



**MPUMALANGA SPORT  
CONFEDERATION  
CODE OF CONDUCT &  
ETHICS POLICY**

# **Mpumalanga Sport Confederation**

## **Code of Conduct & Ethics Policy**

### **1. Purpose**

The purpose of this policy is to establish clear standards of ethical behavior, integrity, and accountability for all office bearers, officials, and members of the Mpumalanga Sport Confederation. It ensures that the Confederation operates in a manner that promotes fairness, inclusivity, transparency, and respect for all stakeholders.

### **2. Scope**

This policy applies to:

- Office Bearers (elected and appointed leadership positions)
- Officials (administrative, technical, and operational staff)
- Members (affiliated sport bodies, clubs, and individuals recognized under the MSC constitution)

### **3. Core Values**

- Integrity – Acting honestly and transparently in all dealings.
- Respect – Treating all individuals with dignity, fairness, and courtesy.
- Accountability – Taking responsibility for actions and decisions.
- Inclusivity – Promoting diversity, equity, and non-discrimination.
- Excellence – Striving for high standards in governance, sport development, and service delivery.

### **4. Ethical Standards**

#### **4.1 Professional Conduct**

- Uphold the reputation of MSC at all times.
- Avoid conflicts of interest and declare any potential conflicts immediately.
- Refrain from using MSC resources for personal gain.
- Maintain confidentiality of sensitive information.

#### **4.2 Respect & Non-Discrimination**

- No discrimination based on race, gender, disability, religion, or socio-economic status.
- Promote inclusivity in all programs and activities.

- Ensure safe environments free from harassment, abuse, or exploitation.

### **4.3 Governance & Accountability**

- Adhere to the MSC constitution, policies, and procedures.
- Ensure decisions are made transparently and in the best interest of members.
- Avoid corruption, bribery, or misuse of authority.
- Support financial accountability and compliance with auditing standards.

### **4.4 Sport Ethics**

- Promote fair play, discipline, and respect for rules.
- Reject doping, match-fixing, and unethical practices.
- Encourage athlete development and welfare.

## **5. Responsibilities**

### **5.1 Office Bearers**

- Provide ethical leadership and strategic direction.
- Safeguard the integrity of decision-making processes.
- Act as role models for officials and members.

### **5.2 Officials**

- Execute duties with professionalism and impartiality.
- Ensure compliance with policies and regulations.
- Maintain accurate records and reporting.

### **5.3 Members**

- Uphold the values and principles of MSC.
- Respect the authority of office bearers and officials.
- Actively contribute to the development of sport in Mpumalanga.

## **6. Compliance & Enforcement**

- Breaches of this policy will be investigated by the Ethics & Disciplinary Committee.
- Sanctions may include warnings, suspension, removal from office, or termination of membership.
- Appeals may be lodged in accordance with the MSC constitution.

## 7. Declaration

All office bearers, officials, and members must sign a Declaration of Commitment to this Code of Conduct & Ethics Policy upon assuming office or membership.

## 8. Review

This policy will be reviewed every three years or as required to ensure alignment with constitutional provisions, national legislation, and international best practices.