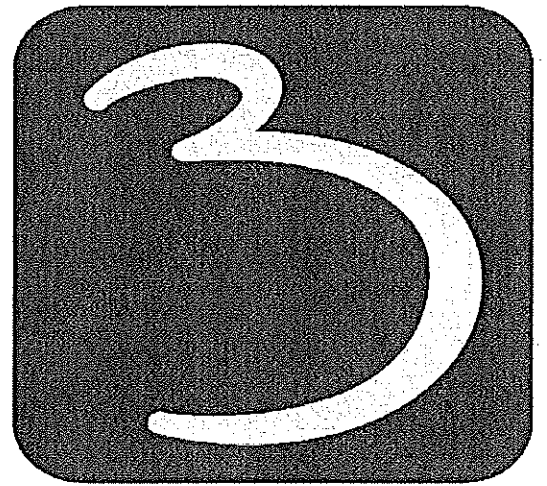


2010/2011

CODE OF CONDUCT



***Boxing
South
Africa***

Boxing South Africa

2010/2011

CODE OF CONDUCT FOR BOARD MEMBERS, EMPLOYEES AND THE LICENCEES OF BOXING SOUTH AFRICA

PURPOSE: The purpose of this Code of Conduct is to guide Board Members, BSA employees, and the licencees of Boxing South Africa on acceptable conduct.

KEY PRINCIPLES:

- Respect for self and others. Respect is defined as consideration for another person's physical and emotional well being and possessions to ensure no damage is caused to either.
- Maintenance of an environment free from harassment. Harassment is defined as any action directed at an individual or group, creating a hostile, intimidatory or offensive environment.
- Maintenance of a non-discriminatory environment. The notion of fairness and equal opportunities in accordance with the Supreme Law of the country, the Constitution as well as the Boxing Act No. 11 of 2001.
- Refrain from any behavior that constitutes sexual harassment. This is defined as unwelcome sexual advances or conduct of a sexual nature.

APPLICATION:

The Code of Conduct will be applicable and must be abide with, by all members of the Boxing Board, employees and all licencees of Boxing South Africa, from the date of approval by the Board of Boxing South Africa.

INAPPROPRIATE BEHAVIOUR

Hereunder is a list of behaviours considered inappropriate by the Professional Boxing Community in South Africa. Any member of the Board, employee and or licencee who commits one or more of these acts may result in disciplinary proceedings leading to suspension or expulsion of the said member, employee or licencee.

- Abusing, denigrating, harassing or attempting to intimidate any licensee, employee or Board Member.
- Discriminatory or offensive behavior related to race, colour, religion, age, sexual orientation or gender.
- Criticising or interfering with the decisions of any referee or judge other than by way of lodging a formal protest.
- Creating a public disturbance at any meeting, tournament or event sanctioned by Boxing South Africa.
- Non medical use drugs or encouragement of the use of banned substances by is strictly forbidden.
- Recklessly causing damage to another person's property.
- Failing to respect confidentiality of information obtained in the course of duty by a Board Member, an employee or a licensee.
- Failure to carry out a lawful command of the Boxing Board of South Africa.
- Unlawful conduct by a member of the Board, employee or licensee, whether or not such an act results in police charges, as long as the Board considers the conduct prejudicial to the sport of boxing.
- Any person with a conviction for a sexual offence against a child will be precluded from participating in the afore-mentioned boxing fraternal, be it as a Board Member or a licensee of Boxing South Africa.
- Refrain from receiving favours either monetary or in kind from any person/s for any reason whatsoever.

PROCESS FOR DEALING WITH A BREACH:

Formal disciplinary proceedings shall be invoked by the Board to investigate and determine any alleged breach of this Code. The Board may resolve to suspend or expel a member. All such decisions are subject to appeal.

PREAMBLE

This Code of Conduct outlines the standard of behavior expected of all members and licensees of Boxing South Africa. It is a formal statement of the values and ethical standards that guide individuals in sport of boxing internally or representing the country internationally. It is a set of principles, and norms to which licensees can be held accountable when representing South Africa at any sporting or social event as well as in their everyday duties. This will be used as a point of reference when dealing with disciplinary procedure against members and licensees.

INTRODUCTION:

This Code of Conduct has been drawn up to be applicable all members and licensees, which are Board Members, Promoters, Boxers, Managers, Trainers and Officials. This code of conduct also covers the administrators accountable for their actions.

The Purpose of this code is:

To outline incorrect and unacceptable actions and / or behaviors and to encourage ethical behavior, so that when the code is contravened the appropriate disciplinary action can, with consistency be taken, thus responding to offences and preventing re-occurrence.

The code is aimed at the following:

- To promote respect for human dignity, rights and social justice.
- To help to resolve conflict.
- To make ethical behavior infringement easy to identify.
- To enhance the ethical reputation of sports persons in general and boxing in particular.
- To promote respect for human dignity, rights and social justice.
- Provide a framework for all our licensees to conduct their activities according to the following ethical principles:
 - Respect the rights, dignity and worth of every human being
 - Be fair, considerate, honest and have respect for the law.
 - Be trustworthy and professional and accept responsibilities for actions.
 - Refrain from any racial, gender, verbal, physical or emotional abuse or harassment.
 - Always make a positive contribution and refrain from destructive criticism.
- Always act in the best interest of South African sport generally and Boxing in particular.

VALUES STATEMENTS:

Boxing South Africa has developed core values for functional working relationships with its members, staff and licensees. These values identify that in every relationship all licensees and staff:

- be responsive to the other's needs
- consult and endeavor to reach common understandings;
- be open and transparent;
- listen and communicate openly;
- accept full responsibility for our decisions and actions;
- strive for excellence and maximize our performance;
- be cooperative and work as a team;
- be leaders in our field;
- value the well-being and diversity of our people, and
- treat each other with dignity and respect

STANDARDS

As Boxing South Africa members, licensees and staff you have a responsibility under the Code of Conduct to:

- Behave in a way that upholds the Boxing South Africa values at all times;
- Behave professionally, honestly and with integrity at all times;
- Behave in a way that upholds the good reputation of Boxing South Africa at all times;
- Treat everyone with respect, courtesy, and without harassment;
- Act with care and diligence and perform work duties in a manner that is conducive to the health and safety of both yourself and others;
- Not engage in any forms of physical, verbal or emotional abuse of others;
- Refrain from gossip and bad-mouthing colleagues.
- Respect the internal processes at all times.
- Respect the institutional levels of accountability at all times.
- Implement official decisions and comply with any lawful and reasonable directions given to you by anyone who has authority to give the direction;
- Ensure information and documentation that you are provided with, work with or generate in the course of your duties, are kept confidential and at all times remain the property of Boxing South Africa;
- not give or disclose, directly or indirectly, any information to others about Boxing South Africa business, unless required during the course of your duty or unless you have been expressly authorized to do so;
- not provide false or misleading information to others in the course of your duties at Boxing South Africa.
- not make improper use of your status, power or authority;
- disclose and take appropriate steps to avoid any conflict of interest (real or apparent) with your engagement by Boxing South Africa, including

obtaining approval for any outside engagement;

- use Boxing South Africa resources and facilities in a correct and responsible manner and for official purposes only;
- adhere to all applicable Boxing South Africa policies and procedures, including but not limited to the policies referred to specifically in this Code of Conduct, as they are amended from time to time;
- at all times comply with the South African Sporting legislation and policy framework;

PRINCIPLES OF CONDUCT

1. *Selflessness*: Boxing South Africa Board Members, Licensees, and Senior Management shall take decisions solely in the Boxing South Africa's interest. They shall not do so in order to gain benefits for themselves, their business interests or their immediate relatives.

2. **Integrity:** Boxing South Africa Board Members, Licensees and Senior Management shall not place themselves under any financial or other obligation to individuals or organizations that might influence them in the performance of their duties.
3. **Objectivity:** In carrying out Boxing South Africa duties including appointing of ring officials, completing a ratings list, sanctioning of tournaments or recommending boxers for international fights and awards for best performers, those responsible shall make choices on merit.
4. **Accountability:** Boxing South Africa members, licensees and staff are accountable for their decisions and actions and shall submit themselves to whatever scrutiny is appropriate. The Senior Management and leading members of committees shall report regularly to and communicate with the Boxing South Africa Board. Communication shall be distributed through the officially recognized channels such as Associations, Committees and Conventions.
5. **Openness:** Boxing South Africa Board Members and Senior Management shall be as open as possible about all the decisions and actions that they take. They shall give reasons for their decisions and restrict information only when the wider interest clearly demands it.
6. **Honesty:** Boxing South Africa Board Members, Ring Officials and Senior Managers have a duty to declare any private interests relating to their duties and to take all steps to resolve any conflicts arising in a way that protects the interest of the Boxing and sport in general.

GUIDING PRINCIPLES FOR BOXING SOUTH AFRICA BOARD MEMBERS, LICENSEES, OFFICIALS AND STAFF:

At all times, (i)the members of Boxing South Africa commit to follow, abide and serve the staff and licensee of Boxing South Africa, (ii) Licensee commit to adhere and abide, (iii) ring officials commit to adhere and abide and (iv) the staff commit to serve and commit to the institution by observing the hereunder outlined principles of the code of conduct:

Strategy and Advocacy

- Strive to achieve BSA's vision and mission and uphold its core values

- Ensure all BSA and Board activities are in compliance with the Boxing Act, Strategies and policies
- Engage in public advocacy for BSA by promoting its work and keeping informed about its programs and activities
- Contribute a strategic focus to BSA
- Ensure media comments are made by the appropriate people, normally the Board Members responsible for the area of questions.

Responsiveness to ALL licensees

- Ensure that BSA activities are responsive to the needs and interests of members.
- Ensure that the Board is accountable to the members by documenting and communicating actions and decisions, as appropriate.
- Apply the principles of equality and diversity, and ensure that the institution is fair and open to all categories of licensees in all of their activities
- Actively seek input and communicate with all categories of licensees.

Confidentiality

- Respect the appropriate confidentiality of the content of Board papers, discussions, decisions and related correspondence, noting that open consultation is important for the board's decision making and engagement with all licensees.
- Make only proper use of information acquired as a Board member.

Accountability and responsible stewardship

- Ensure that BSA is compliant with the regulating Act and other relevant legislation
- Act prudently and with probity to protect all financial assets and resources of the institution, and ensure that they are used to deliver the institution's objectives
- Maintain and review a risk register for the institution, and take identified actions to mitigate risks

Effective Board performance

- Ensure co-operation of all Board members to manage the Board's own operations
- Strive to attend all Board meetings and contribute to productive meetings by ensuring they are prepared
- Make informed decisions and give due consideration to differing points of view on the Board and amongst members
- Accept and support the decision of the majority
- Work co-operatively with Head Office, recognizing their role and responsibilities.

This Code of Conduct can only be successful if:

Members, all licensees and administrators familiarize themselves with its contents. All should frequently refer to the Code of Conduct for guidance. The Code of Conduct will be included in Boxing South Africa rules and the Act. Failure to conform to the Code of Conduct results in disciplinary action according to Boxing South Africa rule and procedures.

APPLICATION OF THE PROCEDURES

Below is a list of potential breaches to the code and the appropriate sanctions.

Please note:

The procedures set out in this section will be applied in determining whether Member, licensees and staff have breached the Code of Conduct by acting inconsistently with the Boxing South Africa Standard and Values.

These procedures are based upon the application of the principles of natural justice. The procedures may be varied to take account of the circumstances of any particular allegation of a breach of the Code of Conduct. Provided that the principles of natural justice are applied a departure from these guidelines will not be considered contrary to them.

Any signatory who is alleged to have breached the Code of Conduct by failing to comply with the provisions of this code and Boxing South Africa may be investigated and sanctioned under both the Code of Conduct and the Boxing South Africa Policy framework.

Where any allegation contains information that relates to the safety or welfare of a boxer, Boxing South Africa will take immediate action to remove any real, potential or perceived threat to the boxer.

PREAMBLE

This Code of Conduct outlines the standard of behavior expected of all members and licensees of Boxing South Africa. It is a formal statement of the values and ethical standards that guide individuals in sport of boxing internally or representing the country internationally. It is a set of principles, and norms to which licensees can be held accountable when representing South Africa at any sporting or social event as well as in their everyday duties. This will be used as a point of reference when dealing with disciplinary procedure against members and licensees.

INTRODUCTION:

This Code of Conduct has been drawn up to be applicable all members and licensees, which are Board Members, Promoters, Boxers, Managers, Trainers and Officials. This code of conduct also covers the administrators accountable for their actions.

The Purpose of this code is:

To outline incorrect and unacceptable actions and / or behaviors and to encourage ethical behavior, so that when the code is contravened the appropriate disciplinary action can, with consistency be taken, thus responding to offences and preventing re-occurrence.

The code is aimed at the following:

- To promote respect for human dignity, rights and social justice.
- To help to resolve conflict.
- To make ethical behavior infringement easy to identify.
- To enhance the ethical reputation of sports persons in general and boxing in particular.
- To promote respect for human dignity, rights and social justice.
- Provide a framework for all our licensees to conduct their activities according to the following ethical principles:
 - Respect the rights, dignity and worth of every human being
 - Be fair, considerate, honest and have respect for the law.
 - Be trustworthy and professional and accept responsibilities for actions.
 - Refrain from any racial, gender, verbal, physical or emotional abuse or harassment.
 - Always make a positive contribution and refrain from destructive criticism.
- Always act in the best interest of South African sport generally and Boxing in particular.

VALUES STATEMENTS:

Boxing South Africa has developed core values for functional working relationships with its members, staff and licensees. These values identify that in every relationship all licensees and staff:

- be responsive to the other's needs
- consult and endeavor to reach common understandings;
- be open and transparent;
- listen and communicate openly;
- accept full responsibility for our decisions and actions;
- strive for excellence and maximize our performance;
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- be leaders in our field;
- value the well-being and diversity of our people, and
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STANDARDS

As Boxing South Africa members, licensees and staff you have a responsibility under the Code of Conduct to:

- Behave in a way that upholds the Boxing South Africa values at all times;
- Behave professionally, honestly and with integrity at all times;
- Behave in a way that upholds the good reputation of Boxing South Africa at all times;
- Treat everyone with respect, courtesy, and without harassment;
- Act with care and diligence and perform work duties in a manner that is conducive to the health and safety of both yourself and others;
- Not engage in any forms of physical, verbal or emotional abuse of others;
- Refrain from gossip and bad-mouthing colleagues.
- Respect the internal processes at all times.
- Respect the institutional levels of accountability at all times.
- Implement official decisions and comply with any lawful and reasonable directions given to you by anyone who has authority to give the direction;
- Ensure information and documentation that you are provided with, work with or generate in the course of your duties, are kept confidential and at all times remain the property of Boxing South Africa;
- not give or disclose, directly or indirectly, any information to others about Boxing South Africa business, unless required during the course of your duty or unless you have been expressly authorized to do so;
- not provide false or misleading information to others in the course of your duties at Boxing South Africa.
- not make improper use of your status, power or authority;
- disclose and take appropriate steps to avoid any conflict of interest (real or apparent) with your engagement by Boxing South Africa, including

obtaining approval for any outside engagement;

- use Boxing South Africa resources and facilities in a correct and responsible manner and for official purposes only;
- adhere to all applicable Boxing South Africa policies and procedures, including but not limited to the policies referred to specifically in this Code of Conduct, as they are amended from time to time;
- at all times comply with the South African Sporting legislation and policy framework;

PRINCIPLES OF CONDUCT

1. *Selflessness*: Boxing South Africa Board Members, Licensees, and Senior Management shall take decisions solely in the Boxing South Africa's interest. They shall not do so in order to gain benefits for themselves, their business interests or their immediate relatives.

2. **Integrity:** Boxing South Africa Board Members, Licensees and Senior Management shall not place themselves under any financial or other obligation to individuals or organizations that might influence them in the performance of their duties.
3. **Objectivity:** In carrying out Boxing South Africa duties including appointing of ring officials, completing a ratings list, sanctioning of tournaments or recommending boxers for international fights and awards for best performers, those responsible shall make choices on merit.
4. **Accountability:** Boxing South Africa members, licensees and staff are accountable for their decisions and actions and shall submit themselves to whatever scrutiny is appropriate. The Senior Management and leading members of committees shall report regularly to and communicate with the Boxing South Africa Board. Communication shall be distributed through the officially recognized channels such as Associations, Committees and Conventions.
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6. **Honesty:** Boxing South Africa Board Members, Ring Officials and Senior Managers have a duty to declare any private interests relating to their duties and to take all steps to resolve any conflicts arising in a way that protects the interest of the Boxing and sport in general.

GUIDING PRINCIPLES FOR BOXING SOUTH AFRICA BOARD MEMBERS, LICENSEES, OFFICIALS AND STAFF:

At all times, (i)the members of Boxing South Africa commit to follow, abide and serve the staff and licensee of Boxing South Africa, (ii) Licensee commit to adhere and abide, (iii) ring officials commit to adhere and abide and (iv) the staff commit to serve and commit to the institution by observing the hereunder outlined principles of the code of conduct:

Strategy and Advocacy

- Strive to achieve BSA's vision and mission and uphold its core values

- Ensure all BSA and Board activities are in compliance with the Boxing Act, Strategies and policies
- Engage in public advocacy for BSA by promoting its work and keeping informed about its programs and activities
- Contribute a strategic focus to BSA
- Ensure media comments are made by the appropriate people, normally the Board Members responsible for the area of questions.

Responsiveness to ALL licensees

- Ensure that BSA activities are responsive to the needs and interests of members.
- Ensure that the Board is accountable to the members by documenting and communicating actions and decisions, as appropriate.
- Apply the principles of equality and diversity, and ensure that the institution is fair and open to all categories of licensees in all of their activities
- Actively seek input and communicate with all categories of licensees.

Confidentiality

- Respect the appropriate confidentiality of the content of Board papers, discussions, decisions and related correspondence, noting that open consultation is important for the board's decision making and engagement with all licensees.
- Make only proper use of information acquired as a Board member.

Accountability and responsible stewardship

- Ensure that BSA is compliant with the regulating Act and other relevant legislation
- Act prudently and with probity to protect all financial assets and resources of the institution, and ensure that they are used to deliver the institution's objectives
- Maintain and review a risk register for the institution, and take identified actions to mitigate risks

Effective Board performance

- Ensure co-operation of all Board members to manage the Board's own operations
- Strive to attend all Board meetings and contribute to productive meetings by ensuring they are prepared
- Make informed decisions and give due consideration to differing points of view on the Board and amongst members
- Accept and support the decision of the majority
- Work co-operatively with Head Office, recognizing their role and responsibilities.

This Code of Conduct can only be successful if:

Members, all licensees and administrators familiarize themselves with its contents. All should frequently refer to the Code of Conduct for guidance. The Code of Conduct will be included in Boxing South Africa rules and the Act. Failure to conform to the Code of Conduct results in disciplinary action according to Boxing South Africa rule and procedures.

APPLICATION OF THE PROCEDURES

Below is a list of potential breaches to the code and the appropriate sanctions.

Please note:

The procedures set out in this section will be applied in determining whether Member, licensees and staff have breached the Code of Conduct by acting inconsistently with the Boxing South Africa Standard and Values.

These procedures are based upon the application of the principles of natural justice. The procedures may be varied to take account of the circumstances of any particular allegation of a breach of the Code of Conduct. Provided that the principles of natural justice are applied a departure from these guidelines will not be considered contrary to them.

Any signatory who is alleged to have breached the Code of Conduct by failing to comply with the provisions of this code and Boxing South Africa may be investigated and sanctioned under both the Code of Conduct and the Boxing South Africa Policy framework.

Where any allegation contains information that relates to the safety or welfare of a boxer, Boxing South Africa will take immediate action to remove any real, potential or perceived threat to the boxer.

ACTION	BREACH DESCRIPTION	SANCTIONING	CORRECTING AUTHORITY
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BOXING SOUTH AFRICA BOARD MEMBERS

Not attending three consecutive Board Meetings.	Not adhering to the Provisions of the Act and abdicate responsibilities.	Removed from the Board of Boxing South Africa	Minister of Sports and Recreation.
Having financial or otherwise interest in the boxers accredited by BSA.	Conflict of interest not registered. Improperly using status and authority. Behave unprofessionally, dishonestly and with no integrity.	Removed from the Board of Boxing South Africa.	Minister of Sport and Recreation.
The Board Member may not use the position or privileges of being in the Board, or confidential information obtained in the position, for private gain or to improperly benefit another person.	Handling self in an improper and dishonest manner. Providing false or misleading information to others in the course of your duties at Boxing South Africa. Gave or disclosed, directly or indirectly, any information to others about Boxing South Africa business, unless required during the course of your duty or unless you have been expressly authorized to do so;	Removed from the Board of Boxing South Africa	Minister of Sport and Recreation.

<p>Canvassing or seeking to influence the members of the ratings and sanctions committees</p>	<p>Improperly using status and authority to achieve personal gain. Failure to respect internal processes.</p>	<p>Suspension from the Board for a period of not less than three (3) months.</p>	<p>Boxing South Africa Board</p>
<p>Mistreat any staff employed by Boxing South Africa with disrespect and sexually harassing the staff.</p>	<p>Did not treat everyone with respect, courtesy, and without harassment; Did not act with care and diligence and perform work duties in a manner that is conducive to the health and safety of both yourself and others;</p>	<p>Suspension from the Board for a period not less than three (3) months. Depending on the nature, the penalty might call for removal from the Board.</p>	<p>Boxing South Africa Board Minister of Sport and Recreation</p>
<p>Do not solicit or accept gifts, gratuities, free trips, honoraria, personal property, or any other item of value from any person or entity as a direct or indirect inducement to provide special treatment to such donor with respect to matters pertaining to the institution without</p>	<p>Improperly using status and authority to achieve personal gain. Handling self in an improper and dishonest manner</p>	<p>Removal from the Board</p>	<p>Minister of Sport and Recreation</p>

fully disclosing such items to the board of directors;

ACTION	BREACH DESCRIPTION	SANCTIONING	CORRECTING AUTHORITY
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PROMOTERS, BOXERS, MANAGERS AND TRAINERS

<p>Bribing the opponent to take a fall and or deliberately lose a fight.</p>	<p>Handling self in an improper and dishonest manner Behave unprofessionally, dishonestly and with no integrity.</p>	<p>Banning from all activities of the sport for five consecutive years (5).</p>	<p>Boxing South Africa Board</p>
<p>Misrepresenting BSA good standing and name in the Corporate World and Governments by disseminating information tarnishing the image of Boxing.</p>	<p>Not behaving in a way that upholds the Boxing South Africa values at all times; Not behaving professionally, honestly and with integrity at all times;</p>	<p>De-registered as the Boxing South Africa licensee with immediate effect.</p>	<p>Boxing South Africa Board</p>

<p>Seeking outside assistance without exhausting internal grievance procedures. Taking internal matters to the higher political office and the media misrepresenting the internal facts.</p>	<p>Not Behaving in a way that upholds the good reputation of Boxing South Africa at all times; Refrain from gossip and bad-mouthing colleagues. Respect the internal processes at all times. Respect the institutional levels of accountability at all times.</p>	<p>Suspension from being a licensee for a period not less than two (2) consecutive years. This might be accompanied by a fine not exceeding your annual expenditure in tournaments.</p>	<p>Boxing South Africa Board</p>
<p>Supplying and taking of drugs and banned substance by licensees and tournament participants.</p>	<p>Behave in a way that upholds the Boxing South Africa values at all times; Behave professionally, honestly and with integrity at all times; Behave in a way that upholds the good reputation of Boxing South</p>	<p>Depending on the substance and the gravity of the action, the minimum sanction will be suspension from all activities of boxing for two (2) consecutive years.</p>	

	Africa at all times;		
<p>Licensees disputes inside and outside of the ring. Bringing the sport of boxing into disrepute. Use of foul language and gestures. Unbecoming behavior in tournament and BSA sanctioned events.</p>	<p>Behave in a way that upholds the Boxing South Africa values at all times;</p> <p>Behave professionally, honestly and with integrity at all times;</p> <p>Behave in a way that upholds the good reputation of Boxing South Africa at all times;</p>	<p>Depending on the gravity of the breach and action, the offender will be fined and suspended.</p> <p>The first time offender will be given a final written warning; with a suspended sanction; the suspension will be lifted if there is a second or more occurrence.</p> <p>The minimum sanction for this offence will be suspension for a period not less than one (1) year from all the activities of BSA. If the offender is a promoter, manager or trainer; all contracts owning with boxers will be immediately terminated so as not to be affected by the suspension.</p>	Boxing South Africa Board
<p>Untidy clothing and attire of trainers and corner seconds at the weigh-in, fights and post fights conferences.</p>	<p>Behave in a way that upholds the Boxing South Africa values at all times;</p> <p>Behave in a way that upholds the good reputation of Boxing South</p>	<p>Fine of 25% of the boxer's purse will be deducted as a minimum sanction.</p> <p>For the following same offences, a suspension of a licensee for a year.</p>	Boxing South Africa Board

	Africa at all times;		
Tempering with the hands wraps and gloves before the fight.	Not behaving professionally, honestly and with integrity at all times; Assault and attempted Grievous Bodily Harm.	Minimum of three (3) year ban on the first offence. The following offences a mandatory of life ban from the sport.	Boxing South Africa Board
Unsporting utterances, shouting at the judges and officials after the fight.	Not respecting internal processes. Bringing the sport of Boxing into disrepute. Behave in a way that upholds the good reputation of Boxing South Africa at all times;	A fine of not less than R 5000 for the first offence, incremental by 150% for the offence recurrence. Suspension and a fine of not less than 1 year for the fourth offence.	Boxing South Africa Board
Gross negligence from the referees and judges. Inconsistency by the referees and judges. Accepting bribes to pre-determine the outcome of the fight by the referee	Not behaving professionally, honestly and with integrity at all times; Bringing the sport of Boxing into disrepute. Behave in a way that upholds the	Removed from the grade if top graded, taken out of the officials list if low graded. A mandatory five (5) year ban from	Boxing South Africa Board

and the judges. Gross incompetency by the referees and judges in adjudicating the fight.	good reputation of Boxing South Africa at all times;	the sport of Boxing. Listing in the National List of Fraudsters and Corrupt individuals.
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DECLARATION OF THE CODE OF CONDUCT OF BOXING SOUTH AFRICA

Boxing South Africa Board Members, its licensees and staff and all stakeholders and interested parties hereby declare that:

REAFFIRMING their determination to consolidate, promote and develop the sport of boxing and cooperation existing between the members, licensees and staff with the view to strive towards good governance and sustainable institution for the socio-economic benefit of all involved in the sport of boxing, and enhancing participatory-oriented partnership in the quest for excellence and mutual trust;

COGNIZANT of the need to promote a peaceful, friendly and harmonious environment in the South African Boxing for the enhancement of sport professionalism, stability, economic growth and prosperity for all;

COMMITTED to enhancing the principles and objectives of the South African Boxing Act of 2001; the National Development Strategy; the National Department of Sport and Recreation Developmental Policies and Programmes.

DESIRING to enhance favourable conditions for a peaceful and durable solution of differences and disputes among members, licensees and staff concerned;

HEREBY DECLARE the following:

1. All reaffirm their commitment to the purposes and principles of the South African Boxing Act, its strategies and policies, and any other nationally recognized principles of law which shall serve as the basic norms of governing relations;
2. All are committed to exploring ways for building trust and confidence in accordance with the above-mentioned principles on the basis of equality and mutual respect;
3. All reaffirm their respect for and commitment to the freedom of speech, expression and association as enshrined our constitution.

4. All concerned undertake to resolve their territorial, business, contractual and jurisdictional disputes by peaceful means, without resorting to the courts of law, through friendly consultations and negotiations by internal processes, in accordance with principles of the Act.
5. All undertake to exercise self-restraint in the conduct of activities that would complicate or escalate disputes and affect peace and stability including, among others, refraining from action of inhabiting on the business interests, contractual agreements, fighters' investments and other features and to handle their differences in a constructive manner.

Pending the peaceful settlement of territorial, business, contractual and jurisdictional disputes, all undertake to intensify efforts to seek ways, in the spirit of cooperation and understanding, to build trust and confidence between and among them, including:

- a. holding dialogues and exchange of views as appropriate between themselves;
 - b. ensuring just and humane treatment of all persons who are either disadvantaged and or directly affected;
6. All undertake to respect the provisions of this Declaration and take actions consistent therewith;
 7. All encourage outsiders to respect the principles contained in this Declaration;
 8. All concerned reaffirm that the adoption of a code of conduct by Boxing South Africa would further promote peace and stability in the in the sport and agree to work, on the basis of consensus, towards the eventual attainment of its objectives and strategies.

Approved 19/10/2010

ABC