



Ethical guidelines of the Swiss Karate Federation

Sport has a special responsibility towards the people who practice, promote and organize it. The Swiss Karate Federation (SKF) is committed to ethically valuable, fair and sustainable sport, and constantly aligns its actions with the principles of the “Valuable Swiss Sport” system of Swiss Olympic and the Federal Office of Sport (FOSPO).

Swiss sport is valuable when the dignity of all people is respected in sport, when the focus is on sporting performance in training and competitions, and when the environment and the principles of good governance in sports organisations are respected. These values form the basis of all SKF activities.

Everyone who participates in karate – athletes, coaches, officials, referees, club officials and other participants – is called upon to reflect critically on their actions. It is important to always ask yourself whether your behavior may violate people's dignity or lead to ethical violations, abuses of power, or other forms of misconduct.

SKF takes a precautionary approach. The goal is to identify and minimize potential risks in the early stages and strengthen people and organizations in karate in the long term. Ethics in karate means not only following the rules, but also actively promoting a culture of respect, accountability and transparency.

An ethically valuable karate sport can only be achieved through the active participation of all participants. The SKF Ethical Guidelines therefore apply at both the individual and organizational levels and provide a binding framework for behavior, decisions and leadership responsibilities within the association.

With these ethical guidelines, the Swiss Karate Federation is committed to promoting karate in Switzerland as a performance-oriented, fair, safe and humane sport – now and in the future.

The SKF Ethics Committee is available as a low-threshold contact point for all questions relating to ethical behaviour in Swiss sport – regardless of whether the persons concerned are active in competitive or grassroots sport: ethics@karate.ch



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Swiss Charter on Sports Ethics

The Swiss Charter on Sports Ethics comprises nine binding principles and is based on the Olympic values of optimal performance, friendship and respect. It forms the basis for a safe, fair and successful sport in Switzerland.

The Charter of Ethics and the Statute of Ethics are mandatory components of the statutes of all Swiss Olympic associations. They serve as a binding framework for the actions of organisations and individuals in sport and support the implementation of the Olympic values in the daily life of the association as well as in sporting events.

1. Equal treatment for all

Nationality, age, gender, sexual orientation, social background, religious or political orientation do not lead to disadvantages.

2. Sport and social environment in harmony

The demands of training and competition are compatible with training, work and family.

3. Strengthening self-responsibility and co-responsibility

Athletes are involved in the decisions that affect them.

4. Respectful rather than overwhelming support

The measures taken to achieve sporting objectives do not violate the physical or psychological integrity of athletes.

5. Education on Equity and Environmental Responsibility

Mutual behavior and towards nature is characterized by respect.



6. Against violence, exploitation and sexual assault

Physical and psychological violence and any form of exploitation will not be tolerated.

Increase awareness, be vigilant, and intervene constantly.

7. Refusal of doping and drugs

Provide sustainable information and take immediate action when it is consumed, administered or disseminated.

8. Abstaining from smoking and alcohol during sports

Identify the risks and effects of use in the early stages.

9 Against all forms of corruption

Promote and demand transparency in decisions and processes. Regulate and consistently disclose the handling of conflicts of interest, gifts, finances and betting.



1. Ethics in the Swiss Karate Federation

The ethical subject within the association is composed of two levels. On the one hand, the ethics of the Swiss Karate Federation, which integrates the values of karate in a contemporary way and anchors them in the daily life of the association. On the other hand, ethics in Swiss sport with fundamental principles such as fairness, respect and integrity. The aim is to harmonise the two levels and ensure a common understanding of values.

1.1. Karate-dō – the ethical path of karate

Karate-dō is more than a sport. It is a path of personal development based on respect, self-discipline and responsibility. Physical performance and ethical behavior form a unit.

In training, competitions and dōjō, the dignity of the human being is at the center. Fairness, awareness and mutual respect are fundamental principles of karate-dō. Any form of abuse of power, discrimination, or violation of boundaries contradicts this understanding.

1.2. Awareness of Hierarchy in Karate-dō

The Sensei–Senpai–Kōhai system is a central element of karate-dō and serves to convey knowledge, experience and values. At the same time, this hierarchy can create an imbalance of power.

Instructors therefore have a special responsibility to carry out their role in a conscious, critical and reflective manner. A responsible approach to hierarchy builds trust, security, and respect within the dōjō.

1.3. Vision of the Swiss Karate Federation (SKF)

Karate connects – as a community between tradition and modernity.

Our vision – to bring Swiss karate to a global level.

Our mission – to promote people, to live value, to enable performance.

The vision of the Swiss Karate Federation sees karate as a unifying community that responsibly combines tradition and modernity. From an ethical point of view, the focus is on people: as athletes, as personalities and as an integral part of society. The vision of bringing karate from Switzerland to the world is inextricably linked to the obligation to live values and to enable performance on morally sound foundations.

SKF's mission – empowering people, living values, fostering performance – exemplifies a holistic approach to ethics. Sporting success is not seen in isolation, but as the result of responsible promotion, respect, fairness and sustainable actions.



Performance arises when ethical principles such as health, integrity and community are actively lived.

The eight strategic themes, derived from the sources of value of Swiss Olympic and FOSPO, constitute the ethical framework for the development of the association:

- **Passion** is understood as a force that positively shapes commitment without exploiting it and is supported by appreciation.
- **Health** obliges the association to treat the body and psychology with care, as well as offering inclusive services, adapted to age and stage of life.
- **Inner balance** emphasizes introspection, mindfulness, and responsible action – ethical skills that are central to sport and everyday life.
- **Personality** represents the promotion of self-efficacy, self-respect and self-control, and therefore karate as a school of attitude, not just technique.
- **Innovation** is ethically understood as further development in harmony with the roots, open to novelties, but linked to values.
- **The community** emphasizes solidarity, diversity and co-creation as the foundation of trust and cohesion.
- **The service** reflects a responsible understanding of the association, focused on transparency, fairness, and benefit to members.
- **The environment** extends the ethical responsibility of sport to ecological sustainability and the conscious use of resources.

Overall, SKF is ethically positioned as a combination of sporting excellence and social responsibility. Values are not simple guidelines, but a lived practice that creates meaning, builds trust and allows the sustainable development of sport, associations and people.



2. Ethics in Swiss sport – an industry standard

Sports organisations make an important contribution to society and receive public and private support for this. This is combined with clear expectations: responsible organisational management, respectful interaction – especially for the protection of children and young people – and sustainable actions.

The " Swiss Sport Industry Standard " summarizes these fundamental expectations of sports organizations and is supplemented by the individual duties of conduct set out in the Statute of Ethics.

The Ethical Guidelines of the Swiss Karate Federation support the federation, sections and dojos in the gradual implementation of ethical change management and serve as a practical guideline for the integration of ethical principles into the daily life of the association.

2.1. Provisions for associations (Art. 60 et seq. of the Swiss Civil Code)

From 2026, all sports organisations wishing to receive Y+S grants for courses and camps will have to demonstrate compliance with the principles of good organisation and governance and implement measures against sporting malice, in addition to the previous Y+S requirements. The corresponding requirements are defined in the Ordinance on the Promotion of Sport (SpoFöV) and specified in the Statute of Ethics, as well as in the industry standard of the Swiss Olympic Games.

Y+S offers are mainly organised by sports and youth clubs, which are considered clubs according to Articles 60 et seq. of the Swiss Civil Code. The following good governance requirements are specifically adapted to this type of association. The following points apply as good governance requirements (Art. 72c and 72d SpoFöV):

2.1.1. Transparency on foundations, structures and decisions

Clubs must ensure transparency regarding their organization and decision-making processes. These include, in particular:

- **Disclosure of principles and structure:**
The articles of association, the articles of association, the organizational structure and the responsible persons must be documented and freely accessible to members (e.g. via the website, publicly or password-protected).
- **Transparency of administrative bodies:**
The members of the supreme management body (including their functions) must be appointed.
- **Publication of central decisions:**
Agenda items and minutes of general meetings must be published.



2.1.2. Gender representation in the highest management body

Clubs must ensure a balanced representation of women and men on the highest board of directors (usually the association's board of directors).

- Laws or regulations must contain a corresponding regulation.
- The specific design is flexible; A proportion of at least 40% per gender is recommended.

2.1.3. Regular renewal of the supreme management body

Associations must ensure that their supreme governing body is regularly renewed.

- Laws or regulations must provide for periodic elections.
- The maximum term of office is four years.
- An upper limit for the total term of office must be set.
- A maximum total term of 12 years is recommended, or 16 years if you also hold a presidential office.

2.1.4. Avoidance of conflicts of interest

The members of the highest management body must make decisions free from any private interest.

- Laws or regulations must contain clear rules to avoid conflicts of interest.
- These include, in particular:
 - Cancellation rules
 - Removal obligations in the event of repeated violations
 - Guidelines for accepting and delivering gifts

2.1.5. Athletes' participation

Athletes must be able to participate in all decisions that affect them.

- Laws or regulations must contain a corresponding co-determination regulation, both at strategic and operational level.
- In clubs where athletes are full members, no additional measures are usually required.



2.1.6. Protection of personal data

Associations must effectively protect the personal data of their members, employees and users.

- All necessary technical and organizational measures for data security must be implemented.
- The processing of personal data takes place according to the following fundamental principles:
 - Purpose limitation
 - Transparency
 - Proportionality

2.1.7. Ensuring ethical behaviour

Associations must take appropriate measures to ensure ethically correct behavior by all parties involved.

- They take all necessary and reasonable measures to prevent violations of the ethical obligations pursuant to Art. 72d para. 1 lit. a of the Ordinance on the Promotion of Sport (SpoPA).
- This includes, in particular, careful selection, training and monitoring of staff.
- The Swiss Olympic Ethics Check is carried out on a regular basis. Coherent measures must build on its findings.

2.1.8. Ethical Misconduct

The association acknowledges the jurisdiction of **the Swiss Sport Integrity and the Swiss Sports Tribunal** for the investigation and assessment of alleged ethical misconduct.

2.2. Provisions for other legal entities

(AG, GmbH, cooperatives, sole proprietorships)

Legal entities such as public limited companies, limited liability companies, cooperatives or sole proprietorships can also make Y+S offers, provided that their main activity is in the field of sports training. They must comply with good governance requirements. The following provisions specify these requirements.

2.2.1. Transparency requirements

- Transparency obligations apply to users of sports services.



- The relevant information must be accessible at all times; disclosure only upon request is not sufficient.
- In particular, sole proprietorships must clearly indicate their areas of activity and ownership (no articles of association are required).

Organisations that are not automatically subject to the Swiss Olympic Ethics Statute (e.g. public limited companies, limited liability companies, cooperatives, sole proprietorships) must publicly declare that they recognise the jurisdiction of Swiss Sport Integrity and the Swiss Sports Tribunal.

2.2.2. Gender representation

- In the case of companies, the gender balance requirement applies to the board of directors.
- In the case of limited liability companies and sole proprietorships, management is directly attributed to the owners; therefore, no formal regulation is envisaged.
- In the case of sole proprietorships, this requirement does not apply at all.

2.2.3. Renewal of management bodies

- Public limited companies are already subject to the legal requirements of the Swiss Code of Obligations regarding periodic elections.
 - Depending on the law, mandates of up to six years are possible,
 - however, a maximum of four years and a total term of up to 12 years is recommended.
- In the case of limited liability companies and sole proprietorships, no corresponding regulatory regulations are required.

2.2.4. Conflicts of interest

- In the case of limited liability companies and sole proprietorships, decisions are of course the personal responsibility of the owners.
- Transparency in the organization and finances, as well as the effective participation of athletes, are therefore particularly important.

2.2.5. User participation

Organizations without a membership structure (AG, GmbH, cooperatives, sole proprietorships) must create structured opportunities for users to express their concerns and make themselves heard.



2.2.6. Privacy, ethics and misconduct

The requirements relating to the protection of personal data, the safeguarding of ethical conduct and the recognition of the jurisdiction of Swiss Sport Integrity and the Swiss Sports Tribunal also apply *mutatis mutandis* to other legal entities. The Swiss Olympic Ethics Compass serves as an important guide for the prevention and handling of difficult situations.

2.2.7. Tools for Private Legal Organizations

Swiss Olympic offers comprehensive support:

- Industry Standard, Swiss Olympics
- E-Learning Industry Standards for Sports Clubs – *Comprehensible, Achievable, Meaningful*, Swiss Olympic
- Examples of wording for amendments to the statutes of sports clubs (*mutatis mutandis* can also be used for other forms of organisation)



Conclusion

Ethics, as a practical philosophy, calls on us not only to reflect, but above all to act. It thrives on our continuous willingness to question our understanding of humanity, to further develop it and to put it into practice in everyday life.

True progress emerges where responsibility, respect and humanity are lived.

As a community, we can only address challenges sustainably if cooperation is our fundamental attitude – because ethics becomes effective and future-oriented only through collective action