



CJJIF ETHIC CODE

For Approval by the CJJIF Executive Committee on May 5th, 2019.

I. PREAMBLE

CJJIF bears a special responsibility to development, safeguard the integrity and reputation of COMBAT JU-JUTSU worldwide. CJJIF is constantly striving to protect the image of COMBAT JU-JUTSU, and especially that of CJJIF, from jeopardy or harm as a result of illegal, immoral or unethical methods and practices. In this connection, the following Code reflects the principles of the CJJIF Code of Conduct, which defines the most important core values for behavior and conduct within CJJIF as well as with external parties.

The International COMBAT JU-JUTSU Federation (CJJIF) is a non-governmental and non-profitable organization, neutral regarding politics and embracing the principles of non-discrimination of beliefs, religions, races and sexes. CJJIF is the only organization that carries instruction in the development of COMBAT JU-JUTSU around the world, rules and procedures governing the organization of COMBAT JU-JUTSU competitions.

A special responsibility is also imparted in the philosophy of CJJIF ensuring the integrity of the COMBAT JU-JUTSU image in the world. CJJIF constantly seeks to protect the image of COMBAT JU-JUTSU from danger or damage arising from any conduct or practice contrary to law, morals or ethics.

This Code reflects the principles of good conduct of the CJJIF Code, which defines the basic principles and important values of behavior by CJJIF as well as by the external parties.

II. CODE OF ETHICS

" DIGNITY "

Safeguarding the dignity of the human person is a fundamental requirement of Olympism.

No discrimination shall be exercised between participants because of their race, gender, ethnicity, religion, philosophical or political opinion, marital status or other.

Any method of doping is strictly prohibited at all levels. The conditions set forth in the World Anti-Doping Code shall be scrupulously observed.

Any harassment against participants either it is physical, professional, religious, political, sexual, hierarchical or all practices detrimental to the physical or mental integrity of the participants are prohibited.

Any form of participation, support and any form of promotion to the relative bet in COMBAT JU-JUTSU and more particularly during the world championships are prohibited and should not, in any manner whatsoever, infringe the principles of fair play, have non-sporting conduct, or attempt to influence the result of competition contrary to sports ethics.

All leaders of CJJIF, members of its continental structures, national and other must ensure the application of rules laid down by the Olympic Charter and the IOC and CJJIF Code of Ethics. (the term "Olympic Parties" encompasses CJJIF and its components in addition to Olympic bodies).

Article 1 : Scope of application

The present Code shall apply to all CJJIF officials, athletes and persons acting on behalf of CJJIF based on the powers conferred on the same by CJJIF' competent authorities.

- 1) members of the CJJIF Executive Committee
- 2) members of the Continental COMBAT JU-JUTSU Federations
- 3) members of the National COMBAT JU-JUTSU Federations
- 4) members of CJJIF Commission
- 5) referees
- 6) Technical Delegates
- 7) CJJIF Staff
- 8) athletes and their entourage

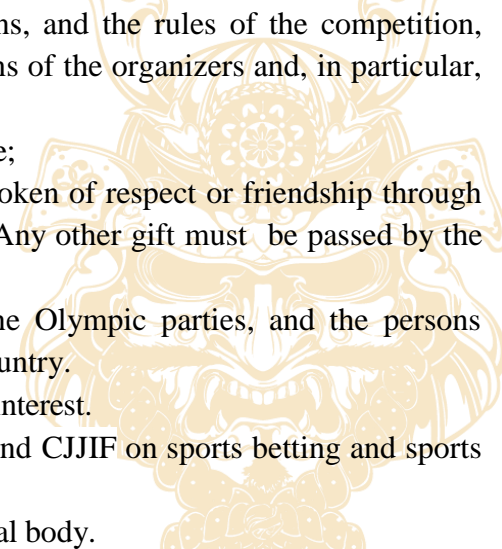
The Code shall act in accordance with respect to COMBAT JU-JUTSU athletes, team officials including coaches and managers, judges and other accredited individuals. CJJIF officials, athletes - CJJIF members and other persons shall be jointly hereinafter referred to as "COMBAT JU-JUTSU movement participants".

The present Code apply to the members of the disciplinary commission, as well as to the members of the appeals board but there must comply with the general principles that govern juridical bodies.

Be Loyal

- Respect the opponent and his coach, his delegation, referees and those involved in the organization, guests, media, and public.
- Demonstrate fair play and exemplary behavior.

Rules Compliance

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- Respect the Code of Ethics, CJJIF rules and regulations, and the rules of the competition, Anti-Doping and sports betting regulations, follow the instructions of the organizers and, in particular, schedules and protocols;
 - Respect the prerogatives of this mission without override;
 - Only gifts of nominal value can be given or accepted, as a token of respect or friendship through the Olympic parties or CJJIF in accordance with local customs. Any other gift must be passed by the beneficiary to the organization to which he/she belongs.
 - The hospitality shown to the members and staff of the Olympic parties, and the persons accompanying them, shall not exceed the standards of the host country.
 - The parties will respect the rules relating to conflicts of interest.
 - Carefully follow the rules and instructions of the IOC and CJJIF on sports betting and sports integrity;
 - Maintain neutrality and defend the integrity of the arbitral body.

Protocol respect

- Having an impeccable appearance in the attire is required for each phase of the competition and the peripheral events to it;
- Stay humble in victory and accept defeat with dignity without making an excessive attitude of anger and frustration but by controlling attitudes and emotions;
- Respect the referees' decision, without challenge, during and after the bouts;
- Have a dignified and respectful behavior at any time;

Respect for people

- Do not ostentatiously show, objects, signs or make gestures or religious affiliations before, during and after the bouts and the official ceremonies.
- Do not show disrespectful behavior through uncontrolled gestures and other in line with rules of use contrary to the spirit of COMBAT JU-JUTSU , before, during and after the event.
- Refrain from violent behavior, physical or verbal or in competition and in training, to its COMBAT JU-JUTSU athletes or any other person.


Respect the places

- Do not damage the equipment and preserve the state of the sport venues, as well as the accommodation areas or other places;
- The athletes represent COMBAT JU-JUTSU and their respective national teams;

1) Obligations of the CJJIF Leaders and Officials

Compliance rules

- The leaders of JJIF, Continental Associations and member associations are the legal representatives of the World COMBAT JU-JUTSU and as such, must have impeccable behavior;
- Respect the Code of Ethics, the CJJIF Statutes, the CJJIF By-Laws and the CJJIF Rules and Regulations and prerogatives of this mission without override;

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- Only gifts of nominal value can be given or accepted, as a token of respect or friendship through the Olympic parties or CJJIF, in accordance with local customs. Any other gift must be passed by the beneficiary to the organization to which he belongs;
 - The hospitality shown to the CJJIF members, CJJIF staff and the persons accompanying them, shall not exceed the standards of the host country;
 - The parties respect the rules related to conflicts of interest;
 - Carefully follow the rules and instructions of the IOC and CJJIF on sports betting and sports integrity;

Respect of the Protocol

- Having an impeccable dress, stand in the appropriate clothing for events;

Respect for people

- Do not pretentiously show, objects, signs or make gestures or religious affiliations before, during and after the bouts and the official ceremonies;
- Do not show disrespectful behavior through uncontrolled gestures and other in line with the rules of use contrary to the spirit of COMBAT JU-JUTSU, before, during and after the events;
- Refrain from violent behavior, physical or verbal or in competition and in training, to its COMBAT JU-JUTSU athletes or any other person.

Respect of means

- Manage the resources provided by sports and private bodies and report on their use.

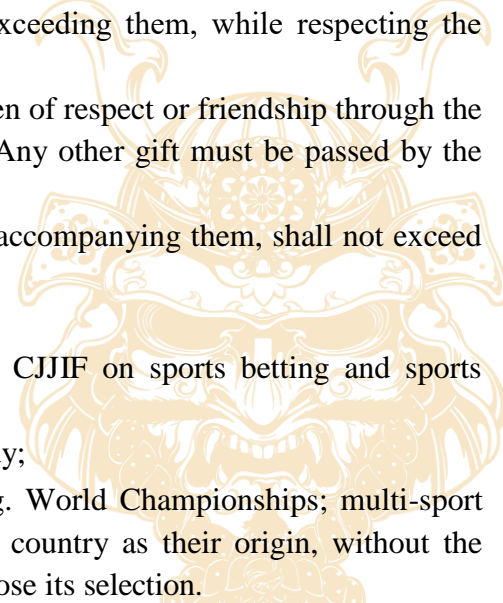
Breach of the CJJIF Code of Ethics

- Any breach of the Code of Ethics must, depending on the seriousness of the facts, be either: a call to verbal command or, if applicable, a written report to the CJJIF Secretary General in the week following the incident.
- The written report must be explicit, relate as closely as possible the facts of the incident, include those involved, relate the testimony and provide contact information of witnesses may provide a better understanding of the facts. It must be written in one of the official language of CJJIF. An acknowledgment will be sent to the applicant.
- On the facts a decision will be proposed to the Executive Committee of CJJIF by the Ethics Commission of CJJIF on the follow-up.
- If the CJJIF Executive Committee think the facts dictate, a session of the first instance disciplinary body of CJJIF will be convened.

2) Referees Obligations

Compliance rules

- Respect the CJJIF Code of Ethics, CJJIF Referees Code of Conduct, the CJJIF Rules and Regulations for the competition and follow the instructions of the organizers and respect the schedule;

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- Respect the prerogatives of the referees' mission without exceeding them, while respecting the CJJIF Referees Code of Conduct;
 - Only gifts of nominal value can be given or accepted, as a token of respect or friendship through the Olympic parties or CJJIF in accordance with local customs. Any other gift must be passed by the beneficiary to the organization to which he/ she belongs;
 - The hospitality shown to the CJJIF Referees and the persons accompanying them, shall not exceed the standards of the host country;
 - The parties must respect the rules regarding the conflicts;
 - Carefully follow the rules and instructions of the IOC and CJJIF on sports betting and sports integrity;
 - Preserve neutrality and defend the integrity of the referees' body;
 - Upon selection, referees appointed for the CJJIF Events (e.g. World Championships; multi-sport games) cannot judge or participate in an activity in another country as their origin, without the permission of the CJJIF President. Otherwise the referee will lose its selection.

Protocol respect

- Have an impeccable attire that conforms to the CJJIF Events Rules and Regulations;
- Keep calm and have an attitude, an educational behavior, distinguished, respectful and decent on the mat and off the mat, in all circumstances, regardless of the environment by controlling attitudes and emotions;
- Observe a duty of discretion with regard to the arbitration decisions issued on the occasion of the competition;
- Refrain from making statements during the competitions, unless requested or authorized by CJJIF;

3) Obligations of the Competitors

- Competitors and especially the winners are the showcase of COMBAT JU-JUTSU ; they must convey the educational values and ethics of COMBAT JU-JUTSU by their behavior;

The champions on the mat and off the mat are the brand image of COMBAT JU-JUTSU

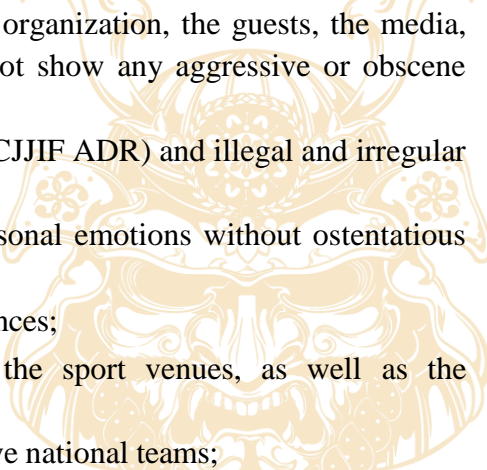
Respect of the bout ceremony

- A ceremonial procedure is formalized by the CJJIF Rules and Regulations and must be scrupulously followed;
- Salutes, and particularly at the beginning of the bout by the opponents, must be observed strictly, and it is prohibited to use any ceremonial salutes from other combat sports or sports in general;
- It is, of course, not prohibited to congratulate the opponent after the end of the bout or apologies in case of the improper COMBAT JU-JUTSU moves;

Compliance rules

- The CJJIF Rules and Regulations shall be strictly followed, whether it is the fight against doping and / or against illegal and irregular betting;

Respect for people and places

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- Respect opponents, coaches, referees, persons involved in the organization, the guests, the media, the spectators and talk to them quietly, respectfully and do not show any aggressive or obscene gestures;
 - To be in compliance with the CJJIF Anti-Doping Regulations (CJJIF ADR) and illegal and irregular betting;
 - In case of defeat the athlete should be able to control the personal emotions without ostentatious demonstration;
 - To control own anger and behaving accordingly in all circumstances;
 - Do not damage the equipment and preserve the state of the sport venues, as well as the accommodation areas or other places;
 - The athletes represent COMBAT JU-JUTSU and their respective national teams;

Compliance with Instructions and Protocols

- Respect the CJJIF Events Rules and Regulations and follow the instructions of the organisers, in particular to the competition schedules and various protocols;
- Have a dignified and respectful behavior, control own attitudes and emotions during the awarding ceremonies and various other;

Respect for Hygiene

- Have an impeccable personal hygiene, take care of personal health and give warnings in case of possible disease and wear the suitable and clean clothing according to the CJJIF Rules and Regulations during competition or training;

Respect of the difference

- Do not show any kind of ostentatious gestures, signs, and bring any religious objects or other affiliations before, during and after the bout and / or the official ceremonies;

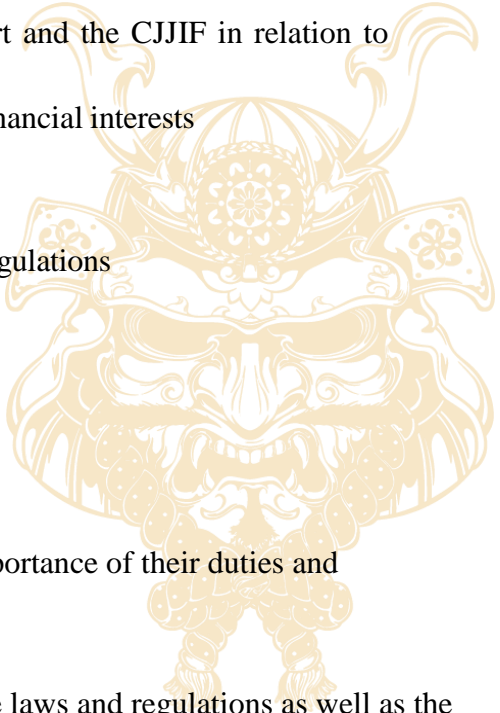
Respect of Decisions

- Respect the referees' decision, without a challenge, during and after the bouts;
- Never agree to lose bout voluntarily, and notify the authority about any gift offered in exchange to fix the results of the bout;

Article 2: Principles

Each COMBAT JU-JUTSU movement participant must, both in carrying out of its duties within the CJJIF as well as on the day to day basis, complies with the principles of:

- 1) Respect of human dignity
- 2) non-discrimination, for whatever reason: race, gender, nationality, ethnic origin, religion, political and philosophical opinion, marital status or any other
- 3) nonviolence, including abstaining from any kind harassment, whether physical, mental, professional or sexual
- 4) friendship, mutual aid and fair-play
- 5) integrity

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- 6) priority to the interests of the COMBAT JU-JUTSU sport and the CJJIF in relation to personal interest
 - 7) priority to the interests of sport and athletes in relation to financial interests
 - 8) protection of the environment
 - 9) athletes' safety and security in practice and in training
 - 10) the health of athletes and respect of the CJJIF Rules and Regulations
 - 11) political neutrality
 - 12) Olympic sport movement and Olympics.

Article 3: Duties General rules of conduct

1. Persons bound by this Code are expected to be aware of the importance of their duties and concomitant obligations and responsibilities.
2. Persons bound by this Code are obliged to respect all applicable laws and regulations as well as the regulatory framework of CJJIF to the extent applicable to them.
3. Persons bound by this Code shall show commitment to an ethical attitude. They shall behave in a dignified manner and act with complete credibility and integrity.
4. Persons bound by this Code may not abuse their position in any way, especially to take advantage of their position for private aims or gains.
5. Persons bound by this Code shall respect the laws and regulations applicable in countries where CJJIF official events take place.

Article 4 : Duty of neutrality

In dealings with government institutions, national and international organizations, associations and groupings, persons bound by this Code shall, in addition to observing the basic rules described above, remain politically neutral, in accordance with the principles and objectives of CJJIF, the confederations, associations, leagues and clubs, and generally act in a manner compatible with their function and integrity.

Article 5 : Loyalty

Persons bound by this Code shall have a fiduciary duty to CJJIF, the confederations, associations, leagues and clubs.

Article 6: Confidentiality

1. Depending on their function, information of a confidential nature divulged to persons bound by this Code while performing their duties shall be treated as confidential or secret by them as an

expression of loyalty, if the information is given with the understanding or communication of confidentiality and is consistent with the CJJIF principles.

2. The obligation to respect confidentiality survives the termination of any relationship which makes a person subject to this Code.

Article 7: Forgery and falsification

Persons bound by this Code are forbidden from forging a document, falsifying an authentic document or using a forged or falsified document.

Article 8: Duty of disclosure, cooperation and reporting

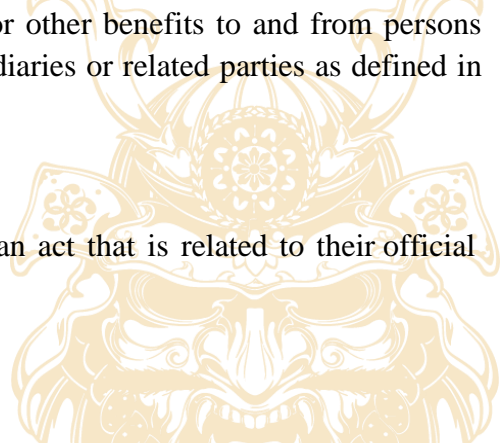
1. Persons bound by this Code shall immediately report any potential breach of this Code to the secretariat of the investigatory chamber of the Ethics Commission.
2. At the request of the Ethics Commission, persons bound by this Code are obliged to contribute to clarifying the facts of the case or clarifying possible breaches and, in particular, to declare details of their income and provide the evidence requested for inspection.

Article 9 : Undue advantage

Conflicts of interest

1. When performing an activity for CJJIF or before being elected or appointed, persons bound by this Code shall disclose any personal interests that could be linked with their prospective activities.
2. Persons bound by this Code shall avoid any situation that could lead to conflicts of interest. Conflicts of interest arise if persons bound by this Code have, or appear to have, private or personal interests that detract from their ability to perform their duties with integrity in an independent and purposeful manner. Private or personal interests include gaining any possible advantage for the persons bound by this Code themselves, their family, relatives, friends and acquaintances.
3. Persons bound by this Code may not perform their duties in cases with an existing or potential conflict of interest. Any such conflict shall be immediately disclosed and notified to the organization for which the person bound by this Code performs his duties.
4. If an objection is made concerning an existing or potential conflict of interest of a person bound by this Code, it shall be reported immediately to the organization for which the person bound by this Code performs his duties for appropriate measures.

Article 10: Offering and accepting gifts and other benefits

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1. Persons bound by this Code may only offer or accept gifts or other benefits to and from persons within or outside CJJIF, or in conjunction with intermediaries or related parties as defined in this Code, which:
 - a) have symbolic or trivial value;
 - b) exclude any influence for the execution or omission of an act that is related to their official activities or falls within their discretion;
 - c) are not contrary to their duties;
 - d) do not create any undue pecuniary or other advantage and
 - e) do not create a conflict of interest.

Any gifts or other benefits not meeting all of these criteria are prohibited.

2. If in doubt, gifts shall not be offered or accepted. In all cases, persons bound by this Code shall not offer to or accept from anyone within or outside CJJIF cash in any amount or form.
3. Persons bound by this Code may not be reimbursed by CJJIF for the costs associated with family members or associates accompanying them to official events, unless expressly permitted to do so by the appropriate organization. Any such permission will be documented.
4. Persons bound by this Code must refrain from any activity or behavior that might give rise to the appearance or suspicion of improper conduct as described above, or any attempt thereof.

Article 11: Corruption

1. Persons bound by this Code must not offer, promise, give or accept any personal or undue pecuniary or other advantage in order to obtain or retain business or any other improper advantage to or from anyone within or outside CJJIF. Such acts are prohibited, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties as defined in this Code. In particular, persons bound by this Code must not offer, promise, give or accept any undue pecuniary or other advantage for the execution or omission of an act that is related to their official activities and is contrary to their duties or falls within their discretion. Any such offer must be reported to the Ethics Commission and any failure to do so shall be sanction-able in accordance with this Code.

2. Persons bound by this Code are prohibited from misappropriating CJJIF assets, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties, as defined in this Code.

3. Persons bound by this Code must refrain from any activity or behavior that might give rise to the appearance or suspicion of improper conduct as described above, or any attempt thereof.

Article 12: Commission

Persons bound by this Code are forbidden from accepting commission or promises of such

commission for themselves or intermediaries and related parties as defined in this Code for negotiating deals of any kind while performing their duties, unless the applicable body has expressly permitted them to do so. In the absence of such a body, the body to which the person bound by this Code reports shall decide.

Article 13: Protection of personal rights - Non-discrimination

Persons bound by this Code may not offend the dignity or integrity of a country, private person or group of people through contemptuous, discriminatory or denigrating words or actions on account of race, skin color, ethnic, national or social origin, gender, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason.

Article 14: Protection of physical and mental integrity

1. Persons bound by this Code shall respect the integrity of others involved. They shall ensure that the personal rights of every individual whom they contact and who is affected by their actions is protected, respected and safeguarded.
2. Harassment is forbidden. Harassment is defined as systematic, hostile and repeated acts for a considerable duration, intended to isolate or ostracize a person and affect the dignity of the person.
3. Sexual harassment is forbidden. Sexual harassment is defined as unwelcome sexual advances that are not solicited or invited.
4. The assessment is based on whether a reasonable person would regard the conduct as undesirable or offensive. Threats, the promise of advantages and coercion are particularly prohibited.

Article 15: Integrity of competitions

Integrity of matches and competitions

Persons bound by this Code shall be forbidden from taking part in, either directly or indirectly, or otherwise being associated with, betting, gambling, lotteries and similar events or transactions connected with COMBAT JU-JUTSU competitions. They are forbidden from having stakes, either actively or passively, in companies, concerns, organizations, etc. that promote, broker, arrange or conduct such events or transactions.

Article 16: Jurisdiction, duties and competences of the Ethics Commission

Competence of the Ethics Commission

1. The Ethics Commission shall be entitled to handle all cases arising from the application of this Code or any other CJJIF rules and regulations.
2. The Ethics Commission shall be entitled to judge the conduct of all persons bound by this Code while performing their duties. In addition to the conduct of persons bound by this Code

who are performing their duties, the Ethics Commission shall also judge the conduct of other persons bound by this Code at the same time if a uniform judgments is considered appropriate based on the specific circumstances.

3. The Ethics Commission shall reserve the right to investigate and to judge the conduct of all persons bound by this Code even if they are not performing their duties if such conduct is likely to seriously damage the integrity, image or reputation of CJJIF.

4. The Ethics Commission shall be entitled to investigate and to judge the conduct of all persons bound by this Code if the case on which the alleged violation is based has international implications (affecting various associations) and is not judged at confederation level or an adequate judgments cannot be expected at confederation level given the specific circumstances.

5. The Ethics Commission shall also be entitled to investigate and to judge national cases if associations, confederations and other sports organizations fail to prosecute such breaches, fail to prosecute them in compliance with the fundamental principles of law, or an adequate judgments cannot be expected given the specific circumstances.

Article 17: Composition of the Ethics Commission

The Ethics Commission is composed of at least three members. The members shall be appointed by the CJJIF Executive Committee, on the proposal of the National Federations of Combat Ju-Jutsu , and shall be approved by CJJIF Congress.

Article 18:

Members of the ethics commission shall be appointed for a mandate of four years. They shall be irremovable. In the event of a vacancy due to death or resignation, the Executive Committee, if necessary, shall make a provisional appointment which shall be approved at the following CJJIF Congress.

Article 19:

National Federations are advised to adopt an ethics code based on the present Code.

Article 3 of the present Code shall apply to National Federations and any physical person related to them like the COMBAT JU-JUTSU movement participants are to the CJJIF.

Article 20:

Each year the ethics commission shall present a report to the CJJIF Congress on the application of the present Code, listing any infringements to its rules.

Article 21: Source of the sanctions

1. The Ethics Commission may impose the penalties set by this Code, the CJJIF Disciplinary Code, and the CJJIF Statutes and CJJIF By-Laws.
2. Unless otherwise specified, violations of this Code are subject to the sanctions provided by the latter,

and that, whether committed by action or omission, intentionally or negligently, they constitute an act or attempted act, and that the parties are involved as perpetrators, accomplices or instigators.

Articles 22: Disciplinary measures

General measures

The persons covered by this Code are subject to one or more of the following sanctions if they violate this Code or any CJJIF Rule or Regulations:

- a) warning;
- b) reprimand;
- c) fine;
- d) return of awards;
- e) combat suspension;
- f) Prohibition from dressing rooms and / or edge of the mat;
- g) Prohibition from arena;
- h) prohibition to exercise any activity relating to COMBAT JU-JUTSU ;
- i) community service.

The specifications related to each sanction under the CJJIF Disciplinary Code also apply.

The Ethics Commission may recommend to the competent body of CJJIF that a case be brought to the attention of police or competent judicial.

Article 23: The partial suspension of the sanction

1. If a suspension of contest, or any ban including to exercise any activity related to COMBAT JU-JUTSU is pronounced, the Ethics Commission may decide if there are sufficient grounds to partially suspend the execution of the sanction.
2. The partial stay is possible only if the duration of the penalty does not exceed six (6) months or six (6) events and that if circumstances permit, including the history of the person sanctioned.
3. The Ethics Commission decides on what part of the penalty is suspended. In all cases, half of the sanction must be closed.
4. By suspending the implementation of the sentence, the commission may impose on the person sanctioned a delay of six (6) months to two (2) years of probation.
5. If, during the probation period, the person who received the sentence commits a new offence, suspension is automatically revoked and the sanction should be applied; it is added to the sentence for the new offence.
6. Special provisions are reserved.

Article 24: Duration / Extension

The period of validity of a sanction can be interrupted during period of truce or inter-seasons.

Article 25: Determination of the penalty

General provisions

1. The sanction may be imposed taking into account all relevant factors of the case, including assistance and cooperation of the fault, and the context, motivations and the degree of culpability of the offender.
2. The Ethics Commission decides the scope and duration of any sanction.
3. Sanctions may be limited geographically and could depend on category of the competitions.

Article 26: Recidivism

Unless otherwise provided, the penalty may be aggravated in the case of recidivism.

Article 27: Concurrent offenses

1. Where more than one offense is committed, the penalty is established according to the most serious offense and can be compounded depending on the concrete circumstances of the incident.
2. When determining the amount of a fine, the Ethics Commission is not bound by the general maximum limit for fines.

Article 28: Implementation of Sanctions

1. Generally, the provision violations of the Code of Ethics can be sanctioned with the ban of five (5) years from the participation at any of the CJJIF related events;
2. Corruption is imprescriptibly (not subject to the statutes of limitations);
3. When applicable, the sanction will be extended in the case of opening and/or suspension of a procedure.