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Enlarged Partial Agreement on Sport (EPAS)

## **Conference on Integrity in Sport**

6-7 December 2021

Hybrid format:

Rome (Villa Ruffo, Via di Villa Ruffo 27) and online

Organised by the Enlarged Partial Agreement on Sport (EPAS)  
and the Italian Department for Sport  
within the framework of the Italian Chairmanship of the Council of Europe

## **Report**

In the context of the Italian Chairmanship of the Committee of Ministers, the Council of Europe's Enlarged Partial Agreement on Sport (EPAS) and the Italian Department for Sport co-hosted a Conference on Integrity in Sport. This follows the important work carried out by EPAS and the Sport Conventions of the Council of Europe, with a focus on three specific areas:

- integrity guidelines,
- combating the manipulation of sports competitions (the Macolin Convention), and
- ensuring good governance in sport.

These 3 dimensions are interdependent and in line with the 2022-2025 strategic priorities of the Council of Europe in the field of sport.

The conference's main aim was to outline and plan the next steps to be pursued by EPAS, the Macolin Committee and partner organisations in these three areas in the future. The conference opened with introductions from Michele Sciscioli, Head of the Italian Department for Sports, representing the Italian Council of Ministers Presidency, who delivered a speech from Valentina Vezzali, the Italian Sub-Secretary for Sport, and the Council of Europe's Deputy Secretary General Bjørn Berge. The Integrity in Sport Conference provided a platform for the exchange of know-how and ideas during the three keynote introductory sessions and the four panel discussions over the two days (see Appendix I for the full programme and Appendix II for the list of speakers).

The conference brought together more than 20 high-level international speakers from diverse backgrounds and sectors, presenting their thought-provoking ideas in a pragmatic way, with tangible results. It was also followed remotely by 250 online participants from across the five continents.

Representatives from a wide range of international organisations including Interpol, Unesco, representatives of public authorities, international sport integrity experts, high-level prosecutors, representatives from the police, anti-corruption division officers, academics, betting organisation regulators, as well as representatives from the IOC and sports organisations, reiterated the fact that the Council of Europe was a reliable and key partner in addressing the European and global challenges in sport linked to integrity, influencing developments through partnership and co-operation, while establishing a platform for effective co-operation between governments and sports organisations.

The Government of Italy expressed the firm commitment to defending the ethical values of sport – a key aspect of the revised European Sports Charter – and explained how Italy prioritised guiding successful policies for good governance in sport, fighting corruption and helping to guarantee the values of sport and the values of democratic societies in all sport sectors, assuming responsibility for providing sporting bodies with effective legal instruments that promote good governance.

The discussions showed that this work is a must, dialogue is vital and future planning is absolutely necessary for bringing about change.

The conclusions of the conference, which will impact on the work of the Council of Europe's Sport Division, can be grouped under the following areas:

## **1. Working towards a holistic approach to sports integrity**

The Kazan Action Plan was adopted on 15 July 2017 by the Unesco Sixth International Conference of Ministers and Senior Officials Responsible for Physical Education and Sport, MINEPS VI. EPAS was honoured to prepare detailed integrity guidelines to improve sport integrity further to Action 3 of the Kazan Action Plan. Those guidelines identified 5 policy areas in this respect:

1. Preserving the rights, safety and security of athletes, spectators, workers and other groups involved
2. Preventing and addressing harassment and abuse in sport

3. Fostering good governance of sport organisations
4. Strengthening measures against the manipulation of sports competitions
5. Ensuring an adequate anti-doping policy framework, its implementation and effective compliance measures

The conference provided an opportunity to see how best to promote and implement these guidelines. A holistic approach was emphasised as the only feasible and plausible solution, entailing a robust methodological and pragmatic starting point, coupled with practical experience. It has the ambition to change mentalities to achieve significant results, as confirmed by a number of pioneer countries that have already put in place cross-cutting sport policies and structures (such as Finland, Australia, etc.).

Many challenges remain, making it not realistic and efficient to address all these threats at once:

- integrity of persons;
- integrity of competitions;
- integrity of organisations.

A paradigm shift for integrity in sports is needed – from a silo mentality to a risk-based approach, with awareness of the fact that different countries face different issues and constraints as far as integrity is concerned. Integrity issues often involve criminal offences, and sports ministries can play a key role in triggering remedial action, at the same time enhancing transversal co-operation with law-enforcement authorities.

The Kazan Action Plan Integrity guidelines were welcomed by speakers as a unique tool for fostering sport integrity at a time when the scope of threats remained high and government awareness of and ability to tackle these threats was not yet at an optimal level. Practical tools are needed to promote their implementation as well as proper communication. The next steps to be undertaken are:

#### *Implementation*

- Risk assessment methodology – as an implementation tool for countries interested in developing or reviewing their sports integrity policy, based on transversal co-operation between sport ministries and law enforcement authorities.
- Co-operation and advice for developing sport integrity policies (for example in Montenegro or North Macedonia in 2022).
- Workshops with non-European countries.

#### *Communication*

- Videos.
- Via ongoing events – e.g. the International Conference of Ministers and Senior Officials Responsible for Physical Education and Sport (MINEPS).

## **2. Combating the manipulation of sports competitions (Macolin Convention)**

The Macolin Convention is the only international legally binding instrument for combating the manipulation of sport competitions. It provides a common legal framework for efficient international co-operation to respond to this global threat, requesting public authorities to co-operate with sports organisations, betting operators and competition organisers to prevent, detect and punish the manipulation of sports competitions. The Macolin Committee has started working on several priority areas: the promotion of the Macolin Convention, the evaluation of its implementation, the definition of the list of sports organisations involved and the integration of the Network of National Platforms (“the Group of Copenhagen”) as its advisory group. The session provided an opportunity to address the key topic of information sharing and

data protection under the Macolin Convention, with two issues at stake: multi-stakeholder co-operation and exchange of intelligence.

Information sharing and data protection is a complex topic, involving multiple actors. Open-source monitoring of corruption in sport is feasible and needs to be addressed by stakeholders through consistent communication, improvements in the quality of the database (consistency, accuracy of data), while at the same time paying attention to data interpretation (the identification of more cases is often the proof that controls do work, not of increased corruption).

Practical tools needed:

- the Group of Copenhagen Tool for exchange of information;
- the Handbook on Exchange of Data (developed by the international experts on data protection, the Sorbonne University and ICSS), soon to be published by EPAS.

The role of prosecutors and co-operation with them should be enhanced, since stronger involvement of prosecutors is both desired and expected (examples from Italy, Belgium), within a framework of law enforcement agencies playing key roles. To that end the next steps would be to:

- Develop a new mechanism based on the legal provisions of the Convention which facilitates information sharing in full respect of the applicable data protection requirements.
- Constitute a group of prosecutors with knowledge and practical experience of the subject of match fixing.

### **3. Implementation of good governance to mitigate the risk of corruption**

The International Partnership Against Corruption in Sport (IPACS - the informal network bringing together intergovernmental organisations, international sports organisations and governments) plays a vital role, combining the efforts of various stakeholders in the fight against corruption in the governance of sport (GRECO, member states and sports bodies).

Among the four task forces created by IPACS to improve coordination and action against corruption in sport governance, Task Force 3 is responsible for a benchmark for sport governance (approved in 2020) recognised both by the international sports movement and governments, and at national and international levels, with options for advising, supporting and monitoring compliance. The Guidelines are currently in preparation. This benchmark covers the following five dimensions:

- transparency;
- integrity;
- democracy;
- development and solidarity;
- checks and balances/control mechanisms.

The revised European Sports Charter, adopted in October 2021, stresses the importance of good governance in sport, in particular with reference to public authorities and the sports movement, and refers to existing Council of Europe instruments in this area, including Recommendation CM/Rec(2018)12 on the promotion of good governance in sport.

Good governance is complex, encompassing anti-corruption, and it is the key to prevent and mitigate the risk of corruption. The Conference provided an opportunity to interconnect these dimensions with the G20 Italian Presidency high-level principles, while at the same time learning from practical examples of how support and monitoring lead to good governance in sport, whereas lack of accountability, transparency and public scrutiny lead to corruption in sport, showing that sports organisations must operate with due regard for the obligations of autonomy and observing the applicable criminal laws in order to prevent and counter corruption and serious crime substantively.

Among the 50 IPACS recommendations that are the most critical for governments are:

- financial transparency (publication of financial reports and audits to increase the trust of the public, the authorities and stakeholders in the use of funds);
- investigation of integrity issues (incidents affecting sport integrity in competitions);
- establishment of ethics committees with term limits, rules to comply with national laws.

For the future:

- promotion of the recommendations (through impactful events, international and national sports organisations, clubs);
- communication and implementation through:
  - education,
  - consultancy by experts (review committee),
  - assessment processes: reviews, monitoring.

The roles to play in achieving good governance in sports organisations are highlighted in Recommendation CM/Rec(2018)12 of the Committee of Ministers to member states on the promotion of good governance. Some illustrations of monitoring of good governance principles (as opposed to interfering in the decision-making process) are:

- national charters or laws (associations, public funding, sports organisations), e.g. UK;
- requirement to obtain public funding – good governance of the organisation;
- advisory services provided by the national anti-corruption agency to sports organisations to enhance anti-corruption requirements.

Several issues need special attention in relations between governments and sports organisations:

- conflicts of interest (appointing leadership);
- for-profit, not for profit;
- hijacking the resources of sports organisations for their own use - autonomy.

Examples show that in most cases there is co-operation and transparency at national level, with exchanges fostering trust rather than defining territories.

In the future IPACS can help to have a multisectoral approach, with relevant partnerships in which an important role is played by all stakeholders – governments, sports organisations, consultants, NGOs, Sport for all organisations, academia, as a driving force together in the same direction rather than claiming exclusivity.

## GENERAL TRENDS

Speakers highlighted the relevance of international common ground, shared references and possible standards for:

- co-ordinating the response to integrity threats at national level and between stakeholders;
- supporting the formalisation and enactment of possible standards at national level;
  - overcoming domestic obstacles;
  - sport integrity threats not being taken seriously,
  - lobbying,
  - federalism,
- facilitating the exchange of information.

Proposed next steps:

- the Macolin Convention to be widely ratified and acceded to in order to extend its implementation;
- use of the G20 6 High Level Principles adopted under the 2021 Italian Presidency.

Law enforcement should be better supported, in view of the examples of existing flaws in criminal law (e.g. private corruption)

- keep working with GRECO on this;
- promote the UNODC model provisions on corruption in sport.
- promote other relevant technical materials and national and international guidelines

As law enforcement is sometimes a low political priority, there is a need to raise awareness by showcasing examples of cases involving organised crime and judgments rendered in such cases.

Two issues require particular attention:

### 1. Financial offences

- profiting from illegal activities;
- money laundering;
- seizure and confiscation;
  - need for further research;
  - enhance co-operation with Council of Europe sectors responsible for criminal law and money laundering.

### 2. Reporting by whistleblowers

- identifying the most effective ways to tackle concrete cases and punish the offenders;
- role of stakeholders is key (such as the athletes' platform);
- role of investigative journalism.

These conclusions, which are in line with the 2022-2025 strategic priorities of the Council of Europe in the field of sport and the G20 6 High Level Principles of the 2021 Italian Presidency, aim to maintain and enhance sport's positive role and impact. For this, it is important to ensure fairness and respect for ethical and moral values in sport, regardless of the level of competition and the economic implications associated with it, and to preserve integrity in sport, safeguarding it from the risks of corruption with a dedicated commitment from national and international partners.

## Appendix I – Programme

### Day One - Monday 6 December

1:30pm	Arrival of speakers
2.30pm	Opening of the conference
	Introductions from:
	<b>Valentina Vezzali</b> , Italian Sub-Secretary for Sport
	<b>Bjørn Berge</b> , Council of Europe, Deputy Secretary General
3pm-4.30pm	Session 1 – Towards a holistic approach to sports integrity
3-3.30pm	<b>Philipp Müller-Wirth</b> , Unesco, Chief of the Sport Section
	<b>Satu Heikkinen</b> , Finnish Ministry of Education and Culture, Division for Sport, Senior Adviser
	<b>Maria Vittoria De Simone</b> , Deputy National Prosecutor, DNA Italian Antimafia Agency, G20 Italian Task Force
3.30-4pm	Panel discussion moderated by <b>Paolo Bertaccini Bonoli</b> (IISSS Institute)
	<b>Silvija Mitevaska</b> , Government of North Macedonia, Advisor for Sports
	<b>László Földi</b> , Independent Expert
	<b>Jason Whybrow</b> , Sport Integrity Australia, Director Sports Wagering and Competition Manipulation
	<b>Claudio Marinelli</b> , INTERPOL, Organized and Emerging Crime Directorate, Criminal Networks / Anti-Corruption, Criminal Intelligence Officer
4pm-4.30pm	Questions and answers
4.30-5pm	Break
5-7pm	Session 2 – Manipulation of sports competitions
5-5.30pm	Introductory presentations from:
	<b>Sophie Kwasny</b> , Council of Europe, Head of the Sport Conventions Division
	<b>Roberto Ribaudo</b> , Italian Ministry of Interior, SCIP Police International Cooperation, Director of Economic and Financial Crime Division at INTERPOL's National Central Bureau in Rome
	<b>Eric Bisschop</b> , Vice-Federal Prosecutor, Belgium

5.30-6pm	<p>Panel discussion moderated by <b>Valérie Peano</b> (EGLA)</p> <p><b>Corentin Segalen</b>, Coordinator of the French National Platform on the Manipulation of Sport Competitions and Chair of the Group of Copenhagen</p> <p><b>Salomeja Zaksaitė</b>, Law Institute of the Lithuanian Centre for Social Sciences, Chairperson at FIDE (World Chess Federation) Fair Play Commission</p> <p><b>Daniel Cooper</b>, Covington, Consultant</p> <p><b>Sergio D’Orsi</b>, Europol, European Financial and Economic Crime Centre (EFECC), Analysis Project Sports Corruption, Head of Office</p>
6-7pm	Questions and answers
7-8.30pm	Networking reception
8pm onwards	Dinner (optional)

## Day Two – Tuesday 7 December

9.30-12.30pm	Session 3 – Implementation of good governance to mitigate the risk of corruption
9.30-9.40am	<b>Tatiana Mesquita Nunes</b> , Anti-Corruption Division/Extrajudicial Issues Department/General Consultant Office, Brazil
9.40-10.30am	Topic a): Good governance in sport to mitigate the risk of corruption
9.40-9.50am	<b>Stefano Caneppele</b> , University of Lausanne, School of Criminal Justice
9.50-10.30am	<p>Panel discussion moderated by: <b>Izadora Zubek</b> (French Anti-corruption Agency (AFA), International Affairs Officer)</p> <p><b>Alexandre Husting</b>, Chair of the EPAS Governing Board</p> <p><b>Viktoria Slavkova</b>, European Contact Group on IPACS Coordinator</p> <p><b>Pâquerette Girard Zappelli</b>, Chief Ethics and Compliance Officer, International Olympic Committee</p> <p><b>Ugo Taucer</b>, General Prosecutor, Italian National Olympic Committee (CONI)</p> <p><b>Keri McDonald</b>, TAFISA, Business Development and Fundraising Manager</p>



10.30-12.10am	Topic b): Partnerships for implementation of good governance
10.30-10.40am	<b>Rowland Jack</b> , I Trust Sport, Founder
10.40-11.10am	Second panel discussion with panellists as above
11.10am-12.10pm	Debate with contributions from the audience  Sport bodies, federations and governments are invited to discuss possible ways of implementing good governance models at national level.
12.10-12.30pm	Closing words  <b>Michele Sciscioli</b> , Head of Italian Department for Sports  <b>Stanislas Frossard</b> , Council of Europe, Executive Secretary of EPAS, and <b>Francine Hetherington Raveney</b> , Deputy Executive Secretary of EPAS  <b>Gianluca Alberini</b> , Plenipotentiary Minister, Deputy Director General, Director for the United Nations and Human Rights, Italian Ministry for Foreign Affairs

## **Appendix II – List of participants**

### ***SPEAKERS / ORATEURS***

Ms Valentina Vezzali, Sub-Secretary for Sport, Italy

Mr Bjørn Berge, Council of Europe, Deputy Secretary General

Mr Gianluca Alberini, Plenipotentiary Minister, Deputy Director General, Director for the United Nations and Human Rights, Ministry for Foreign Affairs, Italy

Mr Michele Sciscioli, Head of the Department for Sport, Italy

Mr Roberto Ribaudo, Director, Economic and Financial Crime Division INTERPOL, SCIP Police International Cooperation, Ministry of Interior, Italy

Ms Maria Vittoria De Simone, Deputy National Prosecutor, DNA Italian Antimafia Agency, G20 Italian Task Force, Italy

Mr Paolo Bertaccini Bonoli, Independent researcher and adviser for policy making (IISSS Institute), Advisor on Sport Integrity to G20 Italian Presidency, Italy

Mr Alexandre Husting, Chair of the EPAS Governing Board

Ms Satu Heikkinen, Senior Ministerial Adviser, Division for Sport, Ministry of Education and Culture, Finland

Ms Silvija Mitevska, Advisor for Sports, Government of the Republic of North Macedonia

Mr Philipp Müller-Wirth, Chief of the Sport Section, Sector for Social and Human Sciences, Unesco

Ms Viktoria Slavkova, Chair of the European Contact Group on IPACS

Mr Eric Bisschop, Vice-Federal Prosecutor, Head of Organised Crime Unit, Belgium

Ms Tatiana Mesquita Nunes, Public Attorney, Anti-Corruption Division, Extrajudicial Issues Department, General Attorney's Office, Brazil

Ms Pâquerette Girard Zappelli, Chief Ethics and Compliance Officer, International Olympic Committee (IOC)

Mr Ugo Taucer, General Prosecutor, Italian National Olympic Committee (CONI), Italy

Ms Jason Whybrow, Director, Sports Wagering and Competition Manipulation, Sport Integrity Australia

Mr Claudio Marinelli, Criminal Intelligence Officer, Anti-corruption coordinator, Organized and Emerging Crime Directorate, INTERPOL

Mr Corentin Segalen, Coordinator of the French National Platform on the Manipulation of Sport Competitions, Chair of the Group of Copenhagen, France

Ms Salomeja Zaksaitė, Senior Researcher, Law Institute of the Lithuanian Centre for Social Sciences, Chairperson at FIDE (World Chess Federation), Fair Play Commission, Lithuania

Mr Sergio D'Orsi, Head of Office, Analysis Project Sports Corruption, European Financial and Economic Crime Centre (EFECC), EUROPOL

Mr Daniel Cooper, Consultant, Covington & Burling LLP, Brussels, Belgium

Mr László Földi, Independent Expert, Democratic Citizenship and Human Rights, Hungary

Ms Valérie Peano, Attorney at law, Founding partner EGLA, Italy

Mr Stefano Caneppele, University of Lausanne, School of Criminal Justice, Switzerland

Ms Keri McDonald, Business Development and Fundraising Manager, The Association For International Sport for All (TAFISA)

Mr Rowland Jack, Founder I Trust Sport Ltd, London, United Kingdom

Ms Izadora Zubek, Chargée de mission adjointe à l'action internationale, Agence française anticorruption (AFA), Paris, France

Mr Stanislas Frossard, Council of Europe, Executive Secretary of EPAS

Ms Sophie Kwasny, Council of Europe, Head of the Sport Conventions Division

Ms Francine Hetherington Raveney, Deputy Executive Secretary of EPAS

### ***VIEWERS / SPECTATEURS***

Ms Alma Papic, SPOC for Integrity in Sport, Croatian Olympic Committee, Croatia

Mr Andersen Jens Sejer, International Director "Play the Game"

Mr Gjeloshaj Kolë, Deputy Secretary General, International School Sport Federation (ISF)

Mr Rauch Wilhelm, Head of legal department, Federal office of sport FOSPO, Switzerland

Mr Kozhevnikov Kirill, Deputy Director of Department, Ministry of Sport of the Russian Federation

Mr Lichtenhein Mark, Chairman, Sports Rights Owners Coalition (SROC)

Mr Briel Laurent. Policy Director, ENGSO

Mr Chesnokov Andriy, Deputy Minister for Youth and Sports for European Integration, Ministry of Youth and Sports, Ukraine

Mr Vasović Velibor, Head of the Department for International Cooperation and Sports Development, Ministry of Civil Affairs, Bosnia and Herzegovina

Mr Kirkeby Mogens, ISCA President - International Sport and Culture Association

Mr Delfini Davide, Membership Manager, GAISF

Ms Le Beuve Marie, Stagiaire, European Olympic Committee

Mr Chapov Georgi, State expert, Integrity Specialist, Ministry of Youth and Sports, Bulgaria

Mr Yu Hao-chyun, Data analyst, Saturday Football International FC, Taiwan

Ms Orologopoulou Konstantina, IPACS and Governance Coordinator, International Olympic Committee

Mr Feller Markus, Responsible for Ethics in Sport, Federal Office of Sport, Switzerland

Ms Timofeeva Maria, Adviser, Ministry of Sport of the Russian Federation

Ms Aranzhii Anna, Deputy Head of International Cooperation and European Integration Department, Ministry of Youth and Sports, Ukraine

Ms Baramidze Teo. Senior Specialist of Administration, Ministry of Culture, Sport and Youth Affairs, Georgia

Mr Farnberger Claus, Senior adviser, Austrian Ministry of Arts, Culture, Civil Service and Sport, Austria

Ms Van Mastrigt Rivka, Policy advisor, Ministry of Health, Welfare and Sport, The Netherlands

Ms Spindler-Oswald Barbara, Senior Expert, Federal Ministry for Arts, Culture, the Civil Service and Sport, Austria

Mr Udovicic Darko, Assistant Minister for Sport, Ministry of Youth and Sports, Republic of Serbia

Mr Carletti Andrea, Public official, Department for sport, Italy

Mr Monnanni Massimiliano, Chairman, ASILO SAVOIA, Italy

Mr Dookeran Winston, Professor of Practice, The University of the West Indies, Trinidad and Tobago

Ms Capranica Laura, Professor, University of Rome Foro Italico, Italy

Mr Tanteri Antonello, Direttore operative, Pol. Dil. Montespaccato, Italy

Mr Casamassima Davide, Student Università degli studi di Roma "Foro Italico", Italy

Ms Rakotozafy Rosa, Présidente CIGEPS, Madagascar

Mr Ralaivao Lovatiako Desange, Secrétaire général, Ministère de la Jeunesse et des sports, Madagascar

Mr Andriamalazavola Gael Jacques, Directeur, Ministère de la Jeunesse et des sports, Madagascar

Mr Andriterakandriana Aina, Directeur du sport de haut niveau, Ministère de la Jeunesse et des sports, Madagascar

Mr Paine Steve, Betting Integrity Lead, UK National Platform Coordinator, Gambling Commission, United Kingdom

Mr Anesi Francesco, Ambassador, GSIC/Global Sport Innovation Centre powered by Microsoft, Italy/Spain

Mr Titotto Francesco, Presidente, T&T Sport Network, Italy

Mr Mayr Gabriel, Consultant, Brazil

Mr Battaglia Guido, Head of Policy and Outreach, Centre for Sport and Human Rights

Mr Solomou Costas, Head of National sports programs, Cyprus sports organization CSO, Cyprus

Mr Koutsoundas Vassos, Cyprus Sports Organization CSO, Cyprus

Ms Pranjić Ivana, Project Officer, Croatian Olympic Committee, Croatia

Ms Kagaoan Maria Ruby Ann, Asia Committee Director, Confederation of Independent Football Associations (CONIFA), Philippines

Mr Ubaidulloev Zubaidullo, Senior Research Fellow, Institute of Global Medical and Sports Science, Japan

Mr Paniadimai Justin Antony, Executive Director, Knowledge Foundation, India

Ms Dimitropoulou Georgia, Crime Prevention and Criminal Justice Officer, UNODC

Ms Markov Marina, National Programme Officer, OSCE Mission to Serbia, Serbia

Ms Cosentino Eleonora, Independent Expert, Department for Sport, Italy

Mr Piraino Giuseppe, referente sport4impact area pilota Palermo, Italy

Mr Moritzer Severin, CEO, Play Fair Code

Mr Verovnik Zoran, Secretary for International Affairs, Ministry of Education, Science and Sport, Slovenia

Mr Celani Mario, Director of the Sports Society Metanopoli Sports clubs (Direttore Società Sportiva Metanopoli Società sportive), Italy

Mr Cavojs Jakub, Integrity officer, Slovak Football Association, Slovak Republic

Ms Tchinda Francine, Directrice Développement et Entraîneuse de Beach Volley, CAVB -ZONE4 (Afrique centrale) et FCVB (Cameroun), Cameroun

Ms Slepíčková Irena, Professor, Charles University, Czech Republic

Ms Krushkina Velina, Expert, Ministry of Youth and Sports, Bulgaria

Ms Tomczyk Paulina, General Secretary, EU Athletes

Mr Di Cola Giovanni, Special Adviser, International Labour Organization (ILO)

Mr Buchel Michal, CEO, International SAMBO Federation (FIAS)

Ms Twyford Elizabeth, Sports Programmes Specialist, UNICEF UK

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Mr Quamie G Andy, Safety and Security Officer, Confederation of African Football (CAF), Liberia

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Mr Nicola Luca, Head of NA Governance & Global Institutions, UEFA

Mr Calvi Ludovico, President, Global Lottery Monitoring System, Italy

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Mr Maiyegun Olawale, Senior Adviser, Centre for Sport and Human Rights, United States of America

Mr Frisö-Grön Daniel, Coordinator against match fixing, Swedish Gambling Authority, Sweden

Mr Ketterer Pierre, Director, Governance, Integrity & Regulatory Affairs, FIA - Fédération Internationale de l'Automobile

Ms Trandafir Mariana, Coordinator UEFA

Ms Tsitsagi Shorena, Acting Head of International Relations Department, Ministry of Culture, Sport and Youth, Georgia

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Ms Yanagiha Saki, Grant Coordinator, Embassy of Japan in Cambodia

Mr Moreno Diego, Graduate student, Otago University, New Zealand

Ms Domina Alona, Senior lecturer, Olympic Institute Kyiv, Ukraine

Mr Grothaus Frank, Senior International Relations & Public Affairs Manager, FIFA

Ms Vasileiadou Christina, EU Official, European External Action Service, Belgium

Mr Viertola Juha, Member of the Ethics Commission, European Olympic Committees (EOC)

Ms Iddriss Ayishatu Farida, Administrative Manager, Ghana Olympic Committee

Mr Tinong Brian, Soccer Coach, next level Sports Academy, Cameroon

Ms Sulander Heidi, Counsellor for Sport, Permanent Representation of Finland to the EU, Finland

Mr Alexandrakis Evangelos, National Olympic (NOC) Relations Contact Manager, International Olympic Committee (IOC)

Ms Baze Elvira, Head of Projects on Sport Sector, Ministry of Education and Sport, Albania

Ms Scacchi Giulia, Associate Project Officer, Unesco

Mr Juma Byron, Researcher/Doc Student, University of Illinois at Urbana-Champaign, United States of America

Mr Bovolenta Ennio, Head of Integrity, Fédération Internationale de Football Association (FIFA)

Ms Newsome Beatrix, Intern- Social and Human Sciences, Unesco

Mr Jaberg Oliver, Deputy Chief Legal & Compliance Officer and Director of Integrity & Anti-Doping, Fédération Internationale de Football Association (FIFA)

Ms Mickovicova Adriana, Senior State Adviser, Ministry of Education, Science, Research and Sport, Slovak Republic

Mr Sedrakyan Artur, Head of the Department of Sports of higher achievements, Ministry of Education, Science, Culture and Sport, Armenia

Ms El Fitory Achrakat, Stagiaire, Unesco

Ms Trenta Arianna, Student, University of Rome "Foro Italico", Italy

Mr Stea Francesco, Student "Foro Italico" Rome, Italy

Ms Bright Lerina, Executive Director, Mission 89, Switzerland

Mr Guia Diogo, Chief Operating Officer & Director, ICSS INSIGHT

Ms Smrdu Maja, Ethics commission, The European Olympic Committees (EOC)

Mr Figliolia Riccardo, Legal Adviser (Avvocato Confimi Industria), Italy

Ms Gomes Daniela, Development Director, World Rowing

Ms Radchuk Nataliia, Head of Department of International Cooperation and European Integration, Ministry of Youth and Sports, Ukraine

Ms Carrillo Karla, Community Manager, De Zaguero y Sin Bloqueo, Mexico

Ms Vettorato Sabrina, Researcher, IISSS, Italy

Ms Mwende Maureen, Sport Ethics and Integrity graduate, MAiSI Alumni, Kenya

Mr Gracia Jean, Premier Vice President, European Athletics

Ms Nabono Juliana, MAiSI Alumni, MAiSI Alumni Network, Brazil

Mr Gogoi Pinak, Directors Sports, Centre for Integrated Sports Learning, India

Mr Bertrand Virgile, Sailor, 2.4 National Class Association, Hong Kong

Mr Warners Chiel, Information Coordinator, National Platform, The Netherlands

Mr Perez de Camino Santiago, Head of the Church and Sport Office, Holy See

Mr Lekayo Dennis, Investigator/Prosecutor, The Prevention and Combating of Corruption Bureau, Tanzania

Mr Rosa Vítor, Professor/Researcher, University Lusofona, Portugal

Mr De Clercq Simon, Policy Developer, International Centre for Ethics in Sport (ICES)

Ms Casteels Christine, Senior policy advisor, Belgian Federal Judicial Police - Sports Fraud Team, Belgium

Ms Ricchiuto Lorena, Student, University of Rome "Foro Italico", Italy



Mr Delaye Thomas, Head of Legal and Governance, Badminton World Federation

Mr Lima Francisco, Director Governance & Institutional Affairs, International Equestrian Federation

Mr Ndlandla Dumisani, Organized crime and counter terrorism, Police Service, Eswatini

Ms Bah Ida, Advocacy Officer, National Sports Council, The Gambia

Mr Friedmann Rémy, Senior Advisor, Federal Department of Foreign Affairs, Switzerland

Ms Lenoa Makarita, President, Association of Sport and National Olympic Committee, Fiji

Mr Angelini Alvise, Senior Policy Advisor & Sport Secretary, The European Lotteries

Mr Gutierrez Carlos, Project Manager, CSCF Foundation for Sport Integrity, Hungary

Mr Seno Fredrick, Senior Compliance & Training Officer, Botswana NOC, Botswana

Mr Schindler Benjamin, Legal Affairs Manager, FIBA

Ms Vieira Lúgia, Jurist, Institute of Sport and Youth, Portugal

Ms Lozancic Lea, President, European Institute of Sport Development, Kinesiology and Health, Croatia

Mr Hristo Hristozov, National Director, Special Olympics

Mr Mavrotas George, Secretary General of Sport, Ministry of Culture and Sport, Greece

Mr Nujeidat Ghazi, Sport Supervisor and International Affairs Coordinator, Ministry of Culture and Sport, Israel

Mr Mir Cristián, International Affairs Council, Sports Ministry, Chile

Ms Aderonke Bello, Executive Director, FAME Foundation, Nigeria

Ms Kuwelker Surbhi, Lawyer, PhD Candidate, University of Neuchatel, Switzerland

Ms Clarke Maria, Sports Lawyer, Maria Clarke Lawyers, Member of IPACS Taskforce 3, New Zealand

Ms Nerea Lorine, Chief Legal Officer, Sports Kenya

Mr Walzel Stefan, Secretary General, European Association for Sport Management (EASM)

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