

INTERNATIONAL WEIGHTLIFTING FEDERATION

ANTI-DOPING COMMISSION "ADC"

Terms of Reference

1. PURPOSE

The International Weightlifting Federation (IWF) considers the fight against doping and the protection of the athletes' health and right to fair competition a top priority. Anti-doping programmes and policies seek to preserve what is intrinsically valuable about sport. This intrinsic value is the essence of Olympism, the pursuit of human excellence through the dedicated perfection of each person's natural talents.

The IWF strives to ensure that all competition results in weightlifting are true and reflect pure athletic achievements on a level playing field, unclouded by the suspicion that some of those results may have been achieved as the result of doping.

In an effort to increase the effectiveness and independence in the fight against doping, the IWF has delegated the implementation and management of its anti-doping programme to the International Testing Agency (ITA), in accordance with the World Anti-Doping Code (Code).

The ITA is an international organization constituted as a not-for-profit Swiss foundation. Its mission is to offer comprehensive anti-doping services, independent from sporting or political powers to International Federations (IFs), Major Event Organizers (MEOs), and all other anti-doping organizations requesting support.

The IWF Anti-Doping Programme is managed independently by the ITA.

In accordance with the IWF Constitution and By-Laws, the IWF Executive Board has established the Anti-Doping Commission (ADC) as an advisory and monitoring body to review and report on the implementation of the IWF Anti-Doping Programme by the ITA.

The IWF ADC shall operate in compliance with the:

- the Code
- the IWF Constitution
- the IWF Anti-Doping Rules¹
- the delegation of responsibilities from the IWF to the ITA
- relevant decisions of the IWF Executive Board

2. MISSION

2.1 The ADC has an advisory role in the fight against the scourge of doping. It shall advise the IWF Executive Board in carrying out its commitment to fight doping as well as reviewing the sustainability and successful delivery of the anti-doping objectives of the IWF.

2.2 The ADC supports the IWF Executive Board in the monitoring of the IWF's duties and responsibilities pursuant to the IWF Anti-Doping Rules, while upholding the independence of the IWF Anti-Doping Programme as implemented in full autonomy by the ITA.

¹ The "IWF Anti-Doping Policy" will change its designation to "IWF Anti-Doping Rules" in 2021. For the sake of convenience, the new name was used throughout this document. However, until 2021 the reference should be adapted to the current designation.

3. SCOPE OF DUTIES AND RESPONSIBILITIES

3.1 The ADC shall carry out the following activities:

- 3.1.1 Consult with and advise the IWF Executive Board in formalizing the objectives of the IWF Anti-Doping Programme.
- 3.1.2 Review the implementation of the IWF Anti-Doping Programme on an annual basis, which includes receiving and reviewing the anti-doping annual activity report produced by the ITA and other delegated entities, such as the CAS Anti-Doping Division.
- 3.1.3 Report to the IWF Congress or IWF Executive Board on the overall implementation of the IWF Anti-Doping Programme and the ADC activities.
- 3.1.4 Elaborate suggestions and solutions to be submitted to the IWF Executive Board and the ITA to improve the effectiveness of the IWF Anti-Doping Programme.
- 3.1.5 Make recommendations to the IWF Executive Board for amendments to the IWF Anti-Doping Rules where necessary.
- 3.1.6 Promote the general and specific understanding of the challenges in the fight against doping in the weightlifting community worldwide.
- 3.1.7 Facilitate co-operation between the IWF and its members in the fight against doping, including by monitoring and responding expeditiously to National Federation's complaints regarding the IWF Anti-Doping Programme.
- 3.1.8 Strive to establish transparency, honesty and fairness in the fight against doping.
- 3.1.9 Promote a respect for the rules of the sport of weightlifting and especially the IWF Anti-Doping Rules.
- 3.1.10 Actively participate in the IWF Education Program (tutorial, speakers, publications, presentations, publicity, etc.), as required by the IWF or the ITA.
- 3.1.11 Promote empowerment of athletes and athlete support personnel so that they appreciate that they must take individual responsibility for each of their actions in the fight against doping.
- 3.1.12 Promote awareness of the IWF Anti-Doping Rules among athletes, athlete support personnel and National Federations.

4. COMPOSITION AND APPOINTMENT PROCESS

- 4.1 The ADC shall have nine (9) Members who shall be appointed by the IWF Executive Board, upon proposal of the ITA, as per the following appointment process:
 - 4.1.1 five (5) independent members (including one Chairperson) appointed by the IWF Executive Board upon direct proposal of the ITA; and
 - 4.1.2 four (4) members appointed by the IWF Executive Board upon proposal of the ITA among a pool of candidates nominated by IWF's National Federations
- 4.2 The Chairperson has the responsibility of chairing the meetings of the ADC.
- 4.3 Only Members of the ADC have the right to attend meetings of the Commission. As a matter of principle, an ITA representative shall be invited at all meetings of the ADC. The ADC may at its discretion invite other individuals to attend the whole or part of any meeting.
- 4.4 The ADC Members are appointed for a four-year term, with the possibility of renewal of the mandate once.

- 4.5 The IWF Executive Board may revoke the appointment of any Member at any point in time in the event that the Member breaches the terms and conditions contained in these Terms of Reference (including the Confidentiality and Conflict of Interest Agreement and the IWF Anti-Doping Rules).

5. QUORUM, FREQUENCY AND NOTICE OF MEETINGS

- 5.1 No meeting of the ADC may be held without a quorum being present either in person or electronically. A quorum consists of six (6) Members including the Chairperson.
- 5.2 The ADC will meet in principle twice per year. Five (5) Members of the Commission may request that a meeting be held at any time.
- 5.3 Given advisory role of the ADC, decisions are in principle taken by consensus. In case a consensus cannot be reached, decisions shall be taken by an absolute majority of the votes of the Members present. In the event of a tie, the Chairperson shall have the casting vote.
- 5.4 Meetings of the ADC may be held in person, by electronic means, or by a combination of the two.
- 5.5 Meetings of the ADC shall be convened by the Chairperson, or in accordance with Article 5.2.
- 5.6 Notice of each meeting containing the venue, date and time of the meeting, together with an agenda of the items to be discussed at the meeting shall be forwarded to each Member of the Commission and to the IWF Anti-Doping Administrator (and where relevant to the ITA) at least 30 days prior to the date of the proposed meeting.

6. MINUTES OF MEETINGS

- 6.1 A designated Member of the ADC shall keep minutes of the proceedings and decisions of each meeting. If deemed necessary, the IWF Anti-Doping Administrator may be appointed as the Commission's secretary.
- 6.2 The minutes shall be circulated for approval to all Members of ADC in a timely fashion.
- 6.3 The approved minutes shall be sent to the IWF Executive Board no later than 30 days following its approval by ADC.

7. REPORTING

- 7.1 The Chairperson shall report on the activity and proceedings of the Commission to the IWF Congress at least once per year on the occasion of its assembly, and to the IWF Executive Board when required by the Executive Board.
- 7.2 The ADC shall report to the IWF Executive Board at least once per year on the implementation of the IWF Anti-Doping Programme by the ITA and any other delegated entities, such as the CAS Anti-Doping Division, in accordance with Article 3.1.3.
- 7.3 The ADC shall hold a meeting with the ITA once per year to review the annual anti-doping activity report presented by the ITA.

- 7.4 The Commission shall at least once per year review its own performance and Terms of Reference to ensure that it is operating effectively for its intended purpose. The Commission will propose to the IWF Executive Board any recommended changes to its Terms of Reference after such review.

8. COMPENSATION AND EXPENSES

- 8.1 Each ADC Member shall be entitled to receive a per diem of USD 150 Dollars per day of meeting, while the Chairperson shall be entitled to receive a per diem of USD 300 Dollars per day of meeting. In the event that a Member or the Chairperson is required to travel in order to reach the location of a meeting of the ADC, they shall be also entitled to the same per diem for the day before and the day after the meeting.
- 8.2 In addition, each ADC Member shall be entitled to the reimbursement of any travel and accommodation expenses and related out-of-pocket expenditures related to the ADC activities, provided that the Member shall submit to the IWF receipts or other evidence of actual payment of such expenses.
- 8.3 The IWF Secretariat shall be in charge of the administration and processing of payments to the ADC Members.

9. CONFIDENTIALITY AND CONFLICT OF INTEREST

- 9.1 Each Member of the ADC will be required to sign a confidentiality agreement upon appointment.
- 9.2 The activities of the ADC, including without limitation any information, data, notes, analyses, compilations, interpretations, discussions, and element or material related to its functions, as well any derived outcome or document, are to be considered strictly confidential and cannot be disclosed to any third party (including, without limitation, journalists or media).
- 9.3 The obligations under Article 9.2 shall not apply in instances where it can be demonstrated by clear and convincing evidence, that the relevant information is generally known to the public at the time of disclosure without any breach of Article 9.2; or upon approval of the IWF Executive Board; or when required by the law.
- 9.4 In the exercise of their functions, the ADC Members shall be free of any undue influence or other factors which may give rise to a conflict between their own interest or the interest of any other person or organization and that of the IWF.
- 9.5 The Members of the ADC are appointed in their personal capacity and not by way of representation of any organisations. The Members shall serve independently from their own organisations and shall neither seek nor accept instructions from third parties.
- 9.6 Any potential or concrete conflict of interests in relation to the involvement of any ADC Member in the activities of the ADC, shall be immediately raised by the relevant Member in writing to the other Members of the ADC, as well as to the IWF Executive Board. In such cases, the relevant Member shall refrain from participating in the decision-making and discussion processes.

10. ACCEPTANCE OF THESE TERMS AND SUBMISSION TO THE IWF ANTI-DOPING RULES

- 10.1 Upon acceptance of their appointment, each ADC Member shall sign a form whereby he/she confirms having read, understood and accepted these Terms of References.
- 10.2 By means of the form under Article 10.1, each ADC Member shall also agree to be bound to the IWF Anti-Doping Rules and to be made subject to the jurisdiction stipulated therein for the purposes of the adjudication of any potential anti-doping rule violation asserted against any of the ADC Members.