

MEASURES OF PROTECTION AND THE PROCESS THE IGF WILL UNDERTAKE FOLLOWING AN INTEGRITY REPORT

1) MATTERS YOU NEED TO BE AWARE OF BEFORE MAKING A REPORT:

- **Confidentiality:** Your identity will not be disclosed to persons beyond those responsible for investigating your report, without your explicit consent.
- **Anonymity:** Any person can request to stay anonymous and such request will be respected by the IGF. However, we encourage that personal information is disclosed to enable appropriate follow up.
- **Protection:** The IGF will take appropriate measures to help prevent harassment, retaliation, or adverse employment consequences for individuals who use this Hotline on reasonable grounds and in good faith to report an integrity breach. Any person who retaliates against a whistle-blower may be subject to appropriate disciplinary action. The IGF will provide protection against any unjustified treatment in the form of providing confidential advice to whistle-blowers so long as there is an honest and reasonable belief of wrongdoing, but will provide no protection for knowingly false disclosure of information. Protection will extend to disclosures made anonymously, if later identified. If physical protection is needed, the case is referred to the police.

2) ASSESSMENT OF THE ONLINE REPORT:

- Reports related to Competition Manipulation and Integrity Non-Compliance (other than competition manipulation) will be received by the IGF Integrity Committee who will make an initial review of the situation including if an investigation is needed based on whether the report has been made on reasonable grounds and in good faith.

3) INVESTIGATIONS:

- The IGF will only investigate matters within its jurisdiction and may contact you for further information;
- If the IGF is not competent to investigate the matter, the record of your complaint will be destroyed;

For a breach of the BETTING AND ANTI-CORRUPTION POLICY:

- If the matter falls within the jurisdiction of the IGF, and an investigation has been deemed necessary by the IGF Integrity Committee, such an investigation may be conducted by the IGF Integrity Unit.

Such investigation may be conducted in conjunction with relevant competent national or international authorities (including criminal, administrative, professional and/or judicial authorities). The IGF Integrity Unit shall have discretion, where it deems it appropriate, to stay its own investigation pending the outcome of investigations conducted by other competent authorities.

- Following an investigation, the IGF Integrity Unit shall provide the Anti-Corruption Hearing Officer (ACHO) with a report including the findings and facts, the conclusion and recommendation(s) of its investigation. The ACHO shall be responsible for determining whether Corruption Offenses have been committed and, in which case, will refer the case to the IGF Tribunal for hearing and to the IOC Integrity Betting Intelligence System (IBIS) and to the police (if there is suspicion that a crime has been committed).

For a breach of the IGF CODE OF ETHICS or the IGF CODE OF CONDUCT or other matters including financial misconduct or other legal, regulatory and ethical breaches:

- If the matter falls within the jurisdiction of the IGF, and that the IGF Integrity Committee determines that there is a case to answer, the IGF Executive Director shall decide to refer, at his sole discretion, the case to the IGF Tribunal for Hearing and/or to the relevant Professional Tour organisation to which the athlete is a member.