



Ref: 21-180

Date: 15 September 2021

To: Mr. Ridha Ben Hadeb,
Petitioning Candidate for Office in Tunisia Taekwondo Federation

Sent by e-mail

Subject: DM21-046 _ Events surrounding the 2018 World Jr. Championships

Decision and Right of Appeal:

In reference to your case regarding the events surrounding the 2018 World Jr. Championships (the Event), be advised that the World Taekwondo Integrity Committee has found you in violation of WT's ban on discrimination and, therefore, on the requirements to be a WT official.

Under the WT Disciplinary Actions and Appeals Code (DAAC), potential penalties for this violation include "suspension or ban" (3.11(iv)), "disqualification" (3.11(vi)), and " (3.11(xi), any other sanction or penalty deemed appropriate.

Based on the above, WT finds that you are ineligible to run for office in a WT member organization (including the WT itself, WT Continental Unions, WT Member National Associations, and the Organizing Committees of WT Promoted or Sanctioned Events) for a minimum period of ten years. Furthermore, once the ten-year period is finished, you will need to tangibly demonstrate that your understanding of WT's ban on discrimination has improved, for instance by issuing public statements to this effect and in support of Israeli participation in events worldwide, including in Tunisia.

Your period of ineligibility begins as of the date of this letter and shall run until midnight of September 15, 2031, Korea Standard Time.

A discussion of the fact finding, rules, conclusion(s), and recommendation(s) that underlie this decision appear below.

You have a right to appeal this decision in accordance with DAAC Art. 4.2-to-4.5. Note that, should you decide to appeal this decision you have 20 days to submit your appeal from the date of the decision. That is, you must submit your appeal by no later than midnight of October 6, 2021 Korea Standard Time.

Yours sincerely,

Hoss Rafaty
Secretary General



Fact Finding, Rules, Analysis, Conclusion and Recommendation:

The following documents were provided to the Integrity Committee (the Committee):

- Exhibit 1: 21 May 2021 email from TTF re Mr. Hadeb and electoral general assembly
- Exhibit 2: 21 May 2021 email from Mr. Hadeb
- Exhibit 3: 29 Jun 2021 WT letter to Mr. Hadeb
- Exhibit 4: 16 Jul 2021 reply letter from Mr. Hadeb to WT letter of 29 Jun
- Exhibit 5: Certified translation of Social Media posting
- Exhibit 6: 16 Jul 2021 WT letter to Mr. Hadeb
- Exhibit 7: 17 Jul 2021 Mr. Hadeb reply to WT letter of 16 July

Based on its assessment of the evidence provided, on 15 September 2021, the Committee issued the following findings, conclusions, and recommendations:

Fact Finding:

1. Mr. Hadeb's social media statements are anti-Semitic: He uses inflammatory language blaming the Tunisian Taekwondo Federation (TTF) for putting the country in the bad situation of allowing entry to a "Zionists entity" or having to deny entry and face international sanction. In doing this he undermines the work of the TTF for being selected to host to a WT event, the Youth Olympic Qualification for Africa (he even calls them stupid for doing so) which also demonstrates that his anti-Semitic views take precedent over promoting taekwondo competitions in the country.
2. Mr. Hadeb used knowledge acquired from his previous experience as an MNA President in his attack of the TTF and its president. Mr. Hadeb's postings also contain information on how the WT registration system works and how to access it, knowledge he would have acquired as past MNA president. He used his knowledge of the MNA to show that the current president should have known which Israeli athletes were registered and to place that MNA president in the crosshairs of public anger.
3. Mr. Hadeb's actions were recklessness in light of the volatile nature of the issue: The extreme passions that the issue arises could not have been lost on Mr. Hadeb. His efforts to identify individuals makes it clear that his posts were, at the least, reckless since they could easily be weaponized against the MNA president, the MNA officers and the Israeli athletes.

Rules:

The following articles of the WT Code of Ethics are relevant when considering the above facts:



I Preamble: WT ... bears a special responsibility to safeguard the integrity and reputation of taekwondo worldwide.

1 (D): Officials shall represent WT honestly, worthily, respectably and with integrity. Officials are expected to be aware of the importance of their function and concomitant obligations and responsibilities. Officials are to use due care and diligence in fulfilling their mission. The conduct of Officials shall reflect the fact that they support and further the principles and objectives of the WT in every way and refrain from anything that could be harmful or tarnish to these principles and objectives.

5(A): Ban on Discrimination: Participants in the Taekwondo Movement shall not act in a discriminatory manner, especially with regard to ethnicity, race, culture, political opinion, marital status, religion, gender, language, country, color, national, or other grounds. Decisions and actions are to be taken in the best interest of athletes with an emphasis on applying equal opportunity for participation.

5(B): Participants in the Taekwondo Movement shall ensure that the personal rights of those persons whom they contact and with whom they deal are protected, respected and safeguarded.

7(A): Only those people who demonstrate a high degree of ethics and integrity and pledge to serve the provisions of this Code without reservations are eligible to serve as Officials....

Analysis:

The facts show that Mr. Haedef violated the following the Code of Ethics as follows:

a) Intentional violation of 5A and 5B: He endangered athletes as well as the MNA and its officers to advance his discriminatory agenda: As a former MNA President, used his experience as former Tunisia TKD Federation president to advance discriminatory actions. He singled out the MNA president and directed public condemnation of his actions in bringing a WT event to Tunisia. In doing so, he dangerously stoked anti-Semitic sentiment toward one of our MNAs, that is a clear violation not only of our policies against discrimination but also shows a reckless disregard of the safety of others. That he did it when not holding office, is irrelevant since his actions were against one of our members.

b) Clear conduct in contravention of Art. 1(D): He is willing to tarnish the image of Taekwondo and engage in conduct harmful to WT: In his posts, he made it clear that he is willing to undermine the goals of WT in the region. He stated that the MNA should not hold international events since that would require Israeli participation. Overall, Mr. Haedef actions demonstrate political ambition not that override the development of taekwondo in the region.

c) Clear conduct in contravention of Art. 7(A): Based on this information, Mr. Haedef's engaged in actions and statements that are contrary to the goals of WT and make it evident that he is unwilling and unable to be the kind of Member WT needs or wants in the region. While he made his statements and carried his actions while not in an active official role, he used his past knowledge and expertise to undermine the MNA and discriminate against athletes. He agreed to abide by the WT Code of Ethics when he took office, that code applies to the information he acquired under that role therefore the code applies to the use of that information even while not in office.



Conclusion and Recommendation:

In light of the sum of Mr. Hadeb's actions the Integrity Committee concludes that the situation is severe enough to warrant WT to disqualify Mr. Hadeb from holding office in the future for a period of not less than 10 years and that further safeguards be put in place to ensure Mr. Hadeb not be allowed to return to office until he demonstrates he is aware of and agrees to abide by WT's ethics and integrity rules.