



**Key Statute Change  
Proposals for the  
2020 Extraordinary Congress**

## STATUTES

Governance  
Working  
Group

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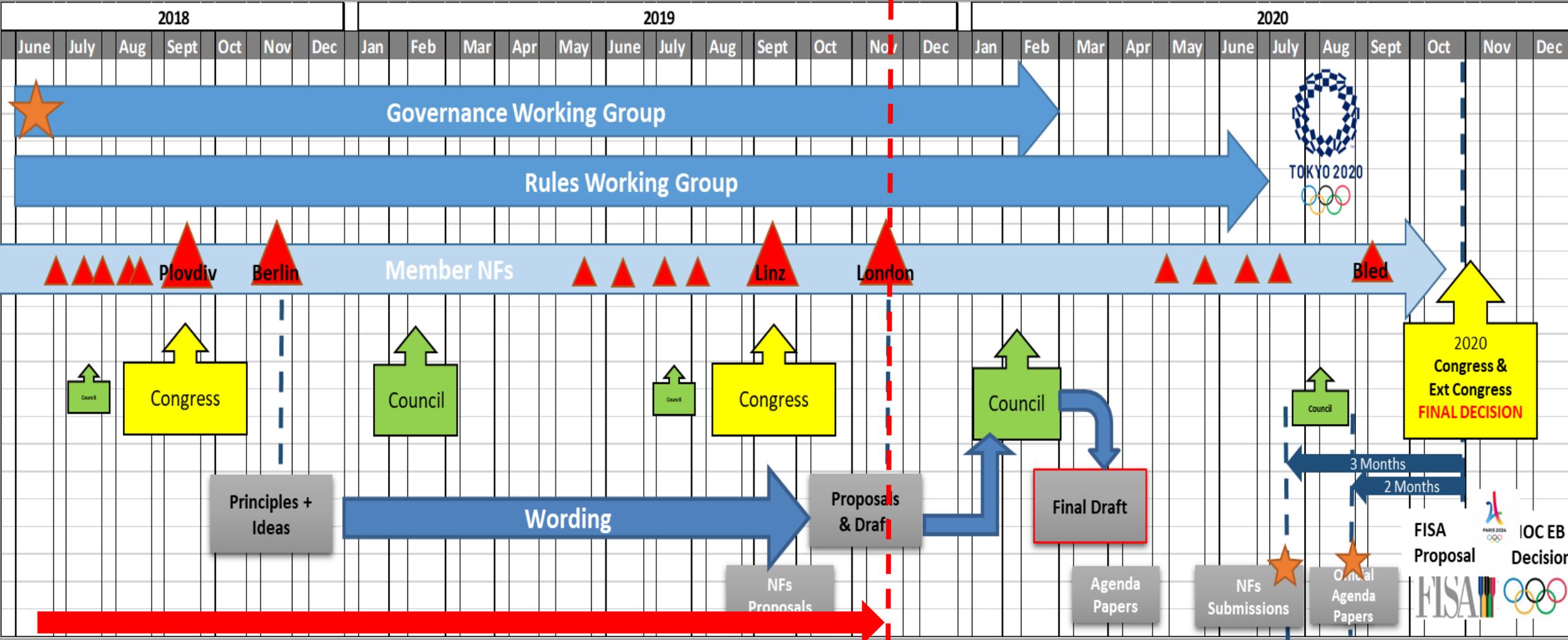
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# Proposals for 2020 Statute changes

## TIMELINE



# FISA STATUTES - PROPOSED AREAS OF REVIEW



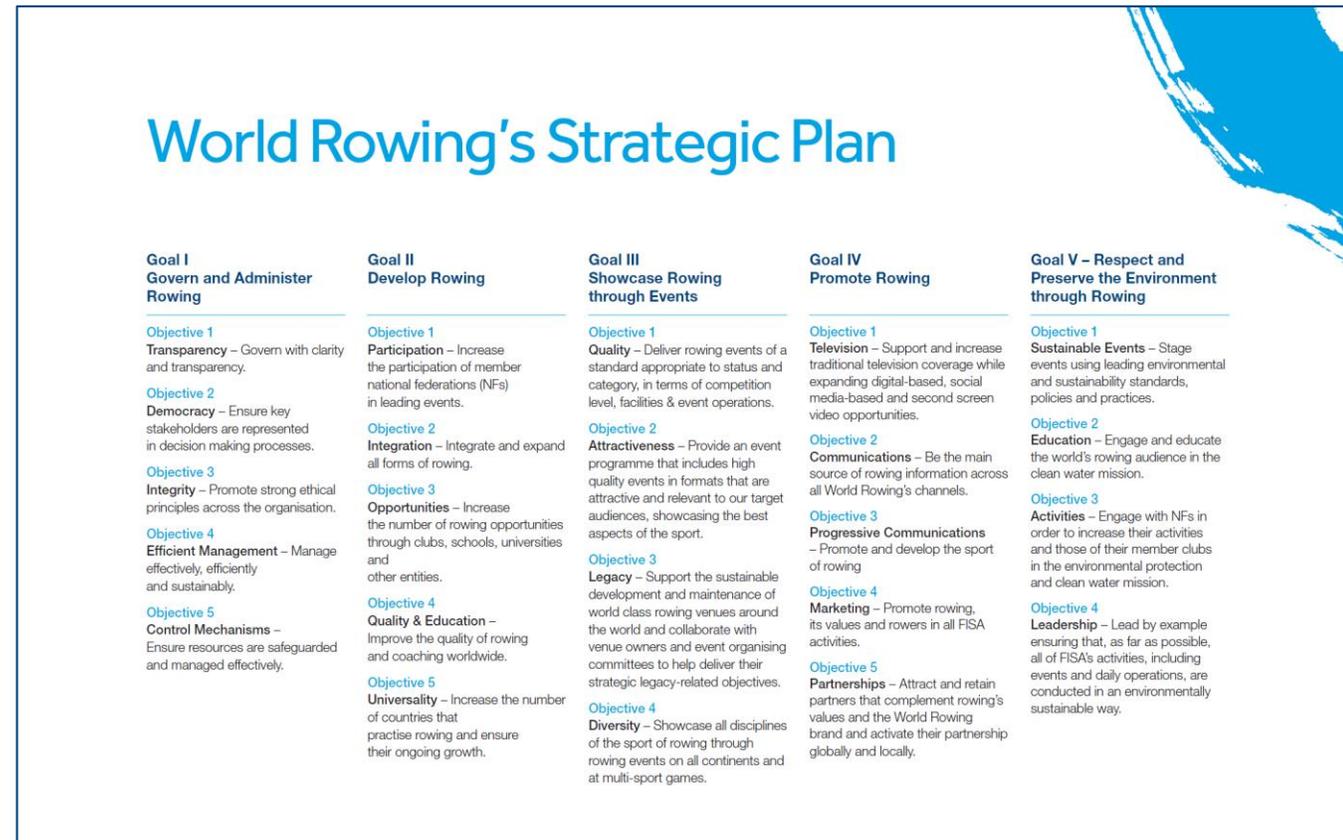
1. Declaration of Principles
2. Clarification of roles & responsibilities of the Congress, Council, Executive Committee
3. Audit Committee
4. Commissions
  - Discipline Commissions; other changes
5. Elected & appointed positions
  - Athlete Commission membership
6. Integrity Matters
7. Judicial Provisions
8. Athlete Charter
9. Gender equality proposals
10. Other

## 1. Declaration of Principles

- Modifications proposed to update text and reflect FISA's Strategic Plan
- Include specific wording to reflect the principles of gender equality and zero tolerance of harassment and abuse.
- Review gender-related text throughout the Statutes and Rules and propose gender neutral language as much as possible and where appropriate

## 1. Declaration of Principles

- Modifications proposed to update text and reflect FISA's Strategic Plan



### World Rowing's Strategic Plan

Goal I Govern and Administer Rowing	Goal II Develop Rowing	Goal III Showcase Rowing through Events	Goal IV Promote Rowing	Goal V – Respect and Preserve the Environment through Rowing
<p><b>Objective 1</b> Transparency – Govern with clarity and transparency.</p> <p><b>Objective 2</b> Democracy – Ensure key stakeholders are represented in decision making processes.</p> <p><b>Objective 3</b> Integrity – Promote strong ethical principles across the organisation.</p> <p><b>Objective 4</b> Efficient Management – Manage effectively, efficiently and sustainably.</p> <p><b>Objective 5</b> Control Mechanisms – Ensure resources are safeguarded and managed effectively.</p>	<p><b>Objective 1</b> Participation – Increase the participation of member national federations (NFs) in leading events.</p> <p><b>Objective 2</b> Integration – Integrate and expand all forms of rowing.</p> <p><b>Objective 3</b> Opportunities – Increase the number of rowing opportunities through clubs, schools, universities and other entities.</p> <p><b>Objective 4</b> Quality &amp; Education – Improve the quality of rowing and coaching worldwide.</p> <p><b>Objective 5</b> Universality – Increase the number of countries that practise rowing and ensure their ongoing growth.</p>	<p><b>Objective 1</b> Quality – Deliver rowing events of a standard appropriate to status and category, in terms of competition level, facilities &amp; event operations.</p> <p><b>Objective 2</b> Attractiveness – Provide an event programme that includes high quality events in formats that are attractive and relevant to our target audiences, showcasing the best aspects of the sport.</p> <p><b>Objective 3</b> Legacy – Support the sustainable development and maintenance of world class rowing venues around the world and collaborate with venue owners and event organising committees to help deliver their strategic legacy-related objectives.</p> <p><b>Objective 4</b> Diversity – Showcase all disciplines of the sport of rowing through rowing events on all continents and at multi-sport games.</p>	<p><b>Objective 1</b> Television – Support and increase traditional television coverage while expanding digital-based, social media-based and second screen video opportunities.</p> <p><b>Objective 2</b> Communications – Be the main source of rowing information across all World Rowing's channels.</p> <p><b>Objective 3</b> Progressive Communications – Promote and develop the sport of rowing</p> <p><b>Objective 4</b> Marketing – Promote rowing, its values and rowers in all FISA activities.</p> <p><b>Objective 5</b> Partnerships – Attract and retain partners that complement rowing's values and the World Rowing brand and activate their partnership globally and locally.</p>	<p><b>Objective 1</b> Sustainable Events – Stage events using leading environmental and sustainability standards, policies and practices.</p> <p><b>Objective 2</b> Education – Engage and educate the world's rowing audience in the clean water mission.</p> <p><b>Objective 3</b> Activities – Engage with NFs in order to increase their activities and those of their member clubs in the environmental protection and clean water mission.</p> <p><b>Objective 4</b> Leadership – Lead by example ensuring that, as far as possible, all of FISA's activities, including events and daily operations, are conducted in an environmentally sustainable way.</p>

# FISA STATUTES - PROPOSED AREAS OF REVIEW



## 1. Declaration of Principles

- Modifications proposed to update text and reflect FISA's Strategic Plan

2018 version	Proposed changes 2020
<b>B3. Priority to Sport</b>	<b>B3. Priority to Rowers and Rowing</b>
FISA directs its work in the interest of rowers and rowing. It opposes any attempt to subordinate sport to any other interests.	<b>FISA is committed to ensuring</b> <del>the</del> the well-being, health and interests of the rowers and rowing, present and future, are central in all decision-making at FISA.
	<b>B5 Integrity</b>
	FISA is committed to the highest ethical standards in all its activities and to ensuring that rowing is a safe, positive, respectful, <del>and</del> inclusive environment, <b>free from harassment and abuse.</b>
<b>B6. Inclusion and Non-Discrimination</b>	<b>B7. <del>Inclusion and</del> Non-Discrimination</b>
The enjoyment of the rights and freedoms set forth in these Statutes shall be secured without discrimination of any kind, such as race, colour, gender, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status. FISA is committed to inclusion and accessibility.	FISA is committed to inclusion, accessibility and non-discrimination. <del>The enjoyment of the rights and freedoms set out in these Statutes shall be secured without discrimination</del> of any kind, <b>including non-discrimination based on such as</b> race, <del>colour</del> , gender, age, disability, sexual orientation, language, religion, political or other opinion, national or social origin, <del>property</del> , birth or other status. <b>FISA seeks gender equality in all aspects of the sport.</b>

## 2. Clarification of roles and responsibilities, and validation of compliance with Swiss Law:

- Congress
- Council
- Executive Committee

# FISA STATUTES- Congress, Council, Executive Committee

## - Proposal



### Article 21 – Congress

The Congress is the supreme authority of FISA and is made up of the FISA member federations. Its authority is set out by these Statutes.

The Congress consists of delegates of member federations in good standing, and Council members who shall be non-voting.

Each member federation shall have the right to accredit a maximum of three delegates to the Congress, subject to Art 22 below.

The FISA President is chair of the Congress or, if unable, the Vice President is chair.

### Article 39 – The Council

The Council is responsible for all sport matters of FISA in accordance with the Statutes and Rules, and under the managerial direction of the Executive Committee.

The Council consists of:

1. the President;
2. the Vice President;
3. the Treasurer;
4. the non-voting Executive Director;
5. the Chairs of the Specialist Commissions;
6. the FISA Continental Representatives; and
7. up to two Co-opted Member(s).

The President is chair of the Council.

Except for the President and the Executive Director, the Council members are not remunerated by FISA but may receive reimbursement of expenses.

Except for the Executive Committee members' responsibility (Art. 49), the Council members have no financial liability for FISA.

### Article 49 – Executive Committee

The Executive Committee has oversight responsibility for the management, administration, finances and governance of FISA, and, when necessary, has the authority to make urgent decisions, including regarding sport-related matters, in accordance with the Statutes and Rules. It guides the activities of the Council, Commissions and Working Groups.

The Executive Committee consists of:

1. the President;
2. the Vice President;
3. the Treasurer;
4. the non-voting Executive Director,
5. the three Council members (elected according to Art. 50);

The President is chair of the Executive Committee.

The Executive Committee has responsibility for any financial liabilities of FISA.

# FISA STATUTES - Congress, Council, Executive Committee - Proposal



## **NEW Article 22 - Eligibility of Delegates to the Congress**

For a member federation to accredit more than one delegate at the Congress, both genders must be represented in the member federation's delegation.

Member federations may at any time change their delegates but they may not be represented by a delegate who is the representative of another member federation or by a member of the Council.

Each delegate shall satisfy the Executive Committee that she/he is a citizen or bona fide resident of the country or territory of the member federation proposed to be represented. The delegate must be able to provide immediate proof of his authority to represent the member federation.

The President of the member federation shall communicate the names of its member federation's delegates to FISA and confirm that they meet the requirements.

The Executive Committee has the authority to determine the legitimacy of the proposed delegates and its decision shall be final.

## **Article 40 – Elections and Eligibility of Members of the Council**

The members of the Council, with the exception of the Executive Director, the Co-opted Member(s) and the FISA Continental Representatives, shall be elected for four-year terms by the Congress.

The elections of the Chairs of the Specialist Commissions shall take place in the second and third years after the Summer Olympic and Paralympic Games.

Candidates for all elected Council positions must have demonstrable and relevant experience meeting the requirements for the positions for which they are nominated.

## **Article 50 – Elections and Eligibility of the Executive Committee Members**

The members of the Executive Committee, with the exception of the Executive Director, shall be elected for four-year terms by the Congress.

The elections for President, Vice President and Treasurer take place in the year following each Summer Olympic and Paralympic Games.

Candidates for the position of President, Vice President and Treasurer must have participated a minimum of four times in total; (i) as a delegate or Council Member at a FISA Congress and/or (ii) as a rower in the following events:

1. World Rowing Championships,
2. Olympic Games rowing regatta,
3. Paralympic Games rowing regatta.

Candidates for the elected three Council member positions on the Executive Committee (Article 50 should already have served on the Council.

The three Council members on the Executive Committee shall be elected individually based on a proposal from the Council.

If one or more of the proposed Council members does not receive a majority according to Art. 37, there will be additional rounds of voting where all interested and eligible Council members shall be able to stand for election to any unfilled position.

# FISA STATUTES - Duties of Council, Executive Committee - Proposal



## Article 46 – Duties of the Council

The authorities and responsibilities of the Council shall be:

### 1. Rules –

- a. To ensure the observance of the Statutes, Rules of Racing, Bye-Laws and Event Regulations;
- b. To adopt and amend Bye-Laws made under the Statutes and Rules of Racing and,
- c. To adopt Event Regulations;

### 2. Oversight –

- a. To establish a strategic plan and take such steps as may be necessary to achieve the Objectives laid down in Art. 2 of the Statutes;
- b. To ensure the execution of decisions taken by Congress;
- c. To assign duties to the Commissions;

### 3. Events -

- a. To ensure the maintenance of proper standards in the organisation of all FISA events, events conducted under the authority of FISA, in general, and, in particular, Olympic, Youth Olympic and Paralympic regattas;
- b. In accordance with Rule 6, to select the most suitable bids from candidate member federations for the organisation of World Championships and propose it (them) to the Congress for attribution;
- c. To attribute the most suitable bids for World Rowing Cups, Coastal and Indoor Championships, and Masters regattas;

### 4. Membership –

- a. In accordance with Art. 42 to appoint Continental Representatives and Co-opted Members;
- b. In accordance with Art. 50, to propose three Council members to Congress to be elected to the Executive Committee;
- c. In accordance with Art. 55, to appoint Commission members.

## Article 52 – Duties of the Executive Committee

The authorities and responsibilities of the Executive Committee shall be (inter alia):

### 1. Rules –

- a. To decide all questions of interpretation of the Statutes, Rules of Racing, Bye-Laws & Event Regulations;
- b. In the case of a breach of the rules, to impose penalties, at any time, as provided for in Art. 65, on member federations, clubs or individuals or on those who do not conform to instructions given, or who act in a negligent or inappropriate manner;

### 2. Oversight –

- a. To oversee the overall directional guidance of FISA's programmes with the relevant Council Members, Commission members, working group members, organising committees and member federations;
- b. To oversee the overall administrative and financial management of FISA in accordance with applicable standards. To this end, the Executive Committee may establish administrative offices with remunerated personnel;

### 3. General –

- a. To issue convening notices and the relevant Agenda Papers for Congresses and Council meetings, and to keep member federations informed of the affairs of FISA;
- b. To perform all other duties of the Executive Committee as established in FISA's Statutes, Rules of Racing, any related Bye-Laws and Event Regulations;
- c. To make any decisions appropriate to the circumstances in the interests of the sport of rowing;
- d. To assume all responsibilities which are not expressly attributed to another entity within FISA.

## 3. FISA Audit Committee

### ○ Function of the FISA Audit Committee - under discussion

The FISA Audit Committee responsibility is to review the financial statements and assure the accuracy of internal and external audit reports, perform an oversight role on risk & compliance matters, appoint the independent auditors.

### ○ Membership of the FISA Audit Committee - under discussion

The FISA Audit committee consists of three non-executive individuals independent of management, and includes at least one financial expert. The FISA Council shall appoint the members of this committee for a four-year term starting on 1 January in the year following the Olympic Games.

## 4. Commissions restructure

- Addition of Coastal and Indoor Commissions, and Conversion of Competitive Rowing Commission to Flat Water Rowing (name?)
- “Women’s” Commission to become “Diversity and Gender Equity” Commission
- Evolution of Events Promotion Commission to WCH CEO’s Working Group
- Respective roles and responsibilities under development

# FISA STATUTES - ORGANISATIONAL STRUCTURE



## ○ Commission Structure - scenario under review

<b>Specialist Commissions</b>	<b>3 Disciplines:</b>	<b>Coastal Rowing</b>
		<b>Flat Water Rowing (replaces Competitive)</b>
		<b>Indoor Rowing</b>
	<b>10 Technical:</b>	<b>Athletes (elite)</b>
		<b>Diversity &amp; Gender Equality Commission (replaces Women's Commission)</b>
		<b>Equipment &amp; Technology</b>
		<b>Events</b>
		<b>Masters Rowing</b>
		<b>Recreational Rowing (including touring; replacing R4All Commission)</b>
		<b>Para Rowing</b>
		<b>Sports Medicine</b>
		<b>Umpiring</b>
		<b>Youth Rowing</b>

## 5. Elected & appointed positions - Athlete Commission

- Introduce elected positions on the Athletes Commission
- Elections to take place in the post-Olympic year
- Key objective - to better reflect principles of good governance, democracy.

## 6. Integrity

- Code of Ethics - consider replacing with Integrity Code
- Reporting mechanisms and case management - consider similar approach across integrity matters (safeguarding, competition manipulation, corruption matters)
- Safeguarding - proposal to include mutual recognition of sanctions
- Whistleblowing Policy under consideration (applicable to all integrity matters, including doping)

## 7. Judicial Provisions

*(Under discussion)*

- *Streamlining of all judicial provisions in all areas of FISA.*
- *Only Structural changes (rather than substance changes) to provide greater clarity*

## 8. Athlete Charter

- Appropriately incorporated into the Rule Book
- To be adapted to stand alone appendix, referenced under integrity section of Statutes



### APPENDIX 8a ATHLETES' RIGHTS AND RESPONSIBILITIES DECLARATION



**Developed by athletes for athletes, through a worldwide consultation process, reflecting the views of athletes.**

*Athletes and their interests are integral to the Olympic Movement. This Declaration outlines a common set of aspirational rights and responsibilities for athletes within the Olympic Movement and within the jurisdiction of its members. It is inspired by the Universal Declaration of Human Rights and other internationally recognised human rights standards, principles and treaties. Its objective is to guide the Olympic Movement's actions.*

*All members of the Olympic Movement, particularly the International Olympic Committee, the International Sports Federations and the National Olympic Committees, will strive to promote respect for these rights and responsibilities. They are encouraged to develop mechanisms for effective remedies related to these rights and responsibilities, and athletes are encouraged to make use of these mechanisms.*

#### I. Athletes' Rights

*This Declaration aspires to promote the ability and opportunity of athletes to:*

- 1. Practise sport and compete without being subject to discrimination on the basis of race, colour, religion, age, sex, sexual orientation, disability, language, political or other opinion, national or social origin, property, birth or other immutable status.*
- 2. Be part of a transparent, fair and clean sporting environment, particularly one that fights against doping and competition manipulation, and provides for transparent judging/refereeing, selection and qualification processes, and appropriate competition schedules, including training schedules at such competitions.*
- 3. Access general information on athlete and competition-related matters in a timely and clear manner.*
- 4. Access education on sports-related matters as well as to work or study while actively training and competing, should the athlete choose to do so and where practicable.*



- 5. Leverage opportunities to generate income in relation to their sporting career, name and likeness, while recognising the intellectual property or other rights, rules of the event and of sports organisations as well as the Olympic Charter.*
- 6. Fair and equal gender representation.*
- 7. The protection of mental and physical health, including a safe competition and training environment and protection from abuse and harassment.*
- 8. Elected athlete representation within sporting organisations of the Olympic Movement.*
- 9. Report unethical behaviour without fear of retaliation.*
- 10. Privacy, including protection of personal information.*
- 11. Freedom of expression.*
- 12. Due process, including the right to a fair hearing within a reasonable time by an independent and impartial panel, the right to request a public hearing and the right to an effective remedy.*

#### II. Athletes' Responsibilities

*This Declaration encourages athletes to:*

- 1. Uphold the Olympic values and adhere to the Fundamental Principles of Olympism.*
- 2. Respect the integrity of sport and compete as a clean athlete, in particular by not doping and not manipulating competitions.*
- 3. Act in accordance with the IOC Code of Ethics and be encouraged to report unethical behaviour, including instances of doping, competition manipulation, prohibited discrimination and abuse and harassment.*
- 4. Comply with applicable national laws, and the rules of the qualification processes and competitions, of the sport, and of the relevant sporting organisation, as well as the Olympic Charter.*
- 5. Respect the rights and well-being of, and not discriminate against, other athletes, their entourage, volunteers and all others within the sporting environment, and refrain from political demonstration in competitions, competition venues and ceremonies.*

## 9. Diversity and gender equality proposals

- Congress delegates - gender representation at Congress (following slide)
- Institutionalised gender equality quotas - under discussion
- Diversity and Gender Policy - under discussion

- Membership; Congress Delegates (Art.23) - proposal, based on 2017 Extraordinary Congress, option 1

Each member federation shall have the right to accredit a maximum of three delegates, subject to the following:

For a member federation to accredit MORE THAN ONE DELEGATE at Congress, BOTH GENDERS must be represented in the member federation's delegation.

Member federations may at any time change their delegates but they may not be represented by a delegate who is the representative of another member federation or by a member of the Council. Each delegate shall satisfy the Executive Committee that the delegate is a citizen or bona fide resident of the country or territory of the member federation he proposed to be representeds, or an employee of that federation. The delegate must be able to provide immediate proof of his-the authority to represent the member federation. The President of the member federation shall be responsible for its delegates and that they meet the above requirements. In an exceptional case, the decision of the Executive Committee shall be final.

*With immediate effect*

## 10. Other

- *Membership - dormant or multisport federations separating out rowing should be subject to New Member application procedure, such as a 'Member Confirmation procedure'? (Statute, Bye-law or Internal Procedure?)*
- ...

THANK YOU