



International Weightlifting Federation

BY-LAWS

(Approved by the IWF Executive Board on 25 November 2024)

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Section 1 – General Provisions

INTRODUCTORY PROVISIONS

1. These By-laws are established by the IWF Executive Board in accordance with the provisions of the Constitution and shall be published in the IWF website. In the event of a conflict between the provisions of the By-laws and those of the Constitution, the latter shall prevail.
2. Defined terms in the Constitution or the IWF rules and policies have the meaning set out in such definitions, unless a different definition is provided in these By-laws.
3. These By-laws shall come into force on the day after the IWF Ordinary Congress of 4 December 2024, unless otherwise specified herein (the “Effective Date”).
4. After the Effective Date, any IWF decisions, rules, guidelines or policies governing any of the subject matters of these By-laws are automatically set aside and replaced by the relevant provisions of these By-laws.
5. Amendments to these By-laws can be made anytime by Ordinary Resolution of the Executive Board.
6. Corrections for typographical or clerical errors or for reasons of grammar or clarifications which do not alter the meaning, or the construction of a provision shall not be deemed as amendments within the meaning of the previous paragraph and may be performed at any time. Such corrections must be notified to the Members and published in the IWF website as soon as practicable.

PART A MEMBERSHIP

1 Application for Membership

- 1.1 Applications for Membership or for Associate Membership are submitted to the Executive Board in writing. The applicant National Federation must submit in the English language the following:
- (a) a copy of its Constitution in force reflecting the objectives and missions of the IWF;
 - (b) proof of incorporation or registration under the laws of the country of its seat;
 - (c) the persons elected to its executive board or other governing body;
 - (d) an attestation provided by the National Olympic Committee of its Country (or the highest sport authority in the Country, if the Country has no National Olympic Committee), that the applicant is recognized by the National Olympic Committee (or that highest sport authority, if applicable) as the controlling body for the Sport in that Country or Sport Country;
 - (e) a copy of its rules, regulations, by-laws and policies;
 - (f) proof of payment of the non-refundable administrative affiliation fee of USD 1'000;
 - (g) any other documents, information or evidence which may be reasonably requested by the Executive Board from time to time;
 - (h) public documents proving that the applicant is a legal entity in good standing duly established under the laws of its Country or Sport Country and is solvent.
- 1.2 Submitting an application for membership implies that the applicant National Federation shall comply at all times with the IWF Constitution, rules and policies, to amend its constitution and rules as required by the IWF and to conform with all other requirements set out in the IWF Constitution and in these By-laws.
- 1.3 Upon receipt of the complete documentation of the application, including the non-refundable affiliation fee, the file shall be submitted to the Executive Board for a decision on the admission of the applicant federation as Provisional Member or Provisional Associate Member. The applicant shall be notified of the decision to approve or reject the application.

2 Provisional Membership

- 2.1 Provisional Members and Provisional Associate Members must submit to IWF a strategic plan for the development of weightlifting in their respective country and a detailed report on their activities, both domestic and international, no later than 6 months after their admission.
- 2.2 In addition to the rights and obligations set out under Articles 8 and 9 of the Constitution, Provisional Members and Provisional Associate Members shall have the right to enter athletes in IWF Events, the right of the Provisional Associate Members being restricted to continental and regional events only, unless otherwise specified in the IWF Technical and Competition Rules and Regulations.
- 2.3 For the first two years after the registration of Provisional Members and Provisional Associate Members, the membership fee is waived.

3 Membership

- 3.1 The Congress shall decide by Ordinary Resolution on the admission of Provisional Members and Provisional Associate Members as Members and Associate Members respectively

under the following conditions:

- (a) a waiting period of two (2) years has passed after the admission to provisional membership;
- (b) the Executive Board is satisfied that the Provisional Member or Provisional Associate Member meets the membership or associate membership requirements under the Constitution and these By-laws in full, is in good standing in its country and complies with the decisions, rules and regulations of the IWF;
- (c) the applicant member has submitted a report on their activities since their admission as Provisional Member or Provisional Associate Member to be considered by the Congress.

4 Membership Fee

- 4.1 The annual membership fee is set in the amount of USD 500 and is due by January 31 each year. Article 11 of the Constitution shall apply for Members or Associate Members that have not paid the membership fee by January 31.
- 4.2 The Executive Board may modify the annual membership fee or the non-refundable administrative affiliation fee amounts.
- 4.3 An administrative fee of USD 50 per month may be charged for late payment of the membership fee and until full payment. Such fee shall be calculated on a pro rata basis starting as of 1 February of each year. Fees shall be imposed for a maximum of 12 months, following which Article 11 must apply and the Member be suspended in accordance with Article 11.2 of the Constitution.
- 4.4 The provisions of this Article 4 shall apply as of 1 January 2025.

5 Obligations

a) Financial obligations

- 5.1 In addition to the obligations set out in the Constitution, Members and Provisional Members, including all persons affiliated thereto, must comply with their financial obligations to the IWF or any third parties, such as Anti-Doping Organisations and Delegated Third Parties, including but not limited to the International Testing Agency, which relate to the organisation of or participation to any IWF, continental or regional weightlifting competitions.
- 5.2 In the event of non-compliance with a financial obligation in accordance with the previous paragraph, Articles 11, 13 and 14 of the Constitution shall apply.

b) General

- 5.3 Members and Provisional Members must:
 - i) Maintain full control and governance of weightlifting in their country, including, without limitation, control over their national competitions.
 - ii) Remain in good financial standing with the IWF. If a Member or Provisional Member fails to pay the membership fee for a period of more than 12 months, the Member or Provisional Member shall be automatically suspended. For the avoidance of doubt, the

suspension of the Member or Provisional Member shall take effect automatically upon completion of the 12-month period. IWF may choose to apply the procedure of Articles 11 and 13 of the Constitution any time during this 12-month period.

- iii) Participate in official international activities and weightlifting competitions. Regarding participation of athletes in international recognised events, Members and Provisional Members must ensure that over a period of 2 calendar years the following thresholds are met:
- at least one participation in an international event which is organised by or is under the direct responsibility of the IWF; or
 - at least two participations in continental events recognised by IWF or the respective Continental Federation; or
 - at least two participations in intercontinental events recognised by IWF or the respective Continental or Intercontinental Regional Federation; or
 - at least four participations in regional events recognised by IWF or the respective Continental or Regional Federation.

For the avoidance of doubt, if an athlete participates only in the weigh-in, this does not qualify as participation for the purposes of this provision.

Additionally, any combination of participations in different events may also be deemed to meet the threshold in accordance with the following participation equivalence list: One participation in an international event recognised by IWF *is equivalent to* two participations in continental events recognised by IWF or the respective Continental Federation, which *is equivalent to* two participations in intercontinental events recognised by IWF or the respective Continental or Intercontinental Regional Federation, which *is equivalent to* four participations in regional events recognised by IWF or the respective Continental or Regional Federation.

6 Member or Associate Member in Good Standing Criteria

- 6.1 For the purpose of interpreting the Constitution, a Member or Associate Member fails to be a Member in Good Standing in any event where any of the following applies:
- (a) If the Member has failed to properly comply with a notice in accordance with Article 11 of the Constitution.
 - (b) If the Member has resigned or withdrawn its Membership in accordance with Article 12 of the Constitution or otherwise.
 - (c) If a suspension decision is passed by the Executive Board in accordance with Article 13.1 of the Constitution.
 - (d) If the Member is provisionally suspended or suspended from Membership.

7 Suspended Members

- 7.1 In order to be restored to membership or associate membership, Members or Associate Members, which have been suspended in accordance with the provisions of these By-laws, or the Constitution, must follow the procedure of Articles 1 (including payment of the non-refundable administrative affiliation fee), 2 and 3 of this section of the By-laws. Members or Associate Members may be required to pay any outstanding membership fees or administrative fees in accordance with Article 4 of these By-laws, such amount however not exceeding USD 1'500. The Executive Board shall make all relevant decisions in accordance with this Article, once the Membership Commission has presented its opinion.
- 7.2 The Executive Board may decide at its discretion to restore or not restore the suspended Member or Associate Member even if all the requirements of these rules are met.

8 Monitoring and Compliance

- 8.1 The IWF Executive Board shall be responsible for monitoring compliance with the provisions of this section of the By-laws.
- 8.2 In particular regarding the provisions of Article 5.3, the respective Continental Federations are responsible for monitoring compliance of Members and Associate Members.
- 8.3 The IWF Executive Board may appoint a Membership Commission to provide reports and recommendations with respect to the application of the rules included in this section of the By-laws.

PART B CONTINENTAL FEDERATIONS

1 General Obligations

- 1.1 Continental Federations must:
- (a) be incorporated or registered under the laws of the country in which their seat is located and maintain a bank account in their own name;
 - (b) establish and maintain in place a Constitution and regulations that conform at all times with the relevant rules of the IWF;
 - (c) elect their executive boards in accordance with their Constitution in elections held in the year of the Summer Olympic Games and, in any event, before the elections held for the IWF Executive Board;
 - (d) recognise IWF as the world governing body for weightlifting and comply at all times with IWF decisions;
 - (e) admit as members only National Federations which are affiliated to IWF as Full, Associate or Provisional Members.
- 1.2 Continental Federations shall inform IWF immediately of any changes or any circumstances that affect any of the requirements listed in the previous section.
- 1.3 Continental Federations shall assist and support IWF in all matters related to Associate or Provisional Members representing countries of their respective continent.
- 1.4 Continental Federations shall be responsible for the recognition of Regional Federations in accordance with the provisions of the relevant section of these By-laws.
- 1.5 Continental Federations shall collect (and then transfer to IWF or third parties) from their respective national member federations any amounts related to the participation of athletes to international, continental or regional weightlifting competitions, including without limitation:
- (a) entry fees for athletes and delegation members;
 - (b) anti-doping fees, sample collection fees or any other amount due to the IWF or to Anti-Doping Organisations and Delegated Third Parties, such as but not limited to the International Testing Agency.

2 Governance

- 2.1 Continental Federations must:
- (a) publish and maintain on their website their Constitutions and regulations in force and a list of their member federations;
 - (b) publish and maintain on their website and submit to IWF after every election a list of the persons elected to their governing bodies and committees and commissions;
 - (c) submit to IWF in advance for approval any planned amendments to their Constitution and rules or any new regulations. Such amendments or new regulations may only come into force after IWF approval is provided.
- 2.2 Continental Federations must publish and maintain in their website and submit to IWF:
- (a) a detailed Annual Report citing their activities at continental level, as well as results and reports from the continental championships and other competitions held at continental level;
 - (b) an audited Financial Report;
 - (c) a calendar of events;
 - (d) an updated list of continental records;

- (e) the minutes of the meetings of their Congress and the resolutions or summary of resolutions of Executive Board meetings; and
 - (f) any other relevant information or documents requested by IWF.
- 2.3 In the absence of rules governing a specific subject matter at the continental level, or in the event such rules run counter to the IWF rules, the latter shall prevail.
- 2.4 The IWF President and General Secretary shall be invited to attend the Executive Board meetings and the Congresses of the Continental Federations.

3 Funding

- 3.1 Subject to proper and ongoing compliance with the requirements of Articles 1 and 2 of this section, the Continental Federations are eligible to receive funding or other assistance through the IWF Development Program in accordance with the procedure set out in this Article.
- 3.2 The following steps and timelines must be adhered to:
- (a) Continental Federations by the end of January of each year shall submit to IWF:
 - (i) a detailed project proposal for every project or event they intend to use the IWF funding for, including the related budget outlining the costs associated with such projects or events, for approval by IWF;
 - (ii) the preliminary financial reports and the final progress report for the projects or events of the preceding year. [audited report in April, preliminary report in January]
 - (b) The IWF upon receipt of the documents listed under Article 3.2(a) shall transfer the first instalment of the annual funding to the Continental Federations that have complied with their obligations under Article 3.2(a). Continental Federations must then by the end of April of each year submit to IWF the audited financial reports of the preceding year.
 - (c) Continental Federations by the end of July of each year shall submit to the IWF for approval a report on the progress of the items of Article 3.2(a)(i) and the updated (or new) proposals for the ongoing (or new) projects or events to be concluded until the end of that year.
 - (d) The IWF, by the end of September of each year, shall transfer the second instalment of the annual finding to the Continental Federations that have complied with their obligations under Article 3.2(c).
- 3.3 Continental Federations are not allowed to reallocate funds, in full or in part, to other projects than the ones approved by IWF, without prior approval by IWF.
- 3.4 All the documents submitted to the IWF for the purposes of this Article must be in the English language.
- 3.5 The total amount of funding payable to the Continental Federations annually should not exceed USD 1'250'000 and its allocation per Continental Federation shall be as follows:
- AWF USD 250'000
 - EWF USD 250'000
 - OWF USD 250'000

- PWF USD 250'000
- WFA USD 250'000

Payments shall be made by wire transfer only and in the bank account maintained by each Continental Federation in their own name.

- 3.6 The Executive Board may at its discretion set additional criteria and modify the amounts to be distributed among the Continental Federations.
- 3.7 If a Continental Federation fails to pay timely and fully any amount due for any reason whatsoever to IWF, outstanding amounts shall be set off against the funding payable by IWF to the Continental Federation.

4 Continental Federation Executive Board Members

- 4.1 Continental Federations must:
- (a) introduce term limits and age limits for the members of their Executive Boards corresponding to the limits set out in Articles 21 and 22 of the Constitution;
 - (b) ensure that at least 20% of their Executive Board positions are held by members of the underrepresented sex to promote gender diversity;
 - (c) ensure that at least one representative of the Athletes, appointed from an Athletes' Commission or elected directly by the athletes, sits on the Executive Board with voting rights.
- 4.2 Continental Federations commit to increase women's representation on their boards and other governing bodies, organs and committees and commissions, including the objective to reach a representation of 30% women by the end of 2028.

5 Continental Events and Records

- 5.1 Continental Federations are responsible for the organisation and conduct of continental championships in accordance with the IWF Technical and Competition Rules and Regulations as applicable from time to time. Such rules shall apply to all other continental events, or events organised jointly with IWF, unless the IWF expressly allows otherwise.
- 5.2 When the continental championships are Olympic Qualification events, the specific conditions set by the IWF for such events shall apply.
- 5.3 Continental Federations shall ratify and register their respective continent's records under the same conditions applicable to world records.

6 Transitory Provisions

- 6.1 Continental Federations must submit to IWF within six (6) months after these By-laws come into force: (i) a copy of their Constitution and regulations in force and (ii) proof that they are incorporated or registered under the laws of the country in which their seat is located. The relevant documents have to be submitted translated in English language, if applicable. The Executive Board may suspend any of the rights of the Continental Federation which does not comply with such obligation.
- 6.2 The provisions of Article 1.1(c) and 4.1 shall come into force for each Continental Federation on 1 January 2028, in order to allow them sufficient time to amend their constitution and rules accordingly.

6.3 The provisions of Article 3 shall come into force on 1 January 2025.

PART C REGIONAL AND INTERCONTINENTAL REGIONAL FEDERATIONS

1 Introduction

- 1.1 The purpose of IWF is to promote, develop, lead, organise and govern the sport of weightlifting worldwide in accordance with the Governance Principles and Objectives listed in Article 3 of the Constitution, including by supporting the development and organization of weightlifting worldwide through the Regional Federations.
- 1.2 IWF, respecting the autonomy of the Member Federations, acknowledges their right to establish Regional Federations with common interests, including but not limited to geographic/regional, age, language, etc.

2 General Provisions

- 2.1 The fundamental purposes of the Regional Federations are:
 - (a) to develop and promote the sport of weightlifting in their territory of common interest;
 - (b) to promote and conduct Regional competitions;
 - (c) to authenticate and register all Regional records;
 - (d) to constantly aim to improve the conditions and fundamentals of the Sport and promote its cultural, sporting and humanitarian values in their territory of common interest;
 - (e) to support their members in their activities;
 - (f) to hold conferences and/or symposiums for athletes, coaches, doctors and Technical Officials;
 - (g) to protect clean athletes and the integrity of sport;
 - (h) to avoid any form of discrimination in their actions or decisions.
- 2.2 Regional Federations can be established by National Member Federations belonging to one continent only ("**Regional Federations**") or to more than one continent ("**Intercontinental Regional Federations**"). Regional Federations must be affiliated to and/or recognised by the respective Continental Federation first, in order to be officially recognised by the IWF. Intercontinental Regional Federations must be recognised by the IWF.
- 2.3 Regional and Intercontinental Regional Federations must always comply with the Constitution, policies and decisions of the IWF, uphold the Governance Principles of Article 3 of the Constitution and manage their affairs independently without influence from governments or states. In case of any dispute or discrepancy between their respective and IWF's rules and regulations, the latter shall prevail.

3 Recognition Procedure

- 3.1 Applications for recognition are submitted to the IWF in English in writing and must include the applicant's:
 - (a) constitution or articles of association;
 - (b) proof of incorporation or registration under the laws of the country of their seat and the details of the bank account in the name of the applicant federation;
 - (c) proof of recognition of the applicant federation by the respective Continental Federation, in the case of Regional Federations;
 - (d) a list of its members and of the persons elected to its governing or executive bodies;
 - (e) contact details of the applicant federation, including registered address, email, telephone, website and social media accounts, if any;
 - (f) proof of payment of the non-refundable application fee.

- 3.2 In case the respective Continental Federation withdraws the affiliation or recognition of a Regional Federation, it shall immediately notify the IWF. The IWF shall implement such decision. IWF may at its discretion and independently of the Continental Federation decide to withdraw the recognition of a Regional Federation or an Intercontinental Regional Federation. Articles 13 and 14 of the Constitution shall apply by analogy.
- 3.3 Submitting an application for recognition means that the applicant undertakes to comply at all times with the IWF Constitution, rules and policies, to amend its constitution and rules as required by the IWF and to conform to all other requirements set out in the IWF Constitution and these By-laws.
- 3.4 Upon receipt of the complete documentation of the application, the case shall be submitted to the IWF Executive Board (in the case of an Intercontinental Regional Federation) and to the respective Continental Executive Board (in the case of a Regional Federation) by the IWF Legal Department together with an assessment and a recommendation.
- 3.5 A decision granting or denying the recognition request shall be made within sixty (60) days from the submission of a complete application in accordance with Article 3.1.
- 3.6 Only one Regional Federation per common interest as per Article 1.2, i.e. geographic/regional, age, language, etc. can be recognised. The recognised Regional and Intercontinental Regional Federations and their contact details will be listed on the IWF website.
- 3.7 The non-refundable fee for filing an application for recognition (application fee) shall be in the amount of USD 500 for Regional Federations and USD 1'000 for Intercontinental Regional Federations and it will be paid to the IWF. No application will be reviewed until the application fee is paid.

4 Obligations

a) Intercontinental Regional Federations

- 4.1 Intercontinental Regional Federations must:
- publish and maintain in their website their Constitution and regulations and a list of their members;
 - submit to IWF in advance for approval any planned amendments to their Constitution and rules. Such amendments may only come into force after IWF approval;
 - inform IWF immediately of any changes or any circumstances that affect any of the conditions for their recognition.

b) Regional Federations

- 4.2 Regional Federations must:
- publish and maintain in their website their Constitution and regulations and a list of their members;
 - submit to IWF and to the respective Continental Federation in advance for approval any planned amendments to their Constitution and rules. Such amendments may only come into force after IWF approval;
 - inform IWF and the respective Continental Federation immediately of any changes or any circumstances that affect any of the conditions for their recognition.

c) General Obligations

- 4.3 Regional and Intercontinental Regional Federations in order to receive funding from IWF must comply with the provisions applicable for the funding of Continental Federations, including in particular Articles 3.2, 3.3, 3.4, 3.6 and 3.7 of Part B of these By-laws. Payments shall be made by wire transfer only and in the bank account maintained by each Regional and Intercontinental Regional Federation in their own name.
- 4.4 Regional and Intercontinental Regional Federations that are organising weightlifting events must comply with the IWF Anti-Doping Rules and the Guidelines on the application of the IWF Anti-Doping costs, to the extent applicable. For the avoidance of doubt, Regional and Intercontinental Regional Federations must comply with the provisions on the collection and payment of the anti-doping collection fee and any other relevant financial or other obligations to Anti-Doping Organisations and Delegated Third Parties, including but not limited to the International Testing Agency.
- 4.5 Regional and Intercontinental Regional Federations must publish and maintain in their website and submit to IWF:
- (a) a detailed Annual Report citing their activities at regional level, as well as results and reports from the championships and other competitions held at regional level;
 - (b) an audited Financial Report;
 - (c) a calendar of events;
 - (d) an updated list of regional records;
 - (e) the minutes of the meetings of their Congress and the resolutions or summary of resolutions of Executive Board meetings; and
 - (f) any other relevant information or documents requested by IWF.
- 4.6 In the event a Regional or Intercontinental Regional Federation does not comply with any of the obligations laid down in this section of the By-laws, IWF may decide to withdraw its recognition.

5 Adoption and Enforcement

Regional and Intercontinental Regional Federations, including the ones existing at the time of the entry into force of these By-laws, must apply for recognition in accordance with the above provisions (including Article 3.7) within six (6) months after the entry into force of these By-laws. In the event a Regional Federation does not submit an application for recognition together with the supporting documents as set out in Article 3 of these By-laws within the specified time period or if such application is denied, said Regional Federation is unable to exercise any rights set out in the Constitution or in these By-laws.

Section 2 – Governance

PART A RULES OF CONGRESS

1 General

Subject to the overriding provisions of the Constitution, these Rules of Congress contain the rules which will apply in relation to meetings of the Ordinary, Electoral or Special Congress.

2 Representatives

2.1 A Member that has paid its membership fees may be represented at Congress only by a Representative appointed in accordance with the Constitution. The Athlete's Commission Executive Board Members cannot be appointed as Representatives of Members and exercise both functions at the same time.

2.2 A Representative of a Member may only exercise the rights and privileges afforded to that National Federation Member under the Constitution.

3 Observers and other attendees

3.1 The IWF Executive Board Members, the CEO, candidates for elected positions and the chairpersons of IWF Commissions and Committees shall be entitled to attend Congress as observers.

3.2 The Appointed Auditor and the appointed representatives of the Appointed Auditor shall be entitled to attend and speak at the Congress.

3.3 The IWF President or other chairperson of the Congress may authorise other persons to attend Congress as observers, subject to ensuring that any such person undertakes to comply with, and conduct themselves in accordance with these Rules of Congress.

3.4 A person who is permitted to attend a Congress as an observer:
(a) has no right to speak at the Congress unless permitted by these Rules of Congress or unless otherwise allowed by the IWF President or other chairperson of the Congress;
(b) has no voting rights on any motion, at any election or in respect of any item of business.

4 Transparency

4.1 Unless otherwise specified in the Constitution or determined in accordance with these Rules of Congress by the Congress, the proceedings of a Congress are not to be held in-camera or in any other secret or concealed way.

4.2 The Congress may by Special Resolution decide that a Congress or any part of a Congress be held either in-camera or "behind closed doors", but only where the business to be transacted at the Congress is sensitive or confidential in nature.

5 Quorum

5.1 No business at a Congress shall be transacted unless a quorum is formed at the start of the Congress, and unless a quorum is then present at the Congress at all times from the commencement of the Congress until the end of the Congress.

5.2 The quorum requirements for each Congress are set forth in Article 15.22 of the Constitution.

6 Chairperson of Congress

- 6.1 The IWF President shall act as the chairperson of each Congress.
- 6.2 If the IWF President is not present at a Congress or if the President is unwilling or unable to act as the chairperson of the Congress, the First Vice President shall act as the chairperson of that Congress.
- 6.3 If the First Vice President is not present at that Congress or if the First Vice President is unwilling to act as the chairperson of that Congress, the General Secretary shall act as the chairperson of that Congress. If the General Secretary is not present at that Congress or unwilling to act as the chairperson, then the Congress shall by Ordinary Resolution appoint the chairperson from among the elected Vice Presidents and, if they are also unwilling to act as such, the Congress shall appoint an Executive Board Member who is present and willing to act, as the chairperson of that Congress.
- 6.4 The chairperson of a Congress shall have the final determination on matters of procedure under the Constitution and the Rules of Congress, and the interpretation of the Constitution and these Rules of Congress, in relation to the business of the Congress.
- 6.5 The chairperson is responsible for preserving good order at a meeting of the Congress, and without limitation the chairperson shall have the power to remove from the Congress any person who is conducting themselves in breach of the Constitution, or otherwise behaving in a manifestly quarrelsome manner.
- 6.6 The chairperson of a Congress shall have the discretion to decide on points of procedure in relation to that Congress, where the Constitution and the Rules of Congress do not make any, or only make insufficient provision for that matter or circumstance.
- 6.7 A decision or determination made by the chairperson of a Congress pursuant to these rules is not justiciable or appealable unless the applicable provisions of the Swiss Civil Code provide otherwise.

7 Errors

An irregularity, mistake, error or omission in any notice, agenda and any other document in relation to a Congress will not invalidate the Congress or any part of any business transacted at the Congress, except if the chairperson of the Congress does in exceptional circumstances decide otherwise, or where the Congress does by Special Resolution decide otherwise.

8 Minutes and Recordings

- 8.1 IWF shall have full discretion to make recordings of each Congress using whatever Technology decided by IWF. IWF shall be entitled to retain these recordings in perpetuity.
- 8.2 IWF shall cause comprehensive minutes to be taken of the proceedings of each Ordinary Congress, Electoral Congress and Special Congress. The minutes must record:
 - (a) The type of Congress;
 - (b) The date, time and place of the Congress;
 - (c) Details of each of the forms of Technology used in relation to the conduct of the Congress;

- (d) The full name of each of the Representative in attendance at the Congress, and the details of the National Federation Member represented by that Representative.
 - (e) The full name of each other person that attended that Congress, and the capacity in which that person attended the Congress.
 - (f) The agenda of the Congress.
 - (g) A record of the discussion of each item of business.
 - (h) Each resolution passed by the Congress, and the result of any vote or poll taken in respect of that resolution.
 - (i) The full results of each election conducted at the Congress.
 - (j) Any other information that the chairperson of the Congress directs be included in the minutes.
- 8.3 The minutes of a Congress are to be approved by the chairperson of the Congress within seven (7) days of the end of the Congress.
- 8.4 The minutes of each Congress shall be published, disseminated and made available in accordance with Article 10 of the Constitution.
- 8.5 The minutes of each Congress shall be deemed as approved unless an objection to the accuracy of the minutes is raised with IWF in writing by a Full Member that was represented at the Congress. Such objection which must be raised within thirty (30) days after the date on which the minutes are published on the Website and disseminated in accordance with these Rules of Congress.

PART B CANDIDATES AND ELECTIONS

I. CANDIDATE ELIGIBILITY RULES

1 Eligibility requirements

1.1 Candidates nominated by Full Members in accordance with the Constitution for election to the Executive Board, an IWF Commission or IWF Committee (“Candidates”) must meet each of the following criteria:

- (a) None of the Disqualifying Circumstances set out in Article 1.2 apply to the candidate.
- (b) The candidate is not an employee, on whatever terms, of the IWF.
- (c) The candidate has not at any time been or is convicted of an offence which is punishable by a period of imprisonment of four (4) years or more by a court of competent jurisdiction.
- (d) The candidate has not been charged with, by a police or law enforcement authority having jurisdiction, or convicted of any offence whatsoever relating to or concerning a child or a minor.
- (e) The candidate is disqualified or is banned from being a director of a corporation, company or business, as a result of any decision made by any court, tribunal or authority with competent jurisdiction.
- (f) The candidate is not serving any period of ineligibility (including any provisional suspension) for any breach of any rules of the Sport or any other sport including any rules related to ethics and conduct (without limitation corruption, manipulation of competitions and illegal gambling).
- (g) The candidate has not been determined by the CAS, or any court, tribunal or other body with jurisdiction, as being guilty of any Anti-Doping Rule Violation punishable with a period of ineligibility of at least six (6) months and regardless as to whether that Anti-Doping Rule Violation relates to the Sport, and regardless as to whether or not the candidate has already served the whole of the sanction imposed. For the avoidance of doubt, this provision shall apply in respect of any Anti-Doping Rule Violation committed by the person in the last twenty-five (25) years. If it is finally determined by a court or tribunal with competent jurisdiction that this provision is unenforceable under the Applicable Law, then the applicable duration shall be the longest duration determined as valid by the court.
- (h) The candidate has not been deprived of their civil rights.
- (i) The candidate has not been found by the Ethics and Disciplinary Commission not to be a fit and proper person to be an Executive Board or IWF Committee or IWF Commission Member.

1.2 The following constitute Disqualifying Circumstances for Candidates:

- (a) Any Anti-Doping Rule Violation that falls within the terms of Article 25.1(h) of the Constitution and Article 1.1(g) of these rules.
- (b) Any indictable offence that is punishable by imprisonment of four (4) years or more.
- (c) Any offence concerning a child or a minor.
- (d) Any matter relating to:
 - Corruption in any sport.
 - Match-fixing in any sport.
 - Illegal gambling and wagering in any sport.
- (e) If the Candidate has been sanctioned for breaching the IWF Ethics and Disciplinary Code or the Olympic Movement Code on the Prevention of the Manipulation of Competitions or the IOC Code of Ethics, even if any sanction or period of ineligibility

imposed have been served.

II. CANDIDATE NOMINATION RULES

1 Nomination Procedure

- 1.1 These rules apply in relation to any nomination of candidates to any elected position in accordance with the Constitution or these By-laws. The Executive Board may make additional rules in relation to such nominations, provided always that those rules are consistent with the provisions of the Constitution and these Candidate Nomination Rules.
- 1.2 Nominations must be made in writing in a form approved by the Executive Board subject to the requirements of the Constitution and these rules.
- 1.3 The deadline for the submission of nominations is 5:00 pm CET, ninety (90) days before the Electoral Congress if the election is held during an Ordinary Congress, and twenty-five (25) days before the Electoral Congress if the election is held during a Special Congress.
- 1.4 Nominations can be delivered to IWF in accordance with Article 44.2 of the Constitution.
- 1.5 Nominations made in accordance with Article 24.1 of the Constitution (by a Member) must be dated and signed by the President of the Member Federation, countersigned by the the General Secretary or equivalent of the Full Member and by the nominated candidate.
- 1.6 Nominations made in accordance with Article 24.2 of the Constitution (the candidate presenting him or herself as a candidate) must be dated and signed by:
 - the person so nominated;
 - at least a Simple Majority of the Members (signature of the President and/or General Secretary of each of those supporting Members).

2 Requirements

- 2.1 Where the nomination is made in accordance with Article 1.5 of these rules, the President and the General Secretary of the nominating Member each must make a signed declaration on the nomination form that the nominating Member is:
 - A Member in Good Standing.
 - Eligible under the Constitution, to make the nomination.
 - Not, to the best of the knowledge and understanding of each signatory, in breach of any provision of the Constitution, which results in the consequence of the nominating Member being ineligible to make the nomination.
- 2.2 Where the nomination is made in accordance with Article 1.6 of these rules the nominating person must submit a signed declaration on the nomination form in accordance with Article 2.4 of these rules.
- 2.3 Where the nomination is made in accordance with Article 1.5 of these rules, both the President and the General Secretary of the nominating Member must sign a declaration on the nomination form, that the nominated candidate:
 - Satisfies all of the Candidate Eligibility Rules.
 - Is a fit and proper person to be nominated to the Executive Board.
 - Is a fit and proper person to be nominated to an IWF Commission.
 - Is a fit and proper person to be nominated to an IWF Committee Member.

- Is eligible for election by reference to Article 22.
- Is eligible for election by reference to Article 25.
- Is not disqualified because of the operation and application of Article 25.
- Is affiliated to the nominating Full Member.
- Is a Citizen of the Country of the nominating Member Federation.

2.4 Candidates must sign a declaration on the nomination form, that in respect of their nomination, they:

- Satisfy all of the Candidate Eligibility Rules.
- Are a fit and proper person to be nominated to the Executive Board, and that to the best of the candidate's knowledge, there is no fact, matter or circumstance, which would reasonably cause the Eligibility Determination Panel or any other person to conclude that the candidate is not a fit and proper person.
- Are a fit and proper person to be nominated to an IWF Commission, and that to the best of the candidate's knowledge, there is no fact, matter or circumstance, which would reasonably cause the Eligibility Determination Panel or any other person to conclude that the candidate is not a fit and proper person.
- Are a fit and proper person to be nominated to an IWF Committee, and that to the best of the candidate's knowledge, there is no fact, matter or circumstance, which would reasonably cause the Eligibility Determination Panel or any other person to conclude that the candidate is not a fit and proper person.
- Are eligible for election by reference to Article 22.
- Are eligible for election by reference to Article 25.
- Are not disqualified because of the operation and application of Article 25.
- Are affiliated to the nominating Full Member.
- Are a Citizen of the Country of the nominating Member Federation.

2.5 A nomination made in accordance with these Candidate Nomination Rules must:

- Include all details of the full name, full residential address, date and place of birth, Citizenship, telephone number, mobile telephone number and email address of the candidate.
- Certified copies of any documents relied on by a nominating Full Member to prove the truth and the accuracy of the matters declared by any nominating Full Member (through its President and the General Secretary) in accordance with Article 1.5 of these rules.
- Certified copies of any documents relied on by a nominated candidate to prove the truth and the accuracy of the matters declared about a nominated person in accordance with these rules.
- A written consent and waiver signed by the nominated candidate, whereby the nominated candidate:
 - (i) Consents to the jurisdiction of the Eligibility Determination Panel and any decision, determination and adjudication of the Eligibility Determination Panel.
 - (ii) Consents to the use of their personal data and information, and the waiver of their privacy and data protection rights, for the purpose of their nomination, the assessment and determination of their candidature by the Eligibility Determination Panel, any election conducted by the International Weightlifting Federation and any Electoral Congress, and for any related purpose.
 - (iii) Acknowledges and agrees that they are bound by the Constitution for the purposes of their candidature, any election conducted by the International Weightlifting Federation and any Electoral Congress, and for any related purpose.
 - (iv) Shall comply fully and in a timely manner with any request for further information or documents called for by the Eligibility Determination Panel in relation to the

nomination of the nominated candidate.

- 2.6 A person may withdraw from a nomination for their candidacy at any time prior to a determination of eligibility being made by the Eligibility Determination Panel.
- 2.7 A Candidate may withdraw their candidacy at any time before the holding of the election in which that person is a Candidate.

III. ELECTION AND CANDIDATE CONDUCT RULES

1 General

- 1.1 These rules apply to all Candidates from the time that the person becomes a candidate, until the day after the conclusion of the Electoral Congress.
- 1.2 To the fullest extent possible, these rules also apply to any third party in respect of any dealings with a Candidate in the context of that person being a Candidate.
- 1.3 These rules establish general and specific obligations which apply in relation to Electoral Congresses, elections conducted at Electoral Congresses, and the conduct of Candidates and other people in relation to the foregoing.
- 1.4 The candidacy of each Candidate is at all times subject to that person being determined under the Constitution as being eligible to be a Candidate.

2 Overarching Obligations of Candidates

- 2.1 Candidates must at all times and in all circumstances conduct themselves in accordance with IWF Governance Principles of: democracy, transparency, accountability, fair play, sportsmanship and clean sport.
- 2.2 Candidates must at all times comply with, and conduct themselves in accordance with the Ethics and Disciplinary Code.
- 2.3 A person must not accept any nomination to become a Candidate if the person knows that they will not be able to satisfy each of the requirements of the Candidate Eligibility Rules.
- 2.4 A Candidate must not under any circumstances, or in any way, collaborate or collude with any other person, including any other Candidate, in connection with the defrauding or manipulation, or any conspiracy to defraud or manipulate the outcome of an election.

3 General Obligations of Candidates

- 3.1 A Candidate may promote their candidacy provided that the Candidate does at all times do so in such a way which does not cause the Candidate to contravene the requirements of Part B of these Election and Candidate Conduct Rules.
- 3.2 A Candidate is entitled to promote their candidacy provided that the candidate does at all times act with the upmost honesty and dignity.
- 3.3 Under no circumstances may a Candidate conduct themselves, in relation to their candidacy, in a manner which is or could reasonably be construed to be:

- Disparaging, insulting or defamatory of any other Candidate, any National Federation Member, any Continental Federation, the International Weightlifting Federation or the Sport.
 - Likely to cause harm to, or harm to the reputation and image of any other Candidate.
- 3.4 Under no circumstances may a Candidate publish any material or matter of any kind, in any place and through any medium, which:
- Is unfair, dishonest, disrespectful, defamatory, insulting or disparaging of any person, any National Federation Member, any Continental Federation, the International Weightlifting Federation or the Sport.
 - Contains information, statements or any other material of any kind which is knowingly false, misleading, deceptive, or intended to be misleading or deceptive.
- 3.5 Candidates are not allowed to use IWF resources for their campaign.

4 Public Statements and Debates

- 4.1 A Candidate may speak publicly, give interviews and issue written statements and responses to questions provided that the candidate does at all times comply with these Election and Candidate Conduct Rules including in particular Part B and Part C hereof.
- 4.2 A Candidate may participate and engage in public forums, question and answer sessions, interview panels and debates provided that the Candidate does at all times comply with these Election and Candidate Conduct Rules including in particular Part B and Part C hereof.

5 Gifts and Related Matters

- 5.1 A Candidate must not under any circumstances, regardless as to the circumstances or context, give or offer either directly or indirectly (either through any company, organisation or interposed entity associated with the Candidate, or otherwise), any gift or gratuity or payment or donation or incentive or advantage (or any promise of any of the foregoing, such promise which will be fulfilled at any future time) to any National Federation Member, Representative of any National Federation Member, any Executive Board Member, any IWF Commission Member or IWF Committee Member.
- 5.2 The prohibitions set out in the previous paragraph do not apply in relation to gifts which are token in nature and which have no or negligible actual commercial value.
- 5.3 A Candidate is required to make a disclosure in writing, to the chairperson of the Eligibility Determination Panel, of any gift or gratuity or payment or donation or incentive or advantage (or any promise of any of the foregoing) offered by the Candidate to any National Federation Member, Representative of any National Federation Member, any Executive Board Member, any IWF Commission Member or IWF Committee Member, at any time commencing from the date which is six (6) months' before the date on which the person became a Candidate, up to the day after the day on which the subject Electoral Congress concludes.

6 Consequences of Breach

- 6.1 Any person may report to the Eligibility Determination Panel any allegation that a Candidate or other person has breached their obligations specified in these Election and Candidate Conduct Rules.

- 6.2 The Eligibility Determination Panel shall have complete jurisdiction to consider the question of whether these Election and Candidate Conduct Rules have been breached by any person.
- 6.3 If any event where the Eligibility Determination Panel determines that it is comfortably satisfied that the Candidate or other person has breached their obligations under the Election and Candidate Conduct Rules then without prejudice to any subsequent investigation which may be undertaken by the Ethics and Disciplinary Commission in accordance with the Ethics and Disciplinary Code, the Eligibility Determination Panel may, depending on the seriousness of the breach:
- (a) Declare, in the case of a Candidate, that the Candidate is ineligible to stand for election in at the election(s) for which the Candidate has been nominated;
 - (b) Issue a public reprimand to the Candidate or person;
 - (c) Issue a caution to the Candidate or person; or
 - (d) Take no action in the circumstances.

PART C ELIGIBILITY DETERMINATION PANEL RULES OF PROCEDURE

1 General Functions

- 1.1 The Eligibility Determination Panel is constituted in accordance with Article 37.4 of the Constitution.
- 1.2 It is the primary function of the Eligibility Determination Panel to determine whether a person is eligible to stand as a Candidate for election to any position or office under the Constitution to which eligibility is a prerequisite to becoming a Candidate, including without necessary limitation any elected positions of the Executive Board, IWF Commissions and IWF Committees.
- 1.3 Nothing in the Constitution or these Eligibility Determination Panel Rules of Procedure shall be interpreted to prevent or restrict the jurisdiction of the Eligibility Determination Panel to determine whether, on the balance of probabilities, a person remains eligible to be a Candidate, an Executive Board Member, an IWF Commission Member or an IWF Committee Member, having regard to the requirements of the Constitution, the EDC Rules, and also the position or office concerned.

2 Documents and Information

- 2.1 IWF must promptly make available to the Eligibility Determination Panel all documents and information obtained, discovered or received in relation to the nomination of a person, whether those documents and that information is received, directly or indirectly, by or on behalf of IWF in any way.
- 2.2 The Eligibility Determination Panel may make any request of IWF, the person nominated, the nominating Member or any other person, to provide to the Eligibility Determination Panel any further documents and any further information reasonably required by the Eligibility Determination Panel for the purpose of determining whether or not a person is or remains eligible under the applicable provisions of the Constitution.
- 2.3 The Eligibility Determination Panel shall have all necessary jurisdiction and power to obtain all necessary documents and information from third parties, for the purpose of the Eligibility Determination Panel discharging its functions.
- 2.4 The Eligibility Determination Panel shall have the right and ability to instruct and engage external third-party advisors and experts to assist the Eligibility Determination Panel to complete its mandate in relation to any determination or decision which the Eligibility Determination Panel has been requested to make.

3 Determinations

- 3.1 The Eligibility Determination Panel shall, in relation to any question of any eligibility of any person, determine that the person is either eligible or ineligible, by reference to the applicable provisions of the Constitution.
- 3.2 For the avoidance of doubt, the Eligibility Determination Panel shall also consider and decide as part of its determination whether the Member nominating the candidate in question has the right to nominate the nominated candidate or whether a candidate who presents him or herself meets the requirements set forth in this respect in the Constitution.

- 3.3 In any event where the Eligibility Determination Panel determines that a person is “ineligible” it shall then notify the person, on a confidential basis, the reasons why the Eligibility Determination Panel has come to a provisional determination that the person is “ineligible”. The Eligibility Determination Panel shall then afford the person not less than five (5) days within which the person may make confidential submissions to the Eligibility Determination Panel in response to the notified provisional determination. The Eligibility Determination Panel must then consider any such written submissions received from the person, prior to the deadline for the making of those written submissions before the Eligibility Determination Panel makes a final determination as to the eligibility of the person.
- 3.4 A determination of the Eligibility Determination Panel which is made in accordance with these rules, may be exclusively appealed to the Court of Arbitration for Sport in Lausanne, Switzerland, by the person concerned and/or the nominating National Federation Member, including for provisional measures, to the explicit exclusion of submissions to state courts. The proceedings shall be conducted on an expedited basis (Expedited Procedure in accordance with the Code of sports-related arbitration). The time limit for appeal is ten (10) days from receipt of the determination of the Eligibility Determination Panel.

4 Procedural Matters

- 4.1 The Eligibility Determination Panel shall come to a final determination, about any question of any eligibility of any person, as soon as is practicable in the circumstances, bearing in mind the importance of prompt determinations being made so as to not unduly effect or prejudice elections conducted under this Constitution, and the rights and interests of Members and persons nominated to be Candidates in those elections.
- 4.2 Although it is preferable that determinations and decisions of the Eligibility Determination Panel be made by consensus, a determination made in accordance with Article 3 of these Eligibility Determination Panel Rules of Procedure must be made by at least a Simple Majority of the members of the Eligibility Determination Panel.
- 4.3 A member of the Eligibility Determination Panel must recuse themselves from taking any part in the consideration of the eligibility of a person in any circumstances where the member of the Eligibility Determination Panel has any personal connection or relationship with the person under consideration, or where the member of the Eligibility Determination Panel has any interest in any dealings with the person under consideration, or any interest in that person under consideration being determined to be “eligible” or “ineligible” by the Eligibility Determination Panel.
- 4.4 The Eligibility Determination Panel shall meet as often as is necessary for the purpose of it discharging the business before it from time to time. The Eligibility Determination Panel may meet in person and/or through the use of any available Technology.
- 4.5 The Eligibility Determination Panel shall by Simple Majority elect a member of the Eligibility Determination Panel as the chairperson. The chairperson does not have a casting vote in addition to their deliberative vote, on any resolution, motion, question or decision.
- 4.6 The Eligibility Determination Panel shall cause minutes to be kept of all of its meetings. Those minutes shall remain confidential to the Eligibility Determination Panel, and all minutes of all meetings shall be kept in the safe custody of the chairperson from time to time of the Eligibility Determination Panel. Subject to compliance with all applicable data

protection and retention laws, the Eligibility Determination Panel may destroy and obliterate any records, documents and information obtained by it provided that not less than twelve (12) months has elapsed since the date on which the Eligibility Determination Panel made its final determination relevant to it having received and obtained those records and documents, and that information.

- 4.7 The Eligibility Determination Panel shall report its decisions and determinations to the President and the Electoral Commission promptly, so as to not unduly effect or prejudice elections conducted under this Constitution, and the rights and interests of Members and persons nominated to be Candidates in those elections.

PART D ELECTIONS (VOTING PROCEDURES AND RULES)

These Voting Procedures and Rules govern the conduct of elections conducted under the Constitution, at Electoral Congresses or otherwise, for all elections of Executive Board Members, IWF Commission Members and IWF Committee Members:

1 General and order of elections

- 1.1 The elections for positions on the Executive Board shall be conducted separately to the elections for the positions on each IWF Commission and each IWF Committee. Further, the elections for positions on each IWF Commission and each IWF Committee shall also be conducted on a Commission-by-Commission, and Committee-by-Committee basis.
- 1.2 Elections for positions on the Executive Board shall be conducted before the elections for positions on the IWF Commissions and Committees.
- 1.3 Elections for positions on the IWF Commissions shall be conducted before the elections for positions on the IWF Committees.
- 1.4 As to the elections for positions on the various IWF Commissions, those elections shall be conducted in the order of IWF Commissions appearing at Article 34 of the Constitution.
- 1.5 As to the elections for positions on the various IWF Committees, those elections shall be conducted in the order of IWF Committees appearing at Article 35 of the Constitution.
- 1.6 As to the election of elected Executive Board Members, those elections will be conducted in the order of those positions appearing at Article 16 of the Constitution.
- 1.7 The requirements of Article 18 to Article 22 (inclusive) of the Constitution must in all circumstances be faithfully complied with in the conduct of all elections.

2 Election Management

- 2.1 IWF shall appoint an election management consultant (the Election Manager) that is approved by the Ethics and Disciplinary Commission, to conduct and manage all voting in all elections conducted by IWF in an Electoral Congress.
- 2.2 The responsibility for the correct conduct of all elections shall lie with three (3) nominees of the Ethics and Disciplinary Commission sitting together as the Electoral Commission. The Electoral Commission shall be the sole point of contact between IWF and the Election Manager.
- 2.3 The Election Manager, under the supervision and scrutiny of the Electoral Commission, shall have the sole and exclusive responsibility for:
 - (a) the conduct of elections, including the confidential tallying of votes;
 - (b) the determination of valid and invalid votes;
 - (c) the announcement of results of each election; and
 - (d) any related matters.
- 2.4 The Election Manager shall be responsible for securely keeping and maintaining all records relating to the conduct of an election. The Election Manager shall be required to keep those

records for a period of hundred eighty (180) days from the date that the results of the election were declared, where immediately thereafter the Election Manager shall ensure that all such records are destroyed or otherwise permanently obliterated and deleted.

- 2.5 The Ethics and Disciplinary Commission is the exclusive and final dispute resolution chamber in respect of any dispute as to the results of any election and any related matters. Any dispute in respect of any such matter must be made within fourteen (14) days commencing from the day that the results of the subject election are announced.

3 Election Method

- 3.1 Elections shall be conducted by secret ballot. However, this is not necessary if the vote is subject to Relative Majority and there is only one candidate for one position or as many candidates as there are positions to be filled (or fewer). In that case, the vote can be by show of hands or acclamation.

- 3.2 An election may be conducted using ballot papers or any technological or electronic means certified by the Election Manager and approved by the Electoral Commission.

- 3.3 If:

- (a) There is only one (1) candidate nominated for a position where there is only one (1) such position (such as the President, the General Secretary and the First Vice President), then that person shall be declared elected if he or she polls at least a Simple Majority of the votes cast in that vote.
- (b) There is more than one (1) candidate nominated for a position where there is only one such position, then:
 - (i) for the positions of President and General Secretary, the candidate who polls at least a Simple Majority of the votes cast in that vote shall be elected; and
 - (ii) for any other elected position, the candidate who polls a Relative Majority of the votes eligible to be cast at that Congress by the Members who comprise the quorum shall be elected.
- (c) A ballot is taken in accordance with Article 3.3(b) of these rules and there is no candidate who polls a Simple Majority, then a second ballot will be conducted involving the two highest-polling candidates (including ties, i.e. possibly the three candidates remaining in case of a tie between the second and third highest polling candidates). The candidate who receives the highest number of votes cast in the second round is declared elected.

In the event of a tie, a third ballot will be conducted in the same way, and if a tie is again the result then the person to be declared elected shall be decided by the candidates drawing lots.

- (d) If there is a greater number of candidates than the number of positions to be filled (for example fifteen (15) candidates for ten (10) Ordinary Executive Board Member positions), then the vote is subject to Relative Majority, *i.e.* the candidates equal to the number of available positions who poll the highest number of votes shall be declared elected. In the case of a tie for the last position (for example, a tie for the tenth (10th) and last Ordinary Executive Board Member Position) between two (2) or more candidates, then a second election shall be held, and the candidate polling the highest

number of votes shall be declared elected to that position. In the event of another tie, a third ballot will be conducted in the same way, and if a tie is again the result, then the person to be declared elected shall be decided by the candidates drawing lots.

- (e) If there is an equal number of candidates nominated for positions in the same class, to the number of positions in that class which are the subject of the election, or fewer (for example, ten (10) candidates for ten (10) Ordinary Executive Board Member positions), in that case the vote is also subject to Relative Majority. It can be conducted by show of hands or acclamation, unless a Member requires a vote. It is sufficient to have one (1) vote for the candidates to be elected.

PART E EXECUTIVE BOARD AND CEO – DUTIES AND FUNCTIONS

Meetings of the Executive Board can be held in person and/or virtually. The Executive Board shall meet regularly, as necessary for the purpose of the proper discharge of its duties. No more than two (2) in person meetings must be held annually, one of which must be held on the occasion of the IWF World Championships.

1 President

The President has the following specific duties, powers and responsibilities in addition to those duties, powers and responsibilities stated elsewhere in the Constitution or these Bylaws:

1. To be and act as the primary ambassador and spokesperson for IWF.
2. To act as the chairperson of the Executive Board and Congress, including at each meeting of the Executive Board and each Congress.
3. To ensure that the Constitution is strictly and faithfully complied with by IWF, the Executive Board and the Congress.
4. To be primarily responsible for leading and directing the work of the Executive Board.
5. To approve the draft minutes of the Executive Board and the Congress, as prepared by the General Secretary and subject to any amendments approved in accordance with the Constitution.
6. To be primarily responsible for ensuring that the Executive Board establishes the strategy and strategic plan of IWF, in accordance with the Objectives and the Governance Principles.
7. To be primarily responsible for ensuring that the Executive Board is properly organised, and that the Executive Board properly and diligently discharges its functions, and at all times acts wholly within its powers.
8. To develop and maintain a good working relationship with other sports organisations, including without limitation the IOC, WADA, the Association of Summer Olympic International Federations and the International Testing Agency.
9. To develop and maintain good relations with the Members and Associate Members, Continental Federations and other stakeholders in the Sport.
10. To ensure that IWF pursues its Objectives faithfully, and always in accordance with the Governance Principles.
11. To ensure together with the General Secretary that the resolutions and decisions of the Executive Board and the Congress are properly complied with.
12. To ensure together with the General Secretary, the CEO and the Management Team that the financial transactions of IWF are performed and authorised in accordance with the applicable financial Policies.
13. To perform such other tasks and duties as which are delegated to the President by the Executive Board.
14. To appoint at his discretion a special advisor or consultant with regard to specific projects on a temporary basis or for the duration of an Olympic cycle.

2 General Secretary

The General Secretary has the following specific duties, powers and responsibilities in addition to those duties, powers and responsibilities stated elsewhere in the Constitution or these Bylaws:

1. To ensure together with the President that the resolutions and decisions of the Executive Board and the Congress are properly complied with.
2. Where required, to attend meetings with IOC, WADA, the Association of Summer Olympic International Federations and the International Testing Agency as the IWF representative.
3. To ensure that IWF, the Congress and the Executive Board each complies with all applicable regulations.

4. To act as liaison between the Executive Board, the Commissions and Committees and other IWF bodies and to support their activities on behalf of IWF.
5. To act as chairperson of the Intercontinental Commission.
6. To present the Annual Report to the Executive Board and the Congress.
7. To monitor the compliance of organisers of IWF events with their obligations under the agreements and regulations in place.

3 First Vice President

The First Vice President has the following specific duties, powers and responsibilities in addition to those duties, powers and responsibilities stated elsewhere in the Constitution.

1. To act as deputy for the President where the President is absent, or where the President is unable or unwilling to act.
2. To perform such other tasks and duties as which are delegated to the First Vice President by the President or the Executive Board.

4 CEO

The CEO has the following specific duties, powers and responsibilities:

1. oversight of the day-to-day operational management of IWF and the operations of the IWF office, including managing the business and the employees and contractors of IWF in accordance with the directions of the IWF Executive Board and taking measures to promote good governance procedures and the IWF objectives as defined under the IWF Constitution;
2. hiring and dismissal of IWF employees in consultation with the IWF President;
3. implementation of decisions of the IWF Congress and the IWF Executive Board under the supervision of the IWF President;
4. implementation of decisions of the IWF Committees and IWF Commissions and ensuring that recommendations of the IWF Committees and IWF Commissions are addressed appropriately;
5. implementation of the IWF Strategic Plan and proposing amendments and adjustments as appropriate to the Executive Board for approval;
6. preparation for approval by the Executive Board and, once approved, implementing the annual budget of IWF;
7. management of the financial operations of the IWF under the supervision of the IWF President and the administration and processing of payments in accordance with the financial regulations of the IWF;
8. oversight of the preparation and finalisation of the Annual Report in accordance with the requirements of the Constitution.
9. negotiation or supervision of the negotiation of all major contracts on behalf of IWF, in consultation with the IWF President;
10. operational management of all IWF Events, including coordination with the Local Organising Committees before and during IWF Events;
11. representation of IWF before its stakeholders, national and international sport authorities and associations and the IOC, under the direction and instructions of the IWF President;
12. attending the meetings of the Executive Board, the Congress, Commissions and Committees without voting rights and delegating of drafting of the minutes to the Management Team.

PART F IWF COMMISSIONS AND COMMITTEES

1 IWF Commissions

- 1.1 The following IWF Commissions are established:
- (a) The Development and Education Commission.
 - (b) The Gender Equity Commission.
 - (c) The Intercontinental Commission
 - (d) The Governance Commission.
 - (e) The Anti-Doping Commission.
 - (f) The Independent Monitoring Group.
 - (g) The Independent Member Federation Sanctioning Panel.
 - (h) The Ethics and Disciplinary Commission.
 - (i) The Athletes Commission.

The management and supervision of the operation of the IWF Commissions and Committees lies with the Executive Board, except for the cases when a Commission or Committee exercises an independent monitoring or sanctioning function in accordance with the applicable rules of the Constitution and these By-laws.

- 1.2 The composition and mission of the IWF Commissions are regulated in the Constitution. The composition and mission of the Intercontinental Commission is governed by Article 4 of these rules.

1.3 Meetings of the IWF Commissions

- 1.3.1 Meetings of IWF Commissions can be held in person and/or virtually.
- 1.3.2 Unless otherwise specified in Policies or terms of reference, the quorum for a IWF Commission meeting is 50%+1 of the total number of the Commission members.
- 1.3.3 Unless otherwise specified in Policies or terms of reference, meetings are convened by the chairperson giving reasonable advanced notice. Meetings shall be held as necessary as required for properly fulfilling the mission of each respective Commission.
- 1.3.4 Unless otherwise specified in Policies or terms of reference, resolutions are passed as follows:
- (a) All resolutions shall be made by Ordinary Resolution. In the event of a tie, the chairperson has a casting vote.
 - (b) Vote by proxy is not permitted.
 - (c) Voting shall be conducted as open vote, unless the chairperson decides otherwise.
- 1.3.5 Minutes of each meeting shall be established. A copy of the minutes shall be forwarded to the General Secretary.

2 Athletes Commission

- 2.1 The Athletes Commission is established as an IWF Commission with the fundamental purpose to champion the voice of the athletes within the IWF and the Sport.

2.2 Objectives and Functions

- (a) The Athletes Commission is an IWF Commission, and an important link between the active athletes and the Federation.
- (b) The Athletes Commission ensures that the athletes' points of view are taken into account in Federation decisions, including those made by the Executive Board and by the Congress.
- (c) The Athletes Commission ensures respect is given to the rights of the athletes within the Federation, and the Athletes Commission draws up recommendations to that effect.
- (d) The Athletes Commission will have representatives sit on the Executive Board and the IWF Commissions and IWF Committees, in each case as provided for in the Constitution.
- (e) The Athletes Commission is to forward its recommendations and proposals to the Executive Board subject to the approval, after discussion within the Athletes Commission, of the majority of the Athletes Commission members present.
- (f) The Athletes Commission shall be, and shall operate as an effective platform where the views of athletes within the Sport are represented, and the voice of those athletes can be heard by advising the Executive Board on matters concerning athletes involved in the Sport.
- (g) The Athletes Commission shall liaise as necessary with the IOC's Athletes' Commission, WADA Athlete Council and be represented at the IOC International Athletes' Forum and the Annual WADA Symposium.
- (h) The Athletes Commission will provide the voice and view of the athletes to each of the current standing IWF Committees and IWF Commissions.
- (i) The Athletes Commission members shall be accessible and visible at major events and youth events to other members and athletes of the Federation. Details of all Athletes Commission members will be published on the Website in accordance with the requirements of the Constitution.
- (j) Athletes' Declaration: The Athletes Commission will work with the Federation and the Executive Board, to adopt the Athletes' Rights and Responsibilities Declaration.

2.3 Composition

- (a) **Term of office** - The term of office of Athletes Commission members is a maximum of four (4) years, or less in the case of filling a casual vacancy. The chairperson of the Athletes Commission and each of the Athletes Commission members may be re-elected if they meet the conditions listed in section (d) below.
- (b) The election process for the subsequent Athletes Commissions will be determined by the Executive Board subject to the final approval of the Electoral Commission.
- (c) The Athletes Commission shall be made up of no more than eleven (11) members and will have a balance of male and female members and representation from different continents who are eligible according to the criteria outlined in section (d) below. The Athletes Commission must at all times have at least four (4) members who are female, and four (4) members who are male. No more than three (3) Athletes Commission members can be appointed from any single continent.
- (d) Athletes Commission members shall be elected based on the following eligibility criteria:
 - (i) Athlete must be at least eighteen (18) years of age at time of application.
 - (ii) The Commission should be composed of a majority of athletes who, at the time of their election/nomination, are participating at international level or have done so within the previous four years.
 - (iii) A person is ineligible for appointment if the person has at any time been found to have committed an Anti-Doping Rule Violation.
 - (iv) The person must have represented their National Federation in at least one (1)

of the following:

- At least one (1) of the two (2) most-recent Olympic Games.
 - At least one (1) of the two (2) most-recent Youth Olympic Games.
 - At least one (1) of the two (2) most-recent Youth, Junior, or Senior World Championships.
 - The most-recent Continental Championships or Games
- (v) The working language of the Federation is English and the candidates must have a minimum of a conversational capability.
- (e) **Chair of the Commission** - the Athletes Commission members shall elect their chairperson from among those members who have been elected to the Athletes Commission by their peers, and the chairperson may serve in this role for up to four (4) years, after which the term of office may be renewed.
- (f) The Commission will have three (3) voting seats on the Executive Board. These seats will be made up of the chairperson and two (2) other Athletes Commission members, as determined by the Athletes Commission.

2.4 Meetings

- (a) The Commission will hold a minimum of two (2) meetings a year. It also meets annually with the Executive Board in order to submit its recommendations.
- (b) In the absence of the chairperson the remaining members present shall elect one of themselves to chair the meeting.
- (c) The quorum for meetings of the Athletes Commission meetings shall be considered a Simple Majority (more than half plus one) of the Athletes Commission members present in person or through the use of Technology.
- (d) Other individuals and external advisers may be invited to attend for all or part of any meeting as and when appropriate.
- (e) The Athletes Commission may invite the President and General Secretary to any meeting, or a portion of it, but they are not members and have no right to attend the meetings without invitation.
- (f) The meetings of the Athletes Commission are convened by the Chair of the Commission with admin help from the IWF Management Team.
- (g) The agenda and the working documents, as well as the minutes of the meeting, are prepared by the IWF Management Team, at the request of the Chair.
- (h) All meetings will be recorded and transcribed.

2.5 Compensation and Expenses

- (a) Each Athletes Commission member shall be entitled to the reimbursement of reasonable travel and accommodation expenses, related to the Athletes Commission activities, provided that the Athletes Commission member shall submit to the Federation receipts or other evidence of actual payment of such expenses.
- (b) Those Athletes Commission members that have a seat on the Executive Board will receive a per diem to the same amount as those other members of the Executive Board.
- (c) The Chief Executive Officer shall be in charge of the administration and processing of payments.
- (d) The Chief Executive Officer shall be the sole and final arbiter in relation to decisions made in relation to the reimbursement of costs and expenses to Commission Members in accordance with these rules.

3 IWF Committees

3.1 The following IWF Committees are established:

- (a) The Technical Committee.
 - (b) The Coaching and Research Committee.
 - (c) The Medical Committee.
- 3.2 The composition and mission of the IWF Committees are regulated in the Constitution.
- 3.3 Meetings of the IWF Committees
- 3.7.1 Meetings of IWF Committees can be held in person and/or virtually.
 - 3.7.2 The quorum for a Committee meeting is six (6) members in attendance.
 - 3.7.3 Meetings are convened by the chairperson giving reasonable advanced notice. Meetings shall be held as necessary as required for properly fulfilling the mission of each respective Committee.
 - 3.7.4 Resolutions are passed as follows:
 - (a) Each member, except for the members appointed by the Athletes Commission, shall have one (1) vote.
 - (b) All resolutions shall be made by Ordinary Resolution. This notwithstanding, in the event of a tie, the chairperson has a casting vote.
 - (c) Vote by proxy is not permitted.
 - (d) Voting shall be conducted as open vote, unless the chairperson decides otherwise.
 - 3.7.5 Minutes of each meeting of the IWF Committees shall be established. A copy of the minutes shall be forwarded to the General Secretary.
 - 3.7.6 Any casual vacancies of positions of the IWF Committees shall be filled in the following manner:
 - (a) In the event of a vacancy in a position of a member elected by the Congress, the position shall remain vacant until the next Congress at which a complement election can be held;
 - (b) In the event of a vacancy in a position of a member appointed by the Executive Board or the Athletes Commission, the Executive Board or the Athletes Commission, as the case may be, shall, at its discretion, fill the vacancy by appointing another person as soon as practicable.

4 Intercontinental Commission

The Executive Board shall establish an Intercontinental Commission with the same term as the Executive Board. The following rules shall govern the operation of the Intercontinental Commission:

- a) Composition: IWF General Secretary plus five (5) IWF Continental Presidents plus five (5) IWF Continental General Secretaries. The chairperson is the IWF General Secretary.
- b) Mission: to coordinate the Continental activities with the aim of promoting weightlifting in the respective continents and evaluating the IWF involvement in those activities.
- c) Meetings: the Commission will meet in person at least 1 (one) time per year in conjunction with the IWF Senior World Championships unless meetings are convened by the chairperson giving reasonable advanced notice. The IWF President at his or her own discretion can attend to each meeting. The IWF Management Team will provide one member as commission secretary. The chairperson can invite in his or her discretion other IWF Executive Board Members and other guests to attend the meeting.

- d) The provisions of Article 1.3 of this part of the IWF By-laws are not applicable in respect to the Intercontinental Commission.
- e) For the avoidance of doubt under no circumstances any person other than the ones listed under lit. a can be appointed to the Intercontinental Commission.

5 Specific Provision governing the Technical Committee and the Athletes Commission

The power of the Executive Board to issue, amend and revoke Policies in accordance with Article 30 of the Constitution is exercised under the following specific terms: issuance or amendments of Policies concerning the technical rules of the Sport (including the Technical and Competition Rules and Regulations) are subject to prior written approval of the Technical Committee and the Athletes Commission.

PART G FINANCIAL REGULATION

1 Resources

1.1 IWF resources are:

- (a) membership, events, administrative, anti-doping and any other fees;
- (b) revenue distribution from the IOC after each edition of the Summer Olympic Games;
- (c) income from the granting of licenses for the use of commercial and broadcasting or any other rights;
- (d) doping and any other fines;
- (e) revenues from financial operations;
- (f) donations.

1.2 IWF resources may only be used to pursue the objectives outlined in the Constitution.

2 Fiscal year

The fiscal year shall commence on 1 January and end on the next 31 December in each year.

3 Auditor

The Congress shall appoint an independent auditor to perform an audit of the IWF financial accounts of the preceding fiscal year. The auditor shall deliver a report to the Executive Board, which must be submitted to the Congress. The auditor shall be an internationally recognised Swiss audit company, which is independent from the IWF, appointed for one (1) fiscal year.

4 General

- 4.1 The goal of all financial operations must be the ultimate benefit of the sport of weightlifting and its constituents, i.e. the Member Federations.
- 4.2 IWF follows a double entry bookkeeping system, the accounting is done in accordance with the provisions of Swiss Law on Accounting and Financial Reporting.
- 4.3 IWF representatives and all other parties involved in the financial management and operations of the IWF must regard accuracy, transparency and accountability as their chief guiding principles.
- 4.4 Part G of the By-laws must be adopted by the Continental Federations and their Financial Management shall be adapted accordingly.

5 Structure of the IWF's Financial Management

5.1 Congress

- a) Approves the Audited Financial Accounts and any related reports

5.2 Executive Board

- a) Monitors all financial issues and operations
- b) Determines strategic planning and policies
- c) Adopts and reviews IWF's annual budget and annual plan

5.3 President

- a) Implement the decisions of the Congress and the Executive Board
- b) Manage and supervise the financial and business activities of the IWF
- c) Decide on financial matters of specified extent under this By-Law
- d) Signs financial documents as required
- e) together with the General Secretary, validates the final presentation of the annual report to the Congress

5.4 CEO and IWF Management Team

- a) Implements the decisions of Congress, Executive Board and President
- b) Runs daily financial operations
- c) Keeps the accounts and prepares the financial documents
- d) Prepares the annual Budget
- e) Supervises and checks the annual closing
- f) Draws up the Financial Report
- g) Monitors the wealth management performed by the banks
- h) Participates in the IWF Congress and Executive Board meetings, when necessary

5.5 Auditor

- a) Audits the IWF's financial operations annually.

6 Currency

For the IWF's financial operations the US Dollar is the primary currency, except as otherwise determined by the Executive Board.

7 Financial operations

- 7.1 IWF shall apply a double-entry system and accruals principle for booking its transactions. The financial statements shall be prepared according to the provisions of the Swiss Law on Accounting and Financial Reporting (32nd title of the Swiss Code of Obligations). IWF shall keep its accounting records in Swiss accounting software, which has embedded the Swiss Chart of Accounts and Swiss VAT rates.
- 7.2 The Executive Board shall monitor the financial operations of the IWF and participate in decisions involving economic deliberations.
- 7.3 The financial operations must follow the Budget approved by the Executive Board.
- 7.4 The President, with the support of the CEO, manages and supervises the activities of the IWF and of the Management Team that administers the financial activities.
- 7.5 The CEO submits the Annual Financial Report to the Executive Board and to the Congress.
- 7.6 The Annual Financial Report of the preceding fiscal year shall be presented for approval at the next Congress.
- 7.7 All bank and cash transactions must be duly documented and related with an invoice or receipt. For the avoidance of doubt, cash transactions shall be performed in exceptional circumstances only and when other means of payment are not available due to reasons of force majeure.

7.8 To improve the financial success of the IWF, specific tasks may be assigned to experts from within or outside the IWF.

7.9 All official documents shall be filed at the IWF Management Team.

8 Budget

8.1 The President and the IWF CEO shall prepare a Budget for the next Financial Year for approval latest by the last Executive Board meeting before the conclusion of the actual Financial Year.

8.2 Any extraordinary expenditure not included in the approved Budget may be authorised as follows:

- a) expenditure up to Ten Thousand US dollars (USD 10.000) – President or General Secretary or CEO;
- b) expenditure between Ten Thousand and one US dollars (USD 10.001) and Thirty Thousand US dollars (USD 30.000) – President and General Secretary jointly;
- c) expenditure above Thirty Thousand and one US dollars (USD 30.001) – Executive Board.

9 Conflict of Interest

9.1 Notwithstanding the conflict of interest rules included in these By-laws, all officers, officials, other individuals or parties involved in the IWF's financial operations shall be committed to promoting a standard of conduct safeguarding the members' confidence in the integrity, objectivity and impartiality of the IWF's activities. They must therefore ensure that outside activities or financial interests cannot interfere with or influence the IWF's decision-making processes.

9.2 Any individual who is directly involved in the matter to be decided should abstain from that particular decision-making process and may be requested to leave the room for the time of the decision-making process. In questionable situations the respective body may decide if a conflict of interest exists.

10 Confidentiality

10.1 All officers, officials or other parties involved in the IWF's financial operations shall treat all documents, data or information on the IWF's finances as confidential. All officers, officials or other parties shall refrain from disclosing such information to a third party.

10.2 The data and information subject to the Financial Reports as per the Constitution or this By-Law are exempt from the obligation of confidentiality.

10.3 Any official failing to respect this clause on Confidentiality may be subject to disciplinary action under the IWF Code of Conduct.

11 Membership and Other Fees

11.1 The amount of the annual membership fee can be amended anytime by decision of the Executive Board.

11.2 The Executive Board may implement administrative fees and dues for any procedure which

involves administrative work and aims at passing a decision or granting a Member's request. The Executive Board shall ensure that such administrative fees and dues are published and made available to Members and may amend them from time to time.

12 Travel Costs of the EB Members

- 12.1 The travel and accommodation (including full board) costs related to the participation of members in Executive Board meetings are covered as follows:
- a) four (4) days for meetings held on the occasion of IWF World Championships;
 - b) three (3) days for other meetings;
 - c) Airfares (Economy Class) for the most direct travel to minimise costs.
- 12.2 EB meetings shall be held on the occasion of the IWF World Championships and a maximum of two in-person EB meetings can be held in a year.

Section 3 – Code of Conduct

PART A ETHICS AND DISCIPLINARY CODE

A Introduction

1. This Ethics and Disciplinary Code is to be read in conjunction with the EDC Procedural Rules. This Ethics and Disciplinary Code and the EDC Procedural Rules are together referenced as the **EDC Rules**.

B Applicability of the EDC Rules

2. The EDC Rules shall apply to:
 - (a) all National Federation Members, Continental Federations and Regional Federations;
 - (b) The board members, directors, officials, employees and agents of National Federation Members; officers and employees of the Federation; Executive Board Members; IWF Commission Members; IWF Committee Members; IWF staff and candidates to these positions (collectively referred to herein this Ethics and Disciplinary Code as **Officials**);
 - (c) Athletes involved in IWF competitions;
 - (d) Coaches, trainers and other athlete support personnel involved in IWF competitions;
 - (e) Referees, judges and officials involved in IWF competitions;
 - (f) Former officials, coaches, athletes, judges, referees, trainers, and athlete support personnel previously involved in IWF competitions;
 - (g) IWF stakeholders; and
 - (h) Any other person or organisation who agrees to be so bound, or at any time becomes so bound on or after the Effective Date, including but not limited to consultants and contractually-connected persons and organisations representing or serving the Federation.
3. The EDC Rules are effective upon their entry into force; the EDC Procedural Rules apply to any procedures initiated after their entry into force.
4. The Ethics and Disciplinary Commission's jurisdiction is anchored in the IWF's Constitution; the Ethics and Disciplinary Commission shall have the authority to adjudicate and determine measures and sanctions in case of any violation of the EDC Rules but also of any other provisions referred to it under the Constitution. The Ethics and Disciplinary Commission shall not have jurisdiction over doping-related matters arising under the Anti-Doping Rules.
5. The Ethics and Disciplinary Code shall apply to infringements that have occurred upon its entry into force but also prior to its entry into force, if the alleged breach constituted a punishable act or omission under the any disciplinary by-laws at the time of the alleged infringement and if those provisions are more favourable to the

- perpetrator of the facts. Otherwise, the version of the ethics or disciplinary rules in force at the time of the infringement shall apply.
6. The application and enforceability of this Ethics and Disciplinary Code shall not be limited or affected simply because a person or organisation bound by it is also bound by other rules or policies relating to ethics and ethical and proper conduct.
 7. The EDC Rules govern every subject to which the text or the meaning of its provisions refers. The applicable law in case of lacunae in this Ethics and Disciplinary Code is Swiss law along with the general principles of law.
 8. The EDC Procedural Rules shall be amended by the Executive Board in accordance with Article 34.3 upon proposal or consent of the Ethics and Disciplinary Commission. The amendments will then come into effect on the date specified by the Executive Board and as recommended by the Ethics and Disciplinary Commission. The Ethics and Disciplinary Code, which also forms integral part of the IWF's Constitution, can only be amended as provided in the Constitution.
 9. In case of conflict between the EDC Procedural Rules and the Constitution, the EDC Procedural Rules shall prevail. In case of conflict between the Ethics and Disciplinary Code and the Constitution, the Constitution shall prevail.

C IWF Ethics and Disciplinary Code

Goals of the Ethics and Disciplinary Code

10. The Ethics and Disciplinary Code aims at safeguarding the integrity of weightlifting at an international level and defines the core values for conduct both within the IWF but also with external parties. It does so by implementing the Governance Principles of:
 - (a) Democracy;
 - (b) Transparency;
 - (c) Accountability;
 - (d) Fair play;
 - (e) Sportsmanship; and
 - (f) Clean sport.

General Obligations of Good Conduct and Ethics

11. Any person or organisation bound by the EDC Rules has a personal duty and responsibility to ensure that they do take all necessary steps to understand and comply with the provisions of the Ethics and Disciplinary Code that apply to the person or organisation.
12. Any person or organisation bound by this Ethics and Disciplinary Code will violate

or breach the Ethics and Disciplinary Code in any of the following circumstances:

- (a) If the person or organisation fails to comply with an applicable provision of the Ethics and Disciplinary Code or fails to cooperate truthfully and in good faith with the EDC at all times and regardless of whether they have been involved in a particular matter in any role;
 - (b) If the person or organisation assists or is complicit with any other person in relation to a breach of the Ethics and Disciplinary Code; or
 - (c) if the person or organisation conceals or intentionally fails to report a breach or violation of the Ethics and Disciplinary Code by any other person or organisation bound by the Ethics and Disciplinary Code.
13. Any person or organisation bound by this Ethics and Disciplinary Code must at all times:
- (a) comply with all applicable rules, including – but not limited to - the Governance Principles and the fundamental principles of Olympism;
 - (b) act in accordance with the highest standards of integrity and honesty;
 - (c) not engage in any conduct which is detrimental to, brings into disrepute or is materially inconsistent with the best interests or welfare of the Federation, the Sport, the Olympic Movement, the members of the Federation as a collective or the person or organisation concerned; and
 - (d) not engage in any conduct which amounts to harassment or discrimination of any kind against any person.

Specific Obligations of Good Conduct and Ethics

14. **Duty of confidentiality:** Confidential information received by any person or organisation bound by this Ethics and Disciplinary Code – and particularly an Official – in the exercise of his functions remains the property of the Federation and shall not be disclosed unless explicitly permitted by the Executive Board or such information violates principles of the Constitution and the EDC Rules. In the latter case, such information should be disclosed through the established channels under the EDC Rules. Such obligation is not terminated with the termination of any relationship that binds such a person or organisation to this Ethics and Disciplinary Code.
15. **Duty to report breaches of the Ethics and Disciplinary Code:** A person or organisation bound by this Ethics and Disciplinary Code – and particularly an Official – shall inform, in writing, the IWF Ethics and Disciplinary Commission Secretariat of any infringements of the Ethics and Disciplinary Code as soon as they become aware of them.
16. **False reporting of breaches of the Ethics and Disciplinary Code:** Persons and organisations bound by the Ethics and Disciplinary Code shall not make any report of actual or suspected breaches under the Ethics and Disciplinary Code where (a) the report is knowingly false or knowingly incorrect; or (b) the person or organisation impersonates any other person or organisation in the making of the report.

17. **Conflicts of interests:** Officials shall not perform their duties in case of an existing or potential conflict of interest. A conflict of interest arises if a person bound by the Ethics and Disciplinary Code has, or appears to have, secondary interests that could influence his ability to perform his duties in an independent manner. Secondary interests include, but are not limited to, gaining any advantage for the persons bound by this Code themselves or other, related parties. Conflicts of interest shall be immediately disclosed and notified to the organisation for which the person bound by the Ethics and Disciplinary Code performs his duties.

Before being elected, appointed or employed, all Officials shall disclose any relations and interests that could lead to situations of conflicts of interest in the context of their prospective activities. They must use due care and diligence in fulfilling their functions of office.

18. **Undue commission:** Persons and organisations bound by the Ethics and Disciplinary Code shall not accept, give, offer, promise, receive, or request commission for themselves or third parties for conducting business in connection with their duties, unless so covered by a valid and legal commercial agreement.
19. **Abuse of position:** Persons and organisations bound by the Ethics and Disciplinary Code shall not abuse their position in any way, especially to take advantage of their position for private aims or gains. Officials bound by the Ethics and Disciplinary Code shall never attempt to improperly influence the outcome of any official decision.
20. **Public statements of a defamatory nature:** Persons and organisations bound by the Ethics and Disciplinary Code are forbidden from making any public statements of a defamatory nature towards the Federation and/or towards any other person or Organisation bound by the Ethics and Disciplinary Code in the context of IWF events. Officials bound by the Ethics and Disciplinary Code shall refrain from making any public statement (including in the media or social media) in respect or in connection with the Federation, its Members, the Sport, the Olympic Movement any Athlete or Official of the Federation without the express permission of the President or the Executive Board.
21. **Threats, harassment and sexual abuse:** Threats, the promise of advantages, coercion and all forms of sexual abuse, harassment and exploitation are prohibited. Persons and organisations bound by the Ethics and Disciplinary Code (a) shall protect, respect and safeguard the integrity and personal dignity of others; (b) shall not use offensive gestures and language in order to insult someone in any way or to incite others to hatred or violence; (c) must refrain from all forms of physical or mental abuse, all forms of harassment, and all other hostile acts intended to isolate, ostracise or harm the dignity of a person.
22. **Acceptance and offering of an undue advantage:** Persons and organisations bound by the Ethics and Disciplinary Code shall not accept, give, offer, promise, receive, request or solicit any personal or undue pecuniary or other advantage in order to obtain or retain business or any other improper advantage to or from anyone within or outside the Federation. It is immaterial whether these offences were committed directly or indirectly through, or in conjunction with, third parties. In particular, persons bound by the Ethics and Disciplinary Code shall not accept, give,

offer, promise, receive, request or solicit any personal or undue pecuniary or other advantage for the execution or omission of an act that is related to their official activities and is contrary to their duties or falls within their discretion.

23. **Misappropriation or misuse of funds:** Persons and organisations bound by the Ethics and Disciplinary Code – and particularly Officials - shall not misappropriate or misuse funds of the Federation or any of its Members, whether directly or indirectly through, or in conjunction with, third parties. Persons bound by the Ethics and Disciplinary Code shall refrain from any activity or behaviour that might give rise to the appearance or suspicion of a breach of this article.
24. **Manipulation of competitions:**
- 24.1 Persons and organisations bound by the Ethics and Disciplinary Code shall not be involved in the manipulation of competitions and shall immediately report to the IWF Ethics and Disciplinary Commission Secretariat any approach in connection with activities and/ or information directly or indirectly related to the possible manipulation of a competition.
- 24.2 The IWF Ethics and Disciplinary Code incorporates by reference the Olympic Movement Code on the Prevention of the Manipulation of Competitions of 8 December 2015 as well as any amendments made thereafter by the IOC.
- 24.3 The IWF Ethics and Disciplinary Code specifically prohibits betting in relation to any weightlifting event to all persons bound by it.
- 24.4 Every reference to “Sporting Organisation” in the Olympic Movement Code on the Prevention of the Manipulation of Competitions shall mean the International Weightlifting Federation.

Measures and Sanctions

25. After determining that a violation of the Ethics and Disciplinary Code has been established, and except where a sanction is expressly provided for, the IWF Ethics and Disciplinary Commission Secretariat may impose any of the following measures and sanctions or a combination of several such measures and sanctions:
- (a) Reprimand;
 - (b) Suspension;
 - (c) Temporary or permanent ineligibility;
 - (d) Disqualification;
 - (e) Withdrawal from the IWF Development Program;
 - (f) Imposition of financial sanctions, including fines;
 - (g) Exclusion from the competition; and/or
 - (h) Expulsion from the IWF and from any of its bodies.
26. Violation of the *General Obligations of Good Conduct and Ethics* (and unless such violation falls also within the *Specific Obligations of Good Conduct and Ethics* herein) shall in principle be sanctioned with a fine to be determined by the Ethics

and Disciplinary Commission as well as a ban on taking part in any activity related to the sport of weightlifting for a maximum of two (2) years.

27. Unless otherwise provided below, violations of the *Specific Obligations of Good Conduct and Ethics* shall in principle be sanctioned with an appropriate fine to be determined by the Ethics and Disciplinary Commission as well as a ban on taking part in any activity related to the sport of weightlifting for a minimum of two (2) years.
28. In cases of sexual exploitation or abuse, a ban on taking part in any activity related to the sport of weightlifting may be pronounced for a minimum of ten (10) years.
29. In case of acceptance / offering of an undue advantage, misappropriation or misuse of funds and manipulation of competitions, a ban on taking part in any activity related to the sport of weightlifting may be pronounced for a minimum of five (5) years and any amount unduly received shall be included in the calculation of the fine to be determined by the Ethics and Disciplinary Commission.
30. Any person or organisation bound by this Ethics and Disciplinary Code who is suspended or declared ineligible following an Ethics and Disciplinary Commission decision shall automatically be considered suspended by all Continental Federations and National Federation Members of the IWF.

Rules Relating to Sanctions and their Determination

31. Unless otherwise provided in the Constitution and the Ethics and Disciplinary Code, the IWF Ethics and Disciplinary Commission shall decide the scope and duration of any sanction.
32. The Ethics and Disciplinary Commission can decide, upon request by the relevant party, to suspend the sanction, for a probationary period from one (1) to five (5) years. In case of a new breach by such party within the probationary period, such period shall be automatically revoked and the original suspension will be added to the sanction imposed for the new breach.
33. When imposing a sanction, the IWF Ethics and Disciplinary Commission shall take into account all relevant factors in the case, including:
 - (a) the nature of the offence and all the surrounding circumstances;
 - (b) the interest in deterring similar offence; and
 - (c) the degree of the offender's fault and any mitigation grounds.
34. In case of mitigating circumstances, including - in particular - the return of the advantage received or the offender's substantial assistance to the Ethics and Disciplinary Commission in uncovering additional offences, the latter may go below the minimum sanction, if deemed appropriate taking into account all circumstances of the case.
35. Repeated offenses or the fact that a person holds a high position in the sport of weightlifting shall be considered aggravating circumstances, allowing the IWF Ethics and Disciplinary Commission to go beyond the maximum limit provided for a

violation of the relevant rules foreseen in the Ethics and Disciplinary Code.

36. In case of multiple breaches, the non-monetary sanction shall be based on the most serious breach, and will be increased as appropriate, depending on the specific circumstances.
37. The prescription time for breaches of the Ethics and Disciplinary Code shall be five (5) years. For offences relating to bribery and corruption, misappropriation and misuse of funds, sexual abuse and protection of physical and mental integrity, the prescription time will be ten (10) years.
38. The limitation period shall be interrupted in case of a criminal procedure opened against a person bound by the Ethics and Disciplinary Code and shall be extended by half if an investigation has been initiated before the expiration of the limitation period.

D Reporting

39. The EDC Procedural Rules apply with respect to making reports regarding any actual or suspected breach or violation of any of the provisions of Parts B and C of this Ethics and Disciplinary Code

E EXECUTIVE BOARD MEMBER CODE OF ETHICS

INTRODUCTION

The purpose of this Executive Board Members Code of Ethics (**Code**) for Executive Board Members of the Federation is to set the minimum ethical standards and principles of conduct which Executive Board Members must abide by whenever they are acting in their capacity as an Executive Board Member of the Federation.

For the avoidance of doubt, this Executive Board Member Code of Ethics applies to a person in addition to the Ethics and Disciplinary Code.

REPORTING OF BREACHES

Any breaches of the Code must be reported to the Secretariat of the Ethics and Disciplinary Commission.

CODE OF ETHICS

I. General

Executive Board Members are, at all times, required to comply with the obligations imposed by the IWF Constitution, these rules and the Policies, the operation of law and as well as the spirit of all applicable laws.

Executive Board Members must always discharge their duties and obligations in accordance with the Governance Principles, and in a manner which is wholly consistent with the Objectives of the Federation.

II. Federation's Best Interests and Reputation

Executive Board Members must:

1. Act in good faith and in the best interests of the Federation as a whole.
2. Use the powers of office of Executive Board Member of the Federation for proper purposes and in the best interests of the Federation as a whole.
3. Recognise that their responsibility as Executive Board Members is to the Federation as a whole.
4. Never engage in conduct which is likely to bring into disrepute, discredit or harm the public image of, or which is likely to have a serious and damaging impact on the best interests of:
 - (a) the Federation;
 - (b) the National Federation Members or any National Federation Member;
 - (c) the Sport;
 - (d) the Olympic Movement
 - (e) the officers or employees of the Federation; or
 - (f) the Executive Board Member personally.

III. Honesty and Integrity

Executive Board Members must:

1. Act honestly and with integrity in all dealings for the Federation in a way where their honesty is beyond question.
2. Never make any promise or commitment on behalf of the Federation which the Executive Board Member knows that the Federation would not, or would be unable to, honour.
3. Adhere to the truth and never knowingly make any false or misleading statements, or mislead by omission.
4. Deal honestly with the Federation's Members, officers, employees, contractors and other stakeholders.

IV. Due Diligence and Proper Purpose

Executive Board Members must:

1. Use all due care and diligence in fulfilling the functions of office of Executive Board Member of the Federation.
2. Use all due care and diligence in exercising the powers of Executive Board Member of the Federation.
3. Exercise independent judgment in exercising the functions of office, and take all reasonable steps to be satisfied as to the soundness of decisions taken by the Executive Board.

V. Privacy and Confidentiality

Confidential information received by an Executive Board Member in the course of the exercise of the duties of their position remains the property of the Federation. It is improper for an Executive Board Member to disclose such confidential information, or allow it to be

disclosed, unless that disclosure is expressly authorised by the President or the Executive Board, or unless that Executive Board Member is compelled by operation of law to disclose it. Executive Board Members must:

1. Not improperly disclose any information about the Federation which is not already in the public domain.
2. Ensure that any information confidential to the Executive Board or the Federation is not disclosed inadvertently or deliberately to any third party without the express consent of the President or the Executive Board or unless the Executive Board Member is compelled by operation of law to disclose it.
3. Always respect the privacy of others.

VI. Respect for Others

Executive Board Members must:

1. Treat all other Executive Board Members of the Federation with dignity and respect, and never treat any other Executive Board Member in any manner which could be reasonably construed as discrimination, harassment or bullying.
2. Treat each of the Federation's Members, officers, employees, contractors and other stakeholders with dignity and respect, and never treat any other such person or organisation in any manner which could be reasonably construed as discrimination, harassment or bullying.

VII. Social Media, Media and Public Statements

Any Executive Board Member making any public statement, statement in the media or using social media for any purpose must adhere to the following requirements:

1. No Executive Board Member shall make any public statement, statement in the media or statement on social media in respect or in connection with:
 - (a) The Federation;
 - (b) The National Federation Members or any National Federation Member;
 - (c) The Sport;
 - (d) The Olympic Movement;
 - (e) Any athlete or official; or
 - (f) The governance, conduct and administration of the Federation;without the express permission of the President or the Executive Board.
2. In no circumstances may an Executive Board Member make any public statement in the media or use social media in any manner which does or is reasonably likely to bring into disrepute, disparage or criticise.
 - (a) the Federation;
 - (b) the National Federation Members or any National Federation Member;
 - (c) the Sport;

- (d) the Olympic Movement;
 - (e) Any athlete or official; or
 - (f) The governance, conduct and administration of the Federation.
3. Any public statement, statement in the media or use or participation in the use of social media must not state, suggest or imply that any comment made on social media is endorsed by the Federation unless the Executive Board Member has received express written permission from the President or the Executive Board for such statement, suggestion or implication to be made.

VIII. Executive Board Members' Own Interests

Executive Board Members must:

1. Never make improper use of information acquired as an Executive Board Member for personal gain or advantage.
2. Never take improper advantage of the position or status of Executive Board Member for personal gain or advantage.
3. Never attempt to improperly influence the outcome of any official decision.
4. Promptly and fully disclose to the Federation, the Executive Board and the President any private or business interests which may lead to any potential or actual conflicts with the interests of the Federation or which are otherwise required to be disclosed to the Federation by operation of applicable laws or the requirements of the Constitution and Policies.

PART B SAFEGUARDING POLICY

CHAPTER I – INTRODUCTION

1. Introduction

- 1.1 It is constitutional objective of IWF to “*do all things necessary to ensure and protect the health, safety and integrity of athletes, officials and others at international weightlifting competitions and events and to issue for that purpose a safeguarding Policy*”.
- 1.2 In furtherance of that objective, IWF adopts the present Policy to guide the stakeholders to guard against harassment, abuse and exploitation in order to inspire and grow the sport of weightlifting.
- 1.3 This Policy, which is in harmony with the International Olympic Committee Consensus Guidelines for International Federations related to a policy to safeguard athletes from harassment and abuse in sport, is the foundation for athletes’ safety, well-being and the prevention of harassment and abuse.
- 1.4 All Covered Persons are responsible for knowing the information set out herein and, by virtue of being a Covered Person, expressly agree to the jurisdiction of IWF and the applicability of this Policy. By raising awareness everyone will be able to recognise and respond appropriately to concerns of harassment, abuse and exploitation that they may witness or have reported to them.
- 1.5 The overall purpose of this Policy is to ensure athletes and others taking part in weightlifting competitions and events can do so without fear of harassment or abuse. The key objectives of this Policy are to:
 - Ensure that everyone involved with weightlifting understands that all forms of non-accidental violence are unacceptable and will not be tolerated by IWF.
 - Enable and encourage anyone who has witnessed or experienced harassment or abuse, within weightlifting, to report the incident without fear of victimisation or retaliation.
 - Ensure an appropriate and co-ordinated response to any incidents of harassment or abuse within or connected to participation in weightlifting, irrespective of whether they arise at national or international level.
 - Implement effective measures that minimise the likelihood of incidents of harassment and abuse.

2. Definitions

- 2.1 The following definitions apply in interpreting this Policy unless expressly stated otherwise or unless the context otherwise requires:

“**Accused Person**” means the accused Covered Person which is the defendant in the EDC proceeding.

“**Aggrieved Person**” means the Covered Person(s) who is alleged to have been impacted by a Forbidden Conduct.

“**Covered Event**” means a IWF Championships, other IWF sanctioned competitions, IWF Competition in a Major Event Organisation or any IWF organized meeting (i.e. IWF Congress, IWF Committees and Commissions, IWF development activities, etc.).

“Covered Person” means any natural person(s) who participates in, assists in, is involved in, or prepares an Athlete(s) to participate in a Covered Event, which includes any natural person(s) belonging to one of the following categories:

- **“Athlete”** means any person or group of persons, participating or qualified to participate in a Covered Event.
- **“Athlete Support Personnel”** means any coach, trainer, manager, agent, team staff, team official, medical or paramedical personnel working with or treating Athletes, and all other persons working with Athletes.
- **“Official”** means all IWF staff, persons elected or appointed to any position within IWF or the Continental Confederations or Regional Federations, Technical Committee Members, Executive Board members, Committees and Commissions members, ITOs, Judges, Jury Members, medical personnel and other individuals engaged in IWF activities, including organisers, consultants and any other accredited or engaged persons in contact with athletes.

“ED Code” means the IWF Ethics and Disciplinary Code.

“EDC” means the IWF Ethics and Disciplinary Committee.

“EDC Rules” means the IWF Ethics and Disciplinary Committee procedural rules.

“Forbidden Conduct” means any conduct set out in Section 6.

“Major Event Organisation” means any international, multi-sport organization (e.g. Olympic Games, Continental Games) that acts as the ruling body for any continental, regional or other international competition.

“Member Federation” means the national federations affiliated to IWF.

“Minor” means a person under the age of 18 years.

“Non-Covered Event” means any event that is not a Covered Event.

“Policy” means the present rules of protection from harassment and abuse.

“Reporting Party” is the Covered Person(s) reporting an alleged violation of this Policy.

“SGO” means a IWF safeguarding officer.

3. The Safeguarding Officer

3.1 The SGO acts primarily as an advisory officer to IWF on matters related to this Policy and as an enforcement officer of this Policy.

3.2 The SGO shall develop and foster a safe athlete-centred environment within the IWF community and shall be the person of reference or point of contact for any Covered Person who has (i) questions or concerns in respect of safeguarding matters, or (ii) who wants to file a report.

3.3 The SGO may refer an alleged Forbidden Conduct to the EDC. Such referral may occur either at the request of the Aggrieved Person or if circumstances so justify ex officio.

- 3.4 The SGO shall generally support the Aggrieved Person notably by accompanying the Aggrieved Person in the context of potential EDC proceedings and/or in filing complaints in front of the competent legal authorities and/or other competent authorities when the alleged Forbidden Conduct does not fall under the jurisdiction of IWF pursuant to this Policy

CHAPTER II – SCOPE

4. Application

- 4.1 This Policy applies to all Covered Persons.
- 4.2 Each Covered Person shall be automatically bound by, and be required to comply with, this Policy by virtue of such participation, assistance, involvement, or preparation in any Covered Events.
- 4.3 It shall be the personal responsibility of every Covered Person to make himself or herself aware of this Policy including, without limitation, what conduct constitutes Forbidden Conduct and to comply with the requirements set out in this Policy. Covered Persons shall further comply with all applicable laws and regulations at all times. Covered Persons must be aware that Forbidden Conduct may also constitute a criminal offence and/or a breach of other applicable laws and regulations which may lead to prosecution and other consequence independently from and in addition to consequences resulting from the enforcement of this Policy.

5. IWF Jurisdiction

- 5.1 Covered Persons submit to the jurisdiction of IWF to investigate and adjudicate allegations that a Covered Person engaged in one or more acts of Forbidden Conduct during or in connection with the participation to a Covered Event or to IWF activities.
- 5.2 If the alleged Forbidden Conduct does occur both at or in connection with Covered Event or to IWF activities and also outside of that context, jurisdiction to investigate and sanction the Forbidden Conduct in its entirety should be attributed to the body having jurisdiction in respect of the preponderant part of the circumstances giving rise to the allegations of Forbidden Conduct. A decision must be made in consultation between the bodies having potentially jurisdiction. IWF shall always retain jurisdiction by default if the other body having jurisdiction does not act within a reasonable time.
- 5.3 If the alleged Forbidden Conduct has occurred at a Non-Covered Event or does not involve a Covered Person, IWF does not have jurisdiction. In such situation, the Aggrieved Person should contact his/her Member Federation and/or competent legal authorities.
- 5.4 If a Major Event Organisation, such as the IOC has its own safeguarding rules applying to Forbidden Conducts against a Covered Person in such events, then the IWF may differ to the jurisdiction of the bodies instituted by these Major Event Organisation's Safeguarding Rules.

6. Forbidden Conduct

The following shall constitute a Forbidden Conduct pursuant to this Policy.

Harassment: Any acts of hazing, neglect, psychological abuse, physical abuse, and sexual harassment. These forms of harassment and abuse may occur in combination or in isolation.

Hazing: Any intentional action taken or any situation created that causes embarrassment, harassment or ridicule, and risks emotional, physical or sexual harm to a Covered Person, regardless of the individual's willingness to participate.

Neglect: The failure of a Covered Person with a duty of care towards another Covered Person to provide a minimum level of care to that Covered Person which is causing harm, encouraging harm, allowing harm to be caused, or creating imminent danger of harm.

Psychological Abuse: Any unwelcome act including vilification, belittling, rejection, confinement, isolation, verbal assault, humiliation, intimidation, infantilisation or any other behaviour which may diminish an individual's sense of identity, dignity or self-worth.

Physical Abuse: Any intentional or unwelcome act – such as punching, beating, kicking, biting and burning – that causes physical trauma or injury. Such act can also consist of forced or inappropriate physical activity (e.g., inappropriate age or physique training loads; when injured or in pain), forced alcohol consumption, or forced doping practices.

Sexual Harassment: Any verbal or physical conduct of a sexual nature which is unwelcome and which does not already constitute Sexual Abuse. Sexual Harassment includes sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature when such conduct is made either explicitly or implicitly.

Sexual Abuse: Any act of sexual nature, whether with or without direct physical contact or penetration, where consent is coerced/manipulated or is not or cannot be given. Sexual Abuse may also include activities without physical contacts, such as without limitation coercing or exposing a person to sexual activities or representations thereof, encouraging them to sexually inappropriate behaviours, or grooming a person in preparation for abuse (including through the internet).

CHAPTER III – REPORTING

7. Reporting to the SGO

- 7.1 Any Aggrieved Person may report the Forbidden Conduct to a SGO directly or using the IWF online report form.
- 7.2 Any Covered Person, who has witnessed or has been informed that an Aggrieved Person has or may have suffered or been exposed to a Forbidden Conduct, has the duty to report to a SGO directly or using the IWF online report form. Failure to comply with this duty of reporting may result in a disciplinary action against the individuals concerned.
- 7.3 A report of Forbidden Conduct which is false, vexatious or frivolous, may lead to disciplinary sanctions against the Reporting Party, in accordance with the EDC Rules.
- 7.4 Report of an alleged Forbidden Conduct shall be, as a matter of principle, made in writing and include the following information:
 - The identity and contact information of the Reporting Party, subject to Article 7.3;
 - The identity of the Covered Person(s) having suffered the alleged Forbidden Conduct (if different from the Reporting Party)

- The identity of the Covered Person(s) alleged to have committed the alleged Forbidden Conduct;
- A factual description of the alleged Forbidden Conduct, as complete as possible, including without date(s) and location(s) of the Forbidden Conduct;
- Any available evidence in the supporting the allegations.

7.5 Reports should normally not be done anonymously. Reporting under this Policy may however be made anonymously provided a plausible explanation is provided therefor. An anonymous report is not in itself a sufficient basis for any decision and may limit the SGO's ability to investigate. Further, anonymous reports which do not provide a plausible explanation why the report is made anonymously and/or are made with inappropriate words or are otherwise hurting dignity may be ignored.

7.6 Provided a Reporting Party is requesting not to disclose their identity and provides a valid reason therefor, such identity is only disclosed if this is both necessary for the purposes of the investigation or prosecution of an alleged violation of this Policy and the consent of the Reporting Party has been obtained in writing.

CHAPTER IV – PROCEEDING

8. Initiation of the Proceeding

8.1 Proceedings concerning alleged Forbidden Conduct shall be conducted by the EDC in accordance with the EDC Rules. The EDC may issue sanctions in accordance with the ED Code.

8.2 The SGO upon receipt of a report of an alleged commission of a Forbidden Conduct shall refer such report to the EDC together with any available evidence including collected statements.

8.3 The SGO may inform the guardians of the Aggrieved Person regarding any potential health or safety risk potentially resulting from any alleged Forbidden Conduct.

8.4 Prior to the decision to open an EDC Proceeding, the EDC Chair may require the SGO to assist in the collection of additional evidence, including without limitation gathering additional information from the Aggrieved Person and/or other Covered Persons.

8.5 The EDC Chair shall open the EDC Proceeding unless it finds that the EDC has no jurisdiction or the reported circumstances do not support prima facie the occurrence of a Forbidden Conduct.

8.6 The decision not to open the EDC Proceeding is not final and the EDC Chair may reassess such decision if new evidence or particular circumstances so justify.

9. Relationship with other Proceedings

9.1 The EDC shall have the discretion but not the obligation to suspend the EDC proceeding at hand pending the outcome of investigations and/or legal procedure conducted by other competent authorities, notably law enforcement authorities or criminal courts.

9.2 Proceedings involving more than one injured Covered Person or more than one incriminated Covered Person but concerning the same circumstances may be consolidated into one proceeding by the EDC.

10. Statute of limitations

10.1 The statute of limitation period applicable to report alleged Forbidden Conduct under this Policy is ten (10) years from last date upon which the Forbidden Conduct is alleged to have occurred. Once a report has been filed the investigation and EDC proceedings are no longer subj

10.2 In the event the Forbidden Conduct is alleged to have occurred while the injured Covered Party was a Minor, the statute of limitation period is ten (10) years from the date upon which the such party reaches his or her majority (18 years).

10.3 The foregoing statutes of limitations do not apply to claims for Sexual Abuse.

PART C CONFLICT OF INTEREST RULES

1 Conflict of Interest Situations

- 1.1 A conflict of interest arises if a person bound by the Constitution, the Ethics and Disciplinary Code or these By-laws has, or appears to have, secondary interests that could influence his or her ability to perform his or her duties in an independent manner (actual conflict) or could be seen by a reasonable person to be likely to be influenced (perceived conflict). Secondary interests include, but are not limited to, private, family or business interests and could entail gaining any kind of advantage, direct or indirect, material or otherwise, for that person or for a third person or party related or linked to that person. A conflict of interest includes also a potential conflict of interest, i.e. a situation that could, in a reasonable person's assessment, develop into an actual or perceived conflict of interest.
- 1.2 It is the ongoing obligation of every person that holds an elected or appointed office within IWF, in any of its organs, in IWF Commissions or Committees or is an IWF employee or contractor, to avoid conflicts of interests.
- 1.3 Conflicts of interest, actual or perceived, must be immediately disclosed and notified to the head of the organ or body (or its members, if the disclosing person is the head) to which the person in conflict participates.
- 1.4 The person in an actual or perceived conflict of interest situation which cannot be remedied otherwise must not perform his or her duties.
- 1.5 A person which has not disclosed an actual or perceived conflict of interest situation and expresses an opinion or makes a decision or participates in the making of a decision or accepts any form of benefit, in spite of the obligations of this Article, commits a disciplinary violation which constitutes an offence that is punishable under the IWF disciplinary rules or any other rules which may apply on that person.

2 Executive Board Members Obligations

- 2.1 Members of the Executive Board must not participate in any deliberation or decision that would expose them to a conflict of interest.
- 2.2 Members of the Executive Board must abstain from voting on a bid for the right to host an IWF event while ever their own national member federation remains in the vote.

3 Specific Provisions

- 3.1 Without limitation to the provisions of Articles 1 and 2, conflict of interest situations could arise in case of:
 - (a) a person's personal or material involvement (salary, shareholding, other various benefits) with suppliers or service providers of IWF;
 - (b) a person's personal or material involvement (salary, shareholding, other various benefits) with IWF sponsors, broadcasters, suppliers, partners or other contracting parties;
 - (c) a person's personal or material involvement with an organization liable to benefit from the assistance of IWF (e.g. subsidy, approval clause or election).
- 3.2 If the person in conflict of interest or the organ or body to which that person participates are

uncertain as to whether a conflict of interest exists or as to how to proceed next, they must inform the IWF Chief Executive Officer and/or the Executive Board.

- 3.3 After a careful evaluation of the case, the IWF Chief Executive Officer and/or the Executive Board may refer the matter to the Disciplinary and Ethics Commission for further investigation and a proposal.
- 3.4 The Disciplinary and Ethics Commission shall propose a solution as, for example:
 - (a) registering the matter without any particular measure;
 - (b) removal of the person from expressing the opinion or from making or participating in making the decision at issue.
- 3.5 In the event a person refuses to act according to the proposal of the Disciplinary and Ethics Commission, Article 1.5 shall apply.
- 3.6 Anyone may report without retaliation a suspected conflict of interest of another person to the Ethics and Disciplinary Commission, if they learn or in good faith believe that the reported circumstances fall within the scope of application of these rules.

4 Conflict of Interest Declaration Form

- 4.1 Members of the Executive Board, whether elected or appointed or ex officio, members of IWF Commissions and IWF Committees, IWF employees and independent contractors are required to sign and submit to IWF a Conflict of Interest Declaration Form in accordance with the provisions of these rules.
- 4.2 A template Conflict of Interest Declaration Form shall be provided by the IWF.
- 4.3 In order to ensure that all conflicts of interest, potential conflicts of interest and perceived conflicts of interests are properly addressed, persons listed in Article 3.1 shall be required to submit the Conflict of Interest Declaration Form whenever any circumstances arise which have to be disclosed in accordance with these rules and, in any event, annually.
- 4.4 The submitted Conflict of Interest Declaration Forms will be kept by the Ethics and Disciplinary Commission and, if they disclose any circumstances which may potentially give rise to a conflict of interest situation, will be reviewed by the Ethics and Disciplinary Commission, which may then take action in accordance with Article 2.4 or may take a decision appropriate to the circumstances and notify such decision to the concerned person, the IWF Integrity Officer and the Executive Board.

Section 4 – Athletes and Coaches

PART A ELIGIBILITY OF ATHLETES TO REPRESENT A MEMBER FEDERATION IN IWF EVENTS

1 Introduction

- 1.1 These rules apply to all IWF Member Federations and athletes participating in IWF Events (“Athletes”).
- 1.2 Athletes must be affiliated to only one Member Federation at any given time for the purposes of international representation. They can be entered by their respective Member Federation to participate in IWF Events, except for cases set out in Article 4, provided that they meet all eligibility criteria of these rules and any other applicable regulation, such as the IWF Anti-Doping Rules.
- 1.3 For the avoidance of doubt, the eligibility of Athletes to participate at the Olympic Games, Youth Olympic Games and other IOC and/or other multisport games organisations sanctioned events (such as the Continental Games), is governed by the Olympic Charter and any other applicable regulation issued by the IOC, ANOC and the governing body of each respective event.

2 Athletes’ eligibility to represent a Member Federation

- 2.1 An Athlete shall be eligible to compete at IWF Events if he/she is affiliated to a Member Federation and is a citizen of the country of the Member Federation that the athlete represents by virtue of:
 - Being a citizen of the country by birth; or
 - Being a citizen of the country by naturalization.
- 2.2 If an Athlete, holding multiple citizenship, is eligible to compete at IWF Events for more than one Member Federations, he/she may choose at any age which Member Federation to represent, being specified that this choice is definitively exercised by competing at an IWF Event representing one Member Federation. After such participation and subject to Article 3 below, the Athlete may only represent that Member Federation in IWF Events.

3 Participation of an Athlete representing a different Member Federation

- 3.1 Any Athlete, who has already competed at an IWF Event or at any of the events of Article 1.3 in accordance with Article 2.1 or has chosen a Member Federation in accordance with Article 2.2, shall be able to represent a different Member Federation at an IWF Event only subject to approval by the IWF Executive Board. Such approval may be granted at the discretion of the IWF Executive Board and under the following conditions:
 - 3.1.1 The Athlete is or becomes a citizen of the country of the new Member Federation;
 - 3.1.2 The Member Federation the Athlete was representing until that time and the Member Federation the Athlete wishes to represent provide their consent in writing (translated in English, if needed).

Requests shall be submitted by the new Member Federation to the IWF Executive Board in writing and must include proof of citizenship of the athlete in accordance with Article 5.1 and (if available) the consent of the Member Federation the Athlete was representing until that time. The new Member Federation may enter the Athlete to an IWF Event if the approval by the IWF Executive Board is obtained thirty (30) days before the Final Entry.

- 3.2 If the Athlete's former Member Federation refuses to provide its consent, the Athlete shall have to observe a waiting period of one (1) year starting from the time the new Member Federation's request together with all relevant documents was submitted to IWF for approval. During this waiting period, the Athlete shall not be eligible to represent any Member Federation at an IWF Event.
- 3.3 Articles 3.1 and 3.2 shall also apply to Athletes who wish to change the Member Federation they represent for a second (or a third etc.) time. In such cases, the waiting period that has to be observed is three (3) years.

4 Refugee Athletes

- 4.1 Athletes, who are recognized as refugees or beneficiaries of international protection according to the United Nations High Commissioner for Refugees (UNHCR) agency may be entered in IWF Events, Olympic Games, Youth Olympic Games and other IOC and/or ANOC sanctioned events (such as Continental Games), under the IWF flag, based on prior approval from the IWF Executive Board.
- 4.2 In all IOC and/or ANOC and/or other multisport games organisations sanctioned events, the eligibility criteria is to be defined by the governing body of the relevant event.

5 Adoption and Enforcement

- 5.1 For the purposes of these rules governing eligibility of athletes, National Federations may provide proof of citizenship of the Athletes by submitting a copy of their valid passport or by any other means allowed under the IWF Technical and Competitions Rules and Regulations.
- 5.2 The Executive Board may introduce a fee as a requirement for the filing of an application for approval in accordance with Article 3 of these rules.

PART B INTERNATIONAL COACH LICENSE

1 Introduction

- 1.1 IWF shall establish an International Coach License system aimed at certifying and providing continuous education to persons allowed to coach lifters at IWF Events.
- 1.2 The IWF Executive Board and the IWF Coaching and Research Committee may cooperate with the Continental Federations Executive Boards and Coaching and Research Committees to establish a licensing system at continental level.

2 National Licenses

- 2.1 Each Member Federation is obliged to have a licensing system for coaches.
- 2.2 Member Federations may introduce an evaluation system for coaches according to national standards.

3 Registration for International Coach License

- 3.1 Member Federations must nominate the coaches that are eligible for an International Coach License and meet the requirements set out in the following rules.
- 3.2 In order to register for an International Coach License, coaches must:
 - (a) be nominated by their respective Member Federation;
 - (b) submit to IWF, through their respective Member Federation:
 - an application form signed by the President and/or the General Secretary or other designated representative of the Member Federation and by the coach;
 - an anti-doping declaration form signed by the President and/or the General Secretary or other designated representative of the Member Federation and by the coach;
 - proof that they have no criminal record and are not currently serving a sanction for an anti-doping rule violation or any other disciplinary violation in any sport;
 - a copy of their passport and a passport type photograph in electronic form;
 - any other document or form, as required from time to time by IWF.

4 International Coach License accreditation

- 4.1 Candidates are required, through their respective Member Federation, to:
 - a) provide documentation (any relevant documents, including certificates) that they meet the coach education standards as defined at the time of the application by the IWF Coaching and Research Committee;
 - b) provide documentation (any relevant documents, including certificates) that they meet the anti-doping education requirements as will be defined by the IWF Coaching and Research Committee in coordination with the IWF Anti-Doping Commission.
- 4.2 IWF shall assess the candidates and decide on whether they are required to attend any additional education courses or make any other relevant decision.
- 4.3 IWF shall organise educational courses and relevant certification for the purposes of Article 4.1.

- 4.4 Coaches who meet the requirements of Articles 3 and 4 will be provided with an International Coach License and registered at an International Coaches Database which will be maintained in the IWF website.
- 4.5 Coaches must be holders of an International Coach License in order to be eligible to coach lifters at IWF Events.
- 4.6 The International Coach License accreditation term is the 4-year Olympic cycle ending on 31 December of the year when the Summer Olympic Games are held. Applications can in principle be filed during the last year of the Olympic cycle preceding the accreditation term.

5 Suspension or withdrawal of the International Coach License

The IWF Ethics and Disciplinary Commission may at its discretion by reasoned decision suspend or withdraw an International Coach License if the coach is under investigation for or found guilty of any breach of the IWF Anti-Doping Rules, Disciplinary Code or Safeguarding Policy or any other ethics related rule at the national or international level. The decision shall define the terms of the suspension or withdrawal. Sanctions imposed to the coach under the IWF Anti-Doping Rules, Disciplinary Code or Safeguarding Policy will apply cumulatively. The Coaching and Research Committee may submit to the EDC reports on suspected violations.

6 General provisions

- 6.1 In case of significant amendments to the applicable technical or anti-doping rules or whenever deemed necessary, the registration and accreditation requirements set out in Articles 3 and 4 may be amended by IWF. The decision shall define if the amendments to the requirements also apply to the current holders of an International Coach License.
- 6.2 The IWF Executive Board may introduce a license fee that will apply to holders of an International Coach License.
- 6.3 Unless otherwise decided by the Executive Board, the provisions governing the International Coach License system and the International Coaches Database will come into force as of 1 July 2025.
- 6.4 The Executive Board may introduce an administrative fee for any of the procedures set out under these rules.
- 6.5 All documents and forms required under Articles 3 and 4 must be submitted in English translation, if applicable.