



Gymnastics Ethics Foundation **Annual Report 2024**



Gymnastics Ethics Foundation

Annual Report 2024



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Message from the GEF President

As the Gymnastics Ethics Foundation (GEF) concludes its sixth year of operation, 2024 stands out as a year of important structural evolution, increased trust in our mechanisms, and strengthened engagement with the global gymnastics community.

The steady rise in the number of reports submitted to the Foundation is not necessarily a signal of growing harm, but rather a testament to growing confidence in the GEF's ability to respond with independence, compassion, and professionalism. This increase highlights a global gymnastics community that is increasingly aware, engaged, and empowered to speak up. We recognise the courage it takes to report and we remain committed to ensuring every voice is heard, supported, and treated with respect.

To meet this rising demand, the Foundation has taken concrete steps: appointing an additional case manager, reviewing internal processes for greater efficiency, and expanding access through new tools such as our WhatsApp reporting channel. Each development is a step toward making the gymnastics environment more accessible, responsive, and survivor-informed.

2024 also marked the implementation of a significant reform: the abolishment of the GEF Appeal Tribunal. As of October, all GEF Disciplinary Commission decisions are appealable directly to the Court of Arbitration for Sport (CAS). This change, initiated by the GEF and decided by the FIG Congress, will improve procedural efficiency ultimately benefiting all parties involved.

The work of safeguarding cannot rest solely on policies and procedures. It must be driven by cultural change, and at the GEF, we believe that change must be shaped by those with lived experience. We were proud to launch the first phase of our Athlete Advisory Panel (AAP) initiative in 2024, promoting awareness and engagement at major international competitions. While resource constraints have delayed the next phase, our determination remains unchanged. The AAP represents our deep commitment to athlete-led dialogue and inclusive policy development.

Guided by the Gymnasts 2028 strategic framework, the GEF remains forward-looking. We are expanding both our operational capabilities and our impact in promoting a safer, more ethical future for gymnastics. Through regulatory improvements, global partnerships, and continued advisory work, we are committed to supporting all individuals and organisations dedicated to maintaining integrity in the sport.

On behalf of the GEF Council and staff, I thank all stakeholders – in particular the FIG, National Federations, athlete associations, and all other partners and brave individuals who come forward – for your trust and continued collaboration. We look to the future with clarity of purpose and renewed commitment to ensuring that gymnastics is a space where safety and justice are not aspirations but guarantees.

We remain dedicated to our mission – and committed to evolving alongside the community we serve.

Micheline Calmy-Rey, President



OUR VISION

WHAT WE IDEALLY SEEK TO ARCHIEVE

A **SAFE, THIVING, AND IMPACTFUL**
GLOBAL GYMNASTICS ECOSYSTEM.

About the GEF

The Gymnastics Ethics Foundation (GEF) was established in January 2019 by the Fédération Internationale de Gymnastique (FIG) – the world governing body for the sport of gymnastics, which oversees eight disciplines and comprises over 160 national member federations.

Founded as an independent Swiss non-profit foundation, the GEF aims to promote ethical conduct, safeguard the rights and well-being of athletes and other participants, and to support National Federations of gymnastics in upholding the highest standards of integrity and fairness.

By operating independently from the FIG, the GEF ensures impartiality in addressing ethical issues, handling complaints, and providing support across the global gymnastics community.

OUR MISSION

HOW WE SEEK TO DELIVER ON OUR VISION

TO **PROTECT, ENFORCE, EVOLVE** AND
RESPECT THE HIGHEST STANDARDS OF
ETHICS, INTEGRITY, AND COMPLIANCE
IN GYMNASTICS WITH **TRANSPARENCY**
AND **ACCOUNTABILITY.**

Under Article 32 of the FIG Statutes, the GEF is mandated to act independently in the promotion and protection of ethical standards within the sport of gymnastics.

More specifically, the GEF is primarily focused on three key missions' areas:

Safeguarding

The GEF confidentially handles reports of non-accidental violence, including harassment, physical and psychological abuse, and other forms of interpersonal violence. Its safeguarding work prioritises the well-being of all members of the gymnastics community by ensuring that concerns are addressed professionally, compassionately, and in a timely manner.

Compliance

The GEF supports and monitors the FIG and its national member federations in maintaining adherence to the FIG Rules and Regulations, in particular the FIG Statutes, the FIG Code of Ethics and the FIG Safeguarding Policy. This includes offering guidance and oversight to ensure a culture of integrity and accountability across all levels of the sport.

Disciplinary

Asserted violations of rules and ethical standards are prosecuted by the GEF before the GEF Disciplinary Commission, composed of independent legal, safeguarding and/or gymnastics experts. Through its disciplinary function, the Foundation ensures that breaches are addressed through a fair, independent, and transparent process.

Gymnastics Ethics Foundation Values

Across all its activities, the GEF is guided by the following values:



The GEF strategic framework: Gymnasts 2028

Since 2023, the GEF has been guided by its long-term strategic plan, *Gymnasts 2028* — a roadmap shaping the Foundation’s efforts through to the Paris 2024 and Los Angeles 2028 Olympic Games.

Gymnasts 2028 provides a clear strategic framework for the GEF to deliver on its mandate and build initiatives that aim to make the sport of gymnastics safe, thriving, and impactful for all participants – from grassroots to elite levels.



The strategy adopts a holistic approach, recognising that meaningful change cannot be achieved by the GEF alone. It calls for collaboration across the entire gymnastics community, including, without limitation, gymnasts, their support personnel, officials, federations, organisers, fans, media, athlete associations and national integrity bodies.

Together, these efforts will help shape a culture of integrity and respect at all levels of the sport.



Gymnasts 2028, Gymnastics Ethics Foundation’s Strategic Framework 2023-2028

2024 Overview

A. CASE MANAGEMENT

81 new reports in 2024

In 2024 the number of reports submitted via the GEF’s different reporting channel has continued to increase.

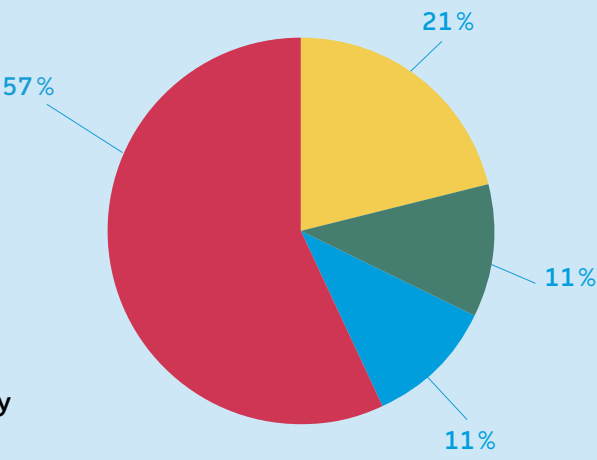
Distribution by type of potential safeguarding offences

Reports by type	
Safeguarding ¹	37
Compliance ²	44

- Psychological integrity

Sexual integrity
- Physical integrity

Other



As anticipated at the end of 2023 and in response to the continued increase in reports, the GEF has engaged an additional case manager from 1 February 2024.

In 2024, the GEF has also conducted a global internal review of its case management processes to further improve its efficiency and to ensure timely responses to grievances and adequate support to complainants.

Since its creation in 2019, a total of 284 reports have been submitted to the GEF. Over the years, the GEF experienced a constant annual increased of reports – a clear sign of increase awareness and trust in the Foundation’s work.

2019 (year 1)	2020 (year 2)	2021 (year 3)	2022 (year 4)	2023 (year 5)	2024 (year 6)	Total
26	25	42	45	65	81	284

¹ Any potential infringements of the FIG Safeguarding Policy.
² Any potential infringement of the FIG Rules, other than FIG Safeguarding Policy.

While not all reports lead to a GEF investigation or disciplinary proceedings, each of them is handled with the utmost care. For each of them, the GEF provides essential support and guidance to individuals reporting concerns. If applicable, the GEF collaborates with the relevant National Federation and other relevant stakeholders to adopt the necessary follow up measures (e.g. national integrity entities, national athletes or survivors associations).

Finally, from May 2024, the GEF has implemented a new reporting channel via WhatsApp. Complementing the GEF online reporting platform, the GEF email and telephone contacts, this is a new tool put at the disposal of the entire gymnastics community to facilitate the reporting of any case of abuse or harassment as well as other integrity breaches, such as manipulation of competition, bribery and corruption.

B. DISCIPLINARY PROCEEDINGS

Since the GEF establishment, the Disciplinary Commission and Appeal Tribunal have been the two GEF judicial bodies.

Both have been composed of legal and/or safeguarding experts independent from the GEF.

Proceedings are governed by the FIG rules in particular the FIG Code of Discipline, as well as internationally recognised principles and Swiss law.

For the best allocation of resources, the GEF is in charge of each Panel's Secretariat. The Secretary's role is limited to administrative services without involvement in the deliberation process.

Disciplinary proceedings are opened in front of the GEF Disciplinary Commission by the GEF Director based on the findings of an investigation into a complaint/report.

Decisions of the GEF Disciplinary Commission were then appealed by a party to the GEF Appeal Tribunal within 21 days of notification. Subsequently, the GEF Appeal Tribunal decisions were then subject to an appeal to the Court of Arbitration for Sport (CAS). However, 2024 has marked the abolition of the GEF Appeal Tribunal.

Abolition of the GEF Appeal Tribunal

In 2024, the GEF underwent an important structural change with the abolition of the GEF Appeal Tribunal following the decision of the FIG Congress in Doha on 26 October 2024.

From that date, the GEF Disciplinary Commission's decisions rendered are appealable directly to CAS, instead of appealing to the GEF Appeal Tribunal first.

The GEF, which was the driving force behind such change, sincerely thanks the FIG for this decision which will definitively contribute to an increased celerity and efficiency of proceedings for all parties involved.

New Members of the GEF Disciplinary Commission

In the end of 2024, the GEF Council appointed the new members of the 12-person strong GEF Disciplinary Commission for the term of 1 January 2025 until 31 December 2028. The GEF Disciplinary Commission will be led by Mr. Matthias Scherer as President and Ms. Laurence Burger as Deputy President. Furthermore, a reduced number of members of the GEF Appeal Tribunal has also been nominated to hear potential appeals regarding proceedings opened in front of the GEF Disciplinary Commission before 26 October 2024. After this transition period, the appointed members of the GEF Appeal Tribunal will transition into positions on the GEF Disciplinary Commission.

Key figures

As mentioned above (see section A), the majority of reports did not trigger disciplinary proceedings. For instance, the GEF could lack jurisdiction on a specific matter, there could be insufficient evidence, or a matter could fall under the primary jurisdiction of the National Federation and should be hence referred to it first.

As a general rule, in accordance with the FIG Safeguarding Policy, if an alleged incident of harassment and abuse involves participants that belong to the same National Federation, or if the incident took place within an activity under the National Federation’s jurisdiction, the incident shall be dealt with by such National Federation. It is only if the relevant National Federation has no adequate procedure in place or does not take appropriate actions that the GEF intervenes.

Notwithstanding the above and in the event a matter is referred to a National Federation, the GEF will assist and monitor the action taken. It will also provide advice and support to any victim of harassment or abuse to ease the process.

2024		2019 – 2024	
3	Cases referred to GEF Disciplinary Commission	23	GEF Disciplinary Commission decisions
8	Decisions rendered by GEF Disciplinary Commission	6	GEF Appeal Tribunal decisions
1	Decision rendered by GEF Appeal Tribunal	4	CAS Appeal

Importantly, to date, no decision issued by the GEF’s Disciplinary Commission or Appeal Tribunal have been overturned by the Court of Arbitration for Sport (CAS) which demonstrates the legitimacy of the GEF’s decisions.

C. ADVISORY

Throughout the year, the GEF takes every opportunity to enhance capability in governance support and safeguarding of its stakeholders. It has reviewed and provided advice to several National Federation safeguarding programmes either in writing or during in person/remote meetings. It has also advised stakeholders, such as different athlete associations, on how to approach various integrity related matters in front of their national authorities.

In view of the diversity of the gymnastics ecosystem at national level, the GEF acknowledges that a one size fits all model is not a realistic approach. However, the GEF does its best to ensure that all National Federations are not only adopting but also implementing minimum standards, in particular when it comes to safeguarding.

D. REGULATORY

The GEF is bound by its statutes and operational rules and shall apply the FIG Rules, in particular the FIG Code of Discipline, the FIG Code of Ethics and the FIG Safeguarding Policy³.

That said, it shall also adopt the necessary rules/guidelines to conduct its missions. In that regard following the adoption of Special Measures for Protecting Vulnerable Witnesses, during 2024, the GEF also introduced Internal Guidelines for Protective Temporary Suspension of participants in gymnastics. The purpose of these guidelines are to establish transparent procedures and criteria for imposing temporary suspension in compliance with the FIG Safeguarding Policy.

In 2024, the GEF in collaboration with the FIG also began working on the complete revision of the FIG Code of Discipline, to be adopted by 2026. This joint effort aims to ensure that the Code reflects procedural best standards and practice to ensure clarity, transparency and efficient proceedings.

E. PARTNERSHIPS AND COLLABORATION

Matters of integrity, in particular safeguarding expertise, resides in an international community of experts and organisations dedicated to the cause of keeping sport safe and fair for all. The diversity of challenges and lived experiences contribute to the development of solutions through sharing of tried-and-true practices.

Moreover, such collaboration is key in terms of investigation and enhances all partners' efficiency. In 2024, the GEF continued to increase cooperation with relevant entities in sport and beyond, such as:

- FIG
- National Federations for the sport of gymnastics
- National athlete associations
- National integrity bodies
- Law enforcement authorities
- International sport entities

Collaboration will remain key for the GEF's future success.



³ FIG Rules are available on the FIG website [FIG - Rules](#)

F. PROMOTION /ATHLETE ENGAGEMENT: THE GEF ATHLETE ADVISORY PANEL

While the running of education initiatives for the gymnastics community is formally the responsibility of the FIG, the GEF recognises the importance of raising awareness about its own role, mandate, and activities – particularly among athletes.

As such, following the GEF Council's approval in 2023, the GEF launched the Athlete Advisory Panel (AAP)'s project in 2024.

In a nutshell, the GEF AAP aims for the following:

- Providing an efficient structure for athlete representation and the diverse voices of athletes from multiple disciplines to be heard.
- Providing an additional safe space to raise concerns and discuss ideas/improvements which athletes feel should be made.
- Developing a structure that allows the future of safe sport in gymnastics to be driven by athletes for athletes by allowing athlete input when drafting guidance or policies.
- Enable athletes with lived experience of abuse to meaningfully contribute to policy-making, while ensuring that the responsibility of representing the broader survivor community does not fall on any one individual.

The first phase of the project focused on building awareness ahead of the Paris 2024 Olympic Games, laying the groundwork for post-Games recruitment of athletes interested in joining the AAP. In this respect, promotion and an information campaign were conducted at eight major international gymnastics competitions between April and September 2024. This awareness-raising phase marked a key milestone in the development of the AAP, reinforcing the GEF's commitment to athlete engagement and representation. In this respect, the GEF is grateful to all participating Local Organising Committees which supported these efforts.

Unfortunately, since then, the GEF is seeking additional financial and human resources to launch the second phase (i.e. the members' selection process). Nevertheless, the GEF remains confident to progress with this important initiative very soon.



Financial Remarks

Following the initial funding of CHF 2 million in 2019, the GEF received supplementary contributions of CHF 750'000 in 2023 and CHF 850'000 in 2024 from FIG.

However, strengthening and securing financial support remains crucial to ensure the GEF conducts its mission adequately.

After 6 years of operations, the reality is that the endowment of CHF 2 million set up by the FIG was sufficient to cover the expenses of the first 4 years. This resulted from limited costs, notably in the first year and partly in the second year. Thereafter, the actual yearly expenses went quickly over CHF 500'000, notably due to the significant growing number of reports, complex investigations and disciplinary proceedings with high level defence strategies.

Experience indicates that CHF 750'000 is a minimum recurring annual budget amount for the GEF to conduct its ordinary operations. Unexpected, extraordinary cases are not included therein and should be subject to separate funds, at least until the foundation can build up relevant reserve funds.

Discussions on the annual contribution for the next Olympic Cycle (2025-2028) have been launched with the FIG in 2024 and will be finalised in 2025.

Moving Forward

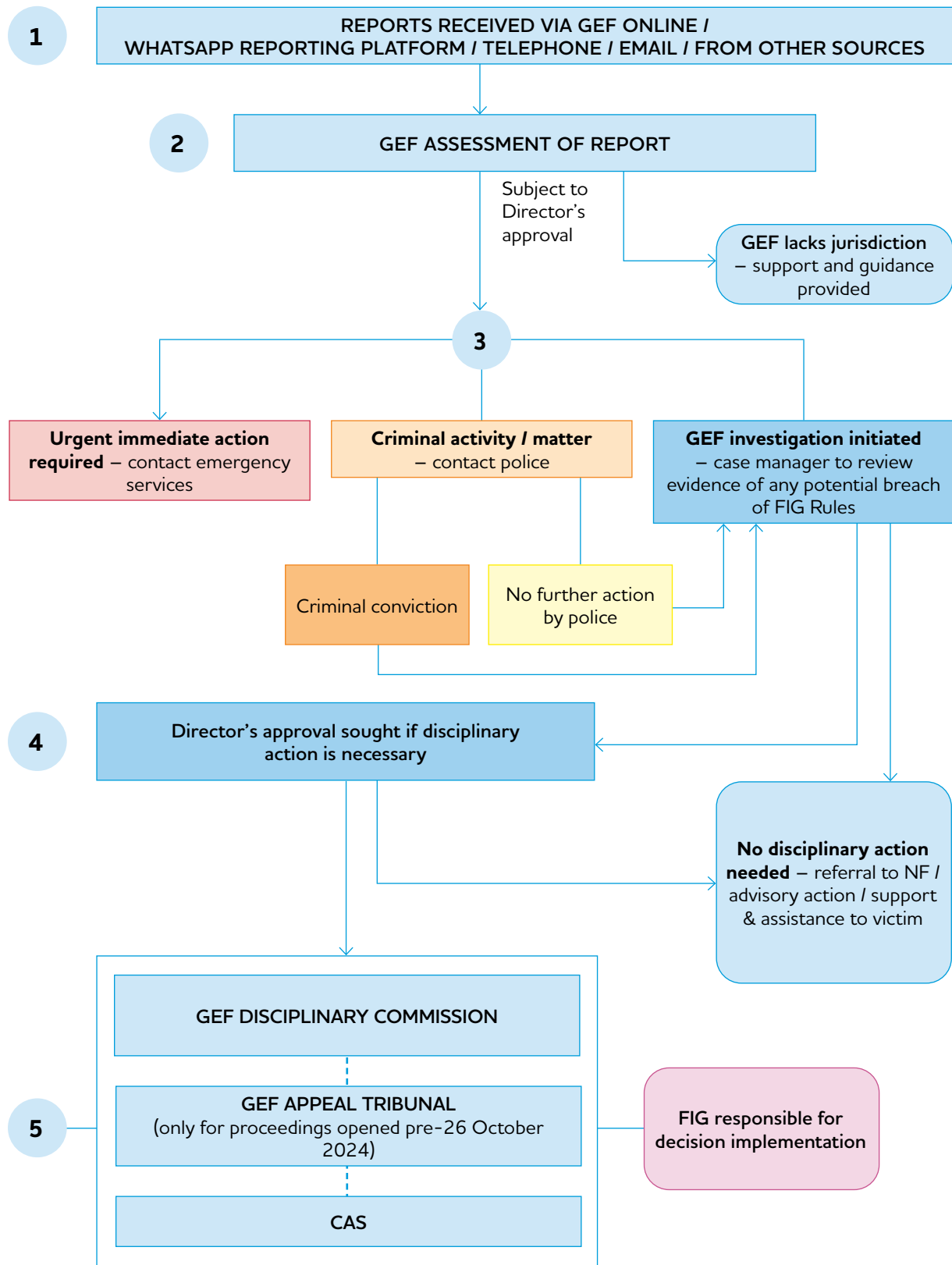
The GEF is committed to continue taking the necessary actions to improve and evolve the sport of gymnastics for the respect, safety and benefit of gymnasts and for all individuals and institutions across its ecosystem that represent, support and serve the athletes. The GEF accepts its responsibility to act with absolute professionalism, independence, and impartiality in preventing and remediating harm and addressing unethical behaviours brought to its attention.

The GEF thanks the FIG and all its stakeholders for their ongoing and future support.



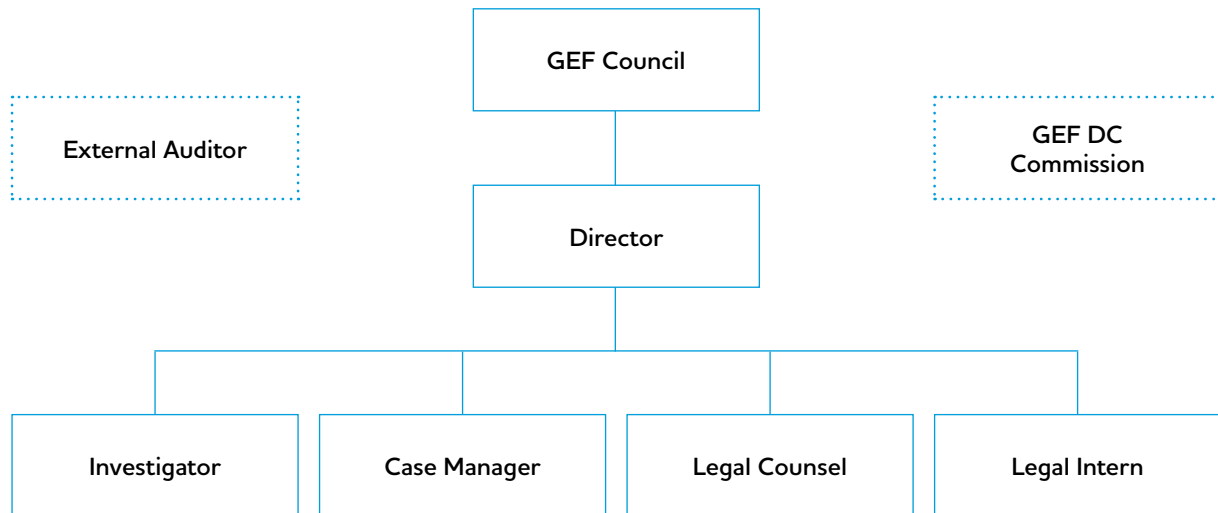
A

GEF Case Management Process



B

General Organisation



Council

The Council is the supreme body of the Foundation. The Council manages and administers the Foundation and its assets and takes all decisions necessary or useful for the achievement of its purpose. In particular, it defines the Foundation's strategy and appoints/dismisses the Director.



MICHELINE CALMY-REY, President

Former President, Federal Councillor, and Minister of Foreign Affairs of the Swiss Confederation



SLAVA CORN, Member

Honorary Vice President, FIG



HRH FEISAL AL HUSSEIN, Member

President, Jordanian Olympic Committee
Member, IOC Executive Board



JEAN-PIERRE MORAND, Member

Attorney at Law
Partner, Kellerhals Carrad



ELDA MORENO, Member

Human rights lawyer, specialised in children's rights and change management



AAGJE VANWALLEGHEM, Member

Athletes' representative
Olympian and safe sport advocate

Director

The Director acts as secretary of the Council and manages the Foundation's current affairs. He is responsible for the administration and finances of the Foundation and for the implementation of the strategy defined by the Council. Since 2019, the Director position has been held by:



ALEXANDER MCLIN, Director

Attorney at Law

Former CEO & Secretary General, FEI

Member, Court of Arbitration for Sport

Member, ASOIF Governance Task Force

External Auditor

The Gymnastics Ethics Foundation (GEF) engages Fidinter SA as an independent external auditor to provide an objective and impartial assessment of its financial statements and internal controls. This audit is carried out in accordance with recognised accounting standards and serves to ensure the integrity, accuracy, and transparency of the Foundation's financial reporting.



FIDINTER SA

Fidinter SA is a member of EXPERTsuisse and has federal accreditation as an auditor.

www.fidinter.ch

The GEF is overseen by the Swiss Federal Supervisory Authority for Foundations.

C

Judicial Bodies

Composition on 31 December 2024 (in alphabetical order)

GEF Disciplinary Commission

President

Matthias Scherer

Deputy President

Laurence Burger

Members

Michael Cook

Thomas Hayn

Maximilien Lehnén

Edgardo Munoz Lopez

Daniele Moro

Melanie Schärer

Mirjam Trunz Koller

Appeal Tribunal

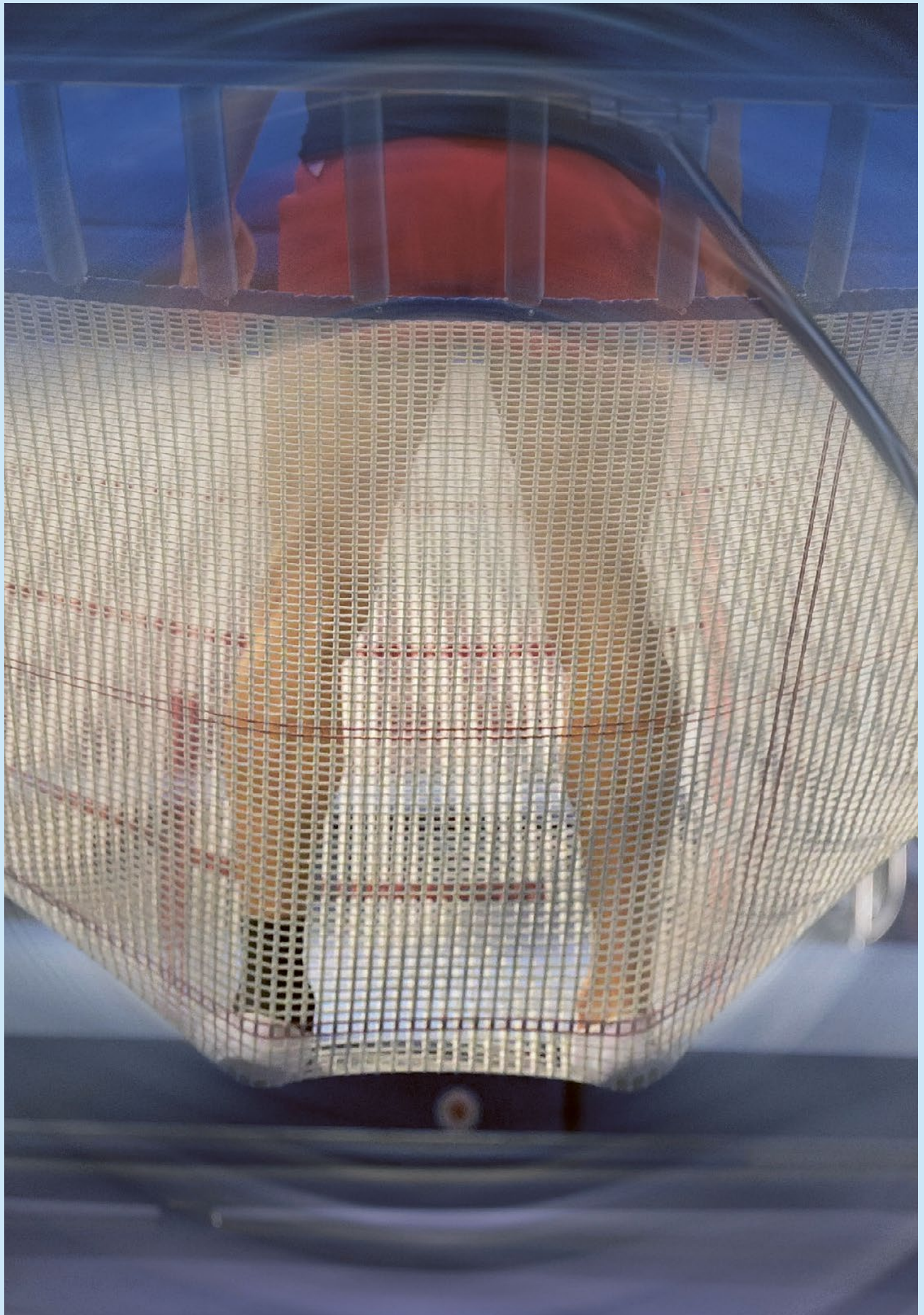
Members

Richard Bush

Jan Kleiner

Catherine Pitre

Kendrah Potts



2024 Auditor's Report

fidinter

Report of the statutory auditors on the limited statutory examination

to the foundation council of
Fondation d'Ethique de la Gymnastique, Lausanne

As statutory auditors, we have examined the financial statements (balance sheet, income statement and notes) of Fondation d'Ethique de la Gymnastique for the financial year ended December 31, 2024. The audit of the figures regarding the previous year was performed by another auditor. This report cancels and replaces our previous report dated May 5th, 2025.

These financial statements are the responsibility of the foundation council. Our responsibility is to perform a limited statutory examination on these financial statements. We confirm that we meet the licensing and independence requirements as stipulated by Swiss law.

We conducted our examination in accordance with the Swiss Standard on Limited Statutory Examination. This standard requires that we plan and perform a limited statutory examination to identify material misstatements in the financial statements. A limited statutory examination consists primarily of inquiries of foundation personnel and analytical procedures as well as detailed tests of foundation documents as considered necessary in the circumstances. However, the testing of the operational processes and the internal control system, as well as inquiries and further testing procedures to detect fraud or other legal violations, are not within the scope of this examination.

Based on our limited statutory examination, nothing has come to our attention that causes us to believe that the financial statements do not comply with Swiss law and the foundation's articles of incorporation.

Lausanne, June 10th, 2025

Fidinter SA



SEQ Signature électronique qualifiée - Droit suisse
Signé sur Scribble.com

Giovanni Chiusano
Swiss Certified Accountant
Audit expert



SEQ Signature électronique qualifiée - Droit suisse
Signé sur Scribble.com

Yves Donzé
Swiss Certified Accountant
Audit expert
Auditor in charge

Enclosure :

- Financial statements (balance sheet, income statement and notes)

Mandats de révision

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Entreprise certifiée EXPERTSuisse



Membre indépendant

D – 2024 Audited Accounts

Balance sheet

ASSETS (CHF)	Notes	31.12.2024	31.12.2023
Current assets			
Cash & cash equivalents	4.0	125'861.55	82'416.67
Current investments	5.0	-	53'040.00
Accounts receivable	6.0	819.00	819.00
Prepayments	7.0	9'957.70	8'959.75
Total current assets		136'638.25	145'235.42
TOTAL ASSETS		136'638.25	145'235.42
LIABILITIES	Notes	31.12.2024	31.12.2023
Current liabilities			
Operating creditors	8.0	4'013.65	10'353.65
Other short-term interest-bearing debts	9.0	782.73	144.33
Accrued expenses	10.0	51'436.45	42'983.95
Total current liabilities		56'232.83	53'481.93
TOTAL LIABILITIES		56'232.83	53'481.93
Equity			
Foundation capital		2'000'000.00	2'000'000.00
Retained Profit/(Loss)		(1'908'246.51)	(1'935'961.76)
Annual result		(11'348.07)	(27'715.25)
Total equity		80'405.42	91'753.49
TOTAL EQUITY		80'405.42	91'753.49
TOTAL LIABILITIES		136'638.25	145'235.42

The notes to the financial report are available on the Foundation's website.

D – 2024 Audited Accounts

Income statement

IN CHF	Notes	31.12.2024	31.12.2023
Reimbursement procedural fees		9'000.00	15'500.00
Fines		10'000.00	-
Allowance for doubtful accounts		(2'500.00)	5'830.33
Total revenues		16'500.00	21'330.33
Investigation costs		(10'854.48)	(38'512.13)
Legal fees		(169'585.15)	(99'070.05)
Disciplinary section		(23'549.95)	(24'415.38)
Foundation council fees		(42'300.00)	(42'300.00)
Management expenses		(4'176.81)	(5'025.94)
Staff charges		(551'439.32)	(443'831.65)
Office rental and maintenance		(6'817.40)	(7'001.00)
Insurance costs		(1'186.20)	(1'186.15)
Office and administration costs		(13'748.53)	(5'043.76)
Phone & internet		(2'592.55)	(2'698.80)
Accountancy and auditing fees		(19'537.55)	(11'683.80)
Communication costs		(1'037.80)	(6'961.99)
Third-party services		(33'035.63)	(49'211.88)
Total operating expenses		(879'861.37)	(736'942.53)
Operating result		(863'361.37)	(715'612.20)
Financial income	11.0	-	5'135.00
Financial expenses	12.0	(1'461.60)	(9'452.10)
Financial results		1'461.60	(4'317.10)
Received contributions (FIG)	13.0	850'000.00	750'000.00
Net received contribution		(14'822.97)	30'070.70
Extraordinary income	14.0	3'474.90	-
Extraordinary expenses	15.0	-	(2'355.45)
ANNUAL RESULT		(11'348.07)	27'715.25

The notes to the financial report are available on the Foundation's website.



Photos courtesy of the Fédération Internationale de Gymnastique.



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