

Guidelines for the Conduct of the Athletes' Entourage

Approved by the IOC Executive Board in Durban- 4 July 2011

Preamble

- It is the responsibility of each sports organisation to establish appropriate regulations to govern an athlete's Entourage. These regulations, which apply *mutatis mutandis* to private and professional entourages, should reflect the minimum standards set out below.

1. Definition

- The Entourage comprises all the people associated with the athletes, including, without limitation, managers, agents, coaches, physical trainers, medical staff, scientists, sports organisations, sponsors, lawyers and any person promoting the athlete's sporting career, including family members.

2. General Principles

- The Entourage must respect and promote ethical principles, including those contained in the Olympic Charter, the IOC Code of Ethics and the WADA Code.
- The Entourage must, in accordance with such principles, always act in the best interests of the athlete.
- Minors must be given special care and consideration.
- Members of the Entourage should be adequately qualified to work in their area of expertise, through licenses, certificates or diplomas, particularly when such are proposed by the IF and any national sport organisation.

3. Integrity

- The Entourage shall act in good faith and demonstrate the highest level of integrity, in particular respecting the following principles:
 - Avoid conflicts of interest.
 - Fight against any form of bribery and take resolute and appropriate action against any form of cheating or corruption in sport.
 - Reject any form of doping; Comply with the WADA code and support its programs
 - Refrain from any form of betting or promotion of betting activity on the athlete's sport
 - Refrain from any form of harassment
 - Refrain from any abuse of a position of influence

4. Confidentiality

- The Entourage must respect confidentiality, including the content of their contract/relationship and personal information.
- The Entourage must protect any inside information, , such as any non-public information obtained by the person by the virtue of his/her position within the athlete's entourage, within the framework of the regulations of the sports' organisation concerned.

5. Transparency

- The Entourage's interactions within the relevant populations must be clearly defined, in a written contract where applicable. It is recommended that sports organisations provide standardised contract templates.
- The Entourage must be transparent about their personal and professional background with regard to matters which could affect the relationship, including, but not limited to doping, sexual misconduct or financial matters
- Sports organisations have a responsibility to inform athletes about their rights and obligations, including the legal means to resolve any disputes.

6. Responsibility/Accountability

- The Entourage must always act with due diligence and in the best interest of the athlete; short-term interests should not take precedence over a successful and balanced athletic career and a long-term partnership.
- Contractual relationships with athletes must be based on balanced conditions, including fair financial conditions and professional liability insurance.
- The Entourage must always respect the moral, physical and psychological integrity of the athlete.

- The Entourage must respect and promote the rules and regulations of the sport, and encourage the athlete to behave accordingly.
- The Entourage must keep the athlete fully informed of all dealings and arrangements made on the athlete's behalf.
- The Entourage must comply with best accounting practices and make available to the athlete full and accurate accounts and records and, where applicable, to the relevant authorities.

7. Sanction

- Any breach of the relevant sports organisations' regulations by a member of the Entourage should be sanctioned. The sports organisations define the terms of the sanction and the disciplinary procedures.

8. Athletes' Responsibility

- The athletes have a responsibility to act responsibly, choosing their Entourage members with care and with the exercise of due diligence and to use their best efforts to ensure that any contract is negotiated with fair conditions.