



ITF Ethics Commission

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3 August 2022

DECISION OF THE ITF ETHICS COMMISSION

This is the decision of the independent Ethics Commission of the International Tennis Federation (the ***Ethics Commission***) concerning the failure of Ms Iva Majoli, ITF Coaches Commission, to comply with her duty under the ITF Code of Ethics to declare conflicts of interest.

1. ITF Conflicts of Interest Declaration Forms

All ITF Committee, Commission and Taskforce members are subject to the ITF Code of Ethics (the ***Code***) and are considered ***Officials***, as defined in Article 1.3 of the Code. The Code sets out expected standards of behaviour for Officials, both when acting in the capacity of an Official and when acting outside of that role. All Officials must read the Code and are deemed to have read the Code by virtue of having accepted their appointment as an Official, further to Article 2 of the Code.

Articles 2.2.2.1 and 2.2.3 of the Code require members of ITF Committees, Commissions and Taskforces to file a biennial disclosure statement. A disclosure statement, or “conflicts of interest declaration form” is a short form that is intended to identify actual apparent or potential conflicts between the interests of the ITF and the personal or institutional interests of an Official or of their relatives, friends or acquaintances. It asks an Official to identify (A) any positions held in tennis, (B) current jobs/paid positions, (C) significant financial or other interests, and (D) other facts that may give rise to actual, apparent or potential conflicts of interest.

The information declared by each Official is maintained in a register that is shared with each chair of an ITF Committee, Commission or Taskforce. The chair will use this register to avoid conflicts of interest arising during a meeting or, where a conflict does arise, to ensure that it is dealt with in a way that does not undermine the ITF’s work or integrity. For example, Article 2.2.2.3 of the Code states that where a personal conflict of interest arises, the Official in question must, subject to any contrary direction from the Ethics Commission, either (A) excuse themselves from any discussions relating to the conflict, (B) abstain from voting and/or from seeking to influence the vote on any matter impacted by the conflict, and (C) refrain from taking any other part in the handling of the conflict or of the matter impacted by the conflict.

The reason for ensuring that conflicts are declared prior to or during any meeting of an ITF Committee, Commission or Taskforce is that a conflict of interest calls into question whether a decision, a vote, or the work of an Official is truly in the interests of the ITF or whether that decision furthers the interest of that Official, their family and associates, and/or their employer. Any doubt as to the motivations of an Official can undermine the integrity of the ITF’s work.

The Ethics Commission has published detailed guidance for Officials on how to complete their conflicts of interest declaration forms, which is available on the ITF's website here: <https://www.itftennis.com/media/7245/ethics-commission-conflict-of-interest-guidance-eng.pdf>

2. Procedural history

Ms Majoli was first asked to complete her conflicts of interest declaration form following her appointment in December 2021. She has been sent multiple reminders to complete her disclosure form. Following this extended period of failure to comply with the obligation to declare conflicts of interest, pursuant to Article 2.8 of Appendix 1 of the Code, I, on behalf of the Ethics Commission, wrote to Ms Majoli on 20 July 2022, to state the following:

The Code requires that you submit a conflicts of interest Declaration Form every two years while acting as an ITF Official. You were invited to complete this form when you assumed the position of an ITF Official, and you have been sent numerous reminders to complete this form over the past months, including most recently by the Ethics Commission.

Your ongoing failure to complete a Declaration Form constitutes a breach of the Code. I therefore intend to proceed to impose the following sanctions on you:

1. I will issue a written decision explaining why I consider you to be in breach of the Code, which will be published on the Ethics Commission page of the ITF website;
2. I will write to the Chair of the ITF Coaches Commission to recommend that you be provisionally suspended from further meetings, effective immediately.

I am prepared to reconsider these sanctions, in the event that: (a) you submit a fully completed Declaration Form, listing all of your paid and unpaid positions, **by no later than Friday, 29 July 2022**; and/or (b) you provide me with a reasonable justification for your failure to complete a Declaration Form. If I do not hear from you by the stipulated deadline, you will be deemed to have accepted that you are in breach of the Code and that you accept the sanctions I have proposed. [Emphasis in original]

Ms Majoli has not responded to the Ethics Commission's correspondence.

3. Decision of the Ethics Commission

Pursuant to Article 2.8.2 of Appendix 1 the Code, I find Ms Majoli in breach of the Code of Ethics.

As noted in my correspondence to Ms Majoli, I consider the appropriate sanction to be a suspended period of ineligibility during which time Ms Majoli will not be permitted to participate in the ITF Coaches Commission. This period of suspension will be effective immediately and will apply to Ms Majoli until she completes her conflicts of interest declaration form in accordance with her obligations under the Code.

I consider this sanction appropriate, in light of the need to protect the image and integrity of the work of the ITF and its Commissions, Committees and Taskforces. I have also taken into consideration the numerous reminders sent to Ms Majoli, the months that she has had to correct her breach, and the need to deter repetition of similar failures by other Officials in the future.

Article 4.2 of Appendix 1 of the Code provides that Ms Majoli will be permitted 21 days to appeal this decision, should she wish to do so, absent which this decision will become final and binding and will be published on the ITF's website.

A handwritten signature in black ink, appearing to read 'Sandra', with a stylized flourish at the end.

Sandra Osborne, QC
Chair, ITF Ethics Commission