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The Good Governance Guidelines of the European Olympic Academies

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1. Introduction

The Association serves the purpose of the promotion of the Olympic Idea as well as the preservation of the ethical, educational, social and cultural values of sport in the spirit of the Fundamental Principles and according to the Rule 27 of the Olympic Charter.

It is the duty of all EOA members, members of the EOA governing bodies, members of the EOA commissions, volunteers and staff of the EOA to follow Good Governance Principles and to ensure the promotion of Olympic values, ethical and moral values as well as to respect all national and international legislation and to follow the principles of integrity, autonomy and accountability, transparency, democracy and inclusivity.

2. Definition of good governance

The importance and need for good governance in sport has been recognized by the European Union which appointed an Expert Group. The definition of good governance, delivered by this Expert Group is:

“The framework and culture within which a sports body sets policy, delivers its strategic objectives, engages with stakeholders, monitors performance, evaluates and manages risk and reports to its constituents on its activities and progress including the delivery of effective, sustainable and proportionate sports policy and regulation.”

3. Basic Universal Principles of Good Governance of the Olympic and Sports Movement

The International Olympic Committee at its Seminar on Autonomy of Olympic and Sport Movement, accepted the statement:

“All members of the Olympic Movement should adopt, as their minimum standard, the Basic Universal Principles of Good Governance of the Olympic Movement.”

As proposed by the IOC, the universal principles of good governance shall be:

- Vision, mission and strategy.
- Structure, regulation and democratic process.
- Highest level of competence, integrity and ethical standards.
- Accountability, transparency and control.
- Solidarity and development.
- Athletes’ involvement, participation and care.
- Harmonious relations with governments while preserving autonomy.

4. The Good Governance Principles of the EOA

INTEGRITY

- The EOA shall accept procedures that deal directly with mismanagement, fraud and any kind of irregularity.
- The EOA shall accept, understand and follow the Code of conduct and specify each role of the elected representatives, members of governing bodies, members of commissions, staff and volunteers.
- The EOA shall establish a disciplinary commission, define the sanctions and set the procedure for appeal.
- The EOA shall prepare a risk management plan that sets out procedures and mitigating factors covering all aspects of the organisation and its activities.
- The EOA shall accept a human resource policy that deals with the key issues of HR and sets the selection procedure, which is based on merit and competencies.

AUTONOMY AND ACCOUNTABILITY

- The EOA shall be autonomous but co-operate with international associations, governmental organisations and institutions and especially with members.
- The EOA shall prepare a strategic plan for partnership and sponsorship.
- The EOA shall set agreements, contracts, memorandums with partners and sponsors and define roles, obligations and responsibilities.
- The EOA shall report to members and stakeholders on all activities and make main papers and decisions available.
- The EOA shall develop an annual financial plan that is linked to the strategic plan, mission and financial resources.
- The EOA elect a treasurer who has a specific role and responsibilities for finance in the organisation.
- The EOA shall select an external independent and recognized auditor to verify the finances and reports of the organisation.
- The financial documents shall be available for members and published on the EOA official website.

TRANSPARENCY

- The EOA shall develop an overall vision and strategic plan describing the desired future position, relation with partners, relation with members and vision on the position of the EOA in the Olympic movement.
- The vision and strategic plan must be validated by the General Assembly of the EOA.
- All strategic documents about the organisation shall be published and publicly available.
- EOA shall develop a regular consultation process with members on issues and topics that affect the organisation.
- The EOA validate written rules with regard to confidentiality.

DEMOCRACY AND INCLUSIVITY

- The constitution of the EOA sets out operations, rules and procedures which reflect the values and aims of the EOA.
- The General Assembly is a formal annual meeting that is organised according to documented and formal procedures.
- The EOA must support and ensure the inclusivity of all members.
- The members of governing bodies, members of commissions and members of other bodies of the EOA are elected by voting in the General Assembly through a fair and democratic process described within the constitution.
- All decisions are systematically implemented, monitored and documented.
- The EOA shall prepare a strategy for diversity, inclusion and equality.
- The EOA supports a gender equality strategy.

5. The Good Governance Officer

1. The Good Governance Officer is appointed by the General Assembly.
2. The Good Governance Officer shall advise the Executive Board.
3. He/she shall report to the General Assembly on his/her work.
4. The Good Governance Officer is independent at his/her work.
5. Role of the Good Governance Officer:
 - a. Monitoring.
 - b. Advising.
 - c. Supporting.
 - d. Educating and raising awareness on values, ethics, integrity and transparency.
 - e. Upgrading the Good Governance principles of the EOA according to the new definitions and tasks in relation to EU principles, IOC rules and guidelines.
 - f. Supports the implementation of the good governance principles of the EOA.
 - g. Supports the implementation of the good governance principles of the EOA members.
6. Who can be a Good Governance Officer:
 - a. A person with appropriate qualifications, knowledge and experience on the topics of ethics, transparency, integrity and democracy.
 - b. A person who is familiar with sport, Olympic movement tasks, the roles and responsibilities of sports organisations.
 - c. A person who is familiar with the most important legislation at EU level.
 - d. A person who is familiar with the accounting standards and finances of sports organisations and NGOs.
 - e. The Good Governance Officer cannot be a member of the General Assembly, Governing bodies of the EOA, or a delegate at the General Assembly.
7. Procedure for elections of the Good Governance Officer:
 - a. According to the Statutes of the EOA and EOA Good Governance Guidelines, the Executive Board opens a public call for candidates.
 - b. The call must be open and all members must be informed about the call,
 - c. Every member of the EOA has the right to nominate one candidate.
 - d. Candidates must confirm the nomination and present their CV, recommendations and proof of qualifications for the position.
 - e. The Executive Board must prepare a report for the General Assembly and present all relevant candidates to the General Assembly.
8. Nomination of the Good Governance Officer:
 - a. After nomination by the General Assembly, the Executive Board prepares a contract with the selected candidate.
 - b. In the contract both parties declare their role, tasks and responsibilities.
 - c. Duration of the mandate: 4 years.