



becomes



UNIFIED WORLD PICKLEBALL FEDERATION ETHICS GOVERNANCE POLICY

Draft v1 | June 2025

1. Purpose

This Ethics Governance Policy aims to promote the highest standards of integrity, transparency, and ethical behaviour across all levels of pickleball governance and competition globally. It applies to all individuals, bodies, and organisations affiliated with or under the authority of the Unified World Pickleball Federation (UWPF).

2. Scope

This policy applies to:

- UWPF officials, Board members, and staff
- National Federations and their representatives
- Athletes, coaches, referees, volunteers
- Event organizers and sanctioned bodies
- Third-party contractors acting under UWPF authority

3. Core Ethical Principles

- **Integrity & Transparency:** All actions must be honest, open, and accountable.
- **Fair Play:** Sport should be free of doping, match-fixing, and manipulation.
- **Respect & Inclusion:** No tolerance for discrimination, harassment, or abuse.
- **Environmental Responsibility:** Sustainability must be embedded in operations and events.
- **Autonomy:** Respect the independence of sport and its institutions.

4. Governance Structures

- **Ethics Committee:** A standing independent body appointed by the UWPF Board.

- Reviews alleged breaches of ethical conduct.
 - Can initiate investigations, issue findings, and recommend sanctions.
 - Must include legal, athlete, and independent sport governance experts.
 - **Ethics Officer:** Appointed within UWPF to manage implementation, training, and referrals.
-

5. Conflicts of Interest

All officials and committee members must:

- Declare potential conflicts at the start of their term and when new ones arise.
 - Refrain from decision-making where a personal interest may impair objectivity.
 - Submit annual disclosures as a requirement for continued eligibility.
-

6. Anti-Bribery and Corruption

- No person may accept, offer, or solicit bribes, gifts, or benefits in relation to pickleball activity.
 - All financial and contractual arrangements must be fully disclosed.
 - Violations will be reported to the Ethics Committee and may result in legal referral.
-

7. Whistleblower Protection

- UWPF shall maintain secure, confidential mechanisms for reporting unethical conduct.
 - Whistleblowers shall be protected from retaliation under UWPF Disciplinary Procedures.
 - UWPF shall investigate enabling anonymous reporting via encrypted digital tools.
-

8. Anti-Doping and Fair Competition

- UWPF reaffirms compliance with WADA standards and IOC Anti-Doping Code.
 - All members must cooperate with testing, investigations, and sanctions.
 - Match manipulation is treated as a zero-tolerance offense.
-

9. Sanctions and Appeals

- Violations of this Policy will be handled under the UWPF Disciplinary Code.
- The Ethics Committee may recommend sanctions, including:
 - Suspension

- Disqualification
 - Public reprimand
 - Referral to national authorities
 - Appeals may be lodged with the **Court of Arbitration for Sport (CAS)**.
-

10. Education and Training

- Ethics training is mandatory for:
 - All UWPF officials
 - National federation officers
 - Coaches and referees in sanctioned international events
 - Ethics education materials will be distributed in multiple languages.
-

11. Policy Review

This policy will be reviewed biennially by the UWPF Board, with input from the member federations.