

CODE OF ETHICS, CONDUCT & DISCIPLINE



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History of this document

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Version	Changes	
1.0	Initial Document approved by Congress	November 26 th , 2018
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1 Preamble

JJIF exists to develop and govern the sport of Ju-Jitsu in a spirit of friendship, fair play and mutual respect. All participants—athletes, coaches, referees, officials, event organisers, volunteers, partners and staff—have the right to practise or serve the sport in a safe, inclusive and honest environment. This Code sets out:

- a) the ethical principles that underpin Ju-Jitsu;
- b) behaviours that constitute misconduct;
- c) the procedures for investigating, prosecuting and adjudicating alleged violations; and
- d) possible sanctions.

Every person and entity bound by JJIF Statutes is automatically bound by this Code.

2 GENERAL PROVISIONS

2.1 Definitions

Key terms (e.g., Athlete, Covered Person, Disciplinary Committee, Minor, Event, CAS, etc.) follow the meanings in JJIF Statutes unless specifically modified herein.

2.2 Scope of Application

2.2.1 Personal scope: All national federations, continental unions, clubs, athletes, athlete support personnel, referees, judges, officials, employees, volunteers, contractors, sponsors, media partners and any other person or entity participating in, organising or serving JJIF-sanctioned activities.

2.2.2 Material scope: All conduct that (i) occurs at or in connection with a JJIF activity, or (ii) damages the reputation or integrity of Ju-Jitsu, even if it occurs outside sport.

2.2.3 Territorial scope: Worldwide.

2.2.4 Relationship with other rules: This Code complements but does not replace (a) the World Anti-Doping Code, (b) JJIF Competition Rules, and (c) applicable laws. Where conflicts exist, the higher standard prevails.

3 ETHICAL PRINCIPLES

3.1 Core Values

- Integrity – Honesty, transparency and consistency in words and actions.
- Respect – Dignity, non-discrimination and cultural sensitivity.
- Fair Play – Equal opportunity, impartial officiating and merit-based competition.

- Safety & Safeguarding – Physical, psychological and emotional protection of all participants, especially minors and vulnerable persons.
- Solidarity – Promotion of Ju-Jitsu worldwide and support for developing members.
- Sustainability – Social, environmental and governance responsibility in all operations.

3.2 Expected Conduct

3.2.1 Compliance with laws, JJIF Statutes, Competition Rules, this Code and decisions of competent bodies.

3.2.2 Rejection of corruption, bribery, match-fixing and illicit betting.

3.2.3 Prohibition of doping and full cooperation with anti-doping authorities.

3.2.4 Zero tolerance for harassment, abuse (physical, sexual, verbal), bullying or intimidation.

3.2.5 No discrimination on the basis of race, colour, gender, gender identity, sexual orientation, language, religion, political opinion, national or social origin, disability, or any other protected characteristic.

3.2.6 Respect for opponents, officials, fans and property.

3.2.7 Duty of care when working with minors, including adherence to JJIF Safeguarding Policy.

3.2.8 Responsible communication; no hate speech, defamation or disclosure of confidential information.

3.2.9 Avoid and disclose conflicts of interest; recuse when impartiality is compromised.

3.2.10 Acceptance of gifts or hospitality only when of token value and never intended to influence a decision.

3.2.11 Responsible use of social media consistent with JJIF values.

4 DISCIPLINARY OFFENCES

4.1 Categories of Misconduct (non-exhaustive)

- a) Doping (handled under the JJIF Anti-Doping Rules; sanctions recognised here).
- b) Competition manipulation: fixing, inside information, betting on own sport.
- c) Corruption & bribery: offering, requesting or accepting an undue advantage.
- d) Violence & abuse: physical assault, threats, sexual misconduct, grooming, exploitation.
- e) Discrimination & hate speech.

- f) Harassment, bullying or retaliation against whistle-blowers or witnesses.
- g) Unsportsmanlike conduct: cheating, time-wasting, disrespect, deliberate injury.
- h) Fraud & document falsification (age, accreditation, identity, medical, financial).
- i) Misuse of JJIF funds or assets.
- j) Non-compliance with sanctions or provisional measures.
- k) Failure to report: not reporting knowledge of serious violations.
- l) Conduct bringing Ju-Jitsu into disrepute.

4.2 Aggravating & Mitigating Factors

Aggravating: intent, premeditation, repetition, coercion, involvement of minors, conspiracy, significant harm.

Mitigating: prompt admission, cooperation, remorse, minor role, first offence, age or mental capacity considerations.

5 DISCIPLINARY BODIES

5.1 Ethics Commission

5.1.1 Composition: Chair, at least four other members reflecting gender and continental diversity; none may hold elected JJIF office.

5.1.2 Appointment: By Congress for four-year renewable terms; removable only for cause.

5.1.3 Powers: Investigate, charge, hear and decide first-instance cases under this Code, except doping (unless delegated by Anti-Doping Authority)

5.2 Appeal Tribunal

Decisions subject to final appeal to CAS in Lausanne within 21 days, unless another competent body is mandated (e.g., ITA/WADA for doping).

6 INVESTIGATIONS & PROCEEDINGS

6.1 Reporting & Whistle-blowing

6.1.1 Any person may file a confidential report via: ethics@jjif.org, phas@jjif.org or online portal

6.1.2 JJIF provides secure channels, protects anonymity where legally possible and prohibits retaliation.

6.2 Preliminary Review

6.2.1 Ethics Officer screens reports within 14 days to determine jurisdiction, credibility and urgency.

6.2.2 Outcomes: (a) dismissal; (b) referral to another body (e.g., police, Anti-Doping); (c) opening of formal investigation.

6.3 Investigation

6.3.1 Led by independent investigator(s) instructed by the Ethics Commission Chair.

6.3.2 Powers: request documents, interview persons, inspect venues, seize equipment where legally permissible.

6.3.3 Time limit: ordinarily 90 days, extendable with justification.

6.3.4 Respondent's rights: notice of allegations, right to counsel, right against self-incrimination, right to comment on evidence.

6.4 Provisional Measures

6.4.1 Ethics Commission Chair may impose interim suspensions or restrictions if:

- a) prima facie evidence of a violation, and
- b) continued participation poses a risk to safety, integrity or reputation.

6.4.2 Provisional measures may not exceed 90 days without confirmation by Ethics Commission.

6.5 Hearing

6.5.1 Written charge and evidence served on Respondent at least 21 days before hearing.

6.5.2 Hearings may be in-person or virtual, recorded and translated as needed.

6.5.3 Standard of proof: comfortable satisfaction of the panel, bearing in mind seriousness of allegation.

6.5.4 Burden of proof: on JJIF, except where reversed by specific rules (e.g., doping strict liability).

6.5.5 Decision issued in writing, with reasons, within 30 days of closing the hearing.

7 SANCTIONS

7.1 Available Sanctions (may be cumulative)

7.1.1 Individuals:

- a) Warning / reprimand

- b) Obligation to undergo education, counselling or treatment
- c) Community service in Ju-Jitsu projects
- d) Loss of points, prizes, titles, ranking or accreditation
- e) Disqualification from events
- f) Suspension from participation or office (specified period or life)
- g) Expulsion from JJIF

7.1.2 Entities (e.g., national federations, clubs, companies):

- a) Warning / reprimand
- b) Deduction of ranking points, medals or hosting rights
- c) Ban on hosting events (period or definite)
- d) Suspension or expulsion from JJIF membership
- e) In exceptional cases, dissolution or referral to civil authorities

7.2 Publication

Final decisions (with redactions for minors or sensitive data) are published on jjif.sport within 14 days of finalisation.

8 APPEAL & ENFORCEMENT

8.1 Appeals

- 8.1.1 Time limit: 21 days from receipt of full decision.
- 8.1.2 Grounds: procedural error, erroneous application of rules, manifestly disproportionate sanction, new evidence unavailable earlier.
- 8.1.3 Procedures analogous to first instance; de novo review permitted.

8.2 Enforcement

- 8.2.1 Sanctions take effect immediately unless the decision provides otherwise.
- 8.2.2 Failure to respect sanctions constitutes a separate offence.

9 EDUCATION & PREVENTION

9.1 Education

9.1.1 JJIF shall deliver annual integrity training (online or in-person) for athletes, coaches, referees and officials.

9.1.2 Certification may be prerequisite for accreditation at World Championships.

9.2 Safeguarding

9.2.1 JJIF adopts the IOC Universal Safeguarding Framework for Sport and maintains a Safe Sport Officer.

9.2.2 Background checks required for all adults in regular contact with minors.

10 GOVERNANCE & REVIEW

10.1 Independence & Resources

10.1.1 JJIF allocates an annual budget line for integrity & discipline.

10.1.2 Ethic Commission members may not be removed or pressured for their decisions.

10.2 Periodic Review

10.2.1 This Code shall be reviewed at least every four years or sooner if required by changes in international standards (e.g., WADA Code, UNESCO Convention, SIGA).

10.2.2 Amendments require simple majority of Congress, except where mandated by law.

10.3 Transitional Provisions

10.3.1 Ongoing cases at the time this Code enters into force continue under previous rules unless parties agree to transfer.

10.3.2 Sanctions imposed before entry into force remain valid.