
CODE OF CONDUCT FOR FEI ELECTIONS

INTRODUCTION

The FEI Audit & Compliance Committee, under its remit as established in Article 33.1 of the FEI Statutes, enacts this Code of Conduct for FEI Elections (the "**Code of Conduct**").

1. GENERAL PRINCIPLES

- 1.1.** The purpose of the Code of Conduct is to outline the guidelines that shall govern campaigning of the candidates for FEI elections (the "**Candidates**").
- 1.2.** This Code of Conduct is meant to ensure fairness, keep order, and preserve the integrity of the election, whilst ensuring that each Candidate has an equal opportunity to be elected.
- 1.3.** Candidates should abide by this Code, by the FEI Code of Ethics and by the FEI Rules and Regulations. These documents may be seen at <http://inside.fei.org/fei/regulations/general-rules>
- 1.4.** The Code of Conduct provides guidelines for dealing with campaign promotion but also with campaign violations, complaints, sanctions and appeals.

2. SCOPE

The present Code of Conduct applies from its publication on [Inside.fei.org](http://inside.fei.org) until the end of the Election Period (see article 4.2. below).

3. DIRECTIONS FOR CANDIDATES

3.1. Candidates must:

- 3.1.1.** Refrain from carrying out any electoral campaigning prior to the start of the Election Period.
- 3.1.2.** Conduct their campaigns with honesty, dignity, moderation and respect for their opponents and other stakeholders.
- 3.1.3.** Not directly or indirectly, solicit, accept or offer any form of remuneration or commission in exchange for votes.
- 3.1.4.** In no case and under no pretext give presents or offer donations or gifts or grant advantages or benefits of whatever nature (including but not only paid travel, expenses, air tickets or accommodation) to or at the request of any party who will vote in, or who may otherwise influence, an election.
- 3.1.5.** Not accept paid travel, expenses, air tickets or accommodation to attend meetings and activities directly related to a Candidate's election.
- 3.1.6.** Not enter into any form of undertaking with any individual or organisation that is likely to affect the Candidate's freedom of decision or action if elected.
- 3.1.7.** Not engage in any act, collaboration or collusion by or between Candidates with the intent to defraud or manipulate the result of the vote.

- 3.1.8.** Not request election related support or service from the FEI Headquarters or FEI resources in connection with their candidacies except as otherwise provided in this Code of Conduct.

4. PROMOTION OF THE CANDIDATURE

- 4.1.** Candidates have the right to promote their candidacies subject to the provisions set out in this Code of Conduct.
- 4.2.** From the day the Candidates are officially announced by the FEI until the day of the election (the "**Election Period**"), Candidates may promote their candidatures.
- 4.2.1.** For the FEI President's election (if applicable), the "Election Period" shall be understood from the day on which the candidacies received are published on [Inside.fei.org](https://inside.fei.org).
- 4.3.** Candidates shall have the right to use the means provided by the FEI to promote their candidacies, mainly through the specific section on the FEI Website. Candidates may send their Curriculum Vitae form, letter of motivation, campaign/programme document to the Nominations Committee Senior Officer at julie.schlaefli@fei.org for publication on [Inside.fei.org](https://inside.fei.org). A copy of the campaign/programme document will be shared with the FEI Audit & Compliance Committee.
- 4.4.** Candidates may make public declarations or give interviews provided, in doing so, that they comply with the Code of Conduct.
- 4.5.** Candidates should not produce (or cause third parties to produce) any spoken word, written text or representation of any nature likely to harm the image or reputation of another Candidate or that would bring equestrian sport and/or the FEI into disrepute.
- 4.6.** FEI resources cannot be used to fund specific campaign related travel and activities by Candidates who currently occupy elected or appointed positions within the FEI.
- 4.7.** Candidates who hold official positions within the FEI or within National Federations or any other body formally recognised by the FEI are permitted to remain in office during the Election Period.

5. ELECTION PERIOD

Refer to the relevant section on "Elections 2023" published on [Inside.fei.org](https://inside.fei.org)

6. COMPLIANCE

The FEI Audit & Compliance Committee ensures compliance with the present Code of Conduct.

7. BREACHES OF THE CODE OF CONDUCT

Any interested party may bring any breach of this Code of Conduct to the attention of the FEI Audit & Compliance Committee (iec@fei.org), which will undertake an inquiry.

8. SANCTIONS

In the event of any infraction of the Code of Conduct, the FEI Audit & Compliance Committee may impose following sanctions:

1. Observations, which could be made public;
2. A warning, which will be automatically made public on the FEI website.

In the event of a serious breach of this Code of Conduct, the case shall be referred by the FEI Audit & Compliance Committee to the FEI Tribunal for possible sanctions including the removal of a Candidature.

9. PROCEDURE BEFORE THE FEI AUDIT & COMPLIANCE COMMITTEE

Any Candidate who may be the subject of an infraction has the right to be heard, in writing or orally at their discretion, by the Audit & Compliance Committee. If the Candidate who may be the subject of an infraction is a member of the Audit & Compliance Committee, the remaining Committee members can continue to act as a committee with a quorum of 2.

If the right to be heard is exercised by means of a written document, this must be submitted within the deadline set by the Audit & Compliance Committee. If the right to be heard is exercised orally, the Candidate may be accompanied by one person of their choice; a brief record of such hearing is produced, and a copy given to the Candidate.

The concerned Candidate NF must be informed in all cases.

Any sanction shall be the subject of a written and reasoned decision.

For any measure or sanction, the Candidate concerned shall be informed before it is made public, when relevant. The relevant National Federation is informed. This information may be communicated orally or by electronic mail. If the information is communicated orally, a brief record shall be established and a copy shall be given to the Candidate and to the National Federation concerned.

10. PROCEDURE BEFORE THE FEI TRIBUNAL

In cases referred by the Audit & Compliance Committee to the FEI Tribunal, in accordance with Section 8 above, the Audit & Compliance Committee will commence the procedure by sending a file containing all relevant information on the alleged infraction to the FEI Tribunal at fei.tribunal@fei.org.

The FEI Tribunal Chair shall convene a 3 member Hearing Panel to decide the matter.

The Candidate concerned by an infraction has the right to be heard, in writing and/or orally at their discretion, by the FEI Tribunal.

If the right to be heard is exercised by means of a written document, this must be submitted within the deadline set by the FEI Tribunal. If the right to be heard is exercised orally, the Candidate may be accompanied by one person of their choice; a brief record of such hearing shall be produced, and a copy given to the Candidate. The Audit & Compliance Committee and/or a representative of

the Audit & Compliance Committee shall be entitled to attend such hearing and, with the permission of the Hearing Panel, to make observations on the Candidate’s submission.

Requests for witnesses to attend the hearing to give evidence in relation to the case must be submitted in advance to the Hearing Panel, who shall decide, in their sole discretion, whether or not the witness/es may give evidence. If a candidate intends to call a witness (at its costs), the candidate must submit a written and signed witness statement to the Hearing Panel no later than 48 hours before the hearing.

The concerned Candidate’s NF must be informed in all cases.

Any sanction shall be the subject of a written and reasoned decision. Decisions imposing sanctions, as set out in Article 8, shall be made public. The Hearing Panel may decide to communicate the operative part of the decision to the parties, prior to the reasons.

For any measure or sanction, the Candidate concerned shall be notified before it is made public. The relevant NF shall also be informed. This information may be communicated orally or by electronic mail. If the information is communicated orally, a brief record shall be established and a copy given to the candidate or NF concerned.

Read and acknowledged:

Date

Place

Family name, First name

Signature of Candidate