



International Weightlifting Federation

CONSTITUTION

Approved by the IWF Congress in Riyadh on 12 September 2023

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PART A INTRODUCTION, DEFINITIONS AND OBJECTIVES

1 Introduction and General Provisions

- 1.1 The International Weightlifting Federation (otherwise known as the Fédération Internationale d'Haltérophilie) is the sole international governing body for the sport of weightlifting recognised by the International Olympic Committee.
- 1.2 The International Weightlifting Federation is an association established in 1905 under Swiss law governed by Article 60 et seq of the Swiss Civil Code and this Constitution.
- 1.3 The seat and headquarters of the International Weightlifting Federation are in Lausanne, Switzerland. The International Weightlifting Federation may, as decided by the Executive Board, have additional offices elsewhere.
- 1.4 The official language of the Federation is English.
- 1.5 The Federation uses an Emblem which is shown in Schedule 1. The Executive Board may modify the Emblem from time to time and issue and update branding guidelines for its use.

2 Definitions

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

Annual Report means the annual report (including the administrative report and the financial report) of the Federation.

Anti-Doping Rules means the anti-doping policy of the Federation.

Associate Member is the National Federation of a Sport Country accepted for membership in the Federation in accordance with Article 7.

Athletes Commission Charter means the document which is set out at Schedule 12.

Audited Financial Report means the audited annual financial report of the Federation.

Auditor means the auditor appointed in accordance with Article 40.

Candidate means any eligible candidate in any election for any position on the Executive Board, an IWF Commission or an IWF Committee.

Candidate Eligibility Rules means the rules specified in Schedule 8.

Candidate Nomination Rules means the rules specified in Schedule 9.

Competition Official is an Official administering the IWF competition.

Continental Federation means a continental confederation that is referred to in Article 5.

Country means an independent state or a territory where a National Olympic Committee is established.

EDC Rules of Procedures means the procedural rules of the Ethics and Disciplinary Commission as set forth in Article 34.4.

Election and Candidate Conduct Rules means the rules set out at Schedule 7.

Electoral Congress means a Congress at which elections are conducted.

Emblem means the emblem of the Federation, which is specified at Schedule 1.

Eligibility Determination Panel means the Ethics and Disciplinary Commission when acting in regard of eligibility of Candidates.

Eligibility Determination Panel Rules of Procedure means the procedural rules applied by the Eligibility Determination Panel as set out at Schedule 13 (subject to amendments).

Ethics and Disciplinary Code means the code set out at Schedule 3 (subject to amendments).

Events Calendar means the calendar of events published by the International Weightlifting Federation from time to time.

Executive Board means the executive board of the Federation.

Executive Board Member means any member of the Executive Board as set out in Article 16.

Executive Board Member Code of Ethics means the code of ethics which appears at Schedule 11 (subject to amendments).

Federation means the International Weightlifting Federation (IWF).

Governance Principles means the principles by which the Federation and the Sport are governed, organised and controlled, which are set out at Article 3.1.

Intellectual Property means the emblem of IWF, the names "IWF", "International Weightlifting Federation", any other name owned by IWF, any trademark, design, patent, copyright owned by IWF, any proprietary software of IWF, the database of IWF, trade secrets, know-how and confidential information of IWF.

International Competitions means competitions for the Sport at which athletes selected by and representing different Members compete.

International Technical Official (ITO) is a Competition Official in charge of the implementation of technical rules at IWF Events.

Member is the National Federation of a Country accepted for membership in the Federation in accordance with Article 7.

Membership Fee means the annual membership fee or any other fee which may be decided from time to time, including without limitation any membership application fee.

Mentally Incapacitated Person means a person who is unable to look after their own health, safety and welfare, or to manage their own affairs, as a result of illness, impairment

or any condition that renders the person unfit to properly fulfil an office on behalf of the Federation.

Objectives means the purpose and objectives of the International Weightlifting Federation that are specified in Article 3.

Official means any person elected to an IWF office, any person appointed to an IWF position, any person employed by IWF and any Competition Official.

Ordinary Congress means the annual meeting of the Congress which is convened in accordance with Article 15.

Ordinary Resolution means a resolution which requires a majority of 50% + 1 of the total number of the valid votes cast for the concerned votation to be approved. Blank and invalid votes are not counted for the purpose of establishing the required majority. Abstentions are counted only if specifically expressed as such.

Policy means any regulations, by-laws, policies and directives of the Federation, made and amended from time to time by the Executive Board in accordance with this Constitution.

Provisional Member, or Provisional Associate Member, is a National Federation which has applied to become a Member or an Associate Member and which has been accepted as such by the Executive Board pursuant to Article 7.2.

Regional Federations means the regional federations as provided for in Article 5.

Relative Majority means, in relation to a vote taken, where a candidate, option or decision to be voted receives the highest total number of eligible votes cast.

Representative means a delegate of a Member or Associate Member, who is designated to attend the Congress on behalf of the Member or Associate Member

Rules of Congress means the rules set out at Schedule 5.

Schedule means each schedule to this Constitution.

Simple Majority means fifty (50) percent (%) plus one (1) or more of the whole.

Solvent means an organisation that is able to pay its debts and liabilities.

Special Congress means the Congress which is convened in accordance with Article 15.

Special Resolution means a resolution which requires at least 2/3 of the valid votes cast. Blank and invalid votes are not counted for the purpose of establishing the required majority. Abstentions are counted only if specifically expressed as such.

Sport means the sport of weightlifting in its two disciplines: Snatch and Clean & Jerk. It may include modified forms of the Sport for development.

Sport Country means a geographical territory or region which, although not recognised as a Country and although it does not have a National Olympic Committee recognised by the IOC, has certain aspects and attributes of self-government to the extent of being

autonomous in the control of its sports and which is recognised as such by the Federation.

Technical and Competition Rules and Regulations means the technical and competition rules and regulations for the Sport.

Term means a period of at least three (3) years served in office by Executive Board Members.

Treasurer means a person appointed to that office by the Executive Board in accordance with this Constitution.

Voting Procedures and Rules means the rules set out at Schedule 6.

Website means the website of the Federation (presently at: <https://www.iwf.sport>).

Weightlifting Properties includes without limitation the Emblem, any other Intellectual Property, any commercial and media rights, including but not limited to sponsorship and TV rights, merchandising rights, hospitality and ticketing in relation to the World Championships and any other competitions or events controlled by the Federation.

World Championships means the IWF world championships.

3 Purpose and Objectives

3.1 The purpose of IWF is to promote, develop, lead, organise and govern the sport of weightlifting worldwide. IWF shall fulfil its purpose upholding the Governance Principles of:

- (a) Democracy;
- (b) Transparency;
- (c) Accountability;
- (d) Fair play;
- (e) Sportsmanship; and
- (f) Clean sport.

3.2 The Federation shall achieve its purpose through pursuing the following Objectives:

- (a) To be recognised by the IOC as the international governing body for the sport of weightlifting, and to do all things necessary to permanently maintain that status.
- (b) To play a leading role in the Olympic Movement, with particular emphasis on the responsibility of the Federation to organise, supervise and officiate the weightlifting programme at the Olympic Games.
- (c) To faithfully comply with and act in a manner consistent with the fundamental principles of Olympism.
- (d) 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.
- (e) to combat doping and to protect clean athletes by enforcing the WADA Code and the Anti-Doping Rules.
- (f) To protect the integrity of the Sport and of the Federation by developing,

promulgating and fearlessly enforcing the highest standards of conduct, ethical behaviour and good governance and to issue an Ethics and Disciplinary Code in compliance with the principles set forth in the IOC Code of Ethics.

- (g) To combat all forms of corruption, bribery, manipulation of competitions and all related forms of such misconduct.
- (h) To reserve the right of every individual to participate in the Sport, free from any unjustified discrimination of any kind.
- (i) To establish, maintain and enforce rules which regulate the Sport and its development.
- (j) To organise international competitions, including the Olympic qualifiers.
- (k) To record and verify world records within the sport (including World, Olympic, Universiade records, results etc.).
- (l) To encourage and support the development and organization of weightlifting worldwide through its Members and through the Continental and Regional Federations.
- (m) To support and supervise the activities of the Continental Federations, Regional Federations and Members.
- (n) To register, regulate, control and govern the appointment of International Technical Officials, and to implement programs for the purpose of educating, training and preparing International Technical Officials.
- (o) To educate athletes and Officials in the values and principles of Olympism, applicable standards of ethical behaviour and sportsmanship, and the rules of the Sport.
- (p) To cooperate with other sports organisations, public and private organisations and authorities for the purpose of promoting the interests of sport generally and the Sport particularly.
- (q) To control, manage, exploit and/or license the Intellectual Property and the commercial and media rights related to IWF competitions and the Weightlifting Properties.
- (r) To advance the Sport through ongoing research and development.
- (s) To have due regard for the environment and environmental sustainability in the furtherance of its Objectives.
- (t) To increase women's representation in the bodies of IWF, including as an objective a representation of 30% of women in the Executive Board.
- (u) To, in the furtherance of each of the foregoing Objectives:
 - (i) Support initiatives for peace and understanding and to advocate that the Sport and its competitions are conducted in the spirit of fair play

and in a manner consistent with the fundamental principles of Olympism.

- (ii) Provide equal opportunities and conditions for people from different continents, countries, sport countries and areas, free from any and all forms of unlawful or unjustified discrimination of any kind, including without limitation discrimination based on age, race, colour, gender, gender identification, sexuality, religion or political ideology.

PART B CONSTITUENTS

4 Members

4.1 Only National Weightlifting Federations may become Members or Associate Members of the IWF. Members and Associate Members are listed in Schedule 2, which is to be updated from time to time and whenever necessary by the Executive Board.

4.2 The Federation shall publish and update the list of its Members and Associate Members on its Website.

5 Continental and Regional Federations

5.1 Continental Federations

5.1.1 Each Continental Federation shall have the following rights and obligations:

- (a) to have and maintain a constitution and rules in line with the IWF Constitution, the WADA Code and the IWF Policies, including notably the Anti-Doping Rules;
- (b) to comply with the IWF Constitution, Policies and decisions;
- (c) to promote the Sport at continental level;
- (d) to organise and supervise continental championships;
- (e) to present an annual report of their activities to the Executive Board.

5.1.2 The Executive Board may provide funding to the Continental Federations subject to terms and conditions set forth by the Executive Board.

5.1.3 The fundamental purposes of the Continental Federations are:

- (a) to develop and promote the sport of Weightlifting in their continents;
- (b) to promote and conduct Continental Championships;
- (c) to authenticate and register all Continental records.
- (d) to constantly aim to improve the conditions and fundamentals of the Sport and promote its cultural, sporting and humanitarian values in their continents;
- (e) to support their members in their activities;

- (f) to hold conferences and/or symposiums for coaches, athletes, doctors and Technical Officials;
- (g) to protect clean athletes and the integrity of sport;
- (h) to not allow any form of unjustified discrimination in their actions or decisions.

5.2 Regional Federations

- 5.2.1 Regional Federations shall promote the Sport and develop projects to that effect in their respective regions.
 - 5.2.2 The Executive Board may provide funding to the Regional Federations subject to terms and conditions to be determined by the Executive Board in each case.
 - 5.2.3 The Executive Board shall issue a Policy defining the conditions of recognition of Regional Federations.
- 5.3 The existing Continental Federations are listed in Schedule 2. A list of Regional Federations is published in the IWF website and updated from time to time by the Executive Board.

6 Qualifications and Conditions of Membership

- 6.1 The National Federations are the Members of IWF. In particular:
- (a) A National Federation for the Sport in a Country shall be entitled to apply for Membership of the Federation.
 - (b) A National Federation for the Sport in a Sport Country shall be entitled only to apply for Associate Membership of the Federation.
- 6.2 A National Federation may become a Member or Associate Member, or may lose its membership in accordance with the procedures set out in this Constitution.
- 6.3 There shall not be more than one (1) Member or Associate Member from or representing any single Country or Sport Country.
- 6.4 A National Federation must not, either at the time that it makes an application for Membership, or at any time thereafter while that application is under consideration by the Federation, or during any period that the National Federation is a Member or Associate Member:
- (a) Be, or act in any capacity as the National Federation for the Sport in more than one Country or Sport Country.
 - (b) Be, or act in any capacity as the national governing federation or controlling body for any sport other than the Sport, except that the Federation recognises that in certain circumstances a National Federation for the Sport may also be the national governing federation or controlling body for one (1) or more related sports.

- 6.5 A National Federation that applies for Membership in accordance with Article 6.1 must:
- (a) Submit its application for Membership to the Federation in writing, in the form required by the Executive Board from time to time.
 - (b) Provide the Federation with:
 - (i) A copy of its constitution in force (with an English translation if needed).
 - (ii) A declaration duly executed by its authorised signatories, attesting to the truth and accuracy of each of the matters that the National Federation must prove in accordance with Article 6.5(c).
 - (iii) The list of the members of its governing or executive bodies.
 - (iv) An attestation provided by the National Olympic Committee of that Country (or the highest sport authority in the Country, if the Country has no National Olympic Committee), that the National Federation 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.
 - (v) Copies of its rules, regulations, by-laws and policies (with an English translation if needed).
 - (vi) Payment receipt of any applicable Membership Fee.
 - (vii) Any other documents, information or evidence which may be reasonably requested by the Executive Board from time to time.
 - (c) Fulfil the following conditions:
 - (i) That it is a legal entity in good standing duly established under the laws of its Country or Sport Country.
 - (ii) That it is Solvent.
 - (iii) That the applicant's constitution and constituent documents acknowledge that the Federation is the only international sports governing body for the Sport.
 - (iv) That the Member's constitution and constituent documents acknowledge that the Constitution and Policies of the Federation shall prevail in the event of any inconsistency.
 - (v) It is in compliance with all other requirements as set out in this Constitution and Policies.

7 Membership Application Procedures

- 7.1 An application for Membership made in accordance with Article 6.1 and Article 6.5(a) must be submitted by the National Federation to the Executive Board.

- 7.2 The Executive Board shall assess applications for Membership and decide on the admission as Provisional Member or Provisional Associate Member.
- 7.3 The admission of a Provisional Member to either Membership or Associate Membership is subject to the final decision of the Congress.
- 7.4 The Membership is for an indefinite duration.
- 7.5 The Membership terminates if:
- (a) The Member or Associate Member resigns;
 - (b) The Member or Associate Member is expelled; or
 - (c) The Member or Associate Member ceases to be the National Federation for the Sport in its Country or Sport Country.
- 7.6 If a Provisional Member or a Provisional Associate Member is not admitted by the Congress, its Provisional Membership terminates immediately.

8 Requirements and Obligations of Members

- 8.1 Each Member or Associate Member, on and from the time of admission to Membership (including Provisional Membership):
- (a) Agrees to be bound by this Constitution and all Policies of the Federation.
 - (b) Recognises and agrees that the Constitution and Policies of the Federation shall prevail to the extent of any inconsistency over the constitution and other constituent documents of the Member or Associate Member and agrees to take all steps necessary to ensure compliance therewith and enforcement thereof.
 - (c) Agrees to be bound by all decisions of the Federation made in accordance with this Constitution and all Policies.
 - (d) Promptly pays to the Federation all Membership Fees and any other amounts due to the Federation.
 - (e) Must:
 - (i) Enforce Policies and all decisions of the Federation to the extent applicable to them.
 - (ii) Enforce the Anti-Doping Rules.
 - (iii) Cooperate with and support the Federation in respect to audits related to grant and use of funds granted by the Federation.
 - (f) Must do all things necessary and incidental for the purpose of ensuring that the Objectives are achieved and fulfilled in their Country or Sport Country.
 - (g) Shall do all things necessary to develop the Sport in a manner that is entirely consistent with the Objectives, the Governance Principles and the principles of

Olympism.

- (h) Shall participate in the International Competitions which are part of the IWF Events Calendar.
- (i) Must fulfil its obligations under any strategic plan of the Federation as revised from time to time.
- (j) Must provide to the Federation regularly or as reasonably required from time to time reports on its activities, notably in relation to the development of the Sport; national competitions; improvement of infrastructure; and the advancement of opportunities for athletes.
- (k) Must democratically elect or appoint its officers.
- (l) Must notify the Federation of all election results within 30 days.
- (m) Must not do or omit, or permit to be done or omitted, any act which might harm the Sport or its reputation.
- (n) Must advise the Federation as soon as practicable of any serious administrative, operational, governance or financial difficulties of the Member.
- (o) Must notify the Federation immediately if:
 - (i) It ceases for whatever reason to fulfil the criteria and conditions for Membership set forth under Article 6;
 - (ii) Any proceeding is commenced against it for the purpose of dissolving it, liquidating it or winding it up;
 - (iii) It is otherwise unable or likely to be unable to meet and fulfil its purposes as the National Federation for the Sport in its Country or Sport Country.
- (p) Wherever a Member gives notice to the Federation of any fact, matter or circumstance referred to in Article 8.1(n) and 8.1(o), the Executive Board may decide to intervene in the governance and management of the National Federation Member in whatever manner that the Executive Board considers appropriate in its absolute discretion. In this case, the Member or Associate Member must assist and cooperate with the Federation in whatever manner required.

9 Rights of Members

9.1 Subject to the provisions of this Constitution and the Policies:

- (a) Each Member has the right to:
 - (i) Propose matters for inclusion on the agenda for the Congress, and appoint Representatives to attend, speak and vote at meetings of the Congress as provided therein.
 - (ii) Nominate candidates for elections in accordance with this Constitution.

- (iii) Propose amendments to this Constitution as provided therein.
 - (iv) Receive or be given access to the Federation's Annual Report, Audited Financial Report and any other document and information in accordance with this Constitution and Policies.
 - (v) Enter athletes in International Competitions, subject to the applicable Technical and Competition Rules and Regulations.
 - (vi) When called on by the Federation to do so, nominate for appointment any qualified and registered International Technical Official.
 - (vii) Participate in the IWF Development Program.
 - (viii) Benefit from the other rights and privileges specified in this Constitution and Policies.
- (b) Each Associate Member has the right to:
- (i) Appoint Representatives to attend and speak, without voting rights at meetings of the Congress, including each Ordinary Congress, Special Congress and Ordinary Congress during which an election is held.
 - (ii) Receive or be given access to the Federation's Annual Report, Audited Financial Report and any other document and information in accordance with this Constitution and Policies.
 - (iii) Benefit from the other rights and privileges specified in this Constitution and Policies.
- (c) Each Provisional Member has the right to:
- (i) Appoint Representatives to attend and speak, without voting rights at meetings of the Congress.
 - (ii) Receive or be given access to the Federation's Annual Report, Audited Financial Report and any other document and information in accordance with this Constitution and Policies.
 - (iii) Benefit from the other rights and privileges specified in this Constitution and Policies.

10 Responsibilities of the Federation to Members

10.1 The Federation shall:

- (a) regularly inform the Members regarding its activities;
- (b) communicate to the Members all decisions of the Congress and the Executive Board in a timely manner and no later than, respectively, sixty (60) days and thirty (30) days;

- (c) publish and maintain on the Website the:
 - (i) Constitution and Policies;
 - (ii) the six (6) most-recent Annual Reports (subject to availability);
 - (iii) the Audited Financial Report for the last six (6) financial years of the Federation (subject to availability);
 - (iv) the minutes of the meetings of Congress;
 - (v) the resolutions or summary of resolutions of each Executive Board meeting;
 - (vi) any other document as determined by the Executive Board from time to time;
- (d) assist in mediating disputes involving Members or Associate Members if the Federation is called on to do so.

11 Consequences of a Failure to Pay the Membership Fee or Other Amounts Due

- 11.1 If a Member or Associate Member fails to pay timely and fully any Membership Fee or any other amount due to the Federation, such Member may be sent a notice requiring full payment within sixty (60) days.
- 11.2 Where a Member or Associate Member fails to pay the Membership Fee or amounts due in full within sixty (60) days, then the Executive Board may issue a suspension of the Member or Associate Member until full payment of any outstanding amount.
- 11.3 Irrespective of suspension decided by the Executive Board, the exercise of the Members' rights in accordance with Article 9.1(a) is automatically suspended until full payment of the Membership Fee or other amounts overdue is performed. In respect with the exercise of such rights, the full payment must occur at the latest thirty (30) days before the opening of the Congress.

12 Resignation of Membership

- 12.1 A Member or Associate Member may resign at any time.
- 12.2 The resignation does not release the resigning Member from any obligation existing at the time of resignation, including but not limited to the payment of any due Membership Fee or any other amount due. Furthermore, the Member remains subject to adjudication and sanctions arising out of any violation committed prior to the resignation.

13 Suspension

- 13.1 The Executive Board may provisionally suspend a Member or an Associate Member if the Member or Associate Member:
 - (a) Is in breach of any requirement or obligation specified in Article 8.
 - (b) Is otherwise in material breach or persistent breach of any provision of this Constitution, the Policies, or a decision of the Federation.

- (c) Behaves, whether by act or omission, in any way which constitutes a breach of, or which is inconsistent with Objectives;
 - (d) Acts in any manner or engages in any conduct which is detrimental to, contrary or materially inconsistent with the best interests and image of the Federation, the Sport, the Olympic Movement and/or may bring them into disrepute.
- 13.2 Before issuing the provisional suspension, the Executive Board must notify the Member or Associate Member in writing and grant it an opportunity to exercise its right to be heard in writing or in person. This notwithstanding, the Executive Board may issue the provisional suspension *ex parte* prior to exercise of the right to be heard when the circumstances require urgent action.
- 13.3 The Executive Board may at any time prior to a decision by the Congress pursuant to Article 13.4 revoke or change the terms of the provisional suspension.
- 13.4 A standing provisional suspension must be included in the agenda of the next Congress. No statutory deadline applies in respect of this item.
- 13.5 The Member or Associate Member shall be granted the right to be heard in front of the Congress before a decision is put to vote.
- 13.6 The Congress may issue a suspension or revoke the provisional suspension.
- 13.7 The Congress by Special Resolution may also expel the Member or Associate Member if it deems that the conditions set forth under Article 14.1 are met.
- 13.8 When issuing a provisional suspension or suspension, the Executive Board or the Congress may specify the scope and terms of the suspension, as well as, if applicable, the conditions for its lifting.
- 13.9 The provisions of this Article are without prejudice to the jurisdiction of the Ethics and Disciplinary Commission and its power to issue sanctions or measures, including when it acts as the Eligibility Determination Panel.
- 13.10 Suspension of the right to nominate
 In addition to any other provision of this Constitution, when persons representing a Member together incur at least six (6) Anti-Doping Rule Violation sanctions (where each of the Anti-Doping Rule Violation sanctions resulted in the person concerned having a period of ineligibility of at least six (6) months imposed pursuant to the Anti-Doping Rules) during the period of four (4) years before the submission date of candidatures for an Electoral Congress, the right of the Member to nominate and/or to support candidates shall be suspended for the concerned elections. For the avoidance of doubt, sanctions which are under appeal at the time of the eligibility review shall count for the purpose of enforcement of this provision, regardless of the appeal. Any issue in respect of the implementation of this provision shall be decided by the Eligibility Determination Panel as a prejudicial issue when reviewing the eligibility of candidates.

14 Expulsion

- 14.1 The Congress may by Special Resolution expel a Member or an Associate Member where:
- (a) the egregious conduct of the Member or Associate Member has been and/or is

detrimental to, contrary or materially inconsistent with the best interests and image of the Federation, the Sport, the Olympic Movement and/or may bring them into disrepute;

- (b) a Member or Associate Member has been provisionally suspended by the Executive Board or suspended by the Congress and has failed to timely meet the lifting conditions set forth by the Executive Board and/or the Congress;
- (c) the Congress considers in its discretion that the Member or Associate Member does not meet the qualifications and conditions of membership.

14.2 No statutory deadline applies for the inclusion in the agenda of a Congress of a motion to expel. The Member or Associate Member shall in any event be granted the right to be heard in front of the Congress before the decision to expel is put to vote.

14.3 For the avoidance of doubt, in case the Congress decides not to expel a Member or Associate Member, such decision is without prejudice to the possibility for the same Congress to subsidiarily decide on suspension of the same Member or Associate Member.

14.4 The expulsion shall take effect immediately. The expelled Member or Associate Member shall forfeit any right. No person who is a citizen of the Country or the Sport Country of the expelled Member or Associate Member shall be entitled to hold and/or maintain office in any position within the Federation and the concerned persons must step down with immediate effect.

14.5 Notwithstanding the above, the expulsion does not release the expelled Member from any obligation existing at the time of expulsion, including but not limited to the payment of any due Membership Fee or any other due amount. Furthermore, the Member remains subject to adjudication and sanctions arising out of any violation committed prior to the expulsion.

PART C THE CONGRESS

15 The Congress

15.1 A Congress is a general meeting of all the Members of the Federation. A Congress may be Ordinary or Special.

15.2 The Congress is the ultimate and supreme decision-making authority of the Federation. The Congress has and does enjoy the right to exercise all of the powers, discretions, and authorities of the Federation as specified in this Constitution or elsewhere, wherever and in whatever circumstance the Congress considers that it is necessary, appropriate or desirable to do so in furtherance of the Objectives of the Federation.

15.3 A Congress may be held in person or virtually or in a hybrid manner, both in person and virtually.

15.4 In any instance where the Congress is conducted virtually, totally or in part, the Executive Board must ensure that proper technological systems and procedures are implemented to ensure the integrity of proceedings.

15.5 Electoral Congress

15.5.1 A Congress is an Electoral Congress when the agenda includes elections.

- 15.5.2 General elections are held at the Ordinary Congress taking place in the first semester of the year following each Olympic Games (subject to Article 15.6).
- 15.5.3 In case of a vacancy that cannot be otherwise addressed in-between two general elections, the specifically required election(s) may be put on the agenda of another Ordinary Congress or a Special Congress. The term of office of the persons elected in such complement elections shall be adjusted to cover only the period until the next general elections.
- 15.6 In the event of rescheduling of the Olympic Games, the holding of general elections may be exceptionally postponed and the terms of office accordingly extended by the Executive Board for a maximum of one (1) year. In that case, the elections will be held in the Ordinary Congress held in the following year without further possible postponement. After postponed elections and subject again to a postponement pursuant to this Article, the next following general election shall be held at the Ordinary Congress following the next regular edition of the Olympic Games taking place after the conduct of the postponed elections, irrespective of the actual length of the terms of office resulting therefrom. All terms of office shall be adjusted accordingly.
- 15.7 The Ordinary Congress meets annually with the agenda set forth in Article 15.11.
- 15.8 A Special Congress is a Congress held in addition to the Ordinary Congress held in that year. A Special Congress will be organised and held to deal with specific and urgent business, which cannot be addressed timely at the Ordinary Congress, if:
- (a) The Executive Board decides for any proper purpose that a Special Congress is required to be organised; or
 - (b) A Special Congress is requested by at least twenty (20) percent (%) or one-fifth (1/5) of the Members. The written request shall state the specific item(s) to be submitted for decision by the Special Congress and the reasons why the item(s) have to be urgently addressed and cannot be submitted for decision to the next Ordinary Congress.
- 15.9 The date and venue for each Ordinary Congress shall be determined by the Executive Board and communicated to the Members with four (4) months' advance notice.
- 15.10 A Special Congress is to be convened by the Executive Board:
- (a) By giving no less than thirty (30) days notice to the Members of the date and place and the purpose of the Special Congress.
 - (b) When a Special Congress is called upon request of Members in accordance with Article 15.8(b), the Executive Board must convene such Special Congress at the latest within sixty (60) days from the receipt of a corresponding duly supported and justified request. If the proposal to be submitted is deemed by the Executive Board not to be sufficiently urgent, the Executive Board may decide to submit it on the occasion of the next Ordinary Congress. A determination in that sense may be appealed to the CAS within ten days and the appeal shall be decided through expedited proceedings.
 - (c) When a Special Congress is called as an Electoral Congress (conduct of required complement elections), the deadline to call and convene it shall be set by the

Executive Board in order to allow sufficient time for the candidature and vetting process.

15.11 The agenda, together with supporting documents, shall be communicated to the Members:

- (a) Not less than sixty (60) days prior to the commencement date of the Congress; and
- (b) Not less than fourteen (14) days prior to the commencement date of the Congress, in relation to each Special Congress.

15.12 The agenda of the Ordinary Congress must at least include:

- (a) The presentation and approval of the Annual Report.
- (b) The presentation and approval of the Audited Financial Accounts.
- (c) The presentation and approval of reports submitted by the IWF Committees.
- (d) Consideration of any proposal, made in accordance with this Constitution, to amend, modify, repeal or replace this Constitution.
- (e) Any other items of business that have been properly submitted, in accordance with this Constitution, for consideration at an Ordinary Congress.
- (f) The appointment of the Auditor (confirmation or appointment of a new Auditor).

15.13 When the Congress is an Electoral Congress, the agenda must include:

- (a) Elections for each of the positions to be elected at that Electoral Congress;
- (b) Each of the items necessary to be addressed to ensure the proper conduct of the elections.

15.14 The agenda for each Special Congress shall only include the items necessary to deal with the specific business for which the Special Congress was called.

15.15 Only Members in attendance may exercise the right to vote.

15.16 Members are entitled to be represented by two (2) representatives whilst only one is entitled to exercise the right to vote.

15.17 The Athletes Commission is entitled to be represented by the three (3) representatives on the Executive Board referred to in Article 16.2(g), where each of those representatives shall have the right to exercise one (1) vote.

15.18 A Representative cannot exercise more than one (1) vote.

15.19 All meetings of the Congress shall further be conducted in accordance with this Constitution and the Rules of Congress.

15.20 All voting and elections shall be conducted in accordance with this Constitution and the Voting Procedures and Rules.

15.21 Unless otherwise required by this Constitution, Policies, the Rules of Congress or the Voting Procedures and Rules, a motion will be passed by the Congress if it is passed as an Ordinary Resolution.

15.22 In order to conduct its business, the Congress must reach a quorum of attendance which is 50%+1 of the Members entitled to vote at this Congress (i.e. excluding suspended Members). A qualified quorum of 2/3 of the Members entitled to vote at the concerned Congress is required to vote on amendments to this Constitution. If the quorum is not reached, the Congress may be reconvened to address the same items. The deadline to call such additional Congress shall be at least thirty (30) days. No quorum shall apply at the second Congress, except for the qualified quorum applicable to constitutional amendments which applies in any event.

15.23 A motion passed by the Congress shall enter into force with immediate effect subject to a different solution being specified in the motion, the provisions of this Constitution or Policies.

PART D THE EXECUTIVE BOARD

16 Role and Composition of the Executive Board

16.1 The principal role and function of the Executive Board is to govern and manage the Federation and its business and activities as set out in, and in accordance with this Constitution.

16.2 The Executive Board shall be comprised of:

- (a) The President;
- (b) The General Secretary;
- (c) The First Vice President;
- (d) Four (4) additional Vice Presidents;
- (e) Ten (10) Ordinary Executive Board Members;
- (f) Five (5) Continental Federation Presidents;
- (g) Three (3) Athletes Commission Executive Board Members, being the Chairperson and two (2) additional members of the Athletes Commission designated by the Athletes Commission;
- (h) The Treasurer to be appointed by the Executive Board in accordance with Article 26.7;
- (i) One (1) additional Executive Board Member to be appointed by the Executive Board in accordance with Article 26.7.

17 Election and Appointment of Members of Executive Board

17.1 The offices of the President, the General Secretary, the First Vice President, the four (4) additional Vice Presidents and the ten (10) Ordinary Executive Board Members on the Executive Board are elected positions. Each of the positions shall be filled by way of elections conducted at an Electoral Congress in accordance with the Election and Candidate Conduct Rules set out in Schedule 7 and the Voting Procedures and Rules set out in Schedule 6. The election for the First Vice President, the four (4) additional Vice Presidents shall be conducted as one election, with the First Vice President being the highest-polling Candidate elected to those five (5) positions.

17.2 Each of the Continental Federation Presidents are *ex officio* members of the Executive

Board.

17.3 The Chairperson and two other members of the Athletes Commission are *ex officio* members of the Executive Board. The concerned members of the Athletes Commission are appointed by the Athletes Commission in accordance with the provisions of Schedule 12.

17.4 Under no circumstances a person shall be able to occupy more than one (1) position on the Executive Board at any time.

18 Term of Office of Executive Board Members

18.1 The term of office of the President, the General Secretary, the First Vice President, the four (4) additional Vice Presidents and the ten (10) Ordinary Executive Board Members shall commence after the conclusion of the Electoral Congress at which they are elected and shall run until the conclusion of the next Electoral Congress.

18.2 *Ex officio* members of the Executive Board including Continental Federation Presidents and the representatives of the Athletes Commission hold their office for as long as they remain in their relevant positions or appointments.

18.3 The appointed Executive Board members (including Treasurer) shall hold their office from the time of their appointment until the next Electoral Congress at which general elections are held.

19 Gender Diversity on Executive Board

The Executive Board shall be constituted observing the following requirements:

- (a) There shall be at least one (1) Vice President of both genders amongst all the Vice Presidents, including the First Vice President.
- (b) There shall be at least three (3) members of both genders amongst the Ordinary Executive Board Members.
- (c) There shall be at least one (1) member of both genders amongst the three (3) Athletes Commission Executive Board Members.
- (d) There shall be at least one (1) member of both genders amongst the Executive Board Members appointed in accordance with Article 16.2 (h) and (i).

20 National Diversity on Executive Board

20.1 The Executive Board shall be constituted observing the following requirements:

- (a) The President, the General Secretary, the First Vice President, the four (4) additional Vice Presidents and the ten (10) Ordinary Executive Board Members must be each representative of different Members.
- (b) The three (3) representatives of the Athletes Commission must be each representative of different Members.
- (c) The Treasurer and the other appointed Executive Board member, if appointed, must be Citizens of different Countries or Sport Countries.

20.2 Further to Article 20.1(a), the ten (10) Ordinary Executive Board Members positions must include at least one (1) representative of a Member of each Continental Federation.

21 Maximum Term Limits

- 21.1 Subject to the provisions of this Article, a person is eligible to serve a maximum of three (3) Terms as an Executive Board Member. A term shall count for the purpose of this Article only if it has lasted at least 3 years. For the avoidance of doubt, this applies without limitation and notably to members appointed to fill in a casual vacancy to whom all provisions of this Article further apply.
- 21.2 Any period served as an Executive Board Member prior to the general election held in 2022 shall be counted as one (1) term served, regardless the actual period of time served by that person as an Executive Board Member.
- 21.3 Any term(s) served as *ex officio* Executive Board Members shall only count as (1) term, irrespective of the actual number of terms served. Notwithstanding the above, a member of the Executive Board can never serve more than four (4) actual Terms.
- 21.4 In the event that a person serves in office as an Executive Board Member in any position other than that of the President, and then is elected as the President, the person shall be entitled to serve an aggregate of three (3) terms in office on the Executive Board, including the period served in the office of President. Further, and for the avoidance of any doubt, a person cannot under any circumstances serve as President of the Federation for in excess of two (2) terms.
- 21.5 Once a person has served the maximum allowed terms to any office, that person is thereafter ineligible for any position on the Executive Board for the next nine (9) years commencing from the date that the person last served as an Executive Board Member (including the President).
- 21.6 If and when the term limit applies in respect of *ex officio* Executive Board Members, then the concerned body, respectively the Continental Federation or the Athlete Commission shall designate another representative (member of the executive board of the Continental Federation or other member of the Athlete Commission) to sit in in the Executive Board instead of the *ex officio* member concerned.

22 Minimum and Maximum Age Limits of Executive Board Members

- 22.1 A person is ineligible to be elected or re-elected and/or appointed or reappointed as an Executive Board Member, if:
- (a) The person has not reached eighteen (18) years on the election or appointment date;
or
 - (b) The person has already reached seventy (70) years by the election or the appointment date.
- 22.2 Notwithstanding Article 22.1(b), the Congress may by a decision made before the election permit up to a maximum of three (3) candidates to Executive Board positions to be elected notwithstanding that the concerned candidates have reached the age limit set forth under Article 22.1(b). For the avoidance of doubt, a person can benefit from this exception only for one (1) term.

23 Candidature

- 23.1 Members which are not subject to any suspension, including for the avoidance of doubt

provisional suspension and suspension pursuant to Article 13.10, may nominate candidates for election to the office of the President, the General Secretary, the First Vice President, the four (4) additional Vice Presidents and the ten (10) Ordinary Executive Board Members.

23.2 The candidate must be affiliated to the nominating Member and be a citizen of the Country or the Sport Country of such Member.

23.3 The candidate must fulfil the eligibility criteria set forth under this Constitution.

24 Nomination of Candidates

24.1 A candidate may be nominated by a Member, or in accordance with Article 24.2.

24.2 A person may present him or herself as a candidate, provided that each of the following requirements is satisfied:

(a) The person has already (including in the period before the Effective Date and after the Effective Date) served an aggregate of a *minimum* of eight (8) years as an Executive Board Member and/or an IWF Commission Member and/or an IWF Committee Member;

(b) The person must fulfil the eligibility criteria set forth under this Constitution;

(c) The nomination of the person is endorsed in writing by a Simple Majority of the Members.

25 Disqualifying Criteria – Executive Board Members

25.1 A person cannot be eligible to be an Executive Board Member; and if already in office, then the position shall terminate immediately with a casual vacancy created accordingly, if any of the following circumstances applies to that person:

(a) If the person has been declared bankrupt.

(b) If the person has been declared to be a Mentally Incapacitated Person.

(c) If the person is an employee, on whatever terms, of the Federation.

(d) If the person has 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.

(e) If the person has been charged, by a police or law enforcement authority having jurisdiction with, or convicted of any offence whatsoever relating to or concerning a child or a minor.

(f) If the person is disqualified or is banned from being a director of a corporation or being involved with the management of a corporation, company or business, as a result of any final decision made by a tribunal or authority with competent jurisdiction.

(g) If the person is 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 relating to ethics and conduct (without limitation corruption, manipulation of competitions and illegal gambling).

- (h) If the person has 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 person has already served the whole of the sanction imposed as a consequence of being found to have committed that Anti-Doping Rule Violation. 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.
- (i) If that person has been deprived of their civil rights.
- (j) If the person has been found by the Ethics and Disciplinary Commission not to be a fit and proper person to be, or remain appointed as an Executive Board Member.

26 Nomination Procedures and Election Procedures

- 26.1 The nomination of a candidate to any elected position must be made in accordance with the Candidate Nomination Rules (Schedule 9).
- 26.2 All candidates nominated for any elected position on the Executive Board, any elected position on any IWF Commission and any elected position on any IWF Committee shall be subjected to a determination by the Ethics and Disciplinary Commission acting as the Eligibility Determination Panel, which must be made and published on the Website no later than thirty (30) days before the Electoral Congress, as to whether or not any disqualifying circumstances apply in connection with this person. 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.
- 26.3 The Executive Board shall submit for vetting to the Ethics and Disciplinary Commission all appointees before the confirmation of their appointment.
- 26.4 The Ethics and Disciplinary Commission shall have jurisdiction to adjudicate the application of the disqualifying criteria set forth in Article 25 to any persons, including Executive Board Members and IWF Commissions and Committees members (see Article 37), to which those criteria apply and/or to resolve any dispute in this respect. The EDC shall also adjudicate whether the appointment of a person shall be terminated as a consequence of the application of the disqualification criteria.
- 26.5 The Election and Candidate Conduct Rules apply in relation to the conduct of candidates in all elections.
- 26.6 The Voting Procedures and Rules govern the conduct of the voting process applicable at all elections.

26.7 The appointment of the Treasurer and the appointed Executive Board member pursuant to Article 16.2(h) and 16.2(i) is subject to the following:

- (a) The appointees must have special academic qualifications, professional experience, professional expertise and acumen which may substantially benefit to the Executive Board. As regards the Treasurer, such experience must include university or professional qualification and experience in economics, financial management, accounting or audit.
- (b) The Ethics and Disciplinary Commission has confirmed that the appointees are eligible in accordance with the provisions of this Constitution.
- (c) The Treasurer shall be appointed at the first Executive Board meeting after a general election.
- (d) The appointment is in effect for the period until the next general election, subject to removal.

27 Casual Vacancies

27.1 A vacancy in the office of Executive Board member may arise prior to the end of the term of office:

- (a) If the Executive Board Member resigns.
- (b) If the Executive Board Member dies.
- (c) If the Executive Board Member is removed from office in accordance with Article 29 of this Constitution.
- (d) In the event an ex officio member ceases to hold the relevant office.

27.2 In case of vacancy, the following rules apply:

- (a) If the vacancy is in the office of President, then the First Vice President shall become the interim President. If the First Vice President is unavailable, the Executive Board shall appoint the interim President amongst the remaining Vice Presidents.
- (b) If the vacancy is in the office of the First Vice President, the Executive Board shall appoint the interim First Vice President amongst the remaining Vice Presidents.
- (c) If the casual vacancy occurs in any position of an Ordinary Executive Board Member referred to in Article 16.2(e), that office shall remain vacant until the next Congress with general election.
- (d) If the casual vacancy occurs in any ex officio position (including as a consequence of term limit), it shall be filled by the person who will succeed the concerned Executive Board Member in the relevant office or appointment or specifically appointed by the relevant body to act as the representative of that body in the event the casual vacancy cannot be resolved by succession.
- (e) For the avoidance of doubt, a vacancy occurring in connection with the Treasurer or the appointed Executive Board Member is to be filled as follows:

- i) in case of vacancy of the Treasurer for any reason, including removal by the Executive Board, the Executive Board must fill the vacancy as soon as practicably possible;
- ii) in case of vacancy of the appointed member for any reason, including removal by the Executive Board, the Executive Board may at its discretion proceed with a new appointment or not.

28 Suspension of Members of the Executive Board

28.1 The Executive Board may, by decision, rendered without the participation of the concerned Executive Board Member, suspend an Executive Board Member, if such member:

- (a) Is charged with, or is given notice by any Authority with Jurisdiction, of any proposal to make any finding or order against the Executive Board Member in respect of any matter or circumstance that would affect his or her eligibility to be elected and remain in office.
- (b) Is alleged to have breached, or is under investigation by any Continental Federation or the Executive Board Member's National Federation, in relation to any alleged serious, wilful or persistent breach of any of the rules or regulations of the IWF, the Continental Federation or the National Federation.
- (c) If the Executive Board has good reason to believe that the Executive Board Member is manifestly or wilfully failing to meet and satisfy any one or more of the criteria set out at Article 25.

28.2 The Executive Board must notify the member in writing and grant it an opportunity to exercise his or her right to be heard in writing or in person. This notwithstanding, the Executive Board may issue the suspension ex parte prior to exercise of the right to be heard when the circumstances require urgent action.

28.3 Any suspension imposed by the Executive Board in accordance with Article 28.1 can be imposed until latest the next Congress.

28.4 A standing suspension must be included in the agenda of the next Congress. No statutory deadline applies in respect of the inclusion of this item.

28.5 The member concerned shall be granted the right to be heard in front of the Congress before a decision is put to vote.

28.6 The Congress may confirm the suspension, revoke it or remove the member in application of Article 29.

28.7 If the Congress confirms the suspension, it shall specify its terms and in particular the conditions for its lifting.

29 Removal of Executive Board Members

29.1 An Executive Board Member may be removed from office in the following circumstances:

- (a) By the Congress based on the reasons supporting a suspension pursuant to Article

28 (whether or not such suspension has been issued), it being clarified that removal shall be mandatory if the concerned Executive Board Member does or does no longer meet the eligibility criteria set forth under Article 25. The Executive Board Member shall be granted the right to be heard in front of the Congress before a decision is put to vote.

- (b) By the Ethics and Disciplinary Commission in application of the Ethics and Disciplinary Code.

30 Duties, Functions and Powers of the Executive Board

30.1 Save as otherwise provided by this Constitution, the executive power to govern IWF is vested in the Executive Board.

30.2 Without limiting the generality of the foregoing, the Executive Board has the power and, where so required by this Constitution, the duty:

- (a) To determine the strategy and strategic plans of the Federation, subject to the later approval of same by the Congress.
- (b) To convene the Congress.
- (c) To adopt and review the Federation's annual plan and annual budget.
- (d) To identify and then manage all legal compliance, financial reporting compliance and risk management functions of the Federation.
- (e) To appoint a Chief Executive Officer, on terms determined by the Executive Board, and to thereafter do all things necessary to manage his or her performance.
- (f) To determine the Membership Fees.
- (g) To issue, amend and revoke Policies in accordance with the Objectives and this Constitution, provided that
 - (i) issuance or amendments of Policies concerning the qualification to compete in the Olympic Games or World Championships is subject to prior written approval of the Athletes Commission.
 - (ii) issuance or amendments of Policies concerning the Anti-Doping Rules and Anti-Doping Rule Violations is subject to prior written approval of the Anti-Doping Commission.
 - (iii) issuance or amendments of Policies concerning the technical rules of the Sport (including the Technical and Competition Rules and Regulations) is subject to prior written approval of the Technical Committee and the Athletes Commission.
- (h) To consider and propose to the Congress amendments to the Constitution.
- (i) To manage the affairs of the Federation, including control of expenses and revenues, as well as financial management, in accordance with the provisions of this Constitution, Swiss law and good governance principles.

- (j) To establish committees or other advisory or working groups to assist the Executive Board in the carrying out of its duties and functions.
 - (k) To determine and maintain the calendar of International Competitions.
 - (l) To select the Auditor, subject always to the appointment by the Congress.
 - (m) To act in all other respects which are either specified in this Constitution and/or Policies, or which do not fall within the competence of another body.
- 30.3 Specific duties and functions pertaining to the offices of President, First Vice President, General Secretary and Treasurer are set out in Schedule 16, which shall form an integral part of the Constitution.

31 Executive Board Members

- 31.1 Each of the Executive Board Members is required to discharge the functions and responsibilities of that office:
- (a) According to the requirements of this Constitution and Swiss law, notably in accordance with the Governance Principles and the Objectives.
 - (b) In good faith, for a proper purpose and in the best interests of the Federation and its Members.
 - (c) Through exercising the due care, diligence and skill that any Executive Board Member would be reasonably expected to exercise in the same circumstances.
 - (d) At all times in accordance with the Executive Board Member Code of Ethics.
 - (e) By participating in any education programs designated for Executive Board Members by the Federation or otherwise.
- 31.2 The Ethics and Disciplinary Commission is conferred with requisite jurisdiction to receive reports in relation to alleged breaches of Article 31.1 by Executive Board Members, and the power to handle those complaints in accordance with the Ethics and Disciplinary Code or other applicable Policies.
- 31.3 The Federation shall publish the list of the Executive Board Members including short biographies.

32 Meetings of the Executive Board

- 32.1 The Executive Board shall meet regularly, as necessary for the purpose of the proper discharge of its duties and at least four (4) times a year.
- 32.2 A meeting of the Executive Board can be called at any time by:
- (a) The President with a notice of at least 48 hours, unless the circumstances require a shorter notice; or
 - (b) Any five (5) Executive Board Members, by written notice to the President who in this

case must call the meeting by giving a notice of no longer than seven (7) days, unless the President considers that the circumstances require a shorter notice.

- 32.3 The notice shall specify the agenda.
- 32.4 A meeting of the Executive Board can be held in person and/or virtually.
- 32.5 The quorum for an Executive Board meeting is 50%+1 of the total number of the Executive Board Members in office at that time. That quorum must be met in respect of any decision made.
- 32.6 At meetings of the Executive Board:
- (a) All resolutions of the Executive Board shall be made by Ordinary Resolution. In the event of a tie, the President has a casting vote.
 - (b) Vote by proxy is not allowed.
 - (c) Voting shall be conducted by open vote, unless the Executive Board decides to conduct the vote by secret ballot.
- 32.7 Resolutions can be made by circulation. If one (1) Executive Board Member requires otherwise, the resolution shall be decided at a regular Executive Board Meeting. For the avoidance of doubt, the calculation of the required majority (Ordinary Resolution) is calculated on the total number of Executive Board Members.

PART E MANAGEMENT, IWF COMMISSIONS AND IWF COMMITTEES

33 Chief Executive Officer

- 33.1 The Executive Board shall appoint a Chief Executive Officer (CEO) on terms to be set by the Executive Board. Until such appointment and in case of vacancy, the functions of the CEO are exercised by an interim CEO appointed by the Executive Board amongst or outside its members for a reasonable limited period of time, but no more than six (6) months.
- 33.2 Any candidate for the position of CEO shall meet the eligibility requirements set forth in Article 25 of this Constitution to be applied by analogy taking into account the specificity of the appointment for the position of CEO.
- 33.3 The CEO, once appointed, cannot hold or be a candidate to any elected or appointed office within the Federation.
- 33.4 The CEO shall be responsible for the operational management of the Federation. Specifically, and without limitation the CEO shall be in charge of:
- (a) Managing the day-to-day operations of the Federation.
 - (b) Preparing for approval by the Executive Board and, once approved, implementing the strategy of the Federation.
 - (c) Preparing for approval by the Executive Board and then implementing the Federation's annual budget.
 - (d) Managing the business and the employees of the Federation in accordance with the

directions and determinations of the Executive Board.

- 33.5 The CEO shall report to the Executive Board and shall be more specifically in contact with the President, the General Secretary and, as regards the financial matters, the Treasurer. Subject to a different decision of the President, the CEO shall attend the meetings of the Executive Board without voting right.

34 IWF Commissions

- 34.1 The following IWF Commissions are established, in addition to the Athletes Commission established pursuant to Article 36:

- (a) The Development and Education Commission.
- (b) The Gender Equity Commission.
- (c) The Legal 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.

- 34.2 Constitution and mission of the IWF Commissions

- (a) **Development and Education Commission:**
 - (i) Constitution: five (5) members elected by the Congress and two (2) members appointed by the Executive Board. The Executive Board further appoints the chairperson who may be an additional member.
 - (ii) Mission: to oversee the implementation of the IWF program, in particular to determine allocation of funding and develop education materials and seminars.
- (b) **Gender Equity Commission**
 - (i) Constitution: five (5) members elected by the Congress And two (2) members appointed by the Executive Board. The Executive Board further appoints the chairperson who may be an additional member.
 - (ii) Mission:
 - to advise the Executive Board in regard to the development of policies, strategies and initiatives to improve the gender balance and equity within the Federation and the Sport;
 - to support research related to participation of women in the Sport;
 - to seek cooperation with other organisations with the purpose of achieving the above objectives.
- (c) **Legal Commission:**
 - i) Constitution: two (2) members elected by the Congress and five (5) members appointed by the Executive Board; all members shall be qualified legal practitioners. The Executive Board further appoints the chairperson who may be an additional member.
 - ii) Mission:
 - to provide support to the Executive Board and the Congress as requested in regard to legal matters, notably in connection with the interpretation and application of the Constitution and the Policies;
 - to review upon request of the Executive Board proposed amendments to the Constitution and the Policies;

- to provide advice on legal issues and developments relevant in relation to the Federation and/or the Sport.
- (d) **Governance Commission:**
- (i) Constitution: two (2) members elected by the Congress and three (3) members appointed by the Executive Board. The Executive Board further appoints the chairperson who may be an additional member.
 - (ii) Mission: to monitor compliance of the Federation and its bodies with the Constitution and in particular adherence to the Governance Principles and Objectives; to advise and support the Executive Board and the Congress in regard of corporate governance and best practice in international sports governance.
- (e) **Anti-Doping Commission**
- i) Constitution: As specified in the Anti-Doping Commission Terms of Reference issued and amended from time to time by the Executive Board.
 - ii) Mission: to support the Executive Board in the effective implementation of Anti-Doping policies.
- (f) **Independent Member Federation Sanctioning Panel**
- i) Constitution: five (5) members appointed by the Executive Board, as specified in the Anti-Doping Rules.
 - ii) Mission: to impose sanctions on Members in accordance with the Anti-Doping Rules.
- (g) **Independent Monitoring Group**
- i) Constitution: at least four (4) members appointed by the Executive Board as specified in the Anti-Doping Rules.
 - ii) Mission: to monitor the implementation of consequences imposed to Members by the Independent Member Federation Sanctioning Panel.
- (h) **Ethics and Disciplinary Commission:**
- i) Constitution: five (5) members plus two (2) reserve members who are otherwise entirely independent of the Federation and the Sport and are appointed by the Executive Board subject to the ratification of the Congress. The chairperson is appointed by the Executive Board amongst the members, subject to the ratification of the Congress.
 - ii) Mission: to act as a fully independent judicial body and in this capacity to adjudicate any alleged violation of the Ethics and Disciplinary Code; to act as Eligibility Determination Panel as provided in this Constitution.

34.3 Meetings of the IWF Commissions

- 34.3.1 Meetings of IWF Commission can be held in person and/or virtually.
- 34.3.2 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.
- 34.3.3 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.

- 34.3.4 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.
- 34.3.5 Minutes of each meeting shall be established. A copy of the minutes shall be forwarded to the General Secretary.
- 34.4 The EDC issues and amends its own rules of procedures (EDC Rules of Procedures). Such rules have to be notified to the Executive Board and published on the Website. Accordingly, the provisions of Article 34.3 are not applicable in respect to the EDC.
- 34.5 Any casual vacancies of positions of the IWF Commissions, except for the Anti-Doping Commission, the Independent Monitoring Group and the Independent Member Federation Sanctioning Panel, 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, the Executive Board, shall, at its discretion, fill the vacancy by appointing another person as soon as practicable.
- 34.6 The members of each IWF Commission, apart from the Anti-Doping Commission, the Independent Monitoring Group and the Independent Member Federation Sanctioning Panel are appointed in accordance with the procedures specified in this Constitution, including Article 37. The members of the Anti-Doping Commission, the Independent Monitoring Group and the Independent Member Federation Sanctioning Panel are appointed in accordance with the applicable terms of reference for that body.
- 34.7 Subject to any contrary provision of the terms of reference of each of the Anti-Doping Commission, the Independent Monitoring Group and the Independent Member Federation Sanctioning Panel, each IWF Commission shall have:
- (a) a chairperson, who is designated as such by the Executive Board.
 - (b) an employee of the Federation, who is designated by the Executive Board as the employee primarily responsible for assisting the IWF Commission in the discharge of its functions, powers and authorities, and for all related purposes.
- 34.8 For the avoidance of doubt:
- (a) Under no circumstances shall any Executive Board Member be appointed to the Ethics and Disciplinary Commission, Independent Monitoring Group, the Anti-Doping Commission or Independent Member Federation Sanctioning Panel.
 - (b) Under no circumstances shall any Executive Board Member become an IWF Commission Member, of any of the Ethics and Disciplinary Commission, Independent Monitoring Group, the Anti-Doping Commission or Independent Member Federation Sanctioning Panel, on any ex officio basis connected to that person being an Executive Board Member.

- (c) No more than two (2) Executive Board Members may at any time be appointed to each of the Development and Education Commission, the Gender Equality Commission, the Legal Commission and the Governance Commission.

35 IWF Committees

35.1 The following IWF Committees are established:

- (a) The Technical Committee.
- (b) The Coaching and Research Committee.
- (c) The Medical Committee.

35.2 Constitution and mission of the IWF Committees

(a) **Technical Committee:**

(i) Constitution:

- Seven (7) members elected by the Congress, and three (3) members appointed by the Executive Board. All of them must be at least IWF Category 1 technical official with at least three (3) years of experience. The Executive Board further appoints the chairperson who may be an additional member.
- In addition to the above, two (2) members designated by the Athletes Commission amongst its members.

(ii) Mission: to advise the Executive Board in relation to the Technical and Competition Rules and Regulations, to propose or evaluate amendments thereof ensuring that such rules take into account the safety of athletes and other participants, to develop educational material and seminars in connection with the implementation of the Technical and Competition Rules and Regulations, to monitor and review the activities of international technical officials.

(b) **Coaching and Research Committee:**

(i) Constitution:

- Seven (7) members elected by the Congress and three (3) members appointed by the Executive Board. They have to be at least an international-level coach having participated as such at the Olympic Games, the World Championships or any other international-level competition designated by the Executive Board or a qualified scientist with demonstrated experience in research in fields related to the Sport. The Executive Board further appoints the chairperson who may be an additional member; and
- In addition to the above, two (2) members designated by the Athletes Commission amongst its members.

(ii) Mission: to advise the Executive Board in regard to the licensing of coaches of athletes in the Sport, to determine the criteria regarding required education and qualifications to be licensed as a coach, to propose policies regulating the licensing as a coach, in cooperation with the Medical Committee to encourage, support and commission research in the field of sports science, notably biomechanics, physiology and other fields in relation with the Sport.

(c) **Medical Committee:**

(i) Constitution:

- Seven (7) members elected by the Congress and three (3) members appointed by the Executive Board. They have to be qualified medical practitioners, preferably with a specialty or experience in sports medicine. The Executive Board further appoints the chairperson who may be an additional member; and
- In addition to the above, two (2) members designated by the Athletes Commission amongst its members.

(ii) Mission: to advise the Executive Board on all matters related to medical aspects, in particular health and hygiene, safety and injury prevention, long-term health effects of the practice of the Sport, medical and biological aspects of Anti-Doping, health and including research, bioethics; to support the Technical Committee in regard to aspects of the Technical and Competition Rules and Regulations which have an impact on health; together with the Coaching and Research Committee to encourage, support and commission research in the field of sports science, notably biomechanics, physiology and other fields in relation with the Sport.

35.3 The Executive Board may expand the mission of each IWF Committee within their respective areas of expertise.

35.4 The gender balance of each of the three (3) IWF Committees shall be preserved as follows: (a) there shall be at least three (3) members of both genders amongst the ten (10) members elected by the Congress and appointed by the Executive Board; (b) the two (2) members appointed by the Athletes Commission must be of different gender.

35.5 The Executive Board may establish additional IWF Committee(s), determining its(their) constitution and mission, the qualifications of its members and mission at the discretion of the Executive Board and as required. Such IWF Committee(s) established by the Executive Board can only have an advisory role. The constitution of such IWF Committee(s) shall be subject to requirements regarding gender balance applicable to the IWF Committees pursuant to Article 35.4.

35.6 For the avoidance of doubt, under no circumstances shall more than two (2) Executive Board Members be appointed as members of an IWF Committee, including IWF Committees which are established by the Executive Board.

35.7 Meetings of the IWF Committees

35.7.1 Meetings of IWF Committees can be held in person and/or virtually.

35.7.2 The quorum for a Committee meeting is six (6) members in attendance.

35.7.3 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.

35.7.4 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.

35.7.5 Minutes of each meeting of the IWF Committees shall be established. A copy of the minutes shall be forwarded to the General Secretary.

35.8 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.

36 Athletes Commission

36.1 The Athletes Commission is established as an IWF Commission.

36.2 The rules governing the Athletes Commission are set out in Schedule 12. Such schedule forms an integral part of this Constitution.

37 Disqualifying Criteria – IWF Committees and IWF Commission Members

37.1 A person cannot be elected or appointed as an IWF Commission Member or an IWF Committee Member or, once elected or appointed, maintain that position, if any of the conditions listed under Article 25 (applicable mutatis mutandis) applies to that person.

37.2 The procedures governing the verification of whether the disqualification criteria apply in respect of members of the IWF Commissions and IWF Committees, whether as candidates, appointees or standing members, is set forth in Article 26.

37.3 Any question as to whether or not a person:

- (a) is disqualified from being eligible to be appointed as an IWF Commission Member or an IWF Committee Member; or
- (b) is to have their appointment as an IWF Commission Member or IWF Committee Member terminated on any of the bases set out in Article 25;

is to be determined by the Eligibility Determination Panel in regard to election and by the Ethics and Disciplinary Commission in regard to appointment.

37.4 The Ethics and Disciplinary Commission acts as the Eligibility Determination Panel in regard to the issue of eligibility for election.

- 37.5 The duties, powers, and procedure of the Ethics and Disciplinary Commission acting as Eligibility Determination Panel are set out in the Eligibility Determination Panel Rules of Procedure which appear at Schedule 13. The Eligibility Determination Panel shall undertake its work in accordance with the Eligibility Determination Panel Rules of Procedure.

PART F INTEGRITY, DISPUTES AND OTHER MATTERS

38 Integrity and Safeguarding Policies

- 38.1 The Executive Board, in accordance with Article 30.2(g) shall adopt integrity and safeguarding Policies to uphold the integrity of weightlifting and of its competitions, and to protect the health, safety and well-being of the athletes and of any person bound by this Constitution.
- 38.2 Such Policies shall notably include an Ethics and Disciplinary Code. The Ethics and Disciplinary Code in force at the time of adoption of this Constitution is included in Schedule 3. It may be amended from time to time.
- 38.3 The Federation shall also ensure proper safeguarding procedures and in particular shall appoint and maintain safeguarding officers with proper education and training, in charge of providing support in respect to safeguarding and health protection issues.
- 38.4 The Ethics and Disciplinary Commission shall operate as the adjudicative and determinative chamber for all matters related to the implementation of the integrity and safeguarding Policies.

39 Mediation

Subject to any other provisions of this Constitution and any applicable Policies, the Federation may take reasonable steps, either by proposing a mediation or taking any other steps which are reasonable in the circumstances, to assist in the resolution of a dispute which arises between:

- (a) Two (2) or more Members;
- (b) One (1) or more Members and a Continental or Regional Federation;
- (c) Two (2) or more Continental or Regional Federations.

40 Finance and Audit

- 40.1 The Executive Board shall ensure a proper financial management of the Federation and for this purpose it shall without limitation:
- (a) Issue and implement policies regarding the exercise of signatory powers on behalf of the Federation and commitments and undertakings with financial consequences made on its behalf;
 - (b) Prepare the annual budget and monitor its implementation;
 - (c) Cause proper accounts and other records to be kept in accordance with recognised accounting standards;
 - (d) Prepare and issue annual accounts;

- (e) Ensure that the Auditor is provided with all records and information required to perform its audit.
 - (f) Make the audited accounts available to the Members as part of the documentation provided in view of the Ordinary Congress and publish them on the Website.
- 40.2 The Auditor to be appointed by the Congress shall be an internationally recognised accounting firm, which is independent of the Federation.
- 40.3 The Executive Board shall ensure that the Auditor is given access to any record or information necessary to perform its independent review and to issue its audit report, including without limitation:
- (a) the accounts and financial statements of the Federation;
 - (b) all supporting books and records including without limitation records of all bank accounts and all financial facilities in the name of the Federation or operated by or for the direct or indirect benefit of the Federation;
 - (c) anything else determined by the Auditor in their absolute and unfettered discretion.
- 40.4 The Auditor shall present its report at each Ordinary Congress and notably communicate to the Congress whether in its opinion the accounts, financial statements books and records of the Federation are true and accurate, and whether those documents and the information therein do present a true and fair view of the position of the Federation.

41 Minutes

- 41.1 Where this Constitution requires that minutes be kept of any meeting or of any other proceedings, those minutes shall include at least the following in respect of that meeting or other proceeding:
- (a) The date, time and place.
 - (b) Whether the meeting was held in person and/or virtually.
 - (c) The list of presence.
 - (d) A record of the business transacted and considered.
 - (e) A record of each motion, resolution and decision and the outcome of any vote.
 - (f) Any other information as determined by the chairperson.

42 Amendments to the Constitution and to the Schedules

- 42.1 This Constitution may be amended by Special Resolution of the Congress, at which the qualified quorum set forth in Article 15.22 is reached.
- 42.2 Members which are not suspended may submit proposal(s) for amendments of the Constitution to be considered at an Ordinary Congress by submitting such proposal(s) in writing at the latest three (3) months in advance of the date of the Ordinary Congress.
- 42.3 The Executive Board may submit proposal(s) for amendments of the Constitution to be considered at an Ordinary Congress. It shall communicate such proposal(s) to the Members in writing at the latest three (3) months in advance of the date of the Ordinary Congress and shall invite the Members to provide their comments or proposals specifically

in respect with this proposal(s) within fifteen (15) days. The Executive Board may take these comments and proposal(s) into consideration at its discretion to establish its final proposal(s).

- 42.4 The proposal(s) of Members and the final proposal(s) of the Executive Board shall be included in the Agenda of the Ordinary Congress.
- 42.5 Outside of the Ordinary Congress, proposal(s) to amend the Constitution can only be submitted and decided in a Special Congress called by the Executive Board or Members in accordance with and subject to the conditions set forth in Article 15.
- 42.6 Any proposal(s) to amend the Constitution shall be submitted together with a brief explanation of the reasons for the proposal(s).
- 42.7 Unless otherwise stipulated, Schedules to this Constitution shall not constitute integral parts thereof but shall constitute Policies serving the implementation of the Constitution. Accordingly, and subject to compliance with the provisions of the body of the Constitution, amendments to Schedules shall not be deemed amendments to the Constitution within the meaning of this Article but amendments to Policies which may be issued by the Executive Board from time to time.
- 42.8 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 formal amendments within the meaning of Article 42.1 and may be performed by the Executive Board at any time. Such corrections must be notified to the Members and published in the Website as soon as practicable.

43 Jurisdiction of the CAS

- 43.1 A final determination, decision or adjudication by the Federation or any other body of the Federation is, unless otherwise specified in this Constitution and any applicable Policies, appealable exclusively to the Court of Arbitration for Sport (CAS). Any matter so appealed to CAS will be conclusively resolved by the CAS in accordance with the Code of Sports-related Arbitration.
- 43.2 Unless otherwise ordered by the CAS, the appeal does not stay the enforcement of the appealed decision.
- 43.3 Any such proceedings before the CAS shall be governed by this Constitution, any applicable Policies and by Swiss law.
- 43.4 Any such proceedings before CAS shall be conducted in English.

44 General

44.1 Financial year

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

44.2 Notices

A notice may be given by the Federation to any Member by serving it on the Member personally by registered letter at the last notified address and/or by email at the last notified email address. Any Member which did not notify a valid address and/or a valid email

address is not entitled to receive any notice. In such case, the publication on the Federation Website shall be deemed proper notice to the concerned Member.

44.3 Ownership of rights and properties

The Federation is the sole and exclusive owner of the Weightlifting Properties and shall be entitled to exploit them for the benefit of the Federation.

44.4 Records

The Federation is the sole and exclusive keeper and manager of all world records and other records at international level in relation to the Sport.

44.5 Dissolution

The dissolution of the Federation can be decided by a Special Resolution of the Congress. In any event of dissolution, the Congress shall appoint one (1) or more liquidators who shall discharge all debts and liabilities incurred on behalf of the Federation. The remaining assets, if any, cannot be distributed amongst the Members of the Federation, but shall be donated to non-profit entity(ies) having objects similar to the Objectives of the Federation for the promotion of the Sport. The beneficiary(ies) must be approved by the Congress.

45 Effective Date and Transitory Provisions

45.1 Subject to the following provisions, this Constitution, as amended, shall enter into force on the last day of the Congress adopting this version.

45.2 The first general elections to be conducted pursuant to this version of the Constitution shall take place after the Paris Olympic Games 2024, i.e. in the first semester of 2025. Until then, all offices, elected or appointed or ex officio remain in place as defined under the Constitution as existing until the adoption of this version.

45.3 It is specified as a transitory solution that the members of the Independent Investigation Chamber (IIC) and the Integrity Officer provided for in Article 38 of the Constitution in place prior to the adoption of this version of the Constitution, shall remain in office until the Executive Board has implemented safeguarding policies, including the appointment of Safeguarding Officers as set forth in Article 38.3. Until such appointment is made, the Integrity Officer shall notably act as Safeguarding Officer and provide support to athletes and other persons in respect to safeguarding and health protection issues.

Schedule 1

Emblem of the International Weightlifting Federation



Schedule 2

National Federations, Continental and Regional Federations

- A. A list of **National Federations Members and Associate Members** shall be published in the IWF website and updated from time to time.

- B. **Continental Federations**
 - 1. Weightlifting Federation of Africa
 - 2. Asian Weightlifting Federation
 - 3. European Weightlifting Federation
 - 4. Oceania Weightlifting Federation
 - 5. Pan-American Weightlifting Federation

- C. A list of **Regional Federations** shall be published in the IWF website and updated from time to time.

Schedule 3

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:** 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.

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.

Schedule 4

Member in Good Standing Criteria

For the purpose of interpreting the Constitution, a National Federation Member fails to be a Member in Good Standing in any event where any of the following applies to the National Federation Member:

1. If the National Federation Member has failed to properly comply with a Default Notice in accordance with Article 11.
2. If the National Federation Member has resigned or withdrawn its Membership in accordance with Article 12 or otherwise.
3. If any Ordinary Resolution is passed by the Executive Board in relation to the National Federation Member, in accordance with Article 13.1.
4. If the National Federation Member is provisionally suspended or suspended from Membership.
5. If Article 14 applies at any time to the National Federation Member.

Schedule 5

RULES OF CONGRESS

A General

1. Subject to the overriding provisions of the Constitution, these Rules of Congress contain the rules which will apply in relation to meetings of the Congress, including each Ordinary Congress; each Electoral Congress; and each Special Congress.
2. Defined terms used in these Rules of Congress have the same meanings given in the Constitution where that term is defined in the Constitution.

B Representatives

3. A National Federation Member may not be represented at any Congress by any person except for a Representative appointed in accordance with the Constitution.
4. A Representative of a National Federation Member may only exercise the rights and privileges afforded to that National Federation Member under the Constitution.

C Observers and other attendees

5. The chairperson of each IWF Commission shall be entitled to attend each Congress as an observer.
6. The chairperson of each IWF Committee shall be entitled to attend each Congress as an observer.
7. Each Executive Board Member shall be entitled to attend each Congress as an observer.
8. The Appointed Auditor and the appointed representatives of the Appointed Auditor shall be entitled to attend each Congress, and the Appointed Auditor or their representative shall be entitled to speak at the Congress.
9. The Chief Executive Officer shall be entitled to attend each Congress as an observer.
10. A candidate who is nominated in an election to be conducted at or in connection with an Electoral Congress shall be entitled to attend that Congress as an observer in any event where that person is not otherwise already permitted to attend the Congress.
11. The President or other chairperson of the Congress may authorise other persons to attend the Congress as observers, subject to ensuring that any such person undertakes to comply with, and conduct themselves in accordance with the requirements of these Rules of Congress.
12. 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 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.

D Transparency

13. 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 way which conceals or keeps secret the proceedings of the Congress.
14. 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, or where the best interests of the Federation as a whole.

E Agenda

15. The agenda for each Congress is to be determined in accordance with Article 15 of the Constitution.

F Quorum

16. 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.
17. The quorum requirements for each Congress are set forth in Article 15.22.

G Chairman of Congress

18. The President shall act as the chairperson of each Congress.
19. If the President is not present at a Congress or if the President is unwilling to act as the chairperson of the Congress, the First Vice President shall act as the chairperson of that Congress.
20. 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, then the Congress shall by Ordinary Resolution appoint an Executive Board Member who is present and willing to act, as the chairperson of that Congress.
21. 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.
22. 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.
23. 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.
24. A decision or determination made by the chairperson of a Congress pursuant to this **Part G of the Rules of Congress** is not justiciable or appealable unless the applicable provisions of the Swiss Civil Code provide otherwise.

H Errors

25. 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.

Minutes and recordings

26. The Federation shall have full discretion to make recordings of each Congress using whatever Technology decided by the Federation. The Federation shall be entitled to retain these recordings in perpetuity.
27. The Federation 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.
28. 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.
29. The minutes of each Congress shall be published, disseminated and made available in accordance with Article 10 of the Constitution.
30. The minutes of each Congress shall be deemed as approved unless an objection to the accuracy of the minutes is raised with the Federation 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**.

Schedule 6

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:

A General and order of elections

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.
2. Elections for positions on the Executive Board shall be conducted before the elections for positions on the IWF Commissions and Committees.
3. Elections for positions on the IWF Commissions shall be conducted before the elections for positions on the IWF Committees.
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.
5. As to the elections for positions on the various IWF Committees, those elections shall be conducted in the order of IWF Commissions appearing at Article 35 of the Constitution.
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.
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.

B Election Management

8. The Federation shall appoint an election management consultant (the **Election Manager**) that is approved by a consensus of the Ethics and Disciplinary Commission, Legal Commission and the Appointed Auditor, to conduct and manage all voting in all elections conducted by the Federation under the Constitution and these Voting Procedures and Rules.
9. The responsibility for the correct conduct of all elections shall lie with three (3) nominees of the Ethics and Disciplinary Commission and the chairperson and two (2) other members of the Legal Commission sitting together as the **Electoral Commission**. The Electoral Commission shall be the sole point of contact between the Federation and the Election Manager.
10. 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.

11. 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 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.
12. 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.

C Election Method

13. 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.
14. 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.
15. If:
 - (a) There is only one (1) candidate nominated for a position where there is only one (1) such position (such as the President, 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 (1) such position, then:
 - (i) **(President and General Secretary)** a candidate will be elected to these positions of President and General Secretary if the candidate polls at least a Simple Majority of the votes cast in that vote.
 - (ii) **(Any elected position other than President and General Secretary)** a candidate will be elected to any elected position other than President and General Secretary if the candidate polls a Relative Majority of the votes eligible to be cast at that Congress by the Members who comprise the quorum.
 - (c) A ballot is taken in accordance with **section 15(b) of Part C of these Voting Procedures and 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 Director 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.

Schedule 7

Election and Candidate Conduct Rules

A General

1. These Election and Candidate Conduct Rules apply to all Candidates from the time that the person becomes a candidate, until the day after the conclusion of the Electoral Congress at which the person might be elected to the position or office that the person is a Candidate in an election in respect of.
2. To the fullest extent possible, these Election and Candidate Conduct Rules also apply to any third party in respect of any dealings with a Candidate in the context of that person being a Candidate.
3. These Election and Candidate Conduct 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.
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.

B Overarching Obligations of Candidates

5. Candidates must at all times and in all circumstances conduct themselves in accordance with the Federation's Governance Principles of:
 - (a) Democracy;
 - (b) Transparency;
 - (c) Accountability;
 - (d) Fair play;
 - (e) Sportsmanship; and
 - (f) Clean sport.
6. Candidates must at all times comply with, and conduct themselves in accordance with the Ethics and Disciplinary Code.
7. 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.
8. 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.

C General Obligations of Candidates

9. 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.

10. A Candidate is entitled to promote their candidacy provided that the candidate does at all times act with the upmost honesty and dignity.
11. 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:
 - (a) Disparaging, insulting or defamatory of any other Candidate, any National Federation Member, any Continental Federation, the International Weightlifting Federation or the Sport.
 - (b) Likely to cause harm to, or harm to the reputation and image of any other Candidate.
12. Under no circumstances may a Candidate publish any material or matter of any kind, in any place and through any medium, which:
 - (a) Unfair, dishonest, disrespectful, defamatory, insulting or disparaging of any person, any National Federation Member, any Continental Federation, the International Weightlifting Federation or the Sport.
 - (b) Contains information, statements or any other material of any kind which is knowingly false, misleading, deceptive, or intended to be misleading or deceptive.

D Public Statements and Debates

13. 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.
14. 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.

E Gifts and Related Matters

15. Subject to **Section 15 of this Part E**, 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.
16. The prohibitions set out in **Section 14 of this Part E** do not apply in relation to gifts which are token in nature and which have no or negligible actual commercial value.
17. 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 incentive (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.

F Consequences of Breach

18. 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.
19. 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.
20. 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.

Schedule 8

Candidate Eligibility Rules

A Full Member authorised by the Constitution to nominate a candidate for election to any of the elected positions on the Executive Board; any position on any IWF Commission; and any position on any IWF Committee, may *only* nominate a person as a candidate in each instance, where the candidate meets and satisfies each of the following criteria:

1. That, in the reasonable opinion and belief of the nominating Full Member (such reasonable opinion and belief which is formed by the Full Member only after the Full Member has conducted all reasonable due diligence and inquiry in relation to the candidate):
 - (a) None of the Disqualifying Circumstances apply to the person.
 - (b) The person is not bankrupt, whether under the laws of the Country that the person is a Citizen of, or anywhere else.
 - (c) The person is not a Mentally Incapacitated Person.
 - (d) The person is not an employee of the International Weightlifting Federation, on whatever terms.
 - (e) The person has not, at any time whatsoever, been or is convicted of an offence which is punishable by a period of imprisonment of four (4) years or greater, whether or not that person was convicted of that offence by a court or tribunal of competent jurisdiction in the Country of which the person is a Citizen, or by a court or tribunal of any other Country.
 - (f) The person has not, at any time whatsoever, been charged with, or convicted of any offence whatsoever relating to or concerning a child or a minor.
 - (g) The person is not, and has not at any time within the last five (5) years been disqualified or banned from being a director of a corporation, or being involved with the management of a corporation, as a result of any decision made by any court, tribunal or authority with competent jurisdiction, whether of the Country of which the person is a Citizen, or otherwise.
 - (h) If the person is serving any period of ineligibility (including any provisional suspension) for any breach of any rules of the Sport, including any rules relating to ethics and conduct; where the decision has been made by a competent body; and where the person has exhausted their available appeal rights to CAS or any other court, tribunal or other independent body with jurisdiction.
 - (i) The person is not, and has not at any time in the last five (5) years, served any period of ineligibility (including any provisional suspension) longer than twelve (12) months, imposed for any for any breach of any rules of the Sport, including any rules relating to ethics and conduct.
 - (j) If the person is serving any period of ineligibility (including any provisional suspension) for any breach of any rules of any other sport besides the Sport, including any rules relating to ethics and conduct; where the decision has been

made by a competent body; and where the person has exhausted their available appeal rights to CAS or any other court, tribunal or other independent body with jurisdiction.

- (k) The person has not at any time been determined by the CAS, or any court, tribunal or other body with jurisdiction, as being guilty of any Anti-Doping Rule Violation, regardless as to whether that Anti-Doping Rule Violation relates to the Sport, and regardless as to whether or not the person has already served the whole of the sanction imposed on the person as a consequence of being found to have committed that Anti-Doping Rule Violation.
- (l) The person has not been deprived of their civil rights by a proper application of any applicable law.
- (m) The person is a fit and proper person to be an Executive Board Member, in the event that the person becomes an Executive Board Member.

Schedule 9

Candidate Nomination Rules

The rules which are set out in these Candidate Nomination Rules apply in relation to any nomination made, of any candidate in any election or process which the Constitution states that these rules apply in respect of. The Executive Board may make additional rules and by-laws in relation to such nominations, provided always that those rules and by-laws are not inconsistent with the provisions of the Constitution and these Candidate Nomination Rules.

1. Nominations must be made in writing in a form approved by the Executive Board subject to the requirements of the Constitution and these Candidate Nomination Rules.
2. The deadline for the lodgement, of any and all nominations made in accordance with Article 24, any other provision of the Constitution and these Candidate Nomination Rules, is 5:00pm in Lausanne, Switzerland on the date which is ninety (90) days before the date on which the subject Electoral Congress will commence.
3. Nominations may be delivered to the International Weightlifting Federation by any of the same means that Article 44 permits the Federation to give a notice to a National Federation Member.
4. A nomination made in accordance with **rule 1 of these Candidate Nomination Rules** must be signed and dated by:

(where the nomination is made by a Full Member):

- (a) The President of the nominating Full Member if the nomination is made by a Full Member;
- (b) Countersigned by the General Secretary or equivalent of the Full Member if made by a Full Member;
- (c) The nominated candidate, if the nomination is made by a Full Member; and
- (d) A Full Member that is entitled and eligible under the Constitution to make that nomination.

(where the nomination is made by a person with at least eight (8) years of service)

- (e) The person so nominated, in the event that the person is self-nominating and where that person has already (including in the period before the Effective Date and after the Effective Date) served an aggregate of a *minimum* of eight (8) years as an Executive Board Member and/or an IWF Commission Member and/or an IWF Committee Member;
 - (f) At least a Simple Majority of the Full Members, under the signature of the President and/or General Secretary of each of those subscribing and supporting Full Members.
5. Where the nomination is made in accordance with **rules 4(a) to 4(c) of these Candidate Nomination Rules**, the President and the General Secretary of the nominating Full Member each must make a signed declaration on the nomination form that the nominating Full Member is:

- (a) A Member in Good Standing.
 - (b) Eligible under the Constitution, to make the nomination.
 - (c) Not, to the best of the knowledge and understanding of each signatory, in breach of any provision of this Constitution, where a breach of that provision would have the consequence of the nominating Full Member being ineligible to make the nomination.
6. Where the nomination is made in accordance with **rules 4(d) and 4(e) of these Candidate Nomination Rules**, the nominating person must submit a signed declaration on the nomination form in accordance with **rule 8 of these Candidate Nomination Rules**.
7. Where the nomination is made in accordance with **rules 4(a) to 4(c) of these Candidate Nomination Rules**, the President and the General Secretary of the nominating Full Member each must make a signed declaration on the nomination form, that the nominated candidate:
- (a) Satisfies the Candidate Eligibility Rules and each of the Candidate Eligibility Rules.
 - (b) Is a fit and proper person to be an Executive Board Member, in the event that the person becomes an Executive Board Member.
 - (c) Is a fit and proper person to be an IWF Commission Member, in the event that the person becomes an IWF Commission Member.
 - (d) Is a fit and proper person to become an IWF Committee Member, in the event that the person becomes an IWF Committee Member.
 - (e) Is eligible for election by reference to Article 22.
 - (f) Is eligible for election by reference to Article 25.
 - (g) Is not disqualified because of the operation and application of Article 25.
 - (h) Is affiliated to the nominating Full Member.
 - (i) Is a Citizen of the same Country, that the Full Member is the National Federation of the Sport for.
8. The subject candidate must make a signed declaration on the nomination form, that in respect of their nomination, the subject candidate declares they:
- (a) Do satisfy the Candidate Eligibility Rules and each of the Candidate Eligibility Rules.
 - (b) Are a fit and proper person to be an Executive Board Member, in the event that the person becomes an Executive Board Member, and that to the best of the candidate's knowledge, there is no fact, matter or circumstance that exists, which would reasonably cause the Eligibility Determination Panel or any other person to conclude that the candidate is not such a fit and proper person.
 - (c) Are a fit and proper person to be an IWF Commission Member, in the event that the person becomes an IWF Commission Member, and that to the best of the

candidate's knowledge, there is no fact, matter or circumstance that exists, which would reasonably cause the Eligibility Determination Panel or any other person to conclude that the candidate is not such a fit and proper person.

- (d) Are a fit and proper person to be an IWF Committee Member, in the event that the person becomes an IWF Committee Member, and that to the best of the candidate's knowledge, there is no fact, matter or circumstance that exists, which would reasonably cause the Eligibility Determination Panel or any other person to conclude that the candidate is not such a fit and proper person.
- (e) Are eligible for election by reference to Article 22.
- (f) Are eligible for election by reference to Article 25.
- (g) Are not disqualified because of the operation and application of Article 25.
- (h) Are affiliated to the nominating Full Member.
- (i) Are a Citizen of the same Country, that the Full Member is the National Federation of the Sport for.

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

- (a) 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.
- (b) 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 **rule 4 of these Candidate Nomination Rules**.
- (c) 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 Candidate Nomination Rules.
- (d) 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.
9. 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.
 10. A Candidate may withdraw their candidacy at any time before the holding of the election in which that person is a Candidate.

Schedule 10

Disqualifying Circumstance

For the purpose of interpreting the Constitution, each of the following constitutes a Disqualifying Circumstance:

1. Any Anti-Doping Rule Violation.
2. Any indictable offence that is punishable by imprisonment for twelve (12) months or greater.
3. Any offence concerning a child or a minor.
4. Any matter relating to:
 - (a) Corruption in any sport.
 - (b) Match-fixing in any sport.
 - (c) Illegal gambling and wagering in any sport.
5. If the Executive Board reasonably suspects that the person has breached the:
 - (a) Ethics and Disciplinary Code.
 - (b) IOC Corruption and Manipulation Code.
 - (c) IOC Code of Ethics.
6. If the person is serving any sanction or period of ineligibility as a consequence of a breach of the Ethics and Disciplinary Code.

Schedule 11

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

A General

Executive Board Members are, at all times, required to comply with the obligations imposed by this Constitution 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.

B 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.

C 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.

D 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.

E 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.

F 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.

G 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.

H 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.

Schedule 12

Athletes Commission Charter

Purpose

The Athletes Commission is established and maintained by the International Weightlifting Federation according to this Constitution and the IOC's guidelines applicable to international federation athletes commissions.

The fundamental purpose of the Athletes Commission is to champion the voice of the athletes within the International Weightlifting Federation and the Sport.

1 Objectives and Functions

- 1.1 The Athletes Commission is an IWF Commission, and an important link between the active athletes and the Federation.
- 1.2 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.
- 1.3 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.
- 1.4 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.
- 1.5 The Athletes Commission is to forwards 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.
- 1.6 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.
- 1.7 The Athletes Commission shall liaise as necessary with the IOC's Athletes' Commission, WADA Athlete Committee and be represented at the IOC International Athletes' Forum and the Annual WADA Symposium.
- 1.8 The Athletes Commission will provide the voice and view of the athletes to each of the current standing IWF Committees and IWF Commissions.
- 1.9 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.
- 1.10 Athletes' Declaration: The Athletes Commission will work with the Federation and the Executive Board, to adopt the Athletes' Rights and Responsibilities Declaration.

2 Composition

- 2.1 **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 2.4.
- 2.2 The election process for the subsequent Athletes Commissions will be determined by the Executive Board subject to the final approval of the Electoral Commission.
- 2.3 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 2.4**. 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.

- 2.4 Athletes Commission members shall be elected based on the following eligibility criteria:
- (a) Athlete must be at least eighteen (18) years of age at time of application.
 - (b) 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.
 - (c) A person is ineligible for appointment if the person has at any time been found to have committed an Anti-Doping Rule Violation.
 - (d) The person must have represented their National Federation in at least one (1) of the following:
 - (i) At least one (1) of the two (2) most-recent Olympic Games.
 - (ii) At least one (1) of the two (2) most-recent Youth Olympic Games.
 - (iii) At least one (1) of the two (2) most-recent Youth, Junior, or Senior World Championships.
 - (iv) The most-recent Continental Championships or Games
 - (e) The working language of the Federation is English and the candidates must have a minimum of a conversational capability.
- 2.5 **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.
- 2.6 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.

3 Meetings

- 3.1 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.
- 3.2 In the absence of the chairperson the remaining members present shall elect one of themselves to chair the meeting.
- 3.3 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.
- 3.4 Other individuals and external advisers may be invited to attend for all or part of any meeting as and when appropriate.
- 3.5 Further to the generality of **section 3.4**, 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.
- 3.6 The meetings of the Athletes Commission are convened by the Chair of the Commission with admin help from the IWF Secretariat.
- 3.7 The agenda and the working documents, as well as the minutes of the meeting, are prepared by the Secretariat, at the request of the Chair.
- 3.8 All meetings will be recorded and transcribed.

4 Compensation and Expenses

- 4.1 Each Athletes Commission member shall be entitled to the reimbursement of reasonable travel and accommodation expenses and related reasonable out-of-pocket expenditures of no more than USD\$150.00 per day, 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.
- 4.2 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.

- 4.3 The Chief Executive Officer shall be in charge of the administration and processing of payments.
- 4.4 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 this **Athletes Commission Charter**.

Schedule 13

Eligibility Determination Panel Rules of Procedure

A General Functions

1. The Eligibility Determination Panel is comprised in accordance with Article 37 of the Constitution.
2. It is the primary function of the Eligibility Determination Panel to determine whether, in the opinion of the Eligibility Determination Panel, 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:
 - (a) Any elected position on the Executive Board.
 - (b) Any elected position on any IWF Commission.
 - (c) Any elected position on any IWF Committee.
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.

B Documents and Information

4. The Federation 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 the Federation:
 - (a) In connection with the nomination of the person;
 - (b) Under the Constitution;
 - (c) In accordance with the procedures specified under the Candidate Nomination Rules; or
 - (d) Otherwise.
5. The Eligibility Determination Panel may make any request of the Federation, the person nominated, the nominating National Federation 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 it determining whether or not a person is or remains eligible under the applicable provisions of the Constitution.
6. 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.
7. 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.

C Determinations

8. The Eligibility Determination Panel shall, in relation to any question of any eligibility of any person, determine that the person is either:
 - (a) Eligible, by reference to the applicable provisions of the Constitution; or
 - (b) Ineligible, by reference to the applicable provisions of the Constitution.
9. 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.
10. 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.
11. A determination of the Eligibility Determination Panel which is made in accordance with section 9 of these Eligibility Determination Panel Rules of Procedure, and these Eligibility Determination Panel Rules of Procedure generally, 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.
12. It is clarified that the eligibility process with respect to the first Electoral Congress as per rule 15.5 (a) shall be fully subject to the rules as amended. For this purpose, the corresponding electoral process will be restarted ab initio as of the adoption of the amendments. Any and all determinations on eligibility are to be newly made by the Eligibility Determination Panel pursuant to the Constitution in connection with all the candidates.

D Procedural Matters

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.
2. Although it is preferable that determinations and decisions of the Eligibility Determination Panel be made by consensus, a determination made in accordance with **Part C 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.

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. 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.
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.
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.
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.

Schedule 14

Rights, Obligations and Requirements of Continental Federations

1. Continental Federations must:
 - (a) Provide to the Federation its:
 - (i) constitution.
 - (ii) rules, regulations and by-laws.
 - (iii) evidence proving its registration in its Country of domicile.
 - (iv) a list of the members of its governing board.
 - (v) a list of its members.
 - (vi) a list of the National Federations which are affiliated to it;

including any amendments to any of the foregoing, which must in each case be provided to the Federation no later than fourteen (14) days after the date that the amendment is made.
 - (b) Not offer affiliation to it any National Federation or other organisation or body unless that National Federation or other organisation or body is a National Federation Member of the Federation.
 - (c) Comply in all respects with:
 - (i) the Constitution of the Federation;
 - (ii) the Policies of the Federation;
 - (iii) any determinations and decisions of the Federation, including those of the Congress, the Executive Board, each IWF Commission and each IWF Committee.
 - (d) Organise and supervise continental championships for the Sport.
 - (e) Advise the Federation and provide it with all required assistance, concerning matters relating to the Members that are affiliated to the Continental Federation.
 - (f) Recognise the Federation as the worldwide governing body for the Sport.
 - (g) Hold elections in accordance with its constitution, in the year of each summer Olympic Games.
2. Subject to proper and ongoing compliance with each of the foregoing requirements of this Schedule, the Executive Board of the Federation may in its discretion determine to provide funding to the Continental Federation.
3. Subject to proper and ongoing compliance with each of the foregoing requirements of this

Schedule, the Continental Federation may apply for funding and other assistance through the IWF Development Program.

4. The Continental Federation President Each shall hold ex officio office on the Executive Board for so long as the person remains the Continental Federation President, and provided that the Continental Federation complies with, and remains in compliance with the requirements of this Schedule.

Schedule 15

IWF Commissions and IWF Committees – Functions, Powers and Authorities

A Development and Education Commission

1. To oversee the IWF Development Program.
2. To determine allocations of funding associated with the IWF Development Program.
3. To develop education materials and seminars associated with the delivery of the IWF Development Program.

B Ethics and Disciplinary Commission

1. The functions, powers and duties specified throughout the Constitution (including the Schedules to the Constitution).
2. For the avoidance of doubt, the EDC Procedural Rules comprising the procedural rules and adjudication rules of the Ethics and Disciplinary Commission will be determined and established by the Ethics and Disciplinary Commission, and later varied by the Ethics and Disciplinary Commission as it sees fit. The Executive Board must, if called on to do so, approve by Ordinary Resolution the EDC Procedural Rules and any later variations proposed by the Ethics and Disciplinary Commission in its discretion.

C Gender Equity Commission

1. To develop and recommend to the Executive Board policies, strategies and initiatives for the purpose of achieving gender parity in the participation and organisation of the Sport.
2. To cooperate with external organisations such as the IOC for the purpose of achieving gender parity in the participation and organisation of the Sport.
3. To encourage, initiate and commission research into matters relating to the participation of women in the Sport.

D Legal Commission

1. To provision legal opinions to the President, the Executive Board and the Congress on matters referred to it.
2. To, where requested, provide opinions and advice to the President, the Executive Board and the Congress on matters relating to the interpretation and application of, and compliance with the Constitution.
3. To act as a commission of review in respect of any draft proposed amendments to the Constitution, the Technical and Competition Rules and Regulations, the Anti-Doping Rules and any other Policies.
4. To perform tasks of a legal nature which are referred to the Legal Commission by the President or Executive Board.

5. To provide advice, where requested, to the Executive Board in relation to the CAS and any CAS decision.
6. To undertake studies of a legal nature on issues which may affect the interests of the Federation.
7. Discuss current legal issues generally affecting the various organisations which make up the Olympic Movement, including the Federation.
8. To act as the liaison between the Federation on the first part and the IOC's Legal Affairs Commission on the second part.

E Governance Commission

1. To monitor compliance with the Constitution by the Federation, the Executive Board and Congress.
2. To monitor adherence to the Governance Principles and the Objectives.
3. To advise the Executive Board and the Congress on compliance with the Constitution and adherence to the Governance Principles and Objectives.
4. To advise the Executive Board on corporate governance and international sports governance best practices and related matters.

F Athletes Commission

The Athletes Commission Charter is specified at **Schedule 12** to the Constitution.

G Technical Committee

1. To oversee the continuing development of the Technical and Competition Rules and Regulations, and to advise the Executive Board in relation to such matters.
2. To make recommendations to the Executive Board concerning amendments and modifications to the Technical and Competition Rules and Regulations.
3. To take whatever necessary steps to ensure that the Technical and Competition Rules and Regulations operate so as to ensure the safety of athletes and other participants in the Sport.
4. To develop education materials and seminars associated with the delivery of training in the Technical and Competition Rules and Regulations and the application of those Technical and Competition Rules and Regulations in the Sport's various competitions, tournaments and events.
5. To develop education materials and seminars associated with the training and development of the International Technical Officials.
6. To review the performance of International Technical Officials.
7. To develop and innovate in relation to new methodologies for the conducting competitions, tournaments and events in the Sport.

H Coaching and Research Committee

1. To advise the Executive Board in relation to all Policies which govern the accreditation and licensing of coaches involved in the training and development of athletes participating in the Sport.
2. To determine the rules pursuant to which a person's prior learning and qualifications might qualify that person for accreditation and licensing of the person as a coach in the Sport.
3. To propose Policies governing the accreditation and licensing of coaches involved in the training and development of athletes participating in the Sport, including the amendment and modification of those Policies.
4. To work with the Medical Committee to encourage, initiate and commission research concerning the Sport, in relation to various aspects of sports science, biomechanics, physiology and other related fields.

I Medical Committee

1. To advise the Executive Board on all matters relating to the Sport in the fields of:
 - (a) Medicine;
 - (b) Medical research;
 - (c) Medical ethics and bioethics;
 - (d) Hygiene and communicable diseases;
 - (e) First aid;
 - (f) Medical safety and injury prevention in the Sport;
 - (g) The long-term health effects of participating in the Sport;
 - (h) The medical and pharmacological aspects of the enforcement of the Anti-Doping Rules.
2. To assist the Technical Committee in developing aspects of the Technical and Competition Rules and Regulations which are within the expertise of the Medical Committee.
3. To coordinate with the Coaching and Research Committee concerning the encouragement, initiation and commissioning of research concerning the Sport, in relation to various aspects of medicine, sports science, biomechanics, physiology and other related fields.
4. To collect data and information in relation to the incidence of injuries and illnesses associated with the practise of the Sport, and to make recommendations to the Executive Board concerning any issues arising.
5. To develop programs of training to athletes, coaches, International technical Officials and others, concerning matters within the expertise of the Medical Committee.
6. To oversee the appointment of attending medical practitioners and allied health professionals to officiate at all World Championships and other competitions and events

organised by the Federation.

7. To act as the liaison between the Federation on the first part and the IOC's Medical and Scientific Commission and WADA on the second part.

Schedule 16

Specific Duties and Functions of the Offices of President, First Vice President, General Secretary and Treasurer

A President

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

1. To be and act as the primary ambassador and spokesperson for the Federation.
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 the Federation, 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 the Federation, 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 Olympic International Federations and the International Testing Agency.
9. To develop and maintain good relations with the Members and Associate Members and other stakeholders in the Sport.
10. To ensure that the Federation pursues its Objectives faithfully, and always in accordance with the Governance Principles.
11. To ensure together with the Secretary General that the resolutions and decisions of the Executive Board and the Congress are properly complied with.
12. To ensure together with the Treasurer that the financial transactions of the Federation 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.

B 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 Executive Board.

C 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:

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 the IOC, WADA, the Association of Olympic International Federations and the International Testing Agency as the representative of the Federation.
3. To ensure that the Federation, the Congress and the Executive Board each complies with all applicable regulations, and to prepare the minutes of all meetings of the Congress and the Executive Board.
4. To ensure that the Federation complies with Article 10.
5. To act as liaison between the Federation and the IWF Commissions and Committees and other IWF bodies and to support their activities on behalf of the Federation.
6. To oversee the preparation and finalisation of the administrative part of the Annual Report in accordance with the requirements of the Constitution and to ensure its communication.

D Treasurer

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

1. To oversee the preparation of the Federation's annual plan and annual budget to be submitted to the Executive Board for approval.
2. To follow up and oversee the implementation of the approved annual budget.
3. To ensure that the financial transactions of the Federation are performed and authorised in accordance with the applicable financial Policies.
4. To ensure that the Federation maintains proper accounts and financial records.
5. To ensure that all required documents, records and information are duly provided to the Appointed Auditor.
6. To oversee the preparation and finalisation of the financial part of the Annual Report in accordance with the requirements of the Constitution.
7. To perform such other tasks and duties as which are delegated to the Treasurer by the Executive Board.