

## European Aquatics Integrity Webinar

**Date:** 28 November 2025

**Time:** 14:00–15:00 CET

**Location:** Online – via **European Aquatics Educational Platform**

**Register Link:** <https://www.eacademy.eu/lms/courses/ea-integrity-webinar>

**Access:** Free and open to all interested participants

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### Event Overview

As part of its ongoing commitment to promoting transparency, integrity, and ethical governance in aquatic sports, European Aquatics is organising a dedicated Integrity Webinar.

This online session will focus on strengthening a culture of integrity across all levels of the sport, by raising awareness and sharing practical insights with National Federations and stakeholders. The event will also be featured as part of the SIGA Integrity Month, underlining our shared values and cooperation with global integrity initiatives.

During the webinar, European Aquatics will present the European Aquatics Integrity Code, a landmark document that reinforces our collective principles and provides practical guidance to support National Federations in implementing integrity measures across their activities.

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### Programme

#### 14:00 – Opening & Introduction (10 min)

*Speaker: Noam Zwi*

- Welcome and objectives of the session
- Reference to European Aquatics' strategy for the 2026 competitions

#### 14:10 – Presentation of the European Aquatics Integrity Code (30 min)

*Speaker: Marc Cavaliero*

- Overview of the European Aquatics Integrity Code
- Key principles and implementation guidance for National Federations
- Q&A

#### 14:40 – Integrity in Practice: The Integrity Charter (20 min)

*Speaker: Justin Lessard*

- Presentation of the Integrity Charter
- Lessons learned and practical experiences

#### 15:00 – Closing of the session

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### Additional Information

- The session will be conducted in **English**.
- Participants will receive a **certificate of participation** through the EA Educational Platform.
- Registration is free and open to all interested stakeholders.



## Speakers

### **Marc Cavaliero**

**Partner, Cavaliero & Cambreleng**

**Chairperson, UCI Ethics Committee | Chief Ethics and Compliance Officer, World Aquatics**

Marc Cavaliero holds a Law degree from the University of Geneva and a Master's in International Sports Law from the Higher Institute of Law and Economics (ISDE), Madrid.

He is one of the founding partners of the law firm Cavaliero & Cambreleng (formerly Cavaliero & Associates), where he represents major sports federations, clubs, athletes, and agencies before the Court of Arbitration for Sport (CAS), the Swiss Supreme Court, and various international and national sports federations.

His expertise covers compliance, disciplinary and ethics proceedings, contractual and financial disputes, licensing, match manipulation, and governance matters. Marc also advises on the drafting of sports regulations and contracts, as well as the implementation of decision-making and compliance processes within sports organizations.

Before founding his firm, Marc spent almost a decade within FIFA's Legal Affairs Division, serving as Head of the Disciplinary Department (2011–2017) and Secretary to the FIFA Ethics Committee (2011–2015). In these roles, he oversaw investigations into regulatory breaches, international transfers, match incidents, doping, and other governance issues, representing FIFA before CAS.

Marc lectures on sports law and governance in several master's programmes and is a regular academic contributor to international sports law publications. He co-edited, with Professor Colucci, a comparative analysis of disciplinary procedures in football.

In addition to his legal practice, Marc currently serves as:

- Chairperson, UCI Ethics Committee
- Chief Ethics and Compliance Officer, World Aquatics
- Chairperson, Elections Oversight Panel, International Hockey Federation (FIH)





## Justin Lessard

**Senior Manager, Aquatics Integrity Unit, World Aquatics**

Justin Lessard is a lawyer and Senior Manager of the Aquatics Integrity Unit (AIU), an operationally independent body of World Aquatics responsible for addressing all ethical and integrity-related matters within the sport.

A member of the Quebec Bar, Justin has over 10 years of experience in sport integrity, frequently representing clients before the Court of Arbitration for Sport (CAS). He is the co-author of the book *International Sports Justice* and previously served as Professor of Sport Ethics at the EU Business School.

Earlier in his career, he worked in the Legal Department of the International Olympic Committee (IOC) and later with the Union Cycliste Internationale (UCI), where he handled some of the most significant doping cases in international sport.



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## Noam Zwi

**General Secretary, European Aquatics | President, COMEN (Mediterranean Swimming Confederation)**

Born in Jerusalem in 1958, Noam Zwi is a lawyer and experienced international sports administrator.

He served as a LEN Bureau Member (2013–2022) and was appointed General Secretary of European Aquatics in 2022, a position he holds to this day.

Noam has been a member of the COMEN Bureau since 2005, serving as Vice President (2013–2022) and currently as President (since 2022). He is married and the father of four children.

