



# FIA ETHICS AND COMPLIANCE HOTLINE

## INDUCTION FOR ANYONE WANTING TO RAISE A REPORT

A WORLD IN MOTION

FEDERATION  
INTERNATIONALE  
DE L'AUTOMOBILE

FIA.COM





- [What is the FIA Ethics and Compliance Hotline?](#)
- [Purpose and Benefit](#)
- [The main actors](#)
- [Which categories of misconduct can I report?](#)
- [What happens after the submission of my report?](#)
- [Confidentiality and Data Protection](#)
- [Proper conduct during the Reporting](#)





# FIA ETHICS AND COMPLIANCE HOTLINE

## WHAT IS THE FIA ETHICS AND COMPLIANCE HOTLINE?

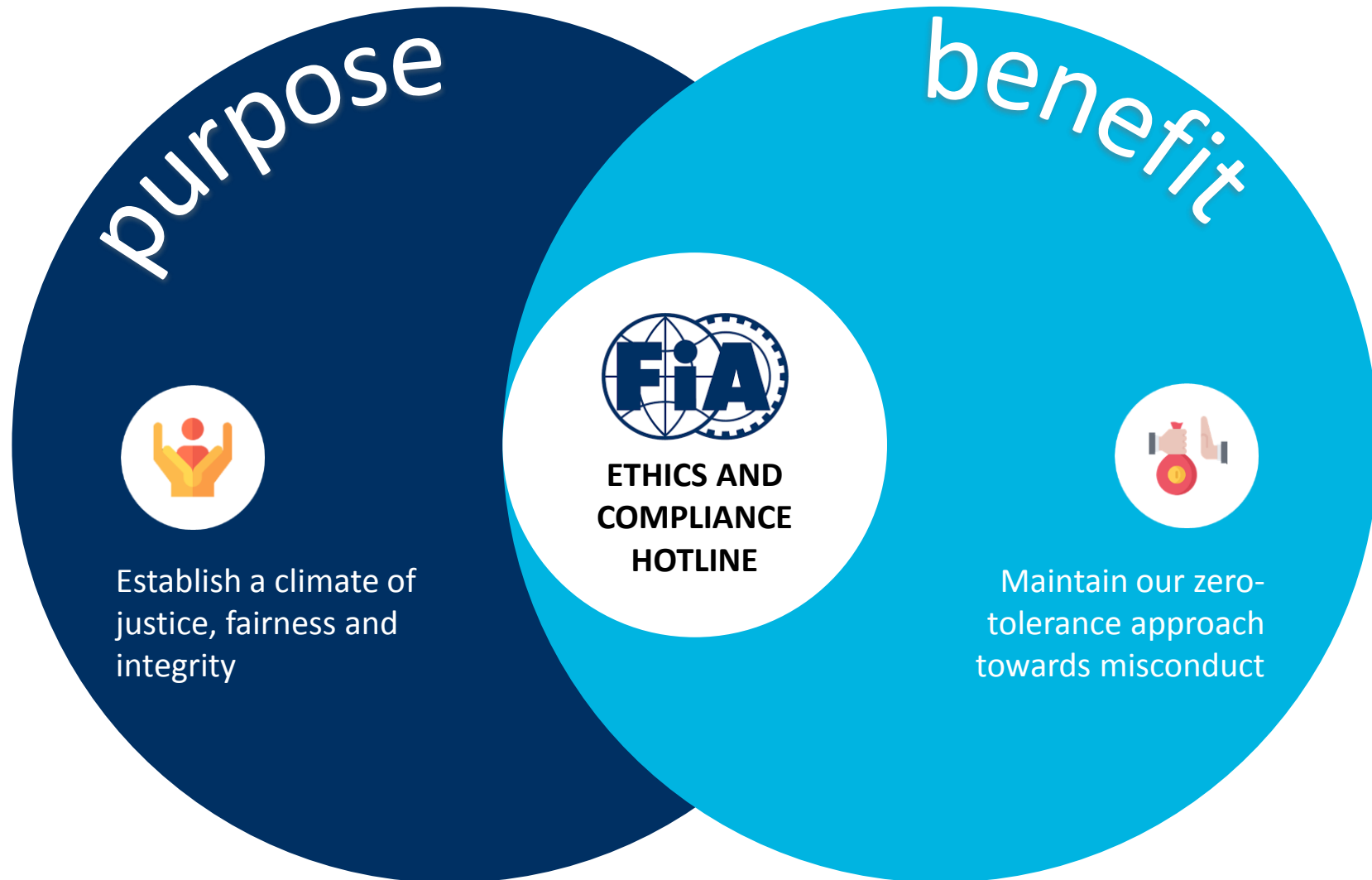


**An online reporting platform** – it allows anyone who is aware of misconduct (“Reporting Person”) to raise legitimate and documented concerns related to specific categories related to **violation of the FIA ethical principles, sport integrity and doping**

**Only concerns raised in good faith** – All concerns of misconduct must be reported in good faith. The Reporting Person should have reasonable grounds to believe that the information reported is true, accurate and supported by evidence

**If concerns are raised in bad faith** – Using the platform intentionally, recklessly or negligently in order to make a false or misleading representation for causing harm will result in a discarded report and possible disciplinary measures (including civil claim or criminal charges)







## 1 Reporting Person

A Reporting Person is anybody reporting a concern of misconduct

## 2 Identified Person

An Identified Person is any entity or individual related in any way to the FIA who is alleged to have committed misconduct

## 3 Receiving Person

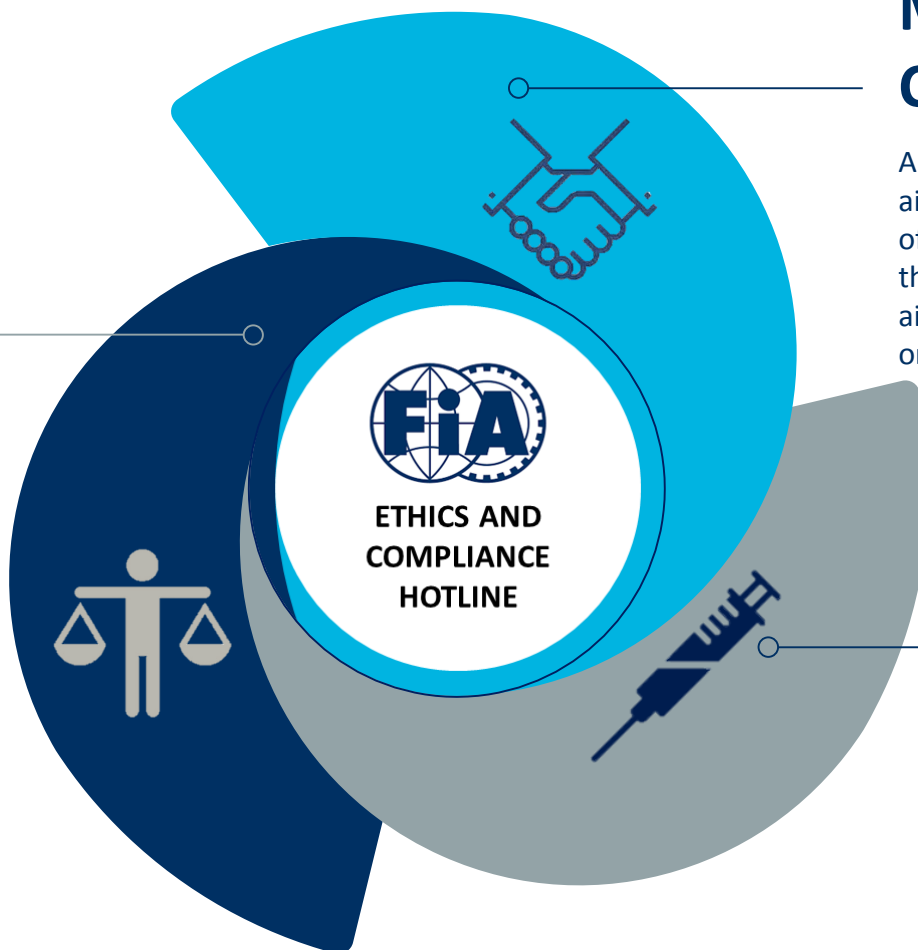
A Receiving Person is the FIA staff member who receives and is in charge of assessing, investigating and closing a reported concern of misconduct





### Violation of the FIA ethical principles

Any potential or real violation of the FIA ethical principles; examples of such misconduct include discrimination, harassment, bribery, corruption, mismanagement in conflict of interests, fraud, money laundering



### Sport Integrity and Manipulation of Competitions

Any arrangement, act or intentional omission aimed at improperly altering the result or running of a Competition in order to remove all or part of the unpredictable nature of said Competition, aiming to obtain an undue advantage for oneself or others

### Violation of the FIA Anti-Doping Regulations

Any alleged or real violation of the FIA antidoping regulations (Appendix A to the International Sporting Code) or any act or omission that could undermine the fight against doping

### What happens after the submission of my report?



01

#### Reporting

The Reporting Person reports a concern of misconduct



02

#### Initial Assessment

The Receiving Person assesses if the report is in scope



03

#### Investigation

The Receiving Person investigates the concern, possibly involving a third party consultant



04

#### Conclusion

The Receiving Person closes the case and escalates the matter to the competent FIA body, if necessary





## Confidentiality

- Everybody involved at any stage of the FIA Ethics and Compliance Hotline process must keep all information received or otherwise obtained fully confidential
- The identity of the Reporting Person and the content of the reported misconduct will only be disclosed if it is required by law or with the Reporting Person's consent

## Data Protection

- All data contained in the FIA Ethics and Compliance Hotline are stored in Switzerland
- The highest security standards are applied with regards to data access, reading and administration rights
- At the end of the investigation, any data which may disclose the identity of the Identified Person will be deleted from our online platform





# FIA ETHICS AND COMPLIANCE HOTLINE PROPER CONDUCT DURING THE REPORTING

01

## Reporting in good faith

When reporting misconduct through the FIA Ethics and Compliance Hotline you should be in good faith. In other words, you have reasonable grounds to believe that the information reported is true, accurate and duly supported by evidence. Otherwise there will be no investigation.

02

## Avoid malicious reports

You are not entitled to use the platform to intentionally, recklessly or negligently make a false or misleading representation with the aim of causing harm. The report will not be investigated and disciplinary measures will be considered.

03

## Provide useful info

You should upload any useful information that you may dispose of (documents, videos, photos, potential witnesses) that may be used as proof of the facts that you have disclosed through the FIA Ethics and Compliance Hotline

04

## Describe the incident in detail

It is important to describe the incident in as much detail as possible. This will help the FIA to effectively follow up on your report.

05

## Be transparent

You can decide to not disclose your name when raising a report, but we encourage you to be transparent. We aim to verify the seriousness of the reported misconduct to the extent possible and as a result, we suggest that information be openly communicated, including your personal details, that could help follow up on the report.





FEDERATION  
INTERNATIONALE  
DE L'AUTOMOBILE

[WWW.FIA.COM](http://WWW.FIA.COM)