reference of the Integrity Unit and the Adjudicatory Panel.

Article 3

There shall be no unlawful discrimination exacted upon any individual on the basis of race, ancestry, place of birth, ethnic origin, national or social origin, colour, sex, sexual orientation, language, religion, political or other opinion, marital status, other family status or any other ground of prohibited discrimination.

Article 4

4.1. Paddle Worldwide, its National Federations, its Continental Associations, and those affiliated with paddlesport must use due care and diligence in fulfilling their mission. At all times, they must act with the highest degree of integrity, and particularly when taking decisions, they must act with impartiality, objectivity, independence and professionalism. They must refrain from any act involving fraud or corruption. They must not act in a manner likely to tarnish the reputation of Paddle Worldwide, a National Federation, a Continental Association or paddlesport.

4.2. No person or entity subject to this Code shall obstruct, interfere with, mislead, intimidate, retaliate against, or fail without compelling justification to cooperate with the Integrity Unit, the Adjudicatory Panel or any person acting under their authority.

Article 5

Any person or entity falling within the scope of the Code of Ethics must not, directly or indirectly, solicit, accept or offer any concealed form of remuneration or commission, benefit, or service of any nature, connected with the business and affairs, and sport competitions, of Paddle Worldwide, its National Federations, and Continental Associations.

Article 6

Only tokens of consideration or friendship of nominal value, in accordance with prevailing local customs, may be given or accepted by any person or entity falling within the scope of the Code of Ethics in connection with the business and activities of Paddle Worldwide, its National Federations, and its Continental Associations, and then only where such tokens will not lead to reasonable concerns about the impartiality and integrity of Paddle Worldwide, its National Federations, and its Continental Associations. Any other form of token, object or benefit constitutes a gift that may not be accepted but must be passed on to the organisation of which the beneficiary or recipient of the gift is a member.

Article 7

For hospitality shown to Paddle Worldwide, its NFs, its Continental Associations, and those affiliated with paddlesport, as well as those accompanying them, a sense of measure must be respected.

Article 8

Any person or entity subject to this Code shall avoid any actual, potential or perceived conflict of interest and shall disclose any such conflict promptly. A person who is conflicted shall not participate in any assessment, investigation, prosecution, appointment, deliberation, decision or other process in relation to the matter, except to the extent required for the exercise of their rights of defence.

Chapter 3 - Integrity of Competitions

Article 9

Paddle Worldwide, its National Federations, its Continental Associations, and those affiliated with paddlesport shall commit to combat all forms of cheating and shall continue to undertake all the necessary measures to ensure the integrity of sports competitions.

Article 10

10.1. Paddle Worldwide, its National Federations, its Continental Associations, and those affiliated with paddlesport shall respect the provisions of the World Anti-Doping Code and of the Olympic Movement Code on the Prevention of the Manipulation of Competitions.

10.2. For the avoidance of doubt, anti-doping matters shall not be investigated, prosecuted or determined under this Code, unless expressly required by the Paddle Worldwide Anti-Doping Rules. Such matters shall be governed by the Paddle Worldwide Anti-Doping Rules, the World Anti-Doping Code and any applicable delegation to the International Testing Agency or other competent anti-doping body.

10.3. Competition manipulation, betting and related integrity offences shall be reported, investigated, prosecuted and determined in accordance with this Code, the applicable Paddle Worldwide competition manipulation rules, the applicable Procedural Rules and the Terms of Reference of the Integrity Unit and the Adjudicatory Panel.

Article 11

None of Paddle Worldwide, its National Federations, its Continental Associations, and those affiliated with paddlesport shall engage in or support betting related to paddlesport competitions, whether organised under the sole or shared jurisdiction of Paddle Worldwide, its National Federations, or its Continental Associations.

Article 12

Paddle Worldwide, its National Federations, its Continental Associations, and those affiliated with paddlesport including, without limitation, participants in paddlesport competitions must not, in any manner or by any means whatsoever, manipulate the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics, that infringes the principle of fair play or amounts to unsporting behaviour.

Article 13

Paddlesport Events organised under the sole or shared jurisdiction of Paddle Worldwide shall ensure that there are in place for participating athletes conditions of safety, well-being and medical care favourable to their physical and mental health.

Chapter 4 - Good Governance and Resources

Article 14

The Basic Universal Principles of Good Governance within the Olympic Movement, in particular transparency, responsibility and accountability, must be respected by Paddle Worldwide, its National Federations, its Continental Associations, and those affiliated with paddlesport.

Article 15

Resources that are received by Paddle Worldwide, its National Federations, its Continental Associations, and those affiliated with paddlesport, be their indicated purposes specific or general, must be used only for the purposes for which they are intended.

Article 16

16.1. The income and expenditures of Paddle Worldwide, its National Federations, its Continental Associations, and those affiliated with paddlesport shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles and each such party shall ensure that an independent auditor checks these accounts annually.

16.2. In cases where Paddle Worldwide gives financial support to its National Federations, its Continental Associations, or to any other person or entity:

16.2.1. The use of Paddle Worldwide resources must be clearly demonstrated in the accounts of the National Federation, the Continental Association, or other person or entity to whom the financial support is given;

16.2.2. The accounts of Paddle Worldwide's National Federations, its Continental Associations, or of any other person or entity to whom financial support is given may be subjected to auditing by an expert designated by the Paddle Worldwide Council.

Article 17

17.1. Paddle Worldwide, its National Federations, its Continental Associations, and those affiliated with paddlesport recognise the significant contribution that broadcasters, sponsors, partners and other supporters make to the development and prestige of paddlesport throughout the world.

17.2. In order to preserve the integrity and neutrality of the bidding and other candidature procedures, including without limitation both personal candidatures and bidding for a competition, the support and promotion of any of the candidatures by broadcasters, sponsors, partners and other supporters must be in a form consistent with the rules of Paddle Worldwide and the Code of Ethics.

17.3. Paddle Worldwide marketing partners must refrain from supporting or promoting a candidature within any of the Paddle Worldwide candidature procedures.

17.4. The broadcasters, sponsors, partners and other supporters of Paddle Worldwide must not interfere in the running of sports organisations and paddlesport competitions.

Chapter 5 - Candidatures

Article 18

18.1. All candidature, including without limitation both personal candidatures and bidding for a competition, election, appointment, eligibility, vetting, disclosure and candidate-confirmation procedures conducted under the authority of Paddle Worldwide shall be conducted with integrity, transparency, fairness, neutrality and equal treatment of candidates.

18.2. No person or entity subject to this Code shall offer, solicit, accept or provide any undue benefit, inducement, promise, support, pressure or advantage in connection with any candidature, election, appointment or candidate-confirmation procedure.

18.3. Candidates and persons supporting a candidature shall comply with all disclosure, eligibility, vetting and cooperation obligations required under the Statutes, this Code, the applicable Procedural Rules and any instructions issued by the Integrity Unit.

18.4. No Paddle Worldwide officer, official or body member shall publicly support, oppose or otherwise improperly influence a candidature where neutrality is required by the applicable rules or where such conduct may reasonably create a conflict of interest or appearance of bias.

18.5. The Integrity Unit shall exercise supervisory and oversight powers in relation to election integrity, candidature eligibility, vetting, disclosure and candidate-confirmation procedures in accordance with the Statutes, the Terms of Reference and the applicable Procedural Rules.

Chapter 6 - Attempts, Assistance, Complicity and Obstruction

Article 19

Any attempt to commit a breach of this Code, and any act of aiding, abetting, assisting, encouraging, facilitating, concealing or covering up a breach of this Code, may itself constitute a breach. Obstruction of, interference with, retaliation in relation to, or failure without compelling justification to cooperate with any process conducted by the Integrity Unit or the Adjudicatory Panel may also constitute a breach.

Chapter 7 - Confidentiality

Article 20

All reports, information, evidence, case files, deliberations, draft decisions and proceedings under this Code shall be treated as confidential, subject to the Statutes, the aforementioned Terms of Reference, the applicable Procedural Rules, any applicable publication rules, legal reporting obligations, and any disclosure necessary to protect persons from harm, preserve the integrity of proceedings or comply with a competent authority.

Chapter 8 - Reporting Obligation

Article 21

21.1. Each person or entity subject to this Code shall report to the Integrity Unit, without undue delay, any breach or suspected breach of this Code of which they become aware. Safeguarding reports may also be made to the Safeguarding Officer or an Appointed Safeguarding Officer and shall be treated as reports received on behalf of the Integrity Unit.

21.2. No person or entity subject to this Code shall retaliate against, disadvantage, threaten, intimidate or discriminate against any person for making a report, providing information or cooperating in good faith with the Integrity Unit, the Adjudicatory Panel or any competent authority.

21.3. Knowingly false, malicious or bad-faith reporting may constitute a breach of this Code.

Chapter 9 - Implementation and Proceedings

Article 22

22.1. Alleged breaches of this Code shall be reported to, assessed, investigated and, where appropriate, prosecuted by the Integrity Unit in accordance with the Statutes, the Terms of Reference and the applicable Paddle Worldwide Rules.

22.2. The Integrity Unit may conduct preliminary assessments, determine jurisdiction and classification, investigate matters, refer matters to competent bodies or authorities, apply for provisional or protective measures, issue or cause to be issued a notice of charge, and refer matters to the Adjudicatory Panel for determination.

22.3. Contested determinations as to whether a breach of this Code has occurred, and any disciplinary measure, sanction, cost order or other measure arising from such breach, shall be determined by the Adjudicatory Panel in accordance with the Statutes, the Terms of Reference and the applicable Paddle Worldwide Rules.

22.4. Proceedings shall respect the right to be heard, the right to respond to the allegations, the right to submit evidence and make submissions, and the principles of fairness, independence, impartiality, proportionality and natural justice.

22.5. The sanctions and measures available for a breach of this Code shall include any disciplinary measure, sanction or other measure available under the Statutes and the applicable Paddle Worldwide Rules.

22.6. Where a matter concerns a Paddle Worldwide Officer, a member of any Paddle Worldwide Body, an IU Member or an AP Member, the conflict, recusal, investigation, referral and determination rules set out in the Terms of Reference and the applicable Paddle Worldwide Rules shall apply.

22.7. Matters involving safeguarding, competition manipulation, election integrity, eligibility, vetting or other specialised subject areas not governed by the Paddle Worldwide Anti-Doping Rules shall be handled under this Code together with the applicable specific Paddle Worldwide Rules, which shall apply as *lex specialis* where they provide more specific rules.

Chapter 10 - Appeals

Article 23

Any final decision rendered under or in connection with this Code by the Adjudicatory Panel, or by any other competent Paddle Worldwide body where expressly provided by the applicable rules, may be appealed exclusively to the Court of Arbitration for Sport in accordance with Article 69 of the Statutes and the Code of Sports-related Arbitration. The time limit for filing an appeal shall be twenty-one (21) days from receipt of the decision, unless a different time limit is expressly permitted by the Statutes and set out in the applicable rules. The decision of CAS shall be final and binding.