

YEMEN
SWIMMING &
AQUATICS
FEDERATION
INTEGRITY
CODE

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INTRODUCTION

1. DEFINITIONS

Aquatics: All sport disciplines governed by Yemen Swimming & Aquatics Federation, including Swimming, Open Water Swimming, Diving, High Diving, Water Polo, Artistic Swimming, Masters, and any other discipline that may be governed by Yemen Swimming & Aquatics Federation from time to time.

Aquatics Integrity Unit (or AQIU): The independent World Aquatics Integrity Unit established under the World Aquatics Constitution and comprised of Supervisory Council, Chief Ethics and Compliance Officer, Adjudicatory Body and Investigatory Body.

Athlete: A person (i) who is taking part in aquatics competitions and events at national or international level, organised in accordance with the Yemen Swimming & Aquatics Federation Constitution, Yemen Swimming & Aquatics Federation Rules and Regulations and/or regulations of Yemen Swimming & Aquatics Federation or affiliated entities and/or (ii) who is registered by their respective national federation.

Athlete Support Personnel: Coaches, managers, Agents, team members, officials, medical and paramedical staff working with an Athlete or treating an Athlete participating in or preparing for an Aquatics competition or event.

Benefit: The direct or indirect receipt or provision of money or the equivalent for themselves or their immediate family (being a partner/spouse, parent, sibling, child or dependant) such as, but not limited to bribes, gains, Gifts and other advantages including, without limitation, winnings and/or potential winnings as a result of a wager; the foregoing shall not include official prize money, appearance fees or payments to be made under sponsorship or other contracts. Sporting advantage is also benefit.

Betting: Place, accept, lay or otherwise enter into any wager of a stake of monetary value in the expectation of a prize of monetary value, subject to a future and uncertain occurrence.

Betting Organisation: Any person or company or other undertaking (a) that promotes, brokers, arranges or conducts any form of Betting activity or that has interests in Betting in any form whatsoever; or (b) that can reasonably be perceived as being connected in any way with Betting of any kind.

Bureau: The World Aquatics Bureau, as defined in the World Aquatics Constitution.

CAS: The Court of Arbitration for Sport in Lausanne, Switzerland.

Conflict of Interest: a situation in which an individual has or is involved with multiple Interests, which may include both personal Interests and Interests arising from the person's duties or positions as a representative of an organisation, and where benefiting one or more of these Interests may adversely affect the outcome in respect of another Interest. The fact that World Aquatics Officials hold a position in a Continental Organisation or a Member Federation shall not in and of itself constitute a Conflict of Interest, but must be disclosed to the Chief Ethics and Compliance Officer.

Constitution: The World Aquatics Constitution.

Continental Organisations: organisations formed by World Aquatics Members of the same geographical continent, approved and recognized by World Aquatics.

Covered Person: Covered Persons are:

- a) persons who are, or are seeking to become (whether by election or appointment or otherwise) Yemen Swimming & Aquatics Federation Officials or Other Officials;
- b) any Athlete;
- c) any Athlete Support Personnel.
- d) any person serving a sanction under this Integrity Code:
- e) any team or other entity participating in any Event;
- f) Yemen Swimming & Aquatics Federation Members and clubs.

Decision: A decision rendered by the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer.

Demand: A written demand to a Covered Person to provide any information, record, article or thing in their possession or control that Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer reasonably believes may evidence or lead to the discovery of evidence of an Integrity Code Violation.

Event: Any Yemen Swimming & Aquatics Federation competition, tournament, match or event organised in accordance with the rules of the World Aquatics or any of its affiliated Organisations or, in accordance with the rules of any other Sports Organisation.

Gift: An item for use or advantage by themselves or their immediate family (being a partner/spouse, parent, sibling, child or dependant).

Hospitality: Means providing or arranging for the provision of food and drink and/or attendance at events, shows, dinners, conferences or other events, including providing or arranging related accommodation and/or transportation for themselves or their immediate family (being a partner/spouse, parent, sibling, child or dependant), except when this is provided pursuant to a contractual obligation.

Inside Information: Information that a Covered Person possesses by virtue of their position in relation to Yemen Swimming & Aquatics Federation or any Event, excluding any information already published or common knowledge, easily accessible to interested members of the public or disclosed in accordance with the rules and regulations governing the relevant Event.

Integrity Code Violation: Where a Covered Person:

- Fails to comply with any of the requirements set out in this Integrity Code or;
- attempts or agrees with any other person to engage in conduct (whether by act or omission) that would culminate in a breach of any requirement of this Integrity Code (unless the Covered Person renounces their attempt or agreement prior to it being discovered by a third party not involved in the attempt or agreement);

- solicits, induces, instructs, persuades or encourages any person to engage in conduct (whether by act or omission) that would amount to a breach of any requirement of this Integrity Code if committed by the Covered Person themselves; and/or
- authorises, causes, or knowingly assists, encourages, aids and abets, covers up, or is otherwise complicit in, any act or omission by any person that would amount to a breach of any requirement of this Integrity Code if committed by the Covered Person themselves.

Yemen Swimming & Aquatics Federation: The sole and exclusive Yemeni body for the sport of Aquatics.

Yemen Swimming & Aquatics Federation Member: A club/affiliated entity recognised by Yemen Swimming & Aquatics Federation to be a member of Yemen Swimming & Aquatics Federation.

Yemen Swimming & Aquatics Federation Governing Body Liaison: A Yemen Swimming & Aquatics Federation Governing Body Member appointed by the Yemen Swimming & Aquatics Federation Governing Body to be the administrative liaison between Yemen Swimming & Aquatics Federation and the World Aquatics Integrity Unit.

Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer: The independent Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer established under the Yemen Swimming & Aquatics Federation Constitution and comprised of at least one person that does not hold any other position within the Yemen Swimming & Aquatics Federation.

Yemen Swimming & Aquatics Federation Officials: Any person elected or appointed to any position within Yemen Swimming & Aquatics Federation or a Yemen Swimming & Aquatics Federation Member, including but not limited to:

- The President, Vice-Presidents, Governing Body members, Honorary Life Presidents, Immediate Past President, Treasurer, and any candidates for election to the Governing Body; and
- Each person serving as a member of (or candidate for) a committee, working group, unit (including, without limitation, the Yemen Swimming & Aquatics Federation Integrity Unit or an Integrity Officer), or advisory board of Yemen Swimming & Aquatics Federation, and each person appointed to represent Yemen Swimming & Aquatics Federation on any committee or working group or in any similar role.

Yemen Swimming & Aquatics Federation Rules and Regulations: the Yemen Swimming & Aquatics Federation Rules and Regulations as defined in the Yemen Swimming & Aquatics Federation Constitution.

Manipulation of Events: An intentional arrangement, act or omission aimed at an improper alteration of the result or the course of any Event in order to remove all or part of the unpredictable nature of such Event with a view to obtaining an undue Benefit for oneself or for others. This includes (without limitation) match-fixing and spot-fixing.

Other Officials: Other Officials are:

- members of Yemen Swimming & Aquatics Federation executive bodies, committees, units, panels and advisory boards of Yemen Swimming & Aquatics Federation Members, Yemen Swimming & Aquatics Federation Member team or delegation members (or other persons accredited to attend any Event on behalf of any Yemen Swimming & Aquatics Federation Member);
- persons who act, or are entitled to act, for or on behalf of Yemen Swimming & Aquatics Federation, and/or Yemen Swimming & Aquatics Federation Members, including (without limitation), staff, consultants, agents and advisors;
- Each person appointed/selected to work/volunteer at an Event and/or attending an Event on behalf of Yemen Swimming & Aquatics Federation or a Yemen Swimming & Aquatics Federation Member including (without limitation) any technical official, technical committee member, specialised committee members delegate, and any other person who receives accreditation to an Event as a representative of Yemen Swimming & Aquatics Federation, World Aquatics or a Yemen Swimming & Aquatics Federation Member;
- persons or entities organising and/or promoting an Event, including any candidate/host city seeking to host or hosting an Event, local organising committee(s), and any of its officials, employees, volunteers and/or other persons entitled to act or attend an Event on its behalf; and
- any other persons who agree in writing to be bound by this Integrity Code.

Panel: One or three members appointed from among the members of the Yemen Swimming & Aquatics Federation Integrity Unit to adjudicate an alleged Integrity Code Violation.

Party(ies): Yemen Swimming & Aquatics Federation and the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer on one side and the Covered Person on the other side.

Reports: All reports of potential Integrity Code Violation, including any approaches or requests to engage in conduct that may constitute an Integrity Code Violation.

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Respondent: The Respondent shall be the Covered Person subject to the filing.

Sports Organisation: The International Olympic Committee, the International Paralympic Committee, the Commonwealth Games Federations, all international federations, national Olympic committees, and their respective members at the continental, regional and national level, as well as any other Organisations recognised by the International Olympic Committee.

Staff Member: Each person employed (whether full-time, part-time, permanently, for a fixed-term or temporarily) or engaged as an agent, consultant or contractor for, or otherwise functioning as a member of the staff of Yemen Swimming & Aquatics Federation or a Yemen Swimming & Aquatics Federation Member.

Substantial Assistance: means (a) the Covered Person's provision to Yemen Swimming & Aquatics Federation (or Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer) of truthful, accurate and complete information about potential Integrity Code Violations and/or other similar laws or regulations of which the Covered Person has knowledge; and (b) full cooperation with the investigation and prosecution (whether by Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer/Yemen Swimming & Aquatics Federation or by another body, including a criminal or regulatory body) of such violations, including (without limitation) by testifying at a hearing if required to do so.

World Aquatics: The sole and exclusive world governing body for all Aquatics, formerly known as the Fédération Internationale de Natation (FINA).

World Aquatics Member: A national body recognized by World Aquatics to be a member of World Aquatics.

2. PURPOSE AND SCOPE

- 2.1 Yemen Swimming & Aquatics Federation has adopted this Integrity Code to establish clear integrity standards for persons involved in the activities of Yemen Swimming & Aquatics Federation, to protect the health, safety and well-being of Athletes, to prohibit conduct that might undermine public confidence in the integrity of Aquatics and/or in the uncertainty of outcome of Events, and to establish effective mechanisms for enforcement of this Integrity Code and sanctions for any violation.
- 2.2 Yemen Swimming & Aquatics Federation is committed to uphold integrity in the governance and administration of Aquatics as a basic principle of good governance and as a fundamental precept of its autonomous role as the Yemeni governing body of Aquatics, in the best interests of the sport and its stakeholders.
- 2.3 Yemen Swimming & Aquatics Federation is also committed to uphold the integrity of Aquatics on the field of play. The essence of the Aquatics disciplines is the contest between competing athletes and teams as an honest test of skill and ability, the outcome of which is determined by (and only by) the contestants' relative sporting merits. Any manipulation of sports competitions or other conduct that might undermine public confidence in the integrity of the sporting contest and/or in the uncertainty of its outcome is fundamentally at odds with that essence of the Aquatics disciplines and must be eradicated at all costs.
- 2.4 Conduct prohibited under this Integrity Code may also amount to a criminal offence and/or a violation of other applicable laws or regulations, including employment laws, in national jurisdictions. This Integrity Code is not intended to replace such laws and regulations, but to supplement them with further rules of professional conduct for those involved in the governance and administration of Aquatics, and/or in the staging and conduct of Aquatics events. It operates without prejudice to such laws and regulations, and vice versa.

- 2.5 Conduct prohibited under this Integrity Code may also amount to violation of other Yemen Swimming & Aquatics Federation rules. This Integrity Code is not intended to replace these regulations, but to supplement them with further rules of professional conduct. It operates without prejudice to these regulations, and vice versa. In particular, any rule of a disciplinary nature applicable to a certain discipline and/or a certain event, such as the disciplinary rules in Water Polo that apply to offensive and violent conduct during water polo matches, remain reserved and are not set aside by the present Integrity Code.
- 2.6 For the avoidance of doubt, this Integrity Code shall not replace or in any way affect or alter Yemen Swimming & Aquatics Federation's ability to pursue appropriate disciplinary action against a Staff Member under the terms of any employment or consultancy contract with such Staff Member, including to any of Yemen Swimming & Aquatics Federation's employment policies in force from time to time. Where conduct prohibited under this Integrity Code also amounts to a violation of the terms of a Staff Member's employment or consultancy arrangement with Yemen Swimming & Aquatics Federation, Yemen Swimming & Aquatics Federation shall be entitled, at its absolute discretion, to elect to pursue contract and/or disciplinary action against such Staff Member pursuant to the applicable employment or consultancy contract. There shall be no requirement on Yemen Swimming & Aquatics Federation to have first instituted, or to subsequently institute, any action under this Integrity Code.
- 2.7 This Integrity Code will come into full force and effect on the Commencement Date. Its procedural provisions will apply to matters where the violation is alleged to have occurred before the Commencement Date, but its substantive provisions will not, unless they are more favourable to the person(s) involved.

3. INTERPRETATION

- 3.1 Words and phrases capitalized in this Integrity Code are defined terms. Unless otherwise specified, they have the meaning set out in the Definition section to this Integrity Code.
- 3.2 The commentary notes annotating Articles in this Integrity Code are to be used as a guide to the interpretation and application of this Integrity Code.
- 3.3 Unless otherwise indicated, references to chapters and articles are to chapters and articles of this Integrity Code; words denoting the singular include the plural and vice versa.
- 3.4 Any deviation from any provision of this Integrity Code and/or any irregularity, omission, technicality, or other defect in the procedures followed hereunder will not invalidate any finding, procedure or decision unless it is proven to render the proceedings unreliable or to have caused a miscarriage of justice.
- 3.5 If any part of this Integrity Code is ruled to be invalid, unenforceable or illegal for any reason, that part will be deemed deleted, and the rest of the Integrity Code will remain in full force and effect.
- 3.6 Any lacuna in this Integrity Code shall be filled, and any unforeseen circumstances arising in relation to the Integrity Code shall be addressed, by reference to, and in a manner consistent with, the objectives underlying this Integrity Code.

- 3.7 This Integrity Code sets out sporting rules and is not intended to be subjected to or limited by the requirements and legal standards applicable to criminal proceedings or employment matters. Rather, it reflects a broad consensus of World Aquatics and its stakeholders as to what is necessary and proportionate in order to protect the integrity of Aquatics and should be respected accordingly by all outside agencies.
- 3.8 Yemen Swimming & Aquatics Federation (including its officers, members, employees and volunteers, as well as the members of the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer shall not be liable to any person howsoever for any act or omission in connection with any investigation or proceeding or other matter arising under or in relation to this Integrity Code save where the act or omission is shown by that person to constitute conscious and deliberate wrongdoing by the individual or entity alleged to be liable.

4. NATURAL AND LEGAL PERSONS BOUND BY THIS INTEGRITY CODE

- 4.1 This Integrity Code applies to all Covered Persons.
- 4.2 Save as provided for by Article 4.3, Covered Persons shall cease to be bound by this Integrity Code as of the date that they cease to perform their role and/or to conduct the activities that originally qualified them as such.
- 4.3 A Covered Person will remain subject to this Integrity Code in respect of matters occurring prior to the date that the Covered Person ceases to be bound by this Integrity Code. For the avoidance of doubt, Yemen Swimming & Aquatics Federation's jurisdiction over a Covered Person under this Integrity Code shall survive any purported termination by such Covered Person, whether such termination for any reason takes place before or after any investigation has been opened in relation to them and/or proceedings have been instituted against them under this Integrity Code. A Covered Person who has retired or resigned or otherwise been terminated may not participate in any Events or take up any position as a Covered Person or have any dealings with Yemen Swimming & Aquatics Federation, until the Covered Person has submitted themselves to the investigation, and any consequent proceedings under this Integrity Code have been completed.
- 4.4 If any part of this Integrity Code is stated to apply only to particular types or categories of Covered Persons (e.g., only Yemen Swimming & Aquatics Federation Officials), then it will not apply to other types or categories of Covered Persons. If any part of this Integrity Code is not stated to be limited in application in this way, then it applies to all Covered Persons.
- 4.5 Covered Persons are responsible for knowing what constitutes an Integrity Code Violation.

GENERAL DUTIES

5. DUTIES OF GOOD CONDUCT

- 5.1 Covered Persons must always act honestly, fairly, impartially and in accordance with the highest ethical standards of integrity and transparency.
- 5.2 Covered Persons must avoid any conduct that may undermine public confidence in the integrity of Aquatics and/or in the uncertainty of the outcome of Events.
- 5.3 Covered Persons must avoid acts or omissions that give the appearance of impropriety, or that disparage Yemen Swimming & Aquatics Federation, World Aquatics, or that bring (or have the potential to bring) Yemen Swimming & Aquatics Federation, World Aquatics, Aquatics and/or sport generally into disrepute.
- 5.4 Covered Persons must fully abide by, respect and implement decisions and other directives of Yemen Swimming & Aquatics Federation.
- 5.5 Covered Persons must not be involved with entities or persons whose activities or reputations are inconsistent with the principles set out in this Integrity Code. For this provision to apply, it is necessary that the Covered Person has previously been advised in writing by Yemen Swimming & Aquatics Federation, a Yemen Swimming & Aquatics Federation Member, or other relevant authority with jurisdiction over the Covered Person, that there should be no more association with such entity/person, and of the consequences that will apply if any association continues.
- 5.6 Covered Persons must avoid any offensive, violent or disrespectful behaviour towards other participants, including, the officials, other athletes, media, and/or spectators during the entire conduct and reasonable aftermath of an Event. Such behaviour towards a doping control official is also prohibited at any time.
- 5.7 Covered Persons must avoid any act of discrimination against anyone on the basis of race, skin colour, gender, religion, sexual orientation, language, political or other opinion, national or social origin, property, birth, disability or any other ground.
- 5.8 Covered Persons must avoid interference, disobedience or obstruction to the orderly conduct of any Event and any meeting, including congresses.
- 5.9 Covered Persons must avoid interference with any aspect of the field of play.
- 5.10 Covered Persons, except those currently serving a sanction under this Integrity Code, must actively participate in the full conduct of the competition, including victory ceremonies and, if applicable, presentations and/or press conferences. Any disruptive behaviour or statement or demonstration targeted against, directly or indirectly, against people, countries, organisations and/or their dignity is strictly prohibited during these times.
- 5.11 Athlete Support Personnel shall cooperate with the anti-doping testing program and shall not use or possess any substance or method prohibited under the World Anti-Doping Code without valid justification.

6. DUTY TO REPORT AND COLLABORATE

Each Covered Person must:

- a) report to the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer without delay all knowledge concerning any approach or invitation received by them to engage in a conduct that would amount to an Integrity Code violation;
- b) report to the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer without delay all knowledge concerning any incident, fact or matter that comes to their attention that might evidence a potential Integrity Code violation by another person; and

Note: Covered Persons have a continuing obligation to report any new incident, fact, or matter to the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer, even if the Covered Person has already reported their prior knowledge in relation to the matter.

- c) cooperate fully with all investigations carried out by the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer in relation to Integrity Code (including, without limitation, by providing any information and/or documentation requested by the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer as part of that investigation, including by way of a Demand).

Note: For the avoidance of doubt, obstructing or delaying any investigation carried out by (or on behalf of) the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer in relation to a possible Integrity Code violation, including without limitation concealing, tampering with or destroying any documentation or other information that might be relevant to the investigation, will constitute an Integrity Code Violation.

7. CONFIDENTIALITY

- 7.1 Covered Persons must not disclose to any third party (whether for personal gain or advantage or otherwise) any information, emails and documents disclosed to them in confidence as a result of their activities or dealings with Yemen Swimming & Aquatics Federation, save where (1) required by law; (2) Yemen Swimming & Aquatics Federation agrees in writing in advance; or (3) that information is already in the public domain (other than by reason of their violation of this Article 5). Any duties of confidentiality on Covered Persons under this Integrity Code shall continue in perpetuity even after such Covered Person ceases to be bound by this Integrity Code.

8. NEUTRALITY

Covered Persons must respect the Olympic principles of autonomy from government interference and political neutrality in their dealings with government institutions and national and international Organisations, associations or groupings.

9. CONFLICTS OF INTERESTS

- 9.1 Yemen Swimming & Aquatics Federation Officials must take all necessary steps to avoid having a Conflict of Interest arising from or in the context of their duties or position.

- 9.2 Yemen Swimming & Aquatics Federation Officials owe a duty of undivided loyalty to Yemen Swimming & Aquatics Federation. They must make decisions (including as to how to vote on a specific motion) based solely on their independent and objective judgement, made in good faith, of what is in the best interests of Yemen Swimming & Aquatics Federation and the sport of Aquatics as a whole. They must not allow themselves to be influenced by and they must not seek to advance any conflicting interests.
- 9.3 No Yemen Swimming & Aquatics Federation Officials may use, or seek to use, the opportunity of their relationship with Yemen Swimming & Aquatics Federation to promote their personal interests or those of related persons, firms, businesses or other organisations.
- 9.4 No Yemen Swimming & Aquatics Federation Officials shall use information gained in the course of their relationship with Yemen Swimming & Aquatics Federation for personal gain or for political purpose or to harm another person.
- 9.5 Where there is an actual, apparent, or potential conflict between the interests of Yemen Swimming & Aquatics Federation and personal interests of a Yemen Swimming & Aquatics Federation Official or of the relatives, friends or acquaintances of a Yemen Swimming & Aquatics Federation Official, Yemen Swimming & Aquatics Federation Official must disclose all relevant information about that conflict promptly, accurately, and fully to the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer.
- 9.6 Each Yemen Swimming & Aquatics Federation Official (except legal persons) shall file a disclosure statement with the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer in the form prescribed by Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer, listing any actual, apparent or potential conflicts known to Yemen Swimming & Aquatics Federation Official at that time. Each Yemen Swimming & Aquatics Federation Official will be under a continuing duty to update that statement in writing as and when changes or additions are required to ensure the disclosure remains accurate and complete. The Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer will maintain a register of such disclosures.
- 9.7 If a conflict arises during a meeting, the Yemen Swimming & Aquatics Federation Official concerned must disclose the conflict to the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer and the chair of the relevant meeting (even if it has already been declared in a disclosure statement). The chair of the relevant meeting will:
- a) advise the meeting of the conflict; and
 - b) cause the conflict to be recorded in the register maintained by the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer (and, where applicable, in the minutes of the relevant meeting) if it has not been recorded there already.
- 9.8 In every case, unless otherwise specified by the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer or the chair of the meeting, the Yemen Swimming & Aquatics Federation Official who is the subject of the conflict must:
- a) excuse themselves from any discussions relating to the conflict;

- b) abstain from voting and/or from seeking to influence the vote on any matter impacted by the conflict; and
 - c) refrain from taking any other part in the handling of the conflict or of the matter impacted by the conflict.
- 9.9 Any of the requirements set out in this Article 9 may be waived where the chair of the relevant meeting deems it appropriate, save that no waiver may be granted where the Yemen Swimming & Aquatics Federation Official has a personal financial interest in the outcome of the matter being considered.
- 9.10 Any waiver must be recorded in the register maintained by the AQIU and, where applicable, in the minutes of the relevant meeting.
- 9.11 Yemen Swimming & Aquatics Federation Officials must also disclose in the same manner any 'institutional' conflicts of interest, i.e., actual, apparent or potential conflicts between the interests of Yemen Swimming & Aquatics Federation and the interests of World Aquatics, a Yemen Swimming & Aquatics Federation Member or other body with which the Yemen Swimming & Aquatics Federation Official is associated (whether by virtue of employment or otherwise). Such conflicts may not be waived. Yemen Swimming & Aquatics Federation Officials:
 - a) may present the perspective of a particular stakeholder (such as a Yemen Swimming & Aquatics Federation Member) or of any third party, where they consider it relevant to the matter at hand, but they must not pursue the interests of that stakeholder or third party in a manner that would conflict with their overriding duty to act in the best interests of Yemen Swimming & Aquatics Federation and the sport of Aquatics as a whole;
 - b) must not agree to act or allow themselves to be influenced to act in a manner that conflicts with their duty of undivided loyalty to Yemen Swimming & Aquatics Federation (e.g., by agreeing to vote in a particular manner in respect of a particular issue); and
 - c) must disclose to Yemen Swimming & Aquatics Federation Integrity Officer any matter that may reasonably be construed as impacting or potentially impacting upon their decision and must provide such further information in relation thereto as Yemen Swimming & Aquatics Federation Integrity Officer may request.
- 9.12 Covered Persons must not abuse their position within Yemen Swimming & Aquatics Federation in any way, especially for their own aims or objectives.
- 9.13 Office holders and staff of a Yemen Swimming & Aquatics Federation Member, in their dealings with Yemen Swimming & Aquatics Federation, including when representing a Yemen Swimming & Aquatics Federation Member at Congress and/or otherwise deciding how to exercise the rights of a Yemen Swimming & Aquatics Federation Member, must act with undivided loyalty to the Yemen Swimming & Aquatics Federation. They must not allow themselves to be influenced by and they must not seek to advance any conflicting interests, including the interests of any contractual partner of Yemen Swimming & Aquatics Federation and/or a Yemen Swimming & Aquatics Federation Member.

10. FALSIFICATION AND MISUSE OF FUNDS

- 10.1 Covered Persons must not forge a document or falsify an authentic document, or knowingly use a forged or falsified document.
- 10.2 Covered Persons must not tell falsehoods, give fake documents, or knowingly give false information, including false results, nationality and/or date of birth.
- 10.3 Covered Persons shall not take or omit to take any action in furtherance of an offer, payment, promise to pay, or authorisation of the payment of money or giving of anything of value, either directly or indirectly, to any third party, while knowing that all or some portion of the item of value will be offered, given or promised to anyone to improperly influence any action or decision, to obtain or retain business or otherwise to secure any improper advantage.
- 10.4 Covered Persons shall not misappropriate or misuse funds, whether directly or indirectly through, or in conjunction with, third parties. Covered Persons must use the resources of Yemen Swimming & Aquatics Federation or Yemen Swimming & Aquatics Federation Members only for their intended purpose and for lawful and ethical purposes as authorised by the relevant body.
- 10.5 Covered Persons may only claim reimbursement for expenses properly and reasonably incurred in the course of their activities. Requesting, authorising, and/or accepting any undue pecuniary or other advantage is strictly prohibited. Requesting or accepting reimbursement of expenses already reimbursed by another entity (e.g. National Olympic Committee or Ministry of Sport) is strictly prohibited. Requesting payment/reimbursement for expenses that were covered by World Aquatics or another organisation (e.g. flights to a competition) is strictly prohibited.

11. OFFERING AND ACCEPTING GIFTS AND HOSPITALITY

- 11.1 Covered Persons may never offer or accept:
 - a) any Gift, Hospitality or other benefit in their capacity as Covered Person that is given secretly, not openly;
 - b) any Gift, Hospitality or other benefit that creates an actual, apparent or potential Conflict of Interest for the recipient or that is intended or may reasonably be construed as being intended to influence the recipient improperly in their official activities (such as Gifts offered to technical officials, and Gifts offered by candidates to voting delegates); or
 - c) any other Gift, Hospitality or other benefit (whether of a monetary value or otherwise) in circumstances that give rise to an appearance of impropriety or lead to the recipient's impartiality or integrity being called into question or to Yemen Swimming & Aquatics Federation and/or the sport of Aquatics being brought into disrepute.
- 11.2 Without prejudice to Article 11.1, in their capacity as Covered Person, Covered Persons may offer and accept:
 - a) tokens of consideration or friendship of nominal value, in accordance with prevailing local customs; and

- b) reasonable, proportionate, and bona fide corporate Gifts and Hospitality (including event accreditations or tickets), solely as a mark of respect or friendship;
- c) provided that any such token, Gift, or Hospitality that is worth more than 2500 USD (or the equivalent in any other currency) must be disclosed to the Yemen Swimming & Aquatics Federation Integrity Officer, and if it is not approved by the Yemen Swimming & Aquatics Federation Integrity Officer it must be withdrawn or returned (as applicable).

11.3 If in doubt, the Covered Person shall consult with the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer for advice before giving or accepting the gift.

12. BIDDING FOR EVENTS

12.1 Candidate and host cities seeking to host an Event organised by Yemen Swimming & Aquatics Federation and its local organising committee(s), and any of its officials, employees, volunteers and/or other persons entitled to act or attend an Event on its behalf must conduct their candidacies with honesty, dignity, moderation and respect for their opponents, and in accordance with applicable law and any applicable Yemen Swimming & Aquatics Federation Rules and Regulations and/or guidelines, including this Integrity Code. They must also:

- a) Respect the bidding process established by Yemen Swimming & Aquatics Federation;
- b) Refrain from soliciting or accepting any undue support or promotion from Yemen Swimming & Aquatics Federation sponsors and other Yemen Swimming & Aquatics Federation marketing partners;
- c) Refrain from making any comparison between their bids and the bid of other candidates;
- d) Refrain from making any agreement, coalition or collusion with other candidates; and
- e) Refrain from covering any costs and expenses of Yemen Swimming & Aquatics Federation Governing Body Members, in particular travel and accommodation until such bid is accepted.

Note: For the avoidance of doubt, in addition to any other information Yemen Swimming & Aquatics Federation may require in any particular bidding procedure, Yemen Swimming & Aquatics Federation may, at its discretion, require all candidate entities submitting bids to provide details of any financing or other support received (or to be received) from any third group in relation to such bids.

12.2 Covered Persons must:

- a) respect the integrity of the bid process, allowing equal conditions and opportunities for each candidate and potential candidate, treating each candidate and potential candidate in a fair and equal manner;
- b) not directly or indirectly solicit or accept any form of advantage from the process;

- c) not use the resources of Yemen Swimming & Aquatics Federation to back any candidate; and
- d) be neutral in respect of bids for the grant of hosting rights, commercial rights and/or other rights, including refraining from making any public declaration appearing to give an opinion on one or more candidates.

13. ELECTIONS

- 13.1 Candidates for elected Yemen Swimming & Aquatics Federation positions must conduct their candidacies (and must ensure that persons assisting them with their candidacies conduct themselves) with honesty, dignity and respect for other candidates, and in accordance with applicable law and any applicable Yemen Swimming & Aquatics Federation Regulations and/or guidelines, including this Integrity Code.

Note: A candidate is identified as such when their nomination is submitted to Yemen Swimming & Aquatics Federation. Additionally, an individual shall be regarded as a candidate, and subject to Yemen Swimming & Aquatics Federation Rules and Regulations and this Integrity Code, if they state their intention in public to be a candidate or campaign in such a way that gives the appearance of being a candidate, even if they have not been nominated.

- 13.2 Candidates may outline and describe in a written document addressed to voting delegates their plans and views. Copies of any document used to support a candidature shall be provided by the Candidates to the Yemen Swimming & Aquatics Federation Integrity Unit or the Integrity Officer. Directives of the Yemen Swimming & Aquatics Federation Integrity Officer in respect of the content of the document shall be immediately observed and implemented by the Candidates.

- 13.3 Candidates may grant interviews to the media. All communications undertaken by a candidate shall strictly respect the other candidates and shall in no way be prejudicial to any other candidate.

- 13.4 Candidates must refrain from:

- a) entering 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;
- b) engaging in any act, coalition, collaboration or collusion by or between Candidates with the intent to defraud or unduly manipulate the result of the vote; and
- c) Requesting or using support, resources or services from Yemen Swimming & Aquatics Federation in connection with their candidacies, especially if they currently occupy elected or appointed positions within Yemen Swimming & Aquatics Federation.

- 13.5 Covered Persons and in particular voting delegates must:

- d) respect the integrity of the election process, allowing equal conditions and opportunities for each candidate and potential candidate, treating them in a fair and equal manner, and avoiding any risk of conflict of interest;

- e) not accept Gifts or Hospitality from any candidate, unless permitted under this Integrity Code;
- f) not directly or indirectly solicit or accept any form of undue advantage from the process; and
- g) not use the resources of Yemen Swimming & Aquatics Federation to assist or back any candidate.

14. MANDATORY EDUCATION COURSE

- 14.1 Anyone participating in World Aquatics Events may be requested to complete an eLearning course on Integrity prior to their participation.
- 14.2 Any individual who has not met this requirement may be declared ineligible to participate in the relevant Event, until successful completion of the course and its registration.

PREVENTING THE MANIPULATION OF AQUATICS COMPETITIONS

15. ANTI-CORRUPTION RULES

- 15.1 Each of the following, when committed by a Covered Person (whether directly or indirectly through any third party), will constitute an Integrity Code Violation by that Covered Person:
 - a) Betting in relation to:
 - any Aquatics Event, whether or not the Covered Person is directly participating in that Aquatics Event; and
 - any non-Aquatics sport event, if it features in a multi-sport competition in which Aquatics Events are featured, if the Covered Person is directly participating in that multi-sport competition. For example, an Athlete participating in the Olympic Games is not allowed to bet on tennis at the Olympic Games.

- b) Manipulation of Events;
- c) Providing, requesting, receiving, seeking, or accepting a Benefit related to the Manipulation of Event or any other form of corruption. Without limiting the generality of the foregoing, this includes:
 - fixing or contriving in any way or otherwise improperly influencing (or being a party to the fixing, contriving or other improper influencing of) the result, progress, outcome, conduct or any other aspect of an Event;
 - ensuring the occurrence of a particular incident in an Event, the occurrence of which is to the Covered Person's knowledge the subject of a Bet and for which the Covered Person or another Person expects to receive or has received a Benefit;
 - failing to perform to the best of one's abilities in an Event, in return for a Benefit or the expectation of a Benefit (irrespective of whether such Benefit is in fact given or received) or further to another agreement with a third party;
 - seeking, accepting, offering, or agreeing to accept or offer, a bribe or other Benefit to fix or contrive in any way or otherwise to influence improperly the result, progress, outcome, conduct or any other aspect of an Event (irrespective of whether such bribe or other Benefit is in fact given or received); and/or
 - providing, offering, giving, requesting or receiving any Benefit in circumstances that the Covered Person knew or should have known could undermine public confidence in the integrity of any Event or the sport of Aquatics generally (irrespective of whether such Gift or other Benefit is in fact given or received).
- d) Inside Information:
 - Using Inside Information for the purposes of Betting, manipulating Events or any other corrupt purposes, whether such use is by the Covered Person or via another person and/or entity.
 - Disclosing Inside Information to any person and/or entity, with or without Benefit, where the Covered Person knew or should have known that such disclosure might lead to the information being used for the purposes of Betting, manipulating Events or any other corrupt purposes.
 - Giving and/or receiving a Benefit for the provision of Inside Information regardless of whether any Inside Information is actually provided.
- e) Committing any act not otherwise prohibited under this Integrity Code that amounts to a violation of any applicable criminal or other law or regulation where such violation could undermine public confidence in the integrity of an Event or the sport of Aquatics generally.

15.2 The following matters are not relevant to the determination of a violation of this Chapter:

- a) whether or not the Covered Person actually participated, or was assisting an Athlete who participated, in the specific Event in question;

- b) the outcome of the Event on which the Bet was made;
- c) whether or not any Benefit or other consideration was actually given or received;
- d) the nature or outcome of any Bet in issue;
- e) whether or not the Covered Person's efforts or performance (if any) in any Event in issue were (or could be expected to be) affected by the act(s) or omission(s) in question;
- f) whether or not the result or any other aspect of the Event in issue was (or could have been expected to be) affected by the act(s) or omission(s) in question;
- g) whether or not the manipulation of any Event or other corrupt conduct included a violation of a technical rule of World Aquatics or any Continental Organisation or World Aquatics Member; and
- h) whether or not the Event was attended by a representative of World Aquatics or any Continental Organisation, World Aquatics Member or other competent Sports Organisation.

16. RELATIONSHIPS WITH BETTING ORGANISATIONS

- 16.1 A Covered Person may not have a business association or enter into any business arrangement (whether formal or informal) with any Betting Organisation that involves the payment of any monies to or by, or the conferring of any benefit(s) or advantage(s) upon or by, the Covered Person, either directly or indirectly, as a result of such association or arrangement.
- 16.2 As an exception to Article 16.1, a Covered Person will not be in Integrity Code Violation if he/she is employed by, or have a business association with, a parent company that has a Betting Organisation as a subsidiary company (or Betting is a business interest of any subsidiary company), provided that the Covered Person can prove that (i) he/she has no direct involvement with the subsidiary, (ii) that he/she derives no direct or indirect benefit from the subsidiary, and (iii) that the parent company's business does not involve Betting.
- 16.3 A Covered Person shall be considered to have acted in violation of Article 16.1 if any Related Party has a controlling interest in a Betting Organisation, or a substantial relationship with a Betting Organisation, or is employed in the day-to-day operational control of a Betting Organisation, unless this is disclosed to, and recorded and approved by, the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer.

SAFEGUARDING RULES

17. FORBIDDEN CONDUCT

17.1 The following Forbidden Conduct shall constitute an Integrity Code Violation:

- a) **Harassment:** Any acts of hazing, neglect, psychological abuse, physical abuse, and sexual harassment.
- b) **Hazing:** Any intentional action taken or any situation created that causes embarrassment, harassment or ridicule, and risks emotional, physical or sexual harm to a Covered Person, regardless of the individual's willingness to participate.
- c) **Neglect:** The failure of a Covered Person with a duty of care towards another Covered Person to provide a minimum level of care to that Covered Person which is causing harm, encouraging harm, allowing harm to be caused, or creating imminent danger of harm – for example, forced training in unsafe training venues/equipment; failure to provide adequate nutrition/ fluids while training; or failure to protect the Athlete from environmental risks (heat/cold/dangerous open water swimming environments).
- d) **Psychological Abuse:** A pattern of deliberate, prolonged, repeated non-contact behaviours within a power differentiated relationship.
- e) **Physical Abuse:** Any deliberate and unwelcome act – such as, for example, punching, beating, kicking, biting and burning – that causes physical trauma or injury. Such act can also consist of forced or inappropriate physical activity (e.g., inappropriate age or physique training loads; when injured or in pain), forced alcohol consumption, or forced doping practices.

- f) **Sexual Harassment:** Any verbal or physical conduct of a sexual nature which is unwelcome. Sexual Harassment includes sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature when such conduct is made either explicitly or implicitly.
- g) **Sexual Abuse:** Any conduct of sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.

ENFORCEMENT OF THE INTEGRITY CODE

18. THE INTEGRITY UNIT RULES

- 18.1 The Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer is responsible for the enforcement of this Integrity Code, including assessment, investigation, adjudication and sanctioning of potential Integrity Code Violations. Yemen Swimming & Aquatics Federation shall not be responsible for enforcing the integrity code of any Yemen Swimming & Aquatics Federation Member or World Aquatics.
- 18.2 The Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer shall be responsible for enforcing this Code insofar as it relates to Integrity Code Violations in respect only of a Yemen Swimming & Aquatics Federation Event or matter related specifically to Yemen Swimming & Aquatics Federation, and not World Aquatics or Yemen Swimming & Aquatics Federation Member Events or matters. To the extent that an Integrity Code Violation also amounts to a breach of the World Aquatics Integrity Code or the integrity code of a Yemen Swimming & Aquatics Federation Member, the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer shall liaise with those parties to ensure that the matter is dealt with by the responsible body. Yemen Swimming & Aquatics Federation shall defer to the AQIU who shall take primacy over matters deemed to be within its jurisdiction.

19. MONITORING

The Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer may take all practical steps within its power to prevent and investigate potential Integrity Code Violations, including:

- a) monitoring Betting, including monitoring any irregular Betting patterns that might occur;
- b) operating a reporting / whistleblowing hotline;

- c) establishing effective channels for cooperation (including but not limited to the exchange of intelligence and information) between Yemen Swimming & Aquatics Federation, the AQIU and World Aquatics, or Yemen Swimming & Aquatics Federation and other competent authorities (including national and international criminal, administrative, professional and/or judicial agencies) in relation to the investigation and prosecution of conduct that is prohibited under this Integrity Code and/or under other applicable laws or regulations;
- d) exchanging information with other relevant sports organisations (for example, the International Olympic Committee) in relation to corruption in sport; and
- e) Introducing education programmes.

20. REPORTING

- 20.1 Any person may report an alleged Integrity Code Violation to Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer, via the official channels provided by the Yemen Swimming & Aquatics Federation, such as its website or other communication methods via the official channels described on the Yemen Swimming & Aquatics Federation website.
- 20.2 The Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer shall acknowledge receipt of the report, although the person submitting the report shall have no entitlement for proceedings to be opened, to be involved in the proceedings or to be informed of any decision made.
- 20.3 Reporting under this Integrity Code may be made anonymously. Anonymity means that Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer will not know the personally identifying information of the reporter. The identity of any Claimant may only be disclosed if such disclosure is both necessary for the purposes of any investigation into an alleged Integrity Code Violation and the consent in writing of the person to the disclosure of his or her identity has been obtained.
- 20.4 The transfer of a potential Integrity Code Violation reported directly to Yemen Swimming & Aquatics Federation to the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer shall be deemed to be a report under this Integrity Code.

21. RESPONSIBILITY FOR CASE MANAGEMENT

- 21.1 Where the conduct reported to it could be pursued as either an Integrity Code Violation by the Yemen Swimming & Aquatics Federation Integrity Unit, the AQIU or a Yemen Swimming & Aquatics Federation Member, the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer shall decide whether to pursue the matter under this Integrity Code or to refer the matter to the AQIU or Yemen Swimming & Aquatics Federation Member (as applicable). Where a Yemen Swimming & Aquatics Federation Member fails to act effectively in respect of the matter, the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer may (at its absolute discretion) pursue the matter under this Integrity Code. In the case where a matter is already under consideration by the AQIU, the AQIU shall take primacy over proceedings.

22. PROVISIONAL MEASURES

- 22.1 The Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer may impose provisional measures on the Covered Person pending completion of the investigation and a decision if they consider that the safety or well-being of a person, and/ or public confidence in the integrity of the sport of Aquatics is at risk pending the outcome of the investigation. The Covered Person may not be given an opportunity to submit their position before provisional measures are imposed. Any provisional measures imposed will take effect from the date of receipt of notice of provisional measures from Yemen Swimming & Aquatics Federation Integrity Unit's/Integrity Officer's decision. A copy of the decision to impose provisional measures on the Covered Person shall be notified to the Covered Person, as well as his/her/its Yemen Swimming & Aquatics Federation Member.
- 22.2 There shall be no appeal against a decision to impose provisional measures.
- 22.3 During the period of any provisional suspension, a Covered Person will be subject to the same restrictions that apply during a period of ineligibility, as set out in the Integrity Code.
- 22.4 A Covered Person may at any time accept a voluntary provisional suspension pending determination of the charge(s) against him/her/it. Such voluntary provisional suspension will come into effect only upon receipt by the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer of written confirmation of the Covered Person's acceptance of the provisional suspension.
- 22.5 No admission may be inferred, or other adverse inference drawn, from a Covered Person's acceptance of voluntary provisional suspension.
- 22.6 Any period of provisional suspension served and complied with (whether voluntarily or otherwise) shall be credited against any period of suspension subsequently imposed on the Covered Person.

23. INVESTIGATING POTENTIAL INTEGRITY CODE VIOLATIONS

- 23.1 The Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer may make a written Demand to a Covered Person to provide any document, information, or item that it reasonably believes may evidence or lead to the discovery of evidence of an Integrity Code Violation.
- 13.1 It shall have the power to call any Covered Person or other person as a witness to participate in an interview. Any Covered Person shall be obliged to cooperate with such interview and may be accompanied by a legal representative.
- 23.2 A refusal or failure by a Covered Person to comply immediately with a request for interview shall constitute a separate violation of this Integrity Code. Any attempted or actual damage, alteration, destruction or hiding of any documents, information, or item relevant to the investigation, whether before or after a Demand is issued, shall constitute a further separate violation of this Integrity Code.

24. DECISION PROCESS

24.1 Once the accused person has been given due process, the Yemen Swimming & Aquatics Federation Integrity unit/Integrity Officer shall determine whether an Integrity Code violation has been committed. Where it determines that a violation has been committed, it shall also determine, in its discretion, the appropriate sanction(s), in accordance with the Code.

25. SANCTIONS

25.1 Any one or more of the following sanctions may be imposed for an Integrity Code Violation:

- a) a warning as to future conduct;
- b) a reprimand;
- c) a fine in an amount proportionate to the seriousness of the violation;
- d) an order of reimbursement or restitution;
- e) a suspension from carrying out specific activities on behalf of Yemen Swimming & Aquatics Federation and/or Yemen Swimming & Aquatics Federation Member for a specified period;
- f) a period of ineligibility, the length of which is to be determined based on what is proportionate in the circumstances of the case, taking into account in particular (i) the nature of the violation(s), (ii) the degree of fault of the Covered Person, (iii) the harm that the violation(s) has/have done to the sport, (iv) the need to deter future violations, and (v) any specific aggravating or mitigating factors; and
- g) any other sanction deemed appropriate, including, but not limited to disqualification of results, annulment of results of any Event, removal from office, forfeiture of points and/or of quota places and/or of hosting rights, other loss of privileges, no contact directives, requirement to complete educational or other programs, and return of Yemen Swimming & Aquatics Federation awards.

25.2 The sanction(s) to be imposed in a particular case shall be determined by reference to all the relevant circumstances of the case, including an assessment of the seriousness of the violation, and any mitigating or aggravating factors that may be present.

25.3 Aggravating factors may include (without limitation):

- a) the age or experience or position of trust or authority of the Covered Person (e.g., as coach of the team);
- b) the Covered Person's previous disciplinary record, including in particular any prior violations of this Integrity Code or similar offences;
- c) any finding that the Covered Person violated more than one Article of this Integrity Code or violated the same Article more than once;
- d) any finding that the Covered Person received or expected to receive a significant Benefit as a result of their violation;

- e) any finding that the Covered Person's violation affected or had the potential to affect the course or outcome of an Event;
- f) any finding that the violation was part of a broader scheme involving other Covered Persons, including evidence of coercion backed up by threats;
- g) the Covered Person's deceptive and/or obstructive behaviour during the course of Yemen Swimming & Aquatics Federation's investigation and/or the proceedings before the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer, such as providing no (or incomplete or inaccurate) information in response to questions or requests for information, or pursuing frivolous arguments or defences; and/or

25.4 Mitigating factors may include (without limitation):

- a) the youth or inexperience of the Covered Person and/or any finding that there was taken advantage of them by more experienced or more senior Covered Persons;
- b) the Covered Person's good previous disciplinary record;
- c) any finding that the Covered Person did not receive or expect to receive any significant Benefit as a result of the violation(s);
- d) any finding that the Covered Person's violation(s) did not affect or have the potential to affect the course or outcome of an Event;
- e) the Covered Person's timely admission of a violation when confronted with the alleged violation(s);
- f) the Covered Person's cooperative behaviour during the course of the investigation and/or the proceedings before the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer, such as providing information requested on a timely and complete basis, and/or volunteering information;
- g) the Covered Person's provision of Substantial Assistance (provided that the extent of the mitigation will depend mainly on the extent to which the Substantial Assistance enabled the Yemen Swimming & Aquatics Federation Integrity Unit/Integrity Officer or other relevant authority to establish other violations of this Integrity Code or other applicable laws or regulations); and
- h) the Covered Person displaying remorse (including, for example, by agreeing to take part in integrity educational programmes if organised by Yemen Swimming & Aquatics Federation).

25.5 Where more than one violation has been committed, the sanction will be based on the most serious violation and increased as appropriate depending on the specific circumstances.

25.6 Any period of ineligibility imposed under the Code will commence on the date it is imposed, or otherwise accepted by the Covered Person, with credit given for any period of provisional suspension served and complied with.

25.7 Where the Panel sees fit, it may suspend the implementation of all or part of any sanction(s) imposed for so long as specified conditions are satisfied.

- 25.8 During any period of ineligibility or provisional suspension, a Covered Person may not (i) participate in or attend any Event; (ii) attend any other Aquatics-related activity organised by or on behalf of Yemen Swimming & Aquatics Federation, World Aquatics or any Continental Organisation or any World Aquatics Member, save that at Yemen Swimming & Aquatics Federation's invitation the attendance is allowed in an educational capacity as part of an integrity programme; and (iii) hold or be a candidate for any position (or have any dealings) as a Yemen Swimming & Aquatics Federation Official or Other Official. Any potential violation of the period of ineligibility or provisional suspension shall be considered an Integrity Code Violation and shall be pursued and sanctioned in accordance with ENFORCEMENT OF THE INTEGRITY CODE Chapter of this Integrity Code.
- 25.9 Additionally to any sanction imposed, the period of ineligibility originally imposed in accordance with this Integrity Code shall recommence from the date of such violation (disregarding the period of ineligibility served prior to such violation) and (where applicable) the Covered Person shall be immediately disqualified from the relevant Event.
- 25.10 This Integrity Code shall continue to apply to any ineligible Covered Person and separate proceedings may be brought against the Covered Person under this Integrity Code for any violation committed during the period of ineligibility.

26. RIGHT OF APPEAL

- 26.1 Decisions determining that an Integrity Code Violation has been committed may be appealed by any Party to the proceedings in question and shall be filed exclusively to the CAS.
- 26.2 To be admissible, an appeal to CAS must be filed with the CAS within twenty-one (21) calendar days of the appealing Party's receipt of the written reasoned decision in question by email. A copy of the appeal shall be served at the same time on the other Party(ies). Only the notification by email of the full Decision is relevant for the purposes of calculating the time limit to appeal in CAS. The appeal shall comply with the applicable rules and requirements of the CAS Code of Sports-related Arbitration.
- 26.3 An appeal to CAS shall not have any suspensive effect. Accordingly, pending the resolution of the appeal by the CAS, the decision being appealed (including any sanction(s) imposed) will remain in full force and effect (unless the CAS orders otherwise).

27. RECOGNITION OF DECISIONS AND PROVISIONAL MEASURES

- 27.1 Decisions taken under this Integrity Code, including decisions on provisional measures and decisions of CAS on appeals submitted to CAS, must be recognised, respected and given effect by Yemen Swimming & Aquatics Federation, and all Yemen Swimming & Aquatics Federation Members, without the need for any further formality.
- 27.2 Yemen Swimming & Aquatics Federation, may request the AQIU to extend any sanctions it has imposed in accordance with this Integrity Code so that they have worldwide effect.

27.3 Yemen Swimming & Aquatics Federation, World Aquatics, and all Yemen Swimming & Aquatics Federation Members shall recognise and take all necessary and reasonable steps within their powers to enforce and give effect to all decisions taken under the regulations of World Aquatics, Yemen Swimming & Aquatics Federation or a Yemen Swimming & Aquatics Federation Member adopted in accordance with this Integrity Code.

27.4 The Yemen Swimming & Aquatics Federation Integrity Officer shall be able to consult with the AQIU, subject to confidentiality arrangements, when it becomes aware of a case being investigated by a Yemen Swimming & Aquatics Federation Member, other Sports Organisations, or law enforcement authorities.

28. STATUTE OF LIMITATIONS

28.1 Except in the case of Sexual Abuse, which is not subject to any statute of limitations, the statute of limitation period for claims filed under this Code is ten (10) years from the last date when the Forbidden Conduct or Integrity Code Violation is alleged to have occurred.

28.2 In the case of Forbidden Conduct, if the Forbidden Conduct is alleged to have occurred while the Claimant was a Minor, the statute of limitation period is ten (10) years from the date upon which the Claimant turns the age of majority in the country where the alleged Forbidden Conduct mainly occurred.