

Code of Ethics

in its version adopted by the Executive Committee on 18 August 2026 pursuant to Article 9.2 of the Statutes, with immediate effect from the date of publication

Preamble

The International University Sport Federation (FISU), its Members, officers and the University Sport community aim to promote the highest possible ethical values within University Sport. FISU has the responsibility of safeguarding the integrity and reputation of University Sport worldwide. Through its values, rules, education programmes and practices, FISU strives to protect university sport from illegal, immoral or unethical activities, methods and practices that may harm it or bring university sport into disrepute. FISU is equally committed to ensuring a safe environment for all participants, free from any form of abuse, harassment or exploitation.

It is continuously determined to protect its image from jeopardy or harm as a result of the above-mentioned activities, methods and practices. FISU wishes to globally portray and promote University Sport as a healthy and athletic initiative that is accessible, inclusive of diversity and free from violence and any form of unethical behaviour.

The goal of the FISU Code of Ethics is to ensure that University Sport is administered and participated in with integrity in within a framework of credible, democratic, dignified, ethical, fair, honest, transparent, and professional behaviour, always underlined in the spirit of fair play.

This Code of Ethics defines the most important core values, principles for behaviour and conduct of personnel in FISU and its affiliates. Inherent in this Code is all individual's right to dignity and to being treated with respect. University Sport allows no discrimination between the involved parties based on gender, race, ethnic origin, religion, philosophical or political view, marital status, or other grounds.

1. Scope of Application

This Code of Ethics applies worldwide to FISU, its Members and any party that deals with FISU, or shares in its activities and includes any party, in relation to the dealing with or involvement in FISU activities, who:

- are a participant in any FISU event, including but not limited to players, coaches, team officials, entourage, manager, team doctor, physiotherapist and other officials of the delegation;
- assumes any role in organising or supporting the organisation of any FISU event including being a member of an organising committee, paid staff and unpaid staff / volunteers at the event;
- officiates at any FISU event;
- provides medical advice and treatment at any FISU event;
- plans and delivers training and development projects, activities and programmes on behalf of FISU or its affiliates including coaches, tutors, assessors and similar;
- organises and supports FISU general meetings, board, committee and working group meetings;

- assumes a role within FISU, including Steering Committee member, Executive Committee member, committee member, working group member, FISU staff and volunteers;
- is a Member of FISU (NUSF);
- is a Continental Federation (CUSF) associated member of FISU and shares in its activities; and
- otherwise deals with FISU and / or shares in FISU's activities.

2. General Provisions

Persons covered under the FISU Code of Ethics shall:

- respect and follow FISU rules, regulations, policies and guidelines. They shall, in particular, comply with the FISU Anti-Doping Rules, the FISU safeguarding standards and procedures, and the rules applicable to the integrity of competitions, including the prevention of competition manipulation and betting-related misconduct;
- be aware of the importance of their duties and the obligations and responsibilities that relate to the performance of their duties;
- perform their duties with due care and diligence and behave in a dignified and ethical manner in the discharge of their duties while always acting with complete honesty, credibility, impartiality and integrity;
- not abuse their position in any way, including taking advantage of their position for personal gain;
- act in compliance with the core values, principles and conduct described in this Code in any activity related to FISU;
- report without undue delay any potential breach of this Code to the officials whose responsibility is to take appropriate action. For safeguarding matters arising during a FISU event, reporting shall be made in accordance with the procedures set out in the Judicial Processes section of this Code;
- cooperate with and provide any relevant information related to any investigations and judicial processes.

3. Core Values, Principles and Conduct

The following details the core values, principles and the conduct required of persons covered under this Code of Ethics.

3.1. Loyalty

Loyalty to the purposes, objectives, values and principles of FISU is a fundamental obligation of parties covered under the Code.

3.2. Dignity

All parties shall respect the rights, dignity and worth of all persons and shall act with understanding, tolerance, sensitivity and respect for diversity and shall act without discrimination of any kind.

Persons covered under this Code shall not undertake any action, use any words that denigrate an individual, or use any other means that offends the human dignity of a person or group of persons, on any grounds including but not limited to skin colour, religion, ethnic or social origin, political opinion, sexual orientation, disability or any other reason contrary to human dignity.

3.3. Safe Environment / Safeguarding

FISU is committed to providing a safe, respectful, and inclusive environment for all participants and maintains a zero-tolerance approach to harassment, abuse, exploitation, discrimination, retaliation and other forms of misconduct, including but not limited to:

- Physical Abuse (assault, excessive training, forced participation while injured);
- Psychological Abuse (threats, intimidation, coercion, humiliation, bullying);
- Sexual Misconduct (sexual harassment, sexual abuse, sexual exploitation, grooming);
- Abuse of Power (misuse of selection authority, retaliation, bribery linked to participation);
- Neglect (failure of duty of care, inadequate safeguarding of participants);
- Online Abuse (cyberbullying, doxxing, online harassment)

All forms of such conduct are strictly forbidden and constitute a breach of this Code. The welfare of all participants shall be protected, including from unprofessional practice, abuse and bullying.

Notwithstanding the general scope of application of this Code defined under Art. 1, the safeguarding provisions of this section apply to all accredited persons during FISU events, including within competition venues, athlete villages, accommodation sites, transportation services, training facilities, social activities, digital and online environments, and any other event-related settings.

FISU's safeguarding responsibilities under this Code relate to FISU activities and events. Nothing in this Code shall be interpreted as transferring to FISU responsibility for safeguarding matters occurring outside FISU activities or events, which remain the responsibility of the relevant organisation (Member, etc.) or competent authority.

3.4. Integrity

Maintain the highest standards of integrity, including honesty, truthfulness and not knowingly providing false information, fairness and incorruptibility in all matters affecting roles and duties of parties covered under the Code.

No individual covered under the Code shall, directly or indirectly, solicit, accept or offer any concealed remuneration, commission, benefit or service of any nature connected with their role in FISU.

3.5. Gifts

No parties covered under the Code shall solicit or accept gifts including travel and 'in-kind' benefits from any source external to FISU which may bring into question their integrity, independence, impartiality and objectivity.

Only gifts of a nominal value, in accordance with the prevailing local customs, may be given or accepted as a mark of respect or friendship. Reasonable hospitality in accordance with the prevailing local customs may be given and accepted as a mark of respect or friendship.

Any gifts above the acceptable nominal value of any other kind must be declared to the Secretary General and provided to FISU office.

3.6. Accountability

All parties performing roles and functions within FISU are accountable for the proper discharge of their function and for their decisions and actions taken by them. Decisions are made in the interest of FISU. Decisions and actions shall be under scrutiny as appropriate to the particular position.

3.7. Neutrality

All parties under the Code shall remain politically neutral in any dealings with government institutions, national and international organisations, associations or groupings including FISU Members and their representatives in accordance with the principles and objectives of FISU.

3.8. Conflicts of Interest

Persons covered by the Code shall avoid any situation that could lead to a conflict of interest or perceived conflict of interest. Any actual, perceived or potential conflict of interest must be declared, and action taken by the individual to remove themselves from the situation where a conflict may arise.

A conflict of interest involves a conflict or perceived conflict between the public duty of an individual and the private interests of the individual, in which the private interests could improperly influence the performance of the individual's official duties and responsibilities.

A private or personal interest could include gaining any possible advantage for the individual concerned or their family, relative, friends, and acquaintances.

More specifically, conflicts of interest can be, but not limited to actual, perceived, or potential:

- Actual: involves a direct conflict between current duties and responsibilities and existing private interests.
- Perceived: conflict exists where it could be perceived, or appears, that private interests could improperly influence the performance of duties, whether or not this is in fact the case.
- Potential: arises where private interests could conflict with official duties.

A conflict of interest can be pecuniary (involving financial gain or loss) or nonpecuniary (based on enmity or amity).

A conflict of interest can arise from avoiding personal losses as well as gaining personal advantage, financial or otherwise.

3.9. Confidentiality

Persons covered by the Code shall not disclose information entrusted to them in confidence and which has not been made public. Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organisation.

3.10. Integrity of Competitions

No person covered under the Code shall:

- influence or attempt to influence improperly the course or result of FISU competition or part thereof, in order to obtain an undue advantage for themselves, or for another person or entity;
- place, accept, solicit, or facilitate any bet or wager, directly or indirectly, on any FISU competition or event;
- use or disclose any inside information, obtained by virtue of their position or accreditation, for betting purposes or for any purpose contrary to the integrity of sport;
- fail to report to the Secretary General or the Safeguarding Team, without undue delay, any approach, solicitation or attempt by any person to engage in conduct prohibited under this section; and
- engage in any conduct intended to circumvent, undermine or facilitate a breach of the FISU Anti-Doping Rules.

3.11. Education

FISU shall promote education and awareness among all persons covered under this Code on matters of integrity, including the prevention of competition manipulation, betting-related risks, and anti-doping. Participants in FISU events may be required to complete integrity and anti-doping education modules as a condition of accreditation or participation.

4. Judicial Processes

a) Reporting and Safeguarding Team

Any person subject to this Code who becomes aware of a potential breach shall report it without undue delay. Reports may be submitted anonymously. Reports concerning safeguarding matters arising during a FISU event shall be addressed to the Safeguarding Team.

Persons who report in good faith shall be protected from any form of retaliation.

The organising committee of a FISU event shall identify a LOC Safeguarding Officer who has completed safeguarding and/or mental health awareness training prior to the event. The LOC Safeguarding Officer shall support athletes and delegation members in the Athlete Village and shall serve as a member of the FISU Safeguarding Team.

The Safeguarding Team shall be composed of the Sustainability Director, the Head of Legal, the Senior Executive Committee Member, and the LOC Safeguarding Officer.

Each participating delegation shall nominate a Safeguarding Officer who has completed safeguarding and/or mental health awareness training prior to the FISU event. The NUSF Safeguarding Officer shall be responsible for supporting athletes and delegation members, assisting with reporting concerns, liaising with the FISU Safeguarding Team, and monitoring safeguarding issues within the delegation.

The Safeguarding Team shall:

1. receive reports of alleged safeguarding breaches and conduct a preliminary assessment;
2. take immediate protective measures where necessary to ensure the safety and well-being of any person, including the temporary restriction of access or accreditation. The Secretary General shall be informed without delay of any such measure;
3. ensure that the person concerned receives appropriate support and information;
4. document the matter and preserve relevant evidence;
5. report to the competent public authorities where required by applicable law;
6. refer to the Disciplinary Committee mentioned under point b) any matter requiring an adjudication.

The Safeguarding Team shall not decide on disciplinary measures. Protective measures shall be proportionate, temporary, and shall not prejudice the outcome of any subsequent proceedings. Members of the Safeguarding Team shall not participate in the subsequent adjudication of a matter they have handled.

Where, following its preliminary assessment, the Safeguarding Team considers that no disciplinary decision is required, including where the matter has been resolved through protective measures, support, or informal resolution, or where no breach of this Code is identified, it may close the matter without referral to the Disciplinary Committee. The Safeguarding Team shall record the reasons for such a decision.

The Secretary General shall establish the operational procedures governing the functioning of the Safeguarding Team, including reporting channels, incident classification, and response processes, and shall ensure that these are communicated to participants prior to each FISU event.

b) Adjudication

Alleged breaches of this Code shall be examined and decided by the Disciplinary Committee (CD) established under Article 137 ff. of the Internal Regulations.

The Disciplinary Committee shall determine its own procedure in such cases, ensuring respect for the right to be heard and the principles of due process. Its members shall act independently and impartially and shall withdraw from any case where their independence could reasonably be questioned.

- c) Individuals or legal persons covered under this Code are required to cooperate and assist fully in investigations.
- d) Sanctions imposed on individuals, or on legal persons other than Members, may be appealed directly to the Court of Arbitration for Sport (CAS) in accordance with Article 24 of the FISU Statutes.
- e) Sanctions imposed on a Members may be appealed in the first instance to the Executive Committee. The decision of the Executive Committee may thereafter be appealed to the Court of Arbitration for Sport (CAS) in accordance with Article 24 of the FISU Statutes.
- f) The effectiveness of sanctions imposed on Members shall be governed by Article 138 of the Internal Regulations.

Version on 7 September 2026: terminological correction only (replacing "LOC Welfare Officer" and "NUSF Welfare Officer" with "LOC Safeguarding Officer" and "NUSF Safeguarding Officer" respectively), without substantive change and without requiring re-adoption by the Executive Committee.