



**CODE OF ETHICS
OF THE KOSOVO SWIMMING FEDERATION (KSF)**

Prishtina, 09.06.2025

The Executive Board of the Kosovo Swimming Federation, based on Article 28, paragraph 1, subparagraph 1.4. of the Statute of the Kosovo Swimming Federation dated 30.01.2025, at the meeting held on 09.06.2025, after voting, hereby approves the following:

CODE OF ETHICS OF THE KOSOVO SWIMMING FEDERATION (KSF)

PREAMBLE

This Code of Ethics is a document of the Kosovo Swimming Federation (KSF), adopted in accordance with the Statute of the KSF, the Disciplinary Regulations of the KSF, the World Aquatics Code of Ethics and the fundamental principles of international sport. It sets out standards of ethical and professional conduct for all persons and entities operating under the authority of the KSF, with the aim of protecting the integrity of sport, promoting good governance, and respecting human rights.

CHAPTER I PURPOSE AND SCOPE

Article 1

Purpose

This Code defines the principles and ethical rules that must be respected by all entities involved in KSF, with the aim of promoting good governance, fair sport, integrity and protection of participants.

Article 2

Field of Application

The code applies to:

- Athletes;
- Coaches, judges and technical staff;

- Officials and members of the KSF bodies;
- Administrative employees;
- Member clubs and their representatives;
- Any person participating in official KSF activities.

CHAPTER II

BASIC ETHICAL PRINCIPLES

Article 3

Principles

1. All persons and entities operating under the jurisdiction of the Kosovo Swimming Federation (KSF) are obliged to respect and continuously promote the fundamental ethical principles set out in this Code. These principles constitute the moral and professional basis on which the KSF's organizational culture is based and are as follows:
 - a) Honesty and Integrity
 - b) Equality and Non-discrimination
 - c) Respect for Human Dignity
 - d) Transparency and Accountability
 - e) Fair Play
 - f) Good Governance and Professionalism
 - g) Protection of Minors and Safe Environment
 - h) Protection of the Reputation and Image of KSF
 - i) Supporting the development of local athletes and maintaining fair competition
2. Each subsequent article of this Code contains detailed explanations and concrete instructions on the content, implementation and observance of these principles. Their observance is mandatory and constitutes the basis for any disciplinary or ethical assessment by the KSF.

Article 4
Honesty and integrity

1. All persons and entities involved must:
 - a) Act at all times with honesty and transparency in decision-making, activities, communication and professional relationships;
 - b) Reject any form of deception, lies or distortion of the truth;
 - c) Strictly implement the law, the Statute, regulations and decisions of the KSF and relevant international organizations;
 - d) Not use the position, function or internal information for personal or unfair gain;
 - e) Represent KSF and the sport of swimming with honesty, trustworthiness and ethics in all activities at home and abroad;
 - f) Contribute to a fair and responsible sports culture, where the general interest prevails over individual interests.

Article 5
Equality and non-discrimination

1. All persons and entities involved must adhere with the following:
 - a) Ensure equal treatment and equal opportunities for all participants in sport;
 - b) Avoid any form of discrimination based on gender, race, color, nationality, language, religion, sexual orientation, physical ability, political beliefs or socio-economic status;
 - c) KSF is committed to creating an inclusive and open sports environment for all.

Article 6
Respect for human dignity

1. Every person should be treated with respect, dignity and duty of care.
2. Any form of violence, harassment, intimidation, humiliation or verbal/physical abuse is prohibited.
3. The culture of communication in sports must be constructive, polite and built on understanding and empathy.

Article 7
Transparency and Accountability

1. Decisions that affect third parties must be reasoned and documented;
2. Entities exercising management or decision-making functions are obliged to report on their actions;
3. KSF is committed to transparency in financial, administrative and sports management.

Article 8
Fair Play

1. All participants must respect the rules, rivals, judges and organizers;
2. Any attempt to manipulate the result or gain unfair advantage is prohibited;
3. To promote a spirit of respect, healthy rivalry, and acceptance of defeat and victory with dignity.

Article 9
Good Governance and Professionalism

1. All officials, coaches and staff must act with responsibility, competence and integrity.
2. KSF is committed to implementing international standards of good governance for sports federations.
3. Responsibilities shall be exercised impartially, independently and in the general interest of the sport of swimming.
4. Professionalism includes continuous updating of knowledge, work ethic, and sensitivity to the needs of athletes and the sports community.

Article 10
Protection of Minors and Safe Environment:

1. KSF promotes a safe, inclusive and risk-free environment for minors and young people.

2. All entities are obliged to take active measures to prevent any form of abuse, mistreatment, neglect, exploitation or discrimination against minors.
3. Relationships with minors should be characterized by respect, protection, professional boundaries, and increased responsibility.
4. KSF prohibits any form of behavior that may cause psychological, emotional or physical harm to children and adolescents.
5. KSF encourages the immediate reporting of any suspected case of abuse and guarantees protection for victims and whistleblowers.

Article 11

Protecting the Reputation and Image of KSF

1. Any entity acting under the authority or on behalf of the KSF must be aware of the impact of its actions and statements on the reputation of the institution.
2. Any behavior, action or communication that may damage, disparage, delegitimize or compromise the integrity, authority or values of the KSF at the national or international level is prohibited.
3. It is particularly prohibited to: make irresponsible public statements; make personal attacks on social media against officials, members or associates of the KSF; spread false or distorted information; and engage in illegal, unethical or otherwise inconsistent activities.
4. KSF entities have the responsibility to act as ambassadors of sport and promote positive values in any case when they represent, or identify with, KSF.

Article 12

Supporting the development of local athletes and maintaining fair competition

1. KSF is committed to promoting fair competition and the sustainable development of the sport of swimming, with the aim of creating a sporting environment that supports the long-term preparation of athletes registered within the national system.

2. Member clubs and KSF structures are encouraged to build sustainable capacities of local athletes, as part of the mission for the development of internal human resources and sustainable sports representation.
3. KSF promotes the active inclusion and development of local athletes as part of its commitment to sustainable development and equity in sport. Practices that repeatedly overlook or minimize the role of adult athletes in the local system, through a focus on foreign athletes, may be considered inconsistent with the principles of sports ethics and the development objectives of KSF.
4. KSF reserves the right, in accordance with applicable regulations, to analyze and evaluate the compatibility of these practices with its strategic objectives for the fair and inclusive development of local athletes.

CHAPTER III

PROHIBITED BEHAVIOR AND LIABILITIES

Article 13

Conflict of interest

1. KSF entities must avoid any situation where their personal, financial, family or professional interests may conflict with the duties or responsibilities they have within the KSF.
2. A conflict of interest occurs when a subject has a personal interest that could influence or appear to influence his or her objectivity in making a decision or in the exercise of an official function.
3. Examples of conflicts of interest include (but are not limited to):
 - a) Decision-making involving persons with whom the subject has family ties or close relationships;
 - b) Using the position for personal gain or to favor a club, person or other party;
 - c) Holding dual functions that create undue dependence or influence between the parties
 - d) Receiving gifts, rewards or other benefits that may affect impartiality or fair decision-making;

8. All subjects are obliged to declare in writing any actual or potential conflict of interest to the Disciplinary Committee or to the competent body, immediately after its identification.
9. Failure to disclose or conceal a conflict of interest constitutes a serious violation of the Code of Ethics and entails disciplinary consequences.
10. In case of doubt about the existence of a conflict of interest, the entity must seek the opinion of the relevant KSF bodies and act with full transparency.
11. KSF encourages a culture of integrity where actions in the best interests of the organization are placed above individual interests.

Article 14

Bribery and unfair benefits

1. The giving, seeking, accepting or allowing of any unfair advantage, whether financial, material or in the form of personal favors, is strictly prohibited for all entities under the jurisdiction of the KSF.
2. Bribery includes any type of reward or compensation intended to improperly influence official decision-making, conduct or action.
3. Unfair benefits may take the form of bribery, gifts of considerable value, personal favors, or any other type of benefit that is not transparent and legal.
4. It is prohibited to offer benefits to secure selection in national teams, appointments to official positions, exemptions from sanctions or other favoritism.
5. Subjects are obliged to reject any attempt at bribery and immediately report the case to the Disciplinary and Ethics Committee.
6. Agreements or relationships created in violation of this article are invalid and constitute a serious violation.
7. KSF promotes a culture of financial integrity and absolute transparency in all official and professional relationships.

Article 15

Defamation, insult and derogatory communications

1. No entity under the jurisdiction of the KSF shall undertake actions that violate the dignity, reputation or personal and professional rights of individuals or of the KSF institution itself.
2. Any form of defamation, insult, public or private insult, as well as the dissemination of false or misinterpreted information is strictly prohibited.
3. This includes communications through traditional media, social networks, digital platforms, public writings, statements at official events or through any other form of expression.
4. Responsibility for personal words and actions remains with each subject, regardless of whether the action is taken in the exercise of duty or in a private capacity, whether they affect or harm the KSF or its representatives.
5. KSF entities are encouraged to use institutional and structured channels for addressing grievances or criticism, and to avoid personal or institutional discredit.
6. Any violation of this article will be considered a serious breach of ethical norms and will be punished according to the KSF Disciplinary Regulations.

Article 16

Obligation to report violations

1. Any person who is aware, or has reasonable grounds to suspect, that a violation of the Code of Ethics or other norms of acceptable conduct in KSF has been or is being committed, has a moral and institutional obligation to report this violation.
2. Reporting of violations must be made initially to the Secretary General of the KSF, in accordance with the Disciplinary Regulation.
3. The Secretary General reviews the notification and assesses whether there are grounds for initiating a procedure before the Disciplinary and Ethics Committee.

4. In cases where reporting is unfounded, malicious or motivated by personal interests, it may itself be considered an ethical violation and be dealt with in accordance with relevant regulations.
5. Reporters in good faith are protected from any form of retaliation, punishment or discrimination. KSF is committed to maintaining the confidentiality of the reporter's identity, as far as possible and in accordance with legal procedures.
6. The report may be made in writing or orally and must contain as much accurate and verifiable information as possible that supports the suspicion of a violation.
7. The Secretary General has the obligation to act impartially, in accordance with the procedures established by the normative acts of the KSF and to guarantee the fair treatment of any complaint or report.
8. Reporting ethical violations is a fundamental element for maintaining the integrity of sport and the fair functioning of the KSF.

CHAPTER IV

IMPLEMENTATION AND FINAL PROVISIONS

Article 17

Responsible Body for Implementing the Code

The KSF Disciplinary Committee is the responsible body for interpreting, implementing and supervising any compliance with this Code of Ethics and ethical and disciplinary norms in general.

Article 18

Relationship with other acts

1. This Code complements and does not conflict with the Disciplinary Regulation of KSF and the Statute of KSF.
2. The provisions of this Code of Ethics are mandatory for all entities under the jurisdiction of the KSF. Any violation of the principles set forth in this Code constitutes a disciplinary offense and is dealt with in accordance to the procedures and measures set forth in the KSF Disciplinary Regulations.

Article 19
Entry into Force

1. This Code enters into force upon the approval by the Executive Board of the KSF.
2. With the entry into force of this code, the previous code is abrogated.

Prishtina, 09.06.2025

KSF President

Rita Zeqiri _____ *[Signed and Sealed]*

I certify this to be a true copy of its original in Albanian. In testimony thereof I have set my hand and seal:



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