

A. GENERAL DISCIPLINARY REGULATIONS AND DISCIPLINARY PROCEDURE

I. SCOPE

Article 1.

This general disciplinary regulation describes the disciplinary system of KBZB in all its sections. It organizes procedures and determines sanctions.

These general disciplinary regulations are applicable to all members, all board members and staff members of KBZB, as well as all athletes participating in the sports operation of KBZB or any of its affiliated sports associations and all trainers and other supervisors working on behalf of KBZB or any of its affiliated sports associations.

The Disciplinary Chamber of KBZB is authorized to judge in first instance any violation of the generally applicable regulations of KBZB, provided this violation is committed by one of the aforementioned persons and this both inside and outside the territory of the club, both at home and abroad.

Article 2.

Any conduct committed by a member or an appointee of KBZB or any of its affiliated sports organizations which jeopardizes the proper functioning, good name or reputation of KBZB or any of its affiliated sports associations, or the sport per se, or is contrary to the laws, statutes and other generally applicable regulations or values of KBZB or any of its affiliated sports associations, is subject to disciplinary sanction. Complaints regarding such violations will be handled in accordance with this disciplinary procedure.

By generally applicable regulations is meant: the statutes, the general guidelines including annexes, with in particular the codes of conduct, the competition regulations and any other regulations of KBZB. Disciplinary measures may also be imposed when offering or inciting, facilitating, or assisting in the commission of an offense.

II. Disciplinary

Chamber Article 3.

3.1. The Disciplinary Chamber of KBZB is composed of 4 members, including at least one lawyer, preferably familiar with the sports sector. The composition of the Disciplinary Chamber varies according to the discipline in which the dispute or complaint has arisen. Two members of the disciplinary chamber have a thorough knowledge of the regulations of the discipline in question (one member from FFBN, one member from VZF)
The members of the Disciplinary Committee

are appointed for a term of 4 years by the Governing Body of KBZB. Members of the Disciplinary Chamber must be at least 23 years old and have all their civil and political rights. The Disciplinary Chamber is composed of equal numbers of members. In the event of a tie, the president has a casting vote.

3.2. A professional jurist (preferably a judge or lawyer) will preside . A secretary will be appointed externally, who will act as clerk of the Disciplinary Chamber without being part of the Disciplinary Chamber

3.3. A member of the Disciplinary Chamber may not participate in the hearing of a case if the member has a personal interest in that case in any way, or if the member is personally or by virtue of a position involved in that case.

3.4. In the event that a member of the Disciplinary Chamber is unable to attend, an alternate member may be appointed both before and during disciplinary proceedings.

III. The

disciplinary complaint

Article 4.

4.1. Disciplinary proceedings may be brought by:

- KBZB (the BO) if it considers that an offense was committed as referred to in the disciplinary regulations;
- any person who believes that an offense has been committed against him/her as referred to in the disciplinary regulations;
- any interested "third party" (athlete, parent, coach, juror, supporter, spectator, etc.) who is of opinion that an offense was committed as referred to in the disciplinary regulations.

4.2 In order to initiate disciplinary proceedings, a reasoned complaint must be submitted. This complaint must, on penalty of inadmissibility, be submitted within a period of 14 days after the alleged violation or knowledge thereof, by registered letter addressed to the Disciplinary Chamber of KBZB at its registered office.

All time limits in these General Disciplinary Regulations are calculated in calendar days. The time limits of further proceedings then start from the moment the complaint was filed.

4.3. The complaint must contain, under penalty of inadmissibility, at least the following information:

1. name, first name or full name, capacity, address, telephone number, e-mail address and any

details of counsel for the complaining party as well as the name, first name and other available details of the party against whom the complaint is directed;

2. an account of the nature and circumstances of the facts underlying the complaint: this account should be sufficiently specific and clear;

3. a summary of the invoked rules allegedly violated and the sanction sought.

- If the submitting party wishes to submit supporting documents, it shall submit them to the Disciplinary Chamber together with an inventory attached to its complaint.
- If the declaration concerns a member under eighteen years of age, or a person declared (willfully) incapacitated, then the legal representative (e.g. parents or administrator) may also make the declaration.
- Making a false report constitutes an offense punishable by disciplinary action.

4.4. Each party may be assisted by counsel. If the counsel is not a lawyer, the counsel must submit a written power of attorney.

Article 5.

Upon receipt of a complaint, the Disciplinary Chamber will first assess the admissibility of this complaint. It is important to note that if the defendant is a member of VZF, it should be verified that the complaint or the dispute does not fall within the scope of the dispute settlement procedure of the Flemish Sports Tribunal. If so, the Disciplinary Chamber of KBZB is not competent to deal with the case.

If the complaint is inadmissible, the submitting party will be notified by registered mail within 14 days and no further action will be taken on the complaint.

If the complaint is admissible, the Disciplinary Chamber will invite the submitting party to deposit a deposit for procedural costs (cf. Article 6).

Upon receipt of the warrant, the Disciplinary Chamber shall appoint a member of that Chamber to further investigate the complaint (cf. Article 9): the investigator.

The Disciplinary Chamber then deliberates on the findings made by the investigator regarding the complaint. The investigator does not participate in this deliberation.

Article 6.

6.1. Within a period of 14 days from the submission of its complaint, the submitting party will be invited by the Disciplinary Chamber, by ordinary letter, to pay a deposit of €400.00 to cover procedural costs. This sum must be deposited within a period of 7 days after receipt of the aforementioned letter. Failing this, the complaint will lapse.

No deposit is due if the complaint is filed by any of the competent bodies or

individuals of KBZB.

6.2. This deposit is fixed and covers the fees and expenses of the members of the Disciplinary Committee as well as the administrative expenses of the Disciplinary Chamber. If the charging party is found in favor by the Disciplinary Chamber, the opposing party will be ordered to pay the deposit paid to the charging party. If an amicable settlement is reached in accordance with these General Disciplinary Regulations, the opposing party will pay ½ of the deposit to the charging party as part of the amicable settlement. If the Disciplinary Committee issues a consent judgment in accordance with Article 18 of these General Disciplinary Regulations, unless otherwise agreed, the opposing party will be ordered to pay the deposit to the charging party.

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Article 7.

Within a period of 14 days from the date of receipt of the deposit, the Disciplinary Chamber will notify the submitting party and the party against whom the complaint was filed by registered letter with acknowledgment of receipt.

This notification must include at least the following elements:

- A statement of the facts charged;
- The date, place and hour when the parties are summoned to appear for a hearing of the Disciplinary Chamber;
- if necessary, the procedure to be followed for the filing of supporting documents by the opposing party, of a written defense and for the invocation of other means of proof, including the examination of witnesses;
- the opportunity to be assisted by counsel and/or interpreter of your choice.

IV. Amicable

Settlement Article 8.

The Disciplinary Chamber may propose an amicable settlement. If the amicable settlement is accepted under the conditions determined by the Disciplinary Chamber, the proceedings before the Disciplinary Chamber shall be terminated. In the absence of amicable settlement, the ordinary proceedings before the Disciplinary Chamber shall continue and the Disciplinary Chamber shall hear the complaint on the merits in accordance with the following provisions.

V. Investigation of the complaint.

Article 9.

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9.1. Upon receipt of an admissible complaint and the warrant, the Disciplinary Chamber shall appoint a member of the Chamber to further investigate the complaint. This person shall conduct an independent and impartial investigation of the facts and/or circumstances of the alleged disciplinary violation. This investigator will examine the report for truthfulness, merits and culpability.

The investigator shall, on behalf of the Disciplinary Chamber, inform the person concerned by means of a writing that a complaint has been filed against him/her, giving him/her the right to defend against the presumption of wrongdoing referred to in the letter within a period of time specified in the said letter.

9.2. The investigator shall consider whether other persons or agencies should be notified and shall inform such persons or agencies. In addition, the investigator may propose without delay to the governing body of KBZB if he/she deems it necessary that a preventive order measure be taken.

9.3. The investigator may decide to initially organize a mediation between the parties involved, without initiating an investigation. If mediation is not undertaken or no mediation is obtained, the investigator shall compile a file in which both elements à charge and à discharge must be examined, assessed and stated. To this end, he may take the following actions, among others:

- Hearing those involved and other witnesses;
- viewing visual or audio material;
- Obtain any other useful information; in a legal manner
- seek advice from experts.

9.4. The investigator is authorized to:

- dismiss the case subject to justification, including for mediation between the parties or insufficient evidence;
- refer the case to the Disciplinary Chamber for consideration or to the Flemish Sports Tribunal (VST) if the case involves a matter within the jurisdiction of the VST;
- report the case to the police or prosecutor's office.

9.5. The investigator will inform in writing or by email the person who filed the complaint and the person

against whom the complaint is directed of the decision taken. This notice shall also indicate the times and place where the file may be inspected and where copies of the file may be ordered and the possibility of requesting additional investigative measures.

The investigator also informs the other members of the Disciplinary Chamber as well as the governing body of the sports association concerned and the governing body of KBZB about his decision.

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VI. Conduct of disciplinary

proceedings Article 10.

The investigator will not participate in the further handling of the case by the Disciplinary Chamber. It is the other members of the Disciplinary Chamber who will continue to handle the case.

Article 11.

The proceedings before the Disciplinary Chamber are conducted in the language of the accused. If one of the parties has no or insufficient command of the language of the proceedings, they may be assisted by an independent interpreter. The formalities and costs associated with the assistance of an interpreter are arranged at the parties' own initiative.

Article 12.

The sessions, meetings and deliberations of the Disciplinary Chamber take place at the registered office of KBZB , which is also the registered office of FFBN , or the registered office of VZF , depending on which national language the proceedings are conducted in.

Article 13.

The Disciplinary Chamber takes note of the investigator's file. If necessary, the Disciplinary Chamber may conduct additional investigations. It may thus, among other things, seek advice from experts or committees, or appoint one or more experts and hear witnesses.

If the parties wish to use evidence by witnesses or any other means of proof, they shall notify the Disciplinary Chamber by registered letter at least 7 days before the scheduled hearing. This letter must contain the full name, address and capacity of the person to be called

witnesses shall be notified. The Disciplinary Chamber will then summon the witnesses by certified mail to appear at the scheduled hearing.

Article 14.

14.1. The Disciplinary Chamber shall fix the date, time and place of the hearing. The parties shall be summoned by registered mail to appear in person, possibly assisted by counsel and/or an interpreter, at the hearing of the Disciplinary Chamber to be heard in the presentation of their pleas and defenses. The Disciplinary Chamber strives to conduct the first instance hearing of a case within three months of receiving the complaint.

14.2. The parties will have the opportunity to inspect and take copies of the file prior to the hearing and request additional investigative measures if they wish.

14.3. The Disciplinary Chamber may further decide that the person concerned may defend the report in writing by filing decisions. It shall determine the time limit for the person concerned to submit his/her decisions and notify the person concerned in writing. The decisions shall be sent by the person concerned by registered letter or email to the Disciplinary Chamber and to all other parties regarding.

14.4. The sessions of the Disciplinary Chamber are open to the public, unless a minor is involved in the proceedings, or unless, at the request of the non-professional sportsman, it is decided to hold the session in camera, or unless publicity poses a danger to public order or morality. If necessary, the Disciplinary Chamber shall determine who has access to the hearing. The Disciplinary Chamber may deny further attendance at the hearing to any person whose conduct gives cause to do so. At the hearing, all parties and their counsel, if any, shall be heard.

14.5. If the person concerned has not appeared at the hearing, the Disciplinary Chamber shall ascertain whether the person concerned has been duly summoned. If no proper summons has been served or if the Disciplinary Chamber considers for any other reason that the hearing should be postponed, it will postpone the hearing until a date to be determined. The parties shall be notified in writing. If the person concerned has been duly summoned, the verdict shall be deemed to have been rendered in contradictory proceedings.

14.6 The Disciplinary Chamber shall have the power to summon witnesses and experts to a hearing, and shall also summon

the witnesses and experts requested by the parties. This summons to appear at the scheduled hearing shall be by registered letter. The Disciplinary Chamber will notify the parties of this and their names. Members of sports associations affiliated with KBZB who are summoned as witnesses or experts are obliged to appear or give evidence. Non-members may also be summoned as witnesses or experts. Witnesses are obliged to testify truthfully. Failure to testify truthfully shall constitute an offense punishable in accordance with these Rules. The Disciplinary Chamber may require them to sign a statement. Where a witness or expert cannot reasonably be present at the hearing, the Disciplinary Chamber may submit the questions to be asked in writing and require the witness or expert to respond in writing. If a witness or expert fails to appear at the hearing, the Disciplinary Chamber may decide to postpone the hearing.

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Article 15.

The Disciplinary Chamber may decide to conduct the proceedings entirely in writing, unless one of the parties expressly objects and wishes to exercise the right to be heard.

VII. Ruling of the Disciplinary

Chamber Article 16.

If the Disciplinary Chamber finds that the violation referred to in the complaint has not been adequately proven, the Disciplinary Chamber should dismiss the complaint as unfounded.

Article 17.

If, during the disciplinary proceedings and before the Disciplinary Chamber's decision, the parties still reach an agreement that ends their dispute, this agreement may, at the request of the parties and subject to the consent of the Disciplinary Chamber, be recorded in a consent judgment of the Disciplinary Chamber.

Article 18.

If the Disciplinary Chamber finds that the complaint has merit, the Disciplinary Chamber may impose the following disciplinary sanctions:

-a reprimand, or warning;

- prohibition from participating in one or more activities of KBZB and/or of one or more KBZB affiliated sports associations or in competitions organized by KBZB and/or by a KBZB affiliated sports association for a maximum period of three years;
- the prohibition of no longer exercising rights granted to one or more members of the sports association in question for a maximum period of three years;
- the prohibition from holding one or more positions at KBZB or any of its affiliated sports associations for a maximum period of ten years;
- the proposal to revoke the license issued by either VZF or FFBN for a maximum of three years;
- Temporary or permanent exclusion from the (top) sports operation of the KBZB;
- proposal to suspend the membership of either VZF or FFBN of a KBZB member sports club for a period of up to five years;
- proposal of exclusion as a member of either VZF or FFBN of a KBZB member sports club;

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These penalties can be combined.

Sanctions may be made, in whole or in part, conditional. The conditional portion of a disciplinary sanction is attached to a term not exceeding three years. If the person concerned commits another offense within the term of the conditionally imposed disciplinary sanction, the Disciplinary Chamber may decide to convert the conditional portion into an unconditional disciplinary sanction.

The Disciplinary Chamber may, with the consent of the individual concerned, choose to impose only an "alternative sanction" If the person does not carry out this alternative sanction according to the conditions imposed, the Disciplinary Chamber may decide to impose one of the aforementioned disciplinary sanctions.

Article 19.

The Disciplinary Chamber shall give its decision as soon as possible after the conclusion of the oral hearing and in any case no later than two weeks after the hearing is closed.

This period may be extended by the Disciplinary Chamber on the understanding that the ruling must be made no later than three months after the conclusion of the oral hearing.

Article 20.

The verdict of the Disciplinary Chamber is in principle public, unless a minor is involved in the proceedings, or unless it is decided, at the request of the non-professional sportsperson, that the verdict should be behind

will take place in camera. The verdict of the Disciplinary Chamber shall be deemed to have been rendered at the seat of the Disciplinary Chamber and on the date stated therein.

The decision of the Disciplinary Chamber is reasoned and, if necessary, includes the sanctions imposed by the Disciplinary Chamber.

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Article 21.

Once the decision of the Disciplinary Chamber is rendered, it shall transmit it by registered mail to the parties, to the governing body of KBZB and to the sports organization in which the person concerned is a member, within a period of 7 days from the date of the decision. All decisions are deemed to have been received after a period of 3 days following proof of dispatch.

Article 22.

The Disciplinary Chamber's decision is final after the expiration of the appeal period. Enforcement of a disciplinary sanction imposed by the Disciplinary Chamber shall commence on the date of its ruling, unless otherwise specified in the ruling. The governing body of KBZB oversees the enforcement of disciplinary sanctions. The person concerned, other members and clubs affiliated with KBZB are obliged to cooperate in the enforcement of a disciplinary sanction.

VIII. Appeals

Article 23.

Parties may appeal the decision of the Disciplinary Chamber to the Belgian Court of Arbitration for Sport in accordance with its rules of procedure (available at www.bas-cbas.be).

KBZB also always has the possibility to appeal the decision of the Disciplinary Chamber to the Belgian Court of Arbitration for Sport.

The deadline for filing a notice of appeal is four weeks from the date of receipt of the Disciplinary Chamber's decision, which is deemed to be three days from the date of mailing.

If the ruling was previously sent by e-mail, the appeal period shall begin from the date the ruling was sent by registered mail.

The appeal shall be made in writing and with reasons. The appeal shall be sent by registered letter to the Belgian Court of Arbitration for Sport.

Article 24.

Unless expressly provided otherwise in the decision of the Disciplinary Chamber, the lodging of the appeal request and the appeal proceedings do not suspend the enforcement of the first instance award. At the request of the person concerned, the Belgian Court of Arbitration for Sport may suspend the enforcement of a disciplinary sanction during the appeal hearing. The request to suspend the disciplinary sanction may be made at the same time as filing a notice of appeal, but not before.

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B. DISCIPLINARY REGULATIONS ON TRANSGRESSIVE BEHAVIOR

I. SCOPE

Article 1.

This section of the disciplinary regulations applies to conduct that is transgressive, as defined below. In addition, it must involve conduct that took place during events or organizations for which KBZB is responsible. (National competitions, national stages and national selections) or in which KBZB participates as an organization.

Subject to disciplinary sanction are both any conduct which is transgressive and which compromises the proper functioning, good name or reputation of the sports organization or is contrary to the laws, statutes, regulations, codes of conduct and values of the federation, its affiliated sports organizations or the sport practiced therein or the incitement to, facilitation of, or assistance in the commission of a violation, and the failure to assist the victim of such conduct.

Without being limited to this, the acts and behaviors listed below include and in particular are subject to disciplinary sanctions:

-Sexual Transgressive Behavior; This is defined as any form of unwanted verbal, non-verbal or physical behavior with sexual connotation that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, abusive, degrading or offensive environment (e.g., voyeurism, child luring ("grooming"), sexual assault, child pornography, rape, exploitation of prostitution and pimping, etc.).

-Violence ; This is defined as any factuality independent of the specific nature or characteristics of the sport branch or sport competition in question, in which a person is psychologically or physically threatened or attacked. Behavior mentioned in the rules of the sport does not fall under the notion of violence and therefore does not fall under the notion of Transgressive Behavior in the sense of these regulations.

-Harassment ; This is defined as an unlawful set of multiple similar or different behaviors, outside or inside the sports organization, which take place during a certain period of time, the purpose or effect of which is to affect the personality, dignity or physical or psychological integrity of a person during or in the context of the practice of sport, to jeopardize his position or to create a threatening, hostile, insulting, humiliating or offensive environment. The "harassment" expresses itself in particular in words, threats, actions, gestures or one-sided writings as well as in digital form through e.g. social media (digital bullying). These behaviors or expressions may relate in particular to age, marital status, birth, wealth, religion or philosophical belief, political opinion, union belief, language, current or future health condition, disability, physical or genetic characteristic, social origin, nationality, so-called race, color, ancestry, national or ethnic origin, gender, sexual orientation, gender identity and gender expression.

Article 2.

The Transgressive Conduct referred to in these regulations refers to behavior within the broad context of the federation or a sports organization affiliated to it, regardless of whether it was committed inside or outside the sports facility or infrastructure. Transgressive Conduct committed outside the sports organization may be subject to disciplinary sanctions when there is a connection with the activities carried out within the sports organization.

When a dispute being handled by the sport organization's internal disciplinary bodies also cites elements of Transgressive Conduct, the internal disciplinary body will decide on the facts pertaining to its jurisdiction and, if appropriate, refer the case to the disciplinary body with jurisdiction over Transgressive Conduct.

These Disciplinary Regulations on Transgressive Behavior apply to all members, both Regular Members and Associate Members, all board members, staff members and active volunteers of the federation and clubs affiliated with the federation, as well as all (top) athletes participating in top sports activities of the federation and all trainers and other sports supervisors working or active on behalf of the federation or clubs affiliated with the federation.

The federation's affiliated members, sports associations accept these disciplinary regulations and are obliged to have these disciplinary regulations endorsed by and applicable to all their member sportsmen, trainers and other sports supervisors, as well as their directors, staff members and volunteers.

In disciplinary matters concerning transgressive behavior, only the members of swimming federations accept the explicit competence of the Vlaams Sport Tribunaal (VST), both in first instance and in appeal. For the members of FFBN, the Belgian TAS will have jurisdiction.

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II. REPORT TRANSGRESSIVE BEHAVIOR

Article 3.

Any person who believes that Transgressive Behavior has been committed towards him/her, as well as any interested "third party" (athlete, parent, trainer, juror, supporter, spectator, ...) who believes that such behavior has been committed that falls within the scope of Article 2, can report this to the federation or sports club to which the reporter is affiliated.

The report should be forwarded to the secretary - general of the KBZB.

This report is confidential and may be made anonymously if requested by the reporter.

A report form and reporting document will be made of this report. The secretary general will initially attempt to organize a mediation between the parties involved. He/she will call upon an independent, expert, mandated person for this purpose. A report is always required before a complaint can be filed as provided below.

III. ORDER

Article 4.

The Governing Body of the Federation may, in order to prevent repetition, to restore order or tranquility or to ensure safety, take order measures. In case of (suspected) Transgressive Behavior, this may include the imposition of a temporary restriction on a person's freedom of movement with immediate effect (e.g. a prohibition to enter the premises and/or domain where the sport is practiced), a temporary increased surveillance, a temporary restriction or modification of the activity practiced or a temporary suspension, if necessary limited to the location(s) where repetition or insecurity is feared.

Other measures of order are also possible, if and insofar as they are necessary to ensure or restore order and/or safety within the association. The order measure shall be necessary for that purpose,

appropriate and proportionate.

The person who is the subject of any order may be heard. This can be organized by telephone, online or even in writing. To this end, the person will be invited by e-mail or registered mail.

The order measure is not a disciplinary sanction but an administrative measure.

The order measure may be imposed at most until the judgment in the subsequent disciplinary proceedings has become final.

The preventive order measure can never give rise to any liability on the part of KBZB or its governing body, unless directors' liability is proven. The person against whom a preventive order measure has been imposed is not entitled to any compensation, even if the complaint later proves to be unfounded.

An appeal* against an order measure may be lodged with the Disciplinary Chamber for Transgressive Behavior of the Flemish Sports Tribunal (VST), in accordance with its rules of procedure. This appeal is not suspensive.

There is no appeal against the decision of the VST. For members of FFBN, the TAS has jurisdiction.

IV. DISCIPLINARY PROCEDURE

Article 5.

In disciplinary matters concerning Transgressive Behavior, the regional disciplinary bodies have explicit jurisdiction. For the VZF, this is the Flemish Sports Tribunal (VST) both at first instance (Disciplinary Chamber for Transgressive Conduct) and on appeal (Disciplinary Chamber for Transgressive Conduct on Appeal).

If the regional disciplinary body cannot act as a disciplinary body, the Disciplinary Chamber of the Federation will have jurisdiction according to the procedure in the General Disciplinary Regulations. (4.2. The disciplinary complaint)

Article 6.

Disciplinary proceedings on Transgressive Conduct may be brought by:

- the Federation if it considers that an offense was committed as referred to in the Disciplinary Regulations on Transgressive Conduct;
- anyone who believes that an offense has been committed against him/her as referred to in these disciplinary regulations on Transgressive Conduct;
- any interested "third party" (athlete, parent, trainer, juror, supporter, spectator, ...) who believes that a violation was committed as referred to in the disciplinary regulations on Transgressive Conduct.

Parenthesis. The complaint and procedure regarding transgressive behavior is a matter assigned to the regional bodies. VST for the Flemish clubs and swimfed; TAS for the French-speaking clubs and FFBN. The way to file a complaint, the procedure to follow, the possibilities of appeal and sanctions are covered by the

jurisdiction of those regional bodies. It stands to reason that the starting point for determining which disciplinary body has jurisdiction is the affiliation and domicile of the accused.

V. INTERNAL DISCIPLINARY REGULATIONS ON DOPING PRACTICES :

For matters related to doping practices, the regional bodies are also competent, so it is referred to the regional doping regulations.