

**Complaint by Rudy Low, dated September 29, 2021**

**Decision**

Pursuant to 1(c) of the IFF Ethics Commission (ETC) Guidelines, the ETC, composed of Carol Roberts and Sylvia Schenk, refers a complaint by Rudy Low, dated September 29, 2021, regarding Wendy Kuan and Kenneth Ho (the "Complaint") to the IFF Disciplinary Committee.

**Main Facts and Proceedings**

Wendy Kuan is the General Manager of the Singapore Floorball Federation ("SFA") and a member of the ETC. Kenneth Ho ("Mr Ho") is the President of SFA.

In the Complaint, Rudy Low ("Mr Low") reports "alleged tampering" by Ms Kuan in "the voting process of the elections for the Management Committee of SFA" in September 2021 and the "Suppression of Evidence and Concealment" by Mr Ho.

On October 12, 2021, Mr Low provided additional details and documents in support of his allegations, including copies of WhatsApp messages and email correspondence (the "Evidence").

After the following exchange with Ms Kuan and Mr Ho, the ETC finally received their responses to the Complaint on January 30, 2022.

In her response, Ms Kuan acknowledges a WhatsApp message provided by Mr Low (# 23 of the Evidence) sent by her to a delegate before the Annual General Meeting of the SFA, scheduled for September 23, 2021. In this message, Ms Kuan tells the delegate to "try to support" two candidates for the SFA board.

Due to health reasons, the Chair of the ETC was unable to participate in the final deliberations after the last letter had been sent to Ms Kuan and Mr Ho. In order to avoid further delays, the remaining members of the ETC made a final decision to refer the matter to the IFF Disciplinary Committee pursuant to Section 1 (c) of the IFF ETC Guidelines.

**Jurisdiction**

The Preamble of the IFF Code of Ethics states:

"This Code of Ethics applies to all IFF Officials, IFF Staff, Participants and Organisers of Events in any capacity whatsoever".

As a member of the ETC Ms Kuan is bound by the IFF Code of Ethics.

The SFA is the host of the IFF Men World Championship Qualifier Asia/Oceania 2022 on May 30 to June 5, 2022, and the Women's World Championship 2023. Thus, Mr Ho as the President of SFA, i.e., an "organizer of an event", is also bound by the IFF Code of Ethics.

The Purpose of the IFF Good Governance Policy is "to provide guidance to all members, officials and staff of the IFF and of all the Member Associations".

Ms Kuan and Mr Ho are both subject to the IFF Good Governance Policy.

## **PRELIMINARY ANALYSIS**

2.1 of the IFF Code of Ethics says:

*"All persons bound by this code shall use due care and diligence in fulfilling their duties. They must not act in any manner likely to tarnish the reputation of IFF, the Floorball family and the Olympic Movement."*

3.1 of the IFF Code of Ethics says:

*"The basic universal principles of good governance of the Olympic and sports movement in general, in particular transparency, responsibility and accountability, must be respected."*

These "Basic Universal Principles of Good Governance of the Olympic and Sports Movement" in 2.5 state:

*"Democratic processes, such as elections, should be governed by clear, transparent and fair rules."*

§ 3.11 of the IFF Good Governance Policy refers to election candidates.

Taking into account the different IFF regulations as quoted above, the ETC finds, that an employee/staff member, namely the General Manager of a sport association, should not intervene, or be seen to be attempting to intervene, in any way with the election of candidates to the highest body of the organization.

The ETC's assessment of the material to date does not exclude at least the appearance that Ms Kuan tried to influence the election in a manner that does not comply with the ethical standards prescribed in 3.1 of the Code.

Thus, the ETC considers that it is possible Ms. Kuan breached the IFF Ethics Code. Given the ETC's limited investigative powers and the fact that Ms Kuan is a member of the ETC, the ETC itself should not further deal with the matter. It therefore must be referred to the Disciplinary Committee for determination.

The ETC has been unable to determine whether Mr. Ho took any action in response to the main issue in the Complaint, i.e., the behaviour of Ms Kuan. The ETC is also unable to determine the independence and integrity of the voting process under Mr Ho's leadership.

Whether Mr Ho's dealing with the original allegation against Ms Kuan, first made towards him in September by Mr Low, constitutes "suppression of evidence and concealment" should be decided by the Disciplinary Committee.

As both the allegations, i.e., "tampering on the voting process" and the "suppression of evidence and concealment", are inevitably linked, the ETC refers the Complaint in its entirety, i.e., including Mr Ho, on to the Disciplinary Committee.

Carol Roberts

IFF ETC Member

Sylvia Schenk

IFF ETC Member