



# CODE OF ETHICS

For WORLD ESPORTS CONSORTIUM MEMBERS

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Legal Affairs Department / Regulation Department

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# CODE OF ETHICAL CONDUCT

## I - PRINCIPLES, OBJECTIVES AND VALUES

**Article 1** - The Code of Ethical Conduct of the WORLD ESPORTS CONSORTIUM( WESCO ) regulates the conduct of the entity and public and private agents involved in the practice of sports in the national territory, according to the good values of human action and the principles of Electronic Sport and fair play.

**Art. 2** - The basic principles of sports practice are:

- I - Love of sport ;
- II - Commitment to sports activity;
- III - Companionship and team sense ;
- IV - Alterity and respect for others;
- V - Equality between people;
- VI - Universality in the practice of sport;
- VII - Dignity of the human person.

**Article 3** - The Code of Ethical Conduct has the power to govern the acts and legal relations established within the scope of sports activity.

Sole Paragraph - Submit to the Code of Ethical Conduct of the WORLD ESPORTS CONSORTIUM- WESCO :

- I - Individuals or legal entities that make up the powers of WESCO ;
- II - Athletes, directors, officers, employees, trainees, apprentices and others physical to maintain any link with the WESCO , either as servant or agent, volunteer, authorized and / or provider service;
- III - Sponsors, supporters and partners or any legal entities that are contractually associated with WESCO ;
- IV - Suppliers and all the people physical or legal contracted by WESCO to supply goods or services;
- V - National Confederations (Confederations), State University Federations (FUES), higher education institutions;
- VI - Any legal or natural person that, directly or indirectly, participates in actions developed by WESCO .

**Art. 4** - The objectives of ethical and healthy sports practice in the WESCO environment are :

- I - Promote equality between people;
- II - Promote a lifestyle based on joy and happiness;
- III - Promote the valorization of the effort to reach results;
- IV - Promote the basic principles of sports activity ;
- V - Promote citizenship and education ;
- VI - Promote friendship, excellence and respect;

VII - Promote fair competition .

**Article 5** - The following are duties of the parties that submit to the WESCO Code of Ethical Conduct :

- I - Perform their acts in compliance with current legislation ;
- II - To repudiate the practice of any illegal act or criminal conduct ;
- III - To inform the rightful person of any illegal practices or criminal conduct of which he is aware;
- IV - Observe WESCO's Statute and Code of Ethics ;
- V - Watch over the image of WESCO .

## II - THE ETHICAL EXERCISE OF THE RIGHT OF EXPRESSION

**Article 6** - Freedom of expression is guaranteed to everyone and can be exercised in the environment of WESCO .

Sole Paragraph - The exercise of freedom of expression shall be limited by equality, tolerance, dignity and respect for all.

**Article 7** - Personal manifestations in the sports environment, by means of words, clothing or gestures should not indicate religious position, political party or preference for sports association.

**Article 8** - The use of verbal or written expressions that are discriminatory, especially regarding the origin, color, religion, age, sex or sexual orientation of any person, is improper.

Sole Paragraph - The use of social networks by athletes, coaching staff and directors must obey the balance and the proportionality, avoiding it is the use confrontational and controversial.

## III - THE ETHICAL SAFE EXERCISE OF ACTIVITIES

**Art. 9** - It is improper, within WESCO , any behavior, sporting or not, that endangers the physical integrity of any person.

Sole Paragraph - Risky activities shall be discontinued and the immediate chief, head of delegation or project manager shall be promptly notified to take appropriate action.

**Article 10** - WESCO must ensure the safety and health of the work in the activities of its employees, by obeying the rules of accident prevention .

Sole Paragraph - It is the duty of each employee to make sure that he has all the necessary personal protective equipment before starting his activities.

## IV - USE OF ILLICIT PRODUCTS AND ALCOHOL

**Art. 11** - Within WESCO , the consumption of illicit or outlawed substances for sports, as well as the incentive to use or their tolerance , is improper .

Sole Paragraph - Every athlete, manager, coaching member or collaborator of any nature has the duty to inform the WESCO Board of Directors about the consumption, use or encouragement of the use of illegal or outlawed substance for the sport of which he is aware.

**Art. 12** - The use of alcohol in the sports environment and spaces exclusively for athletes and coaches and in the workplace within WESCO is improperly used .

Sole Paragraph - Exceptionally, at home parties, events or ceremonies, may be allowed the consumption of beverage alcohol, provided that there is prior written consent of the Board Director.

**Art. 13** - The carrying of weapons in the sportive environment and in the work environment, within the ambit of WESCO, is improper .

Sole Paragraph - The provisions of this article shall not apply to security professionals when legally qualified to use weapons.

## V - THE ETHICAL USE OF WESCO IMAGE

**Article 14** - The unauthorized use of the image of WESCO , its brands and its sponsors without the express permission of this WORLD ESPORTS CONSORTIUM is improper .

**Art.15** - Anyone to whom service, activity or function is attributed as a result of one of WESCO's powers has the duty of well representing it, taking care of its image.

**Art. 16** - Athletes, officials and technical committees have the duty and represent the brand, the name and the symbols of WESCO , inside and outside the environment of training and competition.

**Article 17** - It is the duty of each employee to inform whenever he becomes aware of piracy or forgery involving WESCO's name, trademarks or activities .

## VI - ETHICS ACT IN ADMINISTRATIVE

**Article 18** - It is improper for any employee to perform activities that conflict with WESCO's interests .

**Article 19** - Administrative decisions within the scope of WESCO shall have as their objective the attainment of the interests of the WORLD ESPORTS CONSORTIUM, being that:

- I. Misuse of purpose resulting from personal or third-party interests to the detriment of WESCO itself is undue;
- II. It is improper to participation in processes selective and the contracts with the WESCO and the federations, institution or officer or employee of an institution that has contributed to the preparation of terms of reference used in the selection process;
- III. It is improper to hiring of people legal whose leaders, managers, partners or components of your table technician, as well as spouses or relatives in straight or collateral to the 3rd (third) degree are employees of WESCO or of any Federation or to participate in their boards or councils, or even to have it shut down these entities no less than 180 (one hundred and eighty) days prior to the beginning of the process of hiring.

**Article 20** - In order to prevent conflicts of interest and mitigate actions detrimental to WESCO's performance, the employee must:

- I - Avoid performing personal activities during the workday;
- II - Use WESCO equipment and materials only for their intended purpose;
- III - prevent actions that may generate personal benefits or improper advantages for third parties.

Sole Paragraph - Employees who receive information about the existence of business law between the WESCO and one of his relatives, people with the which their families have strict personal relationship, or with companies in which such persons appear as partners, have relevant participation or exercise any management position shall report to the director of his / her functional area, who shall report to the board of directors.

**Article 21** - All employees have a duty of probity.

Sole Paragraph - All those having access to financial resources of the entity or conduct transactions bank by WESCO have ethical responsibility for their actions even if not unlawful civil or criminal.

**Article 22** - Accountability of all resources arising from or intermediated by the WORLD ESPORTS CONSORTIUM, regardless of their origin or recipient, is due.

**Art. 23** - It is improper to use the resources financial for purposes improper, illegal or that may put at risk the integrity of the activity or event performed by WESCO, although there is no specification of your destination.

**Article 24** - It is improper the application of financial resources originating from or intermediated by WESCO - whatever its origin - in activities other than its destination, even if the activity is lawful.

**Art. 25** - The responsible use of computers, smartphones, tablets, telephones and e-mails is due to:

I- It is improper access to sites of inappropriate content as well as their storage in WESCO equipment;

II- The use of social networks by the employee is improper - on behalf of WESCO - except with the permission of the Governing Board;

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III- It

is improper to use of networks social to form aggressive and controversial, even in his own name, defining itself as a collaborator of WESCO, athlete, manager, technical committee member or member of his powers.

## VII - ETHICS IN PRESERVATION OF WESCO HERITAGE

**Art. 26** - It is the duty of all to watch over the patrimony of WESCO, as well as its powers.

Paragraph one - All the powers of WESCO, employees, directors, technical committees and athletes should direct their efforts to guard and conservation of goods and uses them exclusively in the activities WESCO .

**Art. 27** - Athletes, officials and committees' techniques should make use of the assets of WESCO and its powers in accordance with their needs always observing the duty of ensuring the equity of the entity, whether in training and competition environment or outside it.

## VIII - THE ETHICAL USE OF INFORMATION

**Article 28** - The information produced or stored by WESCO is its property.

**Art. 29** - It is improper use, without WESCO's formal authorization, of strategic plans, financial data, personnel records, accounting or management data, technical reports, contracts or other information regarding partners, suppliers and sponsors.

§ 1 - It is improper to their use without the authorization formal of whom have assignment for both within the WESCO - even if the information is not protected by rules of confidentiality;

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§ 2 ° - It is improper to share confidential information, even under the WESCO without proper authorization.

**Article 30** - It is improper to disclose information about training, tactics, strategies or sports methodologies used under the seal of WESCO , even if by athletes, coaching staff and managers and even if the beneficiaries of the information are federations, clubs and associations hosted in Brazil.

**Article 31** - The use of inside information for personal or third-party benefit is improper, even if it is not confidential content.

## IX - SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

**Art. 32** - It is due to responsibility social corporate and environmental, estabecendo-are positive relationships between WESCO and society.

**Art. 33** - The practice of activities that harm the environment and the quality of sports relations in society or reduce the social reach of sports is improper.

## X - THE ETHICS OF NON VIOLENCE

**Art. 34** - It is improper the practice of acts of violence, as well as indoctrination, incitement or orientation for its performance, in the administrative environment, training and competition or outside it.

Sole Paragraph - This article covers acts of verbal or written violence, including by electronic means or through social networks.

**Art. 35** - Suppress the violence physical and psychological in sport and enhance the fair competition and sportsmanship at all times and its manifestations are duties of all.

**Article 36** - Any training methodology that uses offensive practices - physical or psychological - that are harmful to the dignity of the human person or disrespectful to the moral or religious limits of an individual nature is improper.

**Art. 37** - Violent or vexatious practices among athletes or between coaches and athletes, defined as "hazing", are improper and should be limited to healthy jokes that contribute to the happy and happy environment of sports practice.

**Art. 38** - Bullying of any nature, whether practiced in training and competition environments or in the administrative environment, between any persons, for any reason or by any means, is improper.

**Art. 39** - It is improper to any act of sexual connotation - consensual or otherwise - between



athletes commission technical and leaders - in environment of training, administrative or competitions, as well as outside it.

Sole Paragraph - are not covered by this article consensual relations between adults locked out of training environment, administrative or competition, totally disconnected from the actions of WESCO and exercised in reason of the natural right to freedom constitutionally guaranteed.

**Art. 40** - Any act of harassment of a moral or sexual nature, committed by any of the active subjects submitted to this code in the administrative, training or competition environment, or outside it , is improper .

**Art. 41** - Excess tending to physical aggression - in sports of physical impact - is unduly perceptible when clearly intended to override the legitimate practice of sport.

**Article 42** - Fraud, threat, psychological oppression, offense or any other means of violence, whether perpetrated by the joke or with the purpose of reducing the sportsmanship of the offender in training or competition, are undue.

## XI - ETHICS OF HOSPITALITY AND EXCHANGE OF GIFTS

**Article 43** - Receipt, permission or acceptance of advantages, gifts or favors from third parties, as a result of their performance within WESCO, is improper.

§ 1 - They are except gifts - tangible or not - do not go beyond one (1) salary minimum current to the time of the fact - for items national and 300 (three hundred) US dollars for international items - and that may be understood from the acts courtesies essential to sports activity .

Paragraph 2 - Perceptions of meritorious items, such as medals, trophies, plaques, decorations and the like, or justifiable items due to the effective lawful consideration inherent to the function performed by the grantee, such as attendance at venues due to events, are not undue. of the position or function, or due to the activity to be performed.

**Article 44** - It is forbidden to perceive any items due to motivation to practice an act of office.

§ 1 - The acceptance of items is improper - even if included in § 2 of art. 43 - when pending an act of official, bound or discretionary, to be practiced by the grantee and in the donor's interest.

Paragraph 2 - It is improper to the employee to promise, offer or give, directly or indirectly, any payment or other advantage to a public agent or related third party, aiming at obtaining any favoritism or expectation of favoritism.

**Article 45** - The offer to civil society personalities of gifts, gifts, trips, lodging and tickets is due upon planning and justification prior to the events, limited to reasonableness, alternation of recipients and periodicity.

## XII - THE ETHICS OF ADVERTISING

**Article 46** - Publicity of the rendering of accounts of all entities of the WESCO system is due, guaranteeing the wide knowledge of income and expenses to all civil society, through publication on their respective websites.

**Article 47** - Secret administrative acts are improper, except those of punitive nature, except for the wide access to those directly legitimized.

Sole Paragraph - This article does not understand the performance strategies of WESCO and the Federations, as well as the sports acts and their training and competition methodologies that by their nature should be omitted from other competitors and the public.

## XIII - ETHICS OF CALLS AND CHOICES

**Article 48** - WESCO athletes, coaches and managers are due to give prior explanations of the criteria used to call athletes to represent the WORLD ESPORTS CONSORTIUM or the Federations in national or international competitions.

Paragraph 1 - Invitations of athletes in ignorance or breach of criteria previously announced by WESCO or the Federations are improper.

Paragraph 2 - The use of meritorious criterion is due for the sports administrative acts mentioned in this article.

**Art. 49** - are due objective justification - albeit brief - for the nomination, selection or hiring technical staff, managers or members of missions or competitions national or international, for part of WESCO or the federation s.

Sole Paragraph - The use of meritorious criterion is due for the administrative-sporting acts mentioned in this article.

## XIV - THE ETHICS OF RELATIONS WITH PUBLIC AGENTS

**Art. 50** - It is because the relationship courteous and honest with all the agents public.

**Article 51** - The offer, promise, surrender or agreement with the request of illicit advantage to any public agent, relatives or interposed person is improper, even for obtaining legal advantage for WESCO or its powers.

**Article 52** - Any dealings with a public agent - even by an interposed person - aiming at favoring WESCO or its powers is improper.

Sole Paragraph - Any attempt by WESCO or its powers to influence the act or decision of the public agent in its competence or attribution, even if it is for the benefit of the sport, is improper.

**Article 53** - The payment of gratuities to public agents is improper.

Paragraph 1. Meal payments to public officials who do not violate the courtesy rules and rules of this Code shall be permitted if in reasonable value, frequency and circumstances, within socially acceptable parameters and not ostensibly, made transparently and properly. formalized.

Paragraph 2 - The offers of discounts outside the commercial market practice, as well as job offers to relatives up to the 3rd degree of public agents, as a form of gratification, are improper.

Paragraph 3 - Offers of gifts, gifts, trips, lodging and tickets to public agents shall be due in accordance with planning and justification prior to the events, limited to reasonableness, alternation of contemplated authorities and periodicity.

Paragraph 4 - The benefits and courtesies, travels, lodging, tickets and acts of hospitality granted by WESCO and federations to a Public Institution, in an impersonal manner, which, in a transparent manner, have been counterpartyed to WESCO, are not considered improper.

## XV - ETHICS IN COMPETITIONS

**Article 54** - It is improper to place bets - or to participate, directly or indirectly, in acts of financial exploitation, individually or through lotteries or companies - in results related to Olympic sports.

Sole Paragraph - It is improper to offer economic advantage with a view to altering the outcome of games or competitions.

**Article 55** - It is improper to offer economic advantage, even through sponsors - outside the formal and public planning of WESCO or the Federations - to Brazilian or foreign athletes, due to results in games or competitions.

Sole Paragraph - Awards and remuneration arising from victories are due provided they have been previously included in the entity's planning.

## XVI - ANTITICAL ACTS, THE ETHICS COMMITTEE AND THE BOARD OF DIRECTORS

**Article 56** - Any unlawful act, civil or criminal; all improper acts set forth in this Code and all violations of ethical rules set forth in WESCO and FISU regulations and statutes are considered unethical acts, subjecting violators to sanctions set forth in Article 57.

Paragraph one - are considered faults serious in nature ethical the acts unethical likely to sanction according to the sections II, IV, V and VI of the art. 57

**Art. 57** - The acts unethical are liable to punishment with one or more of the following sanctions:

I - Warning, reserved or public; II - Suspension for up to 5 years;

III - Fine, from R \$ 10,000.00 (ten thousand) to R \$ 100,000.00 (one hundred thousand reais), monetarily restated - each year - by the IPCA, until the effective payment date ;

IV - Prohibition of access to competition venues for up to 10 years;

V - Prohibition to participate in any activity related to Olympic sport, for up to 10 years;

VI - Ban on Worldwide Electronic Sport .

Sole Paragraph - Suspension is understood as the temporary impossibility of performing any duties with WESCO and federations. It is understood by banning the seal to the exercise of any functions in all the system Olympic, including the IES.

**Article 58** - It is exclusively the Ethics Committee of the WESCO to process and instruct the procedures arising from unethical acts in the form of its Rules of Procedure and the WESCO Statute .

Paragraph 1 - It shall be incumbent upon the COMMITTEE OF ETHICS, pursuant to WESCO's By- Laws, to apply warning and suspension penalties, recommending to WESCO's General Meeting to apply the other penalties provided for in the caput and clauses of this article, if deemed necessary.

Paragraph 2 - In the decision on the imposition of penalties on the recommendation ETHICS COMMISSION the Assembly General will decide, by majority simple for abide by or for rejecting the recommendation, or by soften it, sealed the case of aggravation of penalty proposed.

Paragraph 3 - In case of rejection by the General Assembly of a proposed sanction , without the application of another less severe, the ETHICS COMMITTEE, in a new resolution, may apply a warning or suspension sanction .

Paragraph 4 - When the appropriate reprimand involves the adequacy or interruption of legal relations maintained by WESCO , the decision of the ETHICS COMMITTEE, in this regard, shall be limited to the recommendation addressed to the Presidency, applying other sanctions, if pertinent, cumulatively.

**Art. 59** - The decisions ETHICS COMMISSION and the Assembly General, the processing and the consequent imposition of sanctions for unethical acts are final under WESCO.

**Article 60** - This Code of Ethical Conduct of the WESCO shall enter into force on the date of its approval at the general meeting and publication.

Jundiaí, 22 of March of 2019

A handwritten signature in blue ink, appearing to read "Daniel Cossi".

Daniel Cayres Cossi  
President WESCO