



## 2020 FISA Extraordinary Congress 17-18 October 2020

### Proposed Changes to the FISA Statutes & Related Appendices

Statutes:	Articles 1-70
Appendix S1:	Bye-Laws to Art.10 – Challenges to a Member Federation’s Eligibility
Appendix S2:	Bye-Law to Art.11 - Claims of External Interference (Updated – Version 16 Sept 2020)
Appendix S3:	Bye-Laws to Art.18 – Recognition of Continental Rowing Confederations (Updated – Version 16 Sept 2020)
Appendix S4:	Bye-Law to Art.19 – Recognition of other Groupings of Member Federations
Appendix S5:	Athletes’ Commission Regulations (NEW) (Updated – Version 16 Sept 2020)
Appendix S6:	Bye-Laws to Art. 45 – Internal Audit Committee (NEW)
Appendix S7:	Bye-Laws to Art. 46 – Duties of the Council Members (Updated – Version 16 Sept 2020)
Appendix S8:	Bye-Law to Art. 51 – Finance Committee (NEW) (Updated – Version 16 Sept 2020)
Appendix S9:	Bye-Laws to Art. 55 – Duties of the Commissions and Working Groups (Updated – Version 16 Sept 2020)
Appendix S10:	Bye-Laws to Art. 57 – Commitment Forms; S10a World Rowing Commitment Form (Updated – Version 16 Sept 2020)
Appendix S10b:	WADA Athlete Data Consent Form
Appendix S11:	Bye-Laws to Art. 58 – World Rowing Code of Ethics (Updated – Version 16 Sept 2020)
Appendix S11a:	Athletes’ Rights & Responsibilities Declaration
Appendix S11b:	Safeguarding Participants in Rowing from Harassment & Abuse (Updated – Version 16 Sept 2020)
Appendix S12:	Bye-Laws to Art. 59 – Manipulation of Competition and Betting

Proposed FISA Statute Changes as at 150820

2019 version	2020 update	Comments
<b>STATUTES AND RELATED BYE-LAWS</b>	<b>STATUTES AND RELATED BYE-LAWS</b>	
<b>DECLARATION OF PRINCIPLES</b>	<b>DECLARATION OF PRINCIPLES</b>	Change in the order to now include Declaration of Principles as New Art. 2, to be an integral part of the Articles.
<b>PART I – GENERAL PROVISIONS</b>	<b>PART I – GENERAL PROVISIONS</b>	
<b>Article 1 – Foundation, Name and Legal Status</b>	<b>Article 1 – Foundation, Name, <del>and</del> Legal Status <u>and Emblem</u></b>	
<p>With the objective of encouraging the development of the sport of rowing and of strengthening the bonds of friendship that unite those who practise it, the Adriatic, Belgian, French, Italian and Swiss Federations founded the Fédération Internationale des Sociétés d’Aviron (FISA) on 25 June 1892, in Turin. FISA is a non-governmental, not-for-profit, international organisation constituted pursuant to Art. 60 and following of the Swiss Civil Code. It is recognised by the International Olympic Committee (IOC) and it respects the Olympic Charter.</p>	<p>With the objective of encouraging the development of the sport of rowing and of strengthening the bonds of friendship that unite those who practise it, the Adriatic, Belgian, French, Italian and Swiss Federations founded the Fédération Internationale des Sociétés d’Aviron (FISA) on 25 June 1892, in Turin.</p> <p><u>Founded in 1892, FISA was the first international sport federation to be established and rowing has been on the Olympic Programme since 1896, the first Olympic Games of the modern era. Para Rowing was integrated into the World Championships in 2002 and has been on the programme of the Paralympic Games since 2008.</u></p> <p>FISA is a non-governmental, not-for-profit, international organisation constituted pursuant to Art. 60 and following of the Swiss Civil Code. It is recognised by the International Olympic Committee (IOC) and it respects the Olympic Charter.</p>	<p>From Declaration of Principles, B1 – to keep the historical references together.</p>

	<p><u>World Rowing is the designation used operationally by FISA. Any reference to or use of the designation “World Rowing” in this Rulebook shall apply equally to FISA, Fédération Internationale des Sociétés d’Aviron.</u></p> <p><u>The emblem of FISA is the five oars, side by side, which are, from left to right coloured blue, yellow, black, green and red with or without the letters F-I-S-A.</u></p> <p><u>The World Rowing Executive Committee (“Executive Committee”) may create additional emblems for specific goals, events or activities. Only the Executive Committee may authorise the use of the FISA emblems.</u></p>	<p>Proposal to use World Rowing as the name and brand to be used for all operational and communication matters. Please refer to the explanatory document “<i>FISA operating as World Rowing proposal</i>”.</p> <p>Old Art.6 Emblem - text moved here to keep references to FISA in one Article.</p>
	<b><u>Article 2 – Declaration of Principles</u></b>	Entire Declaration of Principles section is now brought into the Statutes, here under NEW Art.2
<b>A. ROWING</b>	<b>A. <u>PRINCIPLES OF ROWING</u></b>	Section A – aligned with Core Values of Rowing (2018 Strategic Plan)
Rowing is one of the oldest sports and has strong traditions. Over the years certain values and characteristics have become connected with rowing, which rowers protect and reinforce. These characteristics and values which should inspire all activities and decisions are the following:	Rowing <del>is as</del> one of the oldest sports <del>and</del> has <u>developed and maintained</u> strong <u>positive</u> traditions. <del>Over the years certain</del> values and characteristics <del>have become connected with rowing, which rowers protect and reinforce. These characteristics and values which should</del> inspire <u>and align its</u> all activities and decisions <del>ss are. They include the</del> following:	Proposed wording changes to improve clarity.
<b>A1. Development of the Individual</b>	<b>A1. Development of the Individual</b>	
Individuals, through rowing, acquire a personal experience of determination,	Individuals, through rowing, acquire <del>a personal</del> experience <u>in self-discipline</u> of,	Proposed wording changes to simplify and improve clarity.

teamwork, respect, commitment, integrity and a sense of fair play. By applying these principles in all circumstances, rowers become independent and responsible individuals, prepared to face the realities of life and willing to share the values gained with others.	determination, <u>commitment, respect, teamwork, integrity respect, commitment, integrity</u> and a sense of fair play. <del>By applying these principles in all circumstances, rowers become independent and responsible individuals, prepared to face the realities of life and willing to share the values gained with others.</del>	
<b>A2. International Understanding</b>	<b>A2. International Understanding</b> <b>Inclusiveness</b>	
International rowing competitions and meetings are organised in such a way as to be a means for friendly contact between the participants, contributing to a better understanding between people and nations, regardless of race, gender, frontiers or political systems. Rowers form a worldwide “family” based on the ideals of peace, friendship, fairness, understanding and mutual assistance. All rowers are encouraged to foster international understanding through the sport of rowing.	<del>International r</del> Rowing competitions and meetings are organised <u>to provide in such a way as to be a means for friendly contact interaction</u> between the participants, <del>and contributing to contribute</del> to a better understanding between people and nations, <del>regardless of race, gender, frontiers or political systems. Rowers</del> <u>The rowing community forms</u> a worldwide “family” based on the ideals of peace, friendship, fairness, understanding and <u>mutual assistancesolidarity</u> . <del>All rowers are encouraged to foster international understanding through the sport of rowing.</del>	Proposed wording changes to simplify and improve clarity.
<b>A3. Lifetime Sport for All</b>	<b>A3. Lifetime Sport for All</b>	
Rowing allows for the maintenance of physical fitness from youth through to old age. Rowing is a competitive and recreational activity for all, regardless of age, gender or ability.	Rowing <del>allows for the maintenance of</del> <u>promotes</u> physical fitness, <u>time honoured values and shared experiences</u> <del>from youth through</del> to old age. Rowing is a competitive and recreational activity for all, <del>regardless of age, gender or ability.</del>	Proposed wording changes to improve clarity.
<b>A4. Environmental Responsibility</b>	<b>A4. Environmental Responsibility</b>	
Rowing is a sport which requires clean air and clean water; the rowing community plays an important role in the responsible and	Rowing is a sport which requires, <u>and is harmonious with,</u> clean air and clean water. <del>T</del> <u>he rowing community is dedicated to plays</u>	Proposed wording changes to improve clarity.

sustainable management of natural and physical resources especially those which are necessary for rowing.	<del>an important role in</del> the responsible and sustainable management of natural and physical resources especially <del>those which are necessary for where</del> rowing <u>is practised</u> .	
<b>B. FISA</b>	<b>B. <u>WORLD ROWING'S FISA GOVERNING PRINCIPLES</u></b>	Section B – aligned with Guiding Principles of Rowing (2018 Strategic Plan)
FISA is the international governing body for rowing and is the world association of national rowing federations. FISA governs rowing by defending its principles and by acting in accordance with the following:	<del>FISA World Rowing</del> is the international governing body for rowing and is the world association of <del>national rowing member rowing federations</del> ( <u>"Member Federations"</u> ). <del>FISA World Rowing</del> governs rowing <del>by defending and upholds its the following</del> principles <del>and by acting in accordance with the following</del> :	Proposed wording changes to improve clarity.
<b>B1. Integral Part of World Sport</b>	<b>B1. Integral Part of World Sport</b>	B1 & B2 are listed 8th and 7th respectively in the 8 Guiding Principles in the 2018 Strategic Plan
Founded in 1892, FISA was the first international sport federation to be established and rowing has been on the Olympic Programme since 1896, the first Olympic Games of the modern era. Para Rowing was integrated into the World Championships in 2002 and has been on the programme of the Paralympic Games since 2008. FISA is an active participant in the world of sport and co-operates with the other international federations and the various world sports organisations. It encourages any steps which serve to propagate sport and contribute to develop it, as well as to promote the Olympic and Paralympic Games and other international competitions. It seeks the inclusion of rowing in multi-sport international competitions and a presence on important international sports bodies.	<del>Founded in 1892, FISA was the first international sport federation to be established and rowing has been on the Olympic Programme since 1896, the first Olympic Games of the modern era. Para Rowing was integrated into the World Championships in 2002 and has been on the programme of the Paralympic Games since 2008. FISA World Rowing is committed to the goals and values of the Olympic and Paralympic Movements and is</del> an active <del>participant contributor to</del> in the world of sport <del>and co-operates in cooperation</del> with the other international federations and <del>the various</del> world sports organisations. <del>It encourages any steps which serve to propagate sport and contribute to develop it, as well as to promote the Olympic and Paralympic Games and other</del> World Rowing supports and promotes	First sentence now included in Art.1 to keep the historical references together.  Proposed wording changes to improve clarity.

	international competitions. <del>It seeks</del> the inclusion of rowing in multi-sport international competitions and <del>a presence</del> <u>representation</u> on <del>important</del> international sports bodies.	
<b>B2. Independence</b>	<b>B2. Independence &amp; Autonomy</b>	
FISA will keep rowing free from political and commercial restraints. Moreover, FISA undertakes, at all levels, to preserve the independence and autonomy of international sport.	<del>FISA World Rowing will endeavours to</del> keep rowing free from political and commercial restraints. <del>Moreover, FISA and is committed undertakes, at all levels, to</del> <u>preserving</u> <del>preserve</del> the independence and autonomy of <del>international</del> sport.	Proposed wording changes to improve clarity.
<b>B3. Priority to Sport</b>	<b>B3. Priority to <del>Sport</del> 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.	<del>FISA World Rowing directs its work in the interest is committed to ensuring the well-being, health and interests of rowers and rowing, present and future, is central in all decisions of World Rowing. It opposes any attempt to subordinate sport to any other interests.</del>	Proposed wording changes to improve clarity.
<b>B4. Fairness and Equality of Opportunity in Competitions</b>	<b><del>B4</del>B5. Fairness and Equality of Opportunity in <del>Competitions</del></b>	
FISA always seeks to ensure that its competitions and participants respect the principles of fairness and equality of opportunity. In particular, it is committed to the fight against doping and seeks to prevent competition and technical manipulation by enforcing strict rules. FISA carries out worldwide anti-doping tests, in and out of competition, and supports all appropriate measures taken in that field at the national and international level.	<del>FISA World Rowing always seeks to ensure that it is committed to competitions and participants respect</del> the principles of fairness and equality of opportunity. <del>In particular, it is committed to the fight against doping and seeks to prevent competition and technical manipulation by enforcing strict rules. FISA carries out worldwide anti-doping tests, in and out of competition, and supports all appropriate measures taken in that field at the national and international level, both in competition and at all levels of the organisation.</del>	Proposed wording changes to simplify and improve clarity.  Doping & competition manipulation are now included in B5 Integrity below.

<p><b>B5. Development of Rowing in all its Forms</b></p>	<p><del><b>B5. Development of Rowing in all its Forms</b></del></p>	<p>This is included under New Art. 3 Objects, point 4</p>
<p>FISA promotes and develops the sport of rowing. It establishes development programmes, organises training courses, and develops public relations and media opportunities. Thereby, FISA works to attract new rowers and members, improve the level, quality and appeal of its competitions, and ensure a leading position for rowing in world sport, in multi-sport events and, particularly, in the Olympic and Paralympic Games.</p>	<p><del>FISA promotes and develops the sport of rowing. It establishes development programmes, organises training courses, and develops public relations and media opportunities. Thereby, FISA works to attract new rowers and members, improve the level, quality and appeal of its competitions, and ensure a leading position for rowing in world sport, in multi-sport events and, particularly, in the Olympic and Paralympic Games.</del></p>	
	<p><b><u>B4. Integrity</u></b></p> <p><u>World Rowing is committed to the highest ethical standards in all its activities and to ensuring that rowing is a safe, positive, respectful and inclusive environment, free from harassment and abuse.</u></p> <p><u>World Rowing is a recognised leader in the fight against doping and is committed to preventing the manipulation of competitions.</u></p>	<p>Integrity is the 5<sup>th</sup> point in the 8 Guiding Principles of the 2018 Strategic Plan. Included here as a new section of the Principles and also including the wording on the fight against doping &amp; competition manipulation, previously in Principle B4.</p>
<p><b>B6. Inclusion and Non-Discrimination</b></p>	<p><del><b>B6B6. Inclusion and Non-Discrimination</b></del></p>	
<p>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.</p>	<p><u>World Rowing is committed to diversity, inclusion, accessibility and non-discrimination.</u> The enjoyment of the rights and freedoms set forth in these Statutes shall be secured without discrimination of any kind, such as race, colour, <del>sex, gender,</del> sexual orientation, <u>age, disability,</u> language, religion, political or other opinion, national or social origin, property, birth or other status. <del>FISA is committed to inclusion and</del></p>	<p>Proposed wording changes to improve clarity, align with IOC language, and place further emphasis on the importance of promoting diversity and gender equality.</p>

	<del>accessibility.</del> <u>World Rowing seeks gender equality in all aspects of the sport.</u>	
<b>B7. Sound environmental Practices</b>	<b><del>B7B7. Sound environmental Sustainable Practices</del></b>	
FISA is committed to practices that respect and safeguard the environment in which the sport of rowing is conducted. FISA endorses responsible and sustainable environmental practices in the planning and staging of events, the design and construction of new rowing facilities and the refurbishment of existing rowing facilities. FISA promotes awareness and community consultation on rowing-related environmental issues.	<del>FISA-World Rowing</del> is committed to practices that respect and safeguard the <u>environment communities and ecosystems</u> in which the sport of rowing is conducted. <u>FISA-World Rowing endorses-integrates</u> responsible <u>-and and sustainable environmental practices into its own operations and</u> in the planning and staging of <u>its events.</u> <del>the design and construction of new rowing facilities and the refurbishment of existing rowing facilities.</del> <del>FISA</del> It strives to educate its <del>promotes awareness and communities</del> <u>on sustainability principles and to advocate for sound sustainability practices throughout the global rowing community-consultation on rowing-related environmental issues.</u>	Proposed wording changes to improve clarity and to be aligned with the development of the Sustainability Strategy.
<b>Article 2 – Objectives</b>	<b>Article <del>2-3</del> – Objectives</b>	
The objectives of FISA are:	The objectives of <del>FISA-World Rowing</del> are:	
1. To establish and enforce FISA’s Declaration of Principles, Statutes, Rules of Racing, Bye-Laws and Event Regulations;	1. To establish and enforce <u>FISA’s-World Rowing’s Declaration of Principles,</u> Statutes, Rules of Racing, Bye-Laws and Event Regulations;	
2. To encourage the universal development of rowing in all its forms;	2. <u>To be the final authority for all international rowing competitions and, within the limits of its authority, at multi-sport competitions</u> <del>To encourage the universal development of rowing in all its forms;</del>	Reordering to group governance related objects and those that are sport related. Previously point 6.
3. To promote rowing in all its forms;	3. <u>To preserve the integrity of rowing by ensuring fair sporting competitions, a safe</u>	Previously point 4. Proposed wording changes to improve clarity.

	<del>environment and the protection of clean athletes</del> <del>To promote rowing in all its forms;</del>	
4. To ensure fair sporting competitions and protect clean athletes;	<del>4. To ensure fair sporting competitions and protect clean athletes</del> <u>To promote rowing in all its forms and encourage its universal development.</u> <del>;</del> <u>To establish development programmes, organise training courses, stage events and develop public relations and media opportunities;</u>	Here, previous points 2 & 3 have been combined into 'new' point 4.
5. To conduct World Rowing Championships, other world-level rowing competitions, and the regattas staged at Olympic, Paralympic, Youth Olympic, regional, and continental Games and multi-sport competitions;	5. To conduct World Rowing Championships, <u>and</u> other world-level rowing competitions, <u>and the regattas including those</u> staged at Olympic, Paralympic, Youth Olympic, regional, and continental Games and multi-sport competitions. <u>World Rowing may support rowing events at all levels for its recognised organisations.</u> ;	
6. To be the final authority for all international rowing competitions and, within the limits of its authority, at multi-sport competitions.	<del>6. To be the final authority for all international rowing competitions and, within the limits of its authority, at multi-sport competitions.</del>	
<b>Article 3 – No Demonstrations or Propaganda</b>	<b>Article <del>3</del>4 – No Demonstrations or Propaganda</b>	
No demonstrations or political, religious or racial propaganda are permitted in any rowing venue or in connection with any rowing activity.	No demonstrations or political, religious or racial propaganda are permitted in any rowing venue or in connection with any rowing activity.	
<b>Article 4 – Autonomy of Member Federations</b>	<del><b>Article 4 – Autonomy of Member Federations</b></del>	Proposal to move this Article with current wording to the Membership section, as New Art.11.
A FISA member federation shall be autonomous; it shall be organised and governed in accordance with its Statutes. When FISA determines these principles are being compromised, FISA may take any	<del>A FISA member federation shall be autonomous; it shall be organised and governed in accordance with its Statutes. When FISA determines these principles are being compromised, FISA may take any</del>	

appropriate measures. FISA shall otherwise respect the autonomy of member federations.	<del>appropriate measures. FISA shall otherwise respect the autonomy of member federations.</del>	
<b>Bye-Laws to Article 4 – Claims by a Member Federation of External Interference (Appendix 1)</b>	<del><b>Bye-Laws to Article 4 – Claims by a Member Federation of External Interference (Appendix 1)</b></del>	
<b>Article 5 – Headquarters</b>	<del><b>Article 5-5 – Headquarters</b></del>	
The location of the FISA headquarters is decided by the Council.	The location of the <u>FISA-World Rowing</u> headquarters is decided by the <u>World Rowing Council</u> (“ <u>Council</u> ”).	
<b>Bye-Law to Article 5 – Headquarters</b>	<del><b>Bye-Law to Article 5-5 – Headquarters</b></del>	
<i>The headquarters are currently in Lausanne, Switzerland.</i>	<i>The headquarters are currently in Lausanne, Switzerland.</i>	
<b>Article 6 – Emblem</b>	<del><b>Article 6 – Emblem</b></del>	
The emblem of FISA is: the five oars, side by side, which are, from left to right coloured blue, yellow, black, green and red with or without the letters F-I-S-A. The Executive Committee may create additional emblems for specific goals, events or activities. Only the Executive Committee may authorise the use of the FISA emblems.	<del>The emblem of FISA is: the five oars, side by side, which are, from left to right coloured blue, yellow, black, green and red with or without the letters F-I-S-A. The Executive Committee may create additional emblems for specific goals, events or activities. Only the Executive Committee may authorise the use of the FISA emblems.</del>	Proposal to move this Article to Art.1 to keep references to FISA in one Article, along with the Foundation, Name and Legal Status text.
<b>Article 7 – Languages</b>	<del><b>Article 7-6 – Languages</b></del>	
The official languages of FISA are French and English. In case of divergence, the English text prevails. The use of other languages may be authorised by the Executive Committee in Congress or by the chair of the meeting on other occasions.	The official languages of <u>FISA-World Rowing</u> are French and English. In case of divergence, the English text prevails. The use of other languages may be authorised by the Executive Committee in Congress or by the chair of the meeting on other occasions.	
<b>Article 8 – Official Communications</b>	<del><b>Article 8-7 – Official Communications</b></del>	
Any communications required under these Statutes or Rules shall be made by post, fax, email or other electronic means (except for Art. 64). All communications to FISA shall be addressed to the Headquarters in one of FISA’s official languages.	Any communications required under these Statutes or Rules shall be made by post, fax, email or other electronic means <del>(except for Art. 64)</del> . All communications to <u>FISA-World Rowing</u> shall be addressed to the	Wording in brackets is no longer applicable, considering the changes made to Old Art.64/New Art.63.

	<del>Headquarters-headquarters</del> in one of <del>FISA's</del> the official languages.	
<b>Article 9 – Interpretation</b>	<b>Article 9-8 – Interpretation</b>	
The Executive Committee shall decide all questions of interpretation of the FISA Statutes, Rules of Racing, any related Bye-Laws and Event Regulations. All references to the masculine in the Statutes, Rules of Racing, any related Bye-Laws and Event Regulations and in all FISA documents, shall include the feminine and all references to “rowers” shall include scullers and coxswains unless the context otherwise requires.	The Executive Committee shall decide all questions of interpretation of the <del>FISA-World Rowing</del> Statutes, Rules of Racing, <del>any related</del> Bye-Laws and Event Regulations. All references to the masculine in the Statutes, Rules of Racing, <del>any related</del> Bye-Laws and Event Regulations and in all <del>FISA-World Rowing</del> documents, shall include the feminine and all references to “rowers” shall include scullers and coxswains unless the context otherwise requires.	
<b>Article 10 – Binding Authority</b>	<b>Article 10-9 – Binding Authority</b>	
FISA is bound by the signatures of two members of the Executive Committee, one of whom shall be the President. If the President is not able to sign, the President’s right shall pass first to the Vice President and, second, to the Treasurer.	<del>FISA-World Rowing</del> is bound by the signatures of two members of the Executive Committee, one of whom shall be the President. If the President is not able to sign, the President’s right shall pass first to the Vice President and, second, to the Treasurer.	
<b>PART II – MEMBERSHIP</b>	<b>PART II – MEMBERSHIP</b>	
<b>Article 11 – Members</b>	<b>Article 11-10 – Members</b>	
A member of FISA shall be a national rowing federation which, in principle, includes the majority of rowing clubs in its country and covers the territory of a country that is recognised as such and as an independent state by the international community. This requirement does not apply to members that were affiliated before 25 January 1993.	A <del>Member Federation of FISA</del> shall be a <del>national</del> rowing federation which, in principle, includes the majority of <u>the active</u> rowing clubs in its country and covers the territory of a country that is recognised as such and as an independent state by the international community. This requirement does not apply to members that were affiliated before 25 January 1993.	Proposed to include the word ‘active’ to underline that the MF’s member rowing clubs should have confirmed activity.  This Bye-Law was previously under Old Art.14 – Obligations of Member Federations. It is considered that this subject matter is

	<b><u><i>Bye-Law to Art.10 - Challenges to a Member Federation's Eligibility (Appendix S1)</i></u></b>	more appropriately included here under Art.10 Members.
	<b>Article 4-11 – Autonomy of Member Federations</b>	
	A <del>FISA m</del> Member <del>F</del> federation shall be autonomous; it shall be organised and governed in accordance with its Statutes. When <del>FISA-World Rowing</del> determines these principles are being compromised, <del>FISA-it</del> may take any appropriate measures. <del>FISA World Rowing</del> shall otherwise respect the autonomy of <del>M</del> member <del>F</del> federations.	Previously Art.4. No major wording changes. Proposal to include it here along with other Articles referring to the requirements of Member Federations.
	<b><del>Bye-Laws to Article 4-11 – Claims by a Member Federation of External Interference (Appendix 1S2)</del></b>	
<b>Article 12 – Admission to Membership</b>	<b>Article 14-2 – Admission to Membership</b>	Reordering of Articles 12-14 and related content, to bring the rights and obligations of Member Federations forward, and follow with the Admission to Membership Article.

<p>To become a member of FISA, a national rowing federation shall provide:</p> <ol style="list-style-type: none"> <li>1. A formal application to the Executive Committee at least three months before the date of the next Congress;</li> <li>2. A formal undertaking to observe FISA's Statutes, Rules of Racing, Bye-Laws and Event Regulations;</li> <li>3. A formal undertaking to accept and apply the World Anti-Doping Code;</li> <li>4. A copy of its Statutes with a certified translation in one of FISA's official languages. A member federation's Statutes shall not be inconsistent with those of FISA;</li> <li>5. A confirmation that the statutes of the federation are consistent with the principles of the Olympic Charter and a statement specifying whether the National Olympic Committee recognises the federation as a member;</li> <li>6. A formal undertaking to accept as binding and final the decisions of the competent authorities within FISA and to recognise the Court of Arbitration for Sport in Lausanne as the only possible external judicial authority;</li> <li>7. A formal undertaking to impose the obligations in 2 and 6 upon its affiliated clubs and their members in all those areas in which FISA has authority;</li> <li>8. Evidence that the requirements for affiliation have been complied with and a detailed report on the activities of the clubs that it represents;</li> <li>9. Details of the membership of its Committee and a request for approval of the</li> </ol>	<p><u>1. To become a member of <del>FISA</del>World Rowing, a national rowing federation shall submit a written provide:</u></p> <ol style="list-style-type: none"> <li><del>1. A formal</del> application to the Executive Committee at least three months before the date of the next Congress. <u>A new member shall be admitted by a vote of Congress, based on a recommendation from the Council.</u></li> <li><u>2. The application must include the following:;</u></li> </ol> <p><u>22.1 A written formal u undertaking in respect of all elements listed in Art.13, paragraphs 1 to 4; to observe FISA's Statutes, Rules of Racing, Bye-Laws and Event Regulations;</u></p> <ol style="list-style-type: none"> <li><del>3. A formal undertaking to accept and apply the World Anti-Doping Code;</del></li> <li><del>4. A copy of its Statutes with a certified translation in one of FISA's official languages. A member federation's Statutes shall not be inconsistent with those of FISA;</del></li> <li><del>5. A confirmation that the statutes of the federation are consistent with the principles of the Olympic Charter and a statement specifying whether the National Olympic Committee recognises the federation as a member;</del></li> <li><del>6. A formal undertaking to accept as binding and final the decisions of the competent authorities within FISA and to recognise the Court of Arbitration for Sport in Lausanne as the only possible external judicial authority;</del></li> </ol>	<p>Proposed wording changes to improve clarity.</p> <p>Much of the wording in this Article has been replaced with a reference to similar text in New Art.13 listing the Obligations of Member Federations.</p>
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<p>design and colours of its racing uniform and blades;  10. Any other information as required by FISA.  A new member shall be admitted by a vote of Congress.</p>	<p><del>7. A formal undertaking to impose the obligations in 2 and 6 upon its affiliated clubs and their members in all those areas in which FISA has authority;</del>  <del>8. Evidence that the requirements for affiliation have been complied with</del>  <u>2.2 Provision of:</u>  <u>i. A copy of its statutes with a certified translation in one of World Rowing's official languages. A Member Federation's statutes shall not be inconsistent with those of World Rowing;</u>  <u>ii. Details of the governance structure of the federation and names of the office bearers and a detailed report on the activities of the clubs that it represents;</u>  <u>9iii. A list of the clubs it represents, including addresses, and a detailed report on the activities of those clubs.</u><del>Details of the membership of its Committee;</del>  <u>iv. and aA</u> request for approval of the design and colours of its racing uniform and blades;  <u>v. 10.</u> Any other information as required by FISA World Rowing.  <u>A new member shall be admitted by a vote of Congress.</u></p>	
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<p><b>Article 13 – Rights of Member Federations</b></p>	<p><b>Article <del>13-12</del> – Rights of Member Federations</b></p>	
<p>Member federations have the following rights:</p> <ol style="list-style-type: none"> <li>1. To appoint delegates to take part and cast their votes in Congress and other general meetings open to member federations;</li> <li>2. To submit proposals for inclusion in the agenda of Congress;</li> <li>3. To nominate candidates for election or appointment within FISA;</li> <li>4. To enter athletes for participation in competitions organised under the authority of FISA; and</li> <li>5. To exercise all other rights arising from these Statutes and other FISA Regulations.</li> </ol> <p>Member federations have no responsibility for any financial liabilities of FISA.</p>	<p>Member <del>F</del>ederations have the following rights:</p> <ol style="list-style-type: none"> <li>1. To appoint delegates to take part and <del>cast their votes</del> in Congress and other general meetings open to <del>member</del> <u>Member federations</u> <del>Federations</del>;</li> <li>2. To submit proposals for inclusion in the agenda of Congress;</li> <li>3. To nominate candidates for election or appointment within <u>FISA/World Rowing</u>;</li> <li>4. To enter athletes for participation in competitions organised under the authority of <u>FISA/World Rowing</u>; and</li> <li>5. To exercise all other rights arising from these Statutes and other <u>FISA/World Rowing</u> Regulations.</li> </ol> <p>Member <del>F</del>ederations have no responsibility for any financial liabilities of <u>FISA/World Rowing</u>.</p>	<p>Proposed wording changes to improve clarity.</p>
<p><b>Article 14 – Obligations of Member Federations</b></p>	<p><b>Article <del>14-13</del> – Obligations of Member Federations</b></p>	
<p>Member federations have the following obligations:</p> <ol style="list-style-type: none"> <li>1. To comply fully with all duties and provisions of the Statutes, Rules, Bye-Laws and Regulations established by FISA and decisions taken by FISA;</li> <li>2. To apply the World Anti-Doping Code;</li> </ol>	<p>Member <del>F</del>ederations have the following obligations:</p> <ol style="list-style-type: none"> <li>1. To <u>abide by and</u> comply <u>fully and at all times fully</u> with: <ol style="list-style-type: none"> <li>1.1 <del>A</del> <u>A</u>-all duties and provisions of the <u>World Rowing</u> Statutes, Rules, Bye-Laws and Regulations <del>established by</del></li> </ol> </li> </ol>	<p>Reordering of these paragraphs and alignment with Old Art. 12</p> <p>In line with previous point 1 and 2, with proposed changes for additional emphasis on safeguarding and safety matters.</p>

<p>3. To immediately notify the FISA Executive Committee of any material change made to its Statutes, change of President and/or Secretary General, its address and contact details, or of any other elements which affects its ability to fulfil its membership obligations;</p> <p>4. To cause their own members to comply with the Statutes, Rules, Bye-Laws and Regulations established by FISA and decisions taken by FISA;</p> <p>5. In the event that a change in the registered design or the colours of its racing uniform or blades is desired, to make a request to the FISA Executive Committee at least three months prior to the first proposed use in competition;</p> <p>6. To manage their affairs in accordance with art 4;</p> <p>7. To fulfil at all times all the conditions necessary for its admission to membership and to comply with all the undertakings given on that occasion;</p> <p>8. To pay an annual subscription no later than 31 March of each year. The amount of the subscription shall be determined each year in advance by the Congress.</p>	<p><u>FISA and decisions taken by FISA, including but not limited to:</u></p> <p><u>a. The World Anti-Doping Code;</u></p> <p><u>b. The World Rowing Safeguarding Policy and any supplementary guidance issued by World Rowing.</u></p> <p><u>c. The responsible organisation and management of activities with due regard to safety and safety guidance, policies or similar advice issued by World Rowing or other relevant safety advisory or regulatory bodies; ;</u></p> <p><u>1.2.2 To apply the World Anti-Doping Code; All decisions taken by World Rowing.</u></p> <p><u>32. To accept as binding and final the decisions of the competent authorities within World Rowing and to recognise the Court of Arbitration for Sport in Lausanne as the only possible external judicial authority;</u></p> <p><u>3. To impose the obligations in 1 and 2 upon its affiliated clubs and their members in all those areas in which World Rowing has authority;</u></p> <p><u>4. To be governed by statutes that are consistent with the principles of the Olympic Charter and to be recognised as a member by the National Olympic Committee (NOC). To have the Member Federation president and executive board elections validated and recognised by their NOC;</u></p>	<p>Previously Art. 12.6</p> <p>Previously Art. 12.7</p> <p>Previously Art. 12.5 Proposed new wording here to reflect the requirements that the member be recognised, as well as its elections, by the NOC.</p>
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	<p><del>5.</del> To <del>immediately</del> notify the <del>FISA-World Rowing</del> Executive Committee <del>immediately</del> of any material change made to its <del>s</del>Statutes, change of <del>p</del>President and/or <del>s</del>Secretary <del>g</del>General, its address and contact details, or of any other elements which affects its ability to fulfil its membership obligations, <del>and to confirm that any such change does not negatively affect the Member Federation's compliance with the requirements of World Rowing membership;</del></p> <p><del>6.4. To cause their own members to comply with the Statutes, Rules, Bye-Laws and Regulations established by FISA and decisions taken by FISA;</del></p> <p><del>5.</del> In the event that a change in the registered design or the colours of its racing uniform or blades is desired, to make a request to the <del>FISA-World Rowing</del> Executive Committee at least three months prior to the first proposed use in competition;</p> <p><del>7. 6-</del>To manage their affairs in accordance with <del>A</del>art <del>411 – Autonomy of Member Federations;</del></p> <p><del>7. To fulfil at all times all the conditions necessary for its admission to membership and to comply with all the undertakings given on that occasion;and</del></p> <p>8. To pay an annual subscription no later than 31 March of each year. The amount of</p>	<p>Previously Art. 14.3</p> <p>Proposed new wording to improve clarity.</p> <p>Proposed to be included under point 3 above.</p> <p>Updated to reflect proposed move of Art 4 to New Art 11.</p>
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	the subscription shall be determined each year in advance by the Congress.	
<b>Bye-Laws to Article 14 (Appendix 2)</b>	<b>Bye-Laws to Article <del>14-13</del> - Subscriptions(Appendix 2)</b>	
14.1. Subscriptions	<del>14.1. Subscriptions</del> 1. <u>Member Federations in their first three years of membership shall pay no subscription.</u> 2. <u>The amount of the subscription payable by each Member Federation shall be determined by reference to its level of participation in major events during the previous four-year Olympic period in a formula proposed by the Council for approval at the Congress.</u> 3. <u>The Executive Committee may waive past due subscriptions of inactive Member Federations.</u>	Previously in BL to Art. 14 Appendix 2. Proposal to now include it here in the main part of the Statutes.  '...for approval at the Congress.' Is the new proposed text.
14.2. Challenges to a Member Federation's Eligibility	<del>14.2. Challenges to a Member Federation's Eligibility</del>	Moved to New Art 10 as a BL in Appendix 1. This Bye-Law was previously under Art.14 – Obligations of Member Federations. It is considered that this subject matter is more appropriately included under New Art. 10 Members.
<b>Article 15 – Sanctions, Suspensions and Expulsions</b>	<b>Article <del>15-15</del> – Sanctions, Suspensions and Expulsions</b>	
If a member federation does not fully comply with its obligations, the FISA Executive Committee may, after having given the member federation a warning including a deadline to adjust its status and correct its deficiency, take any of the following measures:	If a <del>M</del> member <del>F</del> federation does not fully comply with its obligations, the <del>FISA</del> Executive Committee may, after having given the <del>member-Member federation-Federation</del> a warning including a deadline to adjust its status and correct its deficiency, take any of the following measures:	

<p>1. Impose a financial penalty upon the member federation; 2. Suspend the member federation from membership (totally or partially) for a fixed period or until a specified set of circumstances has changed or ceased to exist;</p>	<p>1. Impose a financial penalty upon the <del>M</del>member <del>F</del>federation; 2. Suspend the <del>M</del>member <del>F</del>federation from membership (totally or partially) for a fixed period or until a specified set of circumstances has changed or ceased to exist;</p>	
<p>3. Remove or deny accreditation to or exclude a member's athlete, official or representative from any activities of FISA;</p>	<p>3. Remove or deny accreditation to, or exclude a member's athlete, official or representative from, any activities of <del>FISA</del><u>World Rowing</u>;</p>	
<p>4. Impose any other sanction it may deem to be appropriate.</p> <p>The FISA Executive Committee may also take appropriate measures against a member federation associated with a national organisation that has been sanctioned by the IOC, IPC, WADA, FISU or similar organisation.</p> <p>If a member federation does not continue to fulfil the current conditions of membership of FISA and does not rectify the situation by a date fixed by the Executive Committee, or if there are other justifiable reasons, the Congress may expel that federation.</p>	<p>4. Impose any other sanction it may deem to be appropriate.</p> <p>The <del>FISA</del> Executive Committee may also take appropriate measures against a <del>M</del>member <del>F</del>federation associated with a national organisation that has been sanctioned by the IOC, IPC, WADA, FISU or similar organisation.</p> <p>If a <del>M</del>member <del>F</del>federation does not <del>continue to</del> fulfil the current conditions of membership of <del>FISA</del><u>World Rowing</u> and does not rectify the situation by a date fixed by the Executive Committee, or if there are other justifiable reasons, the Congress may expel that federation.</p>	<p>Proposed wording changes to improve clarity.</p>
<p><b><i>Bye-Law to Article 15 – Debts</i></b></p>	<p><b><i>Bye-Law to Article 15 – Debts</i></b></p>	
<p><i>Member federations that have subscriptions in arrears or that have unresolved debts to FISA or to an organising committee of a FISA event may be suspended by the Executive Committee or expelled by Congress. In any event, no member of that federation shall</i></p>	<p><i>Member <del>F</del>federations that have subscriptions in arrears or that have unresolved debts to <del>FISA</del><u>World Rowing</u> or to an organising committee of a <del>FISA</del><u>World Rowing</u> event may be suspended by the Executive Committee or expelled by Congress. In any</i></p>	

<p><i>stand for elections, their delegates shall forfeit their voting rights, and the Executive Committee may ban the federation's teams and officials from competition and other FISA events, and suspend umpires and commission members from participation at FISA events.</i></p>	<p><i>event, no member of that federation <del>shall</del> <u>may</u> stand for elections, their delegates shall forfeit their voting rights, and the Executive Committee may ban <u>or suspend</u> the federation's teams, <del>and officials, umpires and Commission members</del> from <del>competitiveness</del> <u>and other FISA-World Rowing events, and suspend umpires and commission members from participation at FISA events.</u></i></p>	<p>Proposed wording changes to improve clarity.</p>
<p><b>Article 16 – Resignation</b> A member federation wishing to withdraw from membership of FISA shall give notice of resignation by registered post to the Executive Committee. The Executive Committee shall immediately inform the remaining member federations.</p>	<p><b>Article 16 – Resignation</b> A <del>M</del><u>m</u>ember <del>F</del><u>f</u>ederation wishing to <del>withdraw</del> <u>resign</u> from membership of <del>FISA-World Rowing</del> shall give notice of resignation by registered post to the Executive Committee. The Executive Committee shall immediately inform the remaining <del>member</del> <u>Member</u> <del>federations</del> <u>Federations</u>.</p>	<p>Proposed wording changes to improve clarity.</p>
<p><b>Article 17 – Obligations of Member Federations after Expulsion or Resignation</b></p>	<p><b>Article 17 – Obligations of Member Federations after Expulsion or Resignation</b></p>	
<p>A member federation having withdrawn from membership or been suspended or expelled remains bound by any obligation or liability related to the time it was a member of FISA.</p>	<p>A <del>M</del><u>m</u>ember <del>F</del><u>f</u>ederation having <del>withdrawn</del> <u>resigned</u> from membership or <u>having</u> been suspended or expelled remains bound by any obligation or liability related to the time it was a member of <del>FISA</del> <u>World Rowing</u>.</p>	<p>Proposed wording changes to improve clarity.</p>
<p><b>Article 18 – Continental Rowing Confederations</b></p>	<p><b>Article 18 – Continental Rowing Confederations</b></p>	

<p>A Continental Rowing Confederation shall be an association which, in principle, includes all the member federations of that continent. The continents shall be the five continents recognised by the IOC. Continental Rowing Confederations shall be the unique partners of FISA for continental rowing competitions and cooperation on common projects. To be recognised as a Continental Rowing Confederation, an application shall be submitted in accordance with Bye-Laws to Art. 18 (Appendix 3). The Continental Rowing Confederation shall be recognised by a vote of Congress, upon recommendation by the Council, Continental Rowing Confederations shall have the following rights:</p> <ol style="list-style-type: none"> <li>1. To appoint up to three delegates to attend the FISA Congress, in accordance with Art. 23 as appropriate. The delegates can take part in the discussions but have no voting right;</li> <li>2. To submit proposals for inclusion in the agenda of the Congress in accordance with Art. 29 as appropriate;</li> <li>3. To attend other FISA events, including member federation conferences, on invitation by the FISA President.</li> </ol>	<p>A Continental Rowing Confederation <del>shall be</del> an association which, in principle, includes all the <del>M</del>member <del>F</del>ederations of that continent. The continents shall be the five continents recognised by the IOC. Continental Rowing Confederations <del>shall be</del>are the unique partners of <del>FISA-World Rowing</del> for continental rowing competitions and cooperation on common projects. To be recognised as a Continental Rowing Confederation, an application shall be submitted in accordance with Bye-Laws to Art. 18 (Appendix <del>S</del>3). <del>The A</del> Continental Rowing Confederation <del>shall be</del>is recognised <del>as such</del> by a vote of Congress, upon recommendation by the Council.<del>;</del></p> <p>Continental Rowing Confederations shall have the following rights:</p> <ol style="list-style-type: none"> <li>1. To appoint up to three delegates to attend the <del>FISA-World Rowing</del> Congress, in accordance with Art. <del>23-22</del> as appropriate. The delegates can take part in the discussions but have no voting <del>rights</del>;</li> <li>2. To submit proposals for inclusion in the agenda of the Congress in accordance with Art. <del>28</del>9 as appropriate;</li> <li>3. To attend other <del>FISA-World Rowing</del> events, including <del>member-Member federation Federation</del> conferences, on invitation by the <del>FISA-World Rowing</del> President.</li> </ol>	<p>Proposed wording changes to improve clarity.</p>
<p>Continental Rowing Confederations shall have the following obligations:</p>	<p>Continental Rowing Confederations shall have the following obligations:</p>	

<p>1. To submit an annual report of its activities for inclusion in the FISA Congress Agenda Papers;</p> <p>2. To comply fully with all duties and provisions of the Statutes, Rules, Bye-Laws and Event Regulations established by FISA and decisions taken by FISA.</p> <p>Recognised Continental Rowing</p> <p>Confederations have no responsibility for any financial liabilities of FISA.</p>	<p>1. To submit an annual report of its activities for inclusion in the <del>FISA</del> Congress <del>a</del>Agenda <del>p</del>Papers;</p> <p>2. To comply fully with all duties and provisions of the Statutes, Rules, Bye-Laws and Event Regulations established by <del>FISA</del> <u>World Rowing</u> and decisions taken by <del>FISA</del><u>World Rowing</u>.</p> <p><u>3. To provide for the World Rowing Continental Representative to be an ex-officio member of the Confederation's Executive Board.</u></p> <p>Recognised Continental Rowing</p> <p>Confederations have no responsibility for any financial liabilities of FISA.</p>	<p>Proposed new wording to strengthen collaboration between the Continental Rowing Confederations and World Rowing.</p>
<p><b><i>Bye-Laws to Article 18 – Recognition of Continental Rowing Confederations (Appendix 3)</i></b></p>	<p><b><i>Bye-Laws to Article 18 – Recognition of Continental Rowing Confederations (Appendix <del>S</del>3)</i></b></p>	
<p><b>Article 19 – Other Groupings of Member Federations</b></p>	<p><b>Article 19 – Other Groupings of Member Federations</b></p>	

<p>A Grouping of Member Federations (Member Grouping) shall, in principle, include member federations that share a common objective, for example, to promote rowing in any of its forms or to stage an event.</p> <p>To be recognised as a Member Grouping, an application shall be submitted in accordance with Bye-Laws to this Article (Appendix 4). The Member Groupings shall be recognised by a vote of the Council.</p> <p>Member Groupings shall have the following rights:</p> <ol style="list-style-type: none"> <li>1. To appoint one delegate to attend the FISA Congress, in accordance with Art. 23 as appropriate. The delegate has no voting right and may take part in discussions at the discretion of the President;</li> <li>2. To submit proposals to the FISA Council to be considered for inclusion in the agenda of the Congress, in accordance with Art. 29, as appropriate;</li> <li>3. To attend other FISA events, including member federation conferences, on invitation by the FISA President.</li> </ol>	<p>A Grouping of Member Federations (“Member Grouping”) shall, in principle, include <del>M</del>member <del>F</del>federations that share a common objective, for example, to promote rowing in any of its forms or to stage an event.</p> <p>To be recognised as a Member Grouping, an application shall be submitted in accordance with Bye-Laws to <del>this Article</del><u>19</u> (Appendix <del>S</del><u>4</u>). The Member Groupings <del>shall be</del><u>are</u> recognised <u>as such</u> by a vote of the Council.</p> <p>Member Groupings shall have the following rights:</p> <ol style="list-style-type: none"> <li>1. To appoint one delegate to attend the <del>FISA</del><u>World Rowing</u> Congress, in accordance with Art. <del>23</del> as appropriate. The delegate <del>has no voting right and</del> may take part in discussions at the discretion of the President <u>but has no voting rights</u>;</li> <li>2. To submit proposals to the <del>FISA</del> Council to be considered for inclusion in the agenda of the Congress, in accordance with Art. <del>29</del>, as appropriate;</li> <li>3. To attend other <del>FISA</del><u>World Rowing</u> events, including <del>member</del><u>Member federation</u> <del>federation</del> conferences, on invitation by the <del>FISA</del><u>World Rowing</u> President.</li> </ol>	<p>Proposed wording changes to improve clarity.</p>
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<p>Member Groupings shall have the following obligations:</p> <ol style="list-style-type: none"> <li>1. To submit an annual report of its activities for inclusion in the FISA Congress Agenda Papers;</li> <li>2. To comply fully with all duties and provisions of the Statutes, Rules, Bye-Laws and Event Regulations established by FISA and decisions taken by FISA.</li> </ol> <p>Member Groupings have no responsibility for any financial liabilities of FISA.</p>	<p>Member Groupings shall have the following obligations:</p> <ol style="list-style-type: none"> <li>1. To submit an annual report of its activities for inclusion in the <del>FISA</del>-Congress <del>a</del>Agenda <del>p</del>Papers;</li> <li>2. To comply fully with all duties and provisions of the Statutes, Rules, Bye-Laws and Event Regulations established by <del>FISA</del> <u>World Rowing</u> and decisions taken by <del>FISA</del><u>World Rowing</u>.</li> </ol> <p>Member Groupings have no responsibility for any financial liabilities of FISA.</p>	
<p><b><i>Bye-Law to Article 19 – Recognition of other Groupings of Member Federations (Appendix 4)</i></b></p>	<p><b><i>Bye-Law to Article 19 – Recognition of other Groupings of Member Federations (Appendix <del>S</del>4)</i></b></p>	
<p><b>PART III – GOVERNANCE</b></p>	<p><b>PART III – GOVERNANCE</b></p>	
<p>Article 20 - Governance</p>	<p>Article 20 - Governance</p>	
<p>FISA shall be governed by:</p> <ol style="list-style-type: none"> <li>1. the Congress (Art. 21 to Art. 38);</li> <li>2. the Council (Art. 39 to Art. 48);</li> <li>3. the Executive Committee (Art. 49 to Art. 54).</li> </ol>	<p><del>FISA</del><u>World Rowing</u> shall be governed by:</p> <ol style="list-style-type: none"> <li>1. the Congress (Art. 21 to Art. <del>38</del>37);</li> <li>2. the Council (Art. <del>39-38</del> to Art. <del>48</del>47);</li> <li>3. the Executive Committee (Art. <del>49-48</del> to Art. <del>54</del>53).</li> </ol>	
<p><b>PART III A. CONGRESS</b></p>	<p><b>PART III A. CONGRESS</b></p>	
<p><b>Article 21 – Congress</b></p>	<p><b>Article 21 – Congress</b></p>	
<p>The Congress is the general assembly of the member federations and the supreme authority of FISA whose activities shall be subject to its control.</p>	<p>The Congress is the <del>general assembly of the member federations and the</del> supreme authority of <del>FISA</del><u>World Rowing</u> and is made up of the Member Federations. Its authority is set out by these statutes. <del>whose activities shall be subject to its control.</del></p> <p><u>Member Federations in good standing may be represented at the Congress by up to three delegates, in accordance with Art. 22.</u></p>	<p>Proposed wording changes to improve clarity.</p>

	<p><u>Council members shall participate in the Congress but have no voting rights.</u></p> <p><u>The President is chair of the Congress or, if unable, the Vice President or another specific nominee of the President is chair.</u></p>	
<b>Article 22 – Composition and Presidency</b>	<b>Article 22 – Composition and Presidency</b>	
The Congress shall consist of delegates of member federations that are currently members of FISA. The President of FISA shall preside or, if the President is not able to preside, the Vice President. The Council shall also participate in the Congress.	<del>The Congress shall consist of delegates of member federations that are currently members of FISA. The President of FISA shall preside or, if the President is not able to preside, the Vice President. The Council shall also participate in the Congress.</del>	This is now included in Art.21 above.
<b>Article 23 – Delegates</b>	<b>Article 23-22 – Eligibility of Congress Delegates</b>	Proposed wording changes to improve clarity.
Each member federation shall have the right to accredit a maximum of three delegates. 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 represents. The delegate must be able to provide immediate proof of his authority to represent the member federation. In an exceptional case, the decision of the Executive Committee shall be final.	<p>Each <del>M</del>member <del>F</del>federation <del>shall have</del>has the right to accredit a maximum of three delegates, <u>subject to the following:</u></p> <p><u>For a Member Federation to accredit more than one delegate to the Congress, both genders must be represented in the Member Federation’s delegation.</u></p> <p><del>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</del><u>Any delegate must satisfy the Executive Committee that the delegate is</u> <del>be</del> a citizen or bona fide resident of the</p>	<p>Proposed wording changes to improve clarity.</p> <p>Proposal to introduce gender related criteria to delegate participation, to promote diversity and gender equality, and encourage increased opportunities for women in decision making positions across the Member Federations and World Rowing.</p>

	<p>country or territory of the <u>applicable Member Federation</u> <del>he represents</del>.  <u>Member Federations may not be represented by a delegate who is the representative of another Member Federation nor by a member of the Council.</u></p> <p><del>The delegate must be able to provide immediate proof of his authority to represent the member federation.</del></p> <p><u>The president of the Member Federation shall communicate the names of its federation's delegates by the registration deadline.</u>  <u>The delegates must meet the requirements in accordance with this Article.</u></p> <p><u>A Member Federation's delegate may only be changed with the authorisation of the World Rowing President.</u></p> <p><del>In an exceptional case, the decision of t</del><u>The Executive Committee has the authority to determine the legitimacy of the proposed delegates and its decision shall be final.</u></p>	Proposed wording changes to improve clarity.
<b>Article 24 – Observers at the Congress</b>	<b>Article 234 – Observers at the Congress</b>	
Observers may attend part or all of the Congress by invitation from the President.	Observers may attend <u>in person</u> part or all of the Congress <u>with authorisation of the President.</u> <del>by invitation from the President.</del>	Proposed wording changes to improve clarity.
<b>Article 25 – Ordinary Congress</b>	<b>Article 245 – Ordinary Congress</b>	
Delegates shall meet annually as an Ordinary Congress to discuss items as listed under Art. 27, preferably at a time and place at	Delegates shall meet annually as an Ordinary Congress to discuss items <del>as</del> listed under Art. <del>27</del> <u>26</u> , preferably at a time and place at	

which a World Rowing Championship regatta is held.	which a World Rowing Championship regatta is held.	
<b>Article 26 – Convening Notice and Agenda</b>	<b>Article 2<del>5</del>6 – Convening Notice and Agenda</b>	
1. Convening Notice – The Executive Committee shall send a convening notice to member federations at least four months before the date of an Ordinary Congress. The convening notice shall include a draft agenda. 2. Final Agenda – The Executive Committee shall send out the final agenda for the Congress at least two months before the date of the Congress. Where possible, the various reports, any observations on the agenda items, the accounts, the financial report, and the proposed budget shall be sent out with the agenda. Subsequent written material may be circulated by the Executive Committee.	1. Convening Notice – The Executive Committee shall send a convening notice to <del>member-<u>Member federations-Federations</u></del> at least four months before the date of an Ordinary Congress. The convening notice shall include a draft agenda. 2. Final Agenda – The Executive Committee shall send out the final agenda for the Congress at least two months before the date of the Congress. Where possible, the various reports, any observations on the agenda items, the accounts, the financial report, and the proposed budget shall be sent out with the agenda. Subsequent written material may be circulated by the Executive Committee.	
<b>Article 27 – Agenda for Ordinary Congress</b>	<b>Article 2<del>6</del>7 – Agenda for Ordinary Congress</b>	
The agenda for an Ordinary Congress shall include:	The agenda for an Ordinary Congress shall include:	
1. Mandatory items	1. Mandatory items	
1.1 Opening of the session;	1.1 Opening of the session;	
1.2 Identification of the delegates and confirmation of their authority;	1.2 Identification of the delegates and confirmation of their authority;	
1.3 Appointment of scrutineers for the period of Congress;	1.3 Appointment of scrutineers for the period of Congress;	
1.4 Approval of the minutes of the last Congress;	1.4 Approval of the minutes of the last Congress;	
1.5 President’s report and reports from the Vice President, Treasurer and Executive Director;	1.5 President’s report and reports from the Vice President, Treasurer and Executive Director;	

1.6 Reports of the Chairs of the specialist Commissions;	1.6 Reports of the Chairs of the specialist Commissions;	
1.7 Reports of the FISA Continental Representatives and Co-opted Members;	1.7 Reports of the <del>FISA</del> Continental Representatives and Co-opted Members;	
1.8 Accounts, financial report and auditors' report;	1.8 <del>Presentation of the financial statements;Accounts, financial report and auditors' report;</del>	1.8-1.13 proposed changes are based on Swiss Lawyers' recommendations, in consideration of corporate governance principles and Swiss Law.
1.9 Approval of accounts;	1.9 <del>Auditors report</del> Approval of accounts;	
	<del>1.10 Approval of the financial statements;</del>	
1.10 Determination of entrance fee and annual subscription;	1. <del>10-11</del> Determination of entrance fee and annual subscription;	
1.11 Budget for the following year;	1. <del>11-12</del> Budget for the following year;	
	<del>1.13 Appointment of the external auditors</del>	
1.12 Reports on future FISA events and Olympic and Paralympic regattas;	1. <del>12-14</del> Reports on future <del>FISA-World Rowing</del> events and Olympic and Paralympic regattas;	
1.13 Place and date of the next Congress;	1. <del>13-15</del> Place and date of the next Congress;	
1.14 Attribution of future World Rowing Championships in accordance with Rule 6;	1. <del>14-16</del> Attribution of future World Rowing Championships in accordance with Rule <del>6</del> 5;	
1.15 Any other business.	1. <del>15-17</del> Reports of Continental Rowing Confederations and other Member Groupings; <del>Any other business.</del>	Proposed now as an obligatory item; moved up from 2.1
2. Additional items, as appropriate	<del>2.1.18- Any other business</del> Additional items, as appropriate	
2.1 Reports of Continental Rowing Confederations and other Member Groupings;	<del>2.1 Reports of Continental Rowing Confederations and other Member Groupings;</del> Additional items, as appropriate	
2.2 Reports on applications for affiliation and voting consequent thereon;	2. <del>2-1</del> Reports on applications for affiliation and voting consequent thereon;	
2.3 Reconsideration or confirmation of decisions (ref. Art. 31) taken by the Council in accordance with the provisions of Art. 33 and paragraph 4 of Art. 46 or by the Executive	2. <del>3-2</del> Reconsideration or confirmation of decisions (ref. Art. <del>31</del> 30) taken by the Council in accordance with the provisions of Art. <del>33-32</del> and paragraphs <del>3b and 3c-4</del> of Art. <del>46-45</del> or by the Executive Committee in	

Committee in accordance with the provisions of paragraph 3 of Art. 52;	accordance with the provisions of paragraph 3d of Art. <del>52</del> 51;	
2.4 Council and Executive Committee elections in accordance with Art. 40 and Art. 50; 2.5 Specific Proposals to an existing agenda item from the member federations, the Council or the Executive Committee;	2.4-3 Council and Executive Committee elections in accordance with Art. <del>40-39</del> and Art. <del>50</del> 49; 2.5-4 Specific <del>Proposals-proposals</del> to an existing agenda item from the <del>M</del> member <del>F</del> federations, the Council or the Executive Committee;	
2.6 Other additional agenda items proposed by the member federations, the Council or the Executive Committee. A matter which is not listed on the agenda of a Congress may be discussed (but not voted on) if one third of the member federations represented at the Congress so request or if the President authorises it.	2.6-5 Other additional agenda items proposed by the <del>M</del> member <del>F</del> federations, the Council or the Executive Committee. A matter which is not listed on the agenda of a Congress may be discussed (but not voted on) if one third of the <del>M</del> member <del>F</del> federations represented at the Congress so request or if the President authorises it.	
<b>Article 28 – Reports</b>	<b>Article 278 – Reports</b>	
The Executive Committee or the Congress may appoint individuals to report on matters brought before the Congress. The Congress may also require the Executive Committee to submit to it its views on questions to which it may wish to give further consideration.	The Executive Committee or the Congress may appoint individuals to report on matters brought before the Congress. The Congress may also require the Executive Committee to submit to it its views on questions to which it may wish to give further consideration.	
<b>Article 29 – Specific Proposals and Additional Agenda Items from Member Federations</b>	<b>Article 289 – Specific Proposals and Additional Agenda Items from Member Federations</b>	
Member federations may submit a specific proposal to an existing agenda item as well as an additional agenda item, together with the reasoning behind the proposal or additional agenda item. Such submissions shall be made in writing in one of FISA’s official languages and shall be received by the Executive Committee at least	Member <del>F</del> federations may submit a specific proposal to an existing agenda item as well as an additional agenda item, together with the reasoning behind the proposal or additional agenda item. Such submissions shall be made in writing in one of <del>FISA’s-World Rowing’s</del> official languages and shall be received by the	

<p>three months before the date of the Congress. If these are received at the FISA headquarters by the due date they will be included in the agenda for that Congress. The Executive Committee will decide whether late proposals may be included in the agenda.</p>	<p>Executive Committee at least three months before the date of the Congress. If these are received at the <u>FISA-World Rowing</u> headquarters by the due date they will be included in the agenda for that Congress. The Executive Committee will decide whether late proposals may be included in the agenda.</p>	
<p><b>Article 30 – Proposals from the Council or Executive Committee</b></p>	<p><b>Article <del>30-29</del> – Proposals from the Council or Executive Committee</b></p>	
<p>The Council or the Executive Committee may include on the Agenda any proposal which they consider to be appropriate. Unless there are exceptional circumstances, such proposal shall be included in the Agenda sent to the member federations in accordance with Art. 26. They may submit a proposal to the Congress at any time provided it relates to an item on the Agenda.</p>	<p>The Council or the Executive Committee may include on the <u>a</u>Agenda any proposal which they consider to be appropriate. Unless there are exceptional circumstances, such proposal shall be included in the <u>a</u>Agenda sent to the <u>M</u>member <u>F</u>ederations in accordance with Art. <del>25</del>6. They may submit a proposal to the Congress at any time provided it relates to an item on the <u>a</u>Agenda.</p>	
<p><b>Article 31 – Reconsideration and Confirmation of Decisions of Council or the Executive Committee</b></p>	<p><b>Article <del>30</del>4 – Reconsideration and Confirmation of Decisions of Council or the Executive Committee</b></p>	
<p>Requests to reconsider decisions of the Council in accordance with Art. 33 or the provisions of paragraph 4 of Art. 46, or decisions of the Executive Committee in accordance with paragraph 3 of Art. 52 shall be submitted to FISA and, unless there are exceptional circumstances, received at least three months before the date of Congress. Each decision may be submitted only once to the Congress for reconsideration and shall be submitted within one year of the date of taking effect. Any alteration of a decision by</p>	<p>Requests to reconsider decisions of the Council in accordance with Art. <del>32</del>3 or the provisions of paragraphs <del>3b and 3c</del> 4 of Art. <del>45</del>6, or decisions of the Executive Committee in accordance with paragraph 3<del>d</del> of Art. <del>52</del>51 shall be submitted to <u>FISA-World Rowing</u> and, unless there are exceptional circumstances, received at least three months before the date of Congress. Each decision may be submitted only once to the Congress for reconsideration and shall be submitted within one year of the date of</p>	

<p>the Council/Executive Committee following a vote for reconsideration by the Congress, will not have retroactive effect unless the Council/Executive Committee so decides. The Council and/or the Executive Committee may, on its own initiative, seek confirmation by the next Congress of any of their decisions made within their own competence. If confirmed, this decision may not be submitted again to the Congress for reconsideration.</p>	<p>taking effect. Any alteration of a decision by the Council/Executive Committee following a vote for reconsideration by the Congress, will not have retroactive effect unless the Council/Executive Committee so decides. The Council and/or the Executive Committee may, on its own initiative, seek confirmation by the next Congress of any of their decisions made within their own competence. If confirmed, this decision may not be submitted again to the Congress for reconsideration.</p>	
<p><b>Article 32 – Extraordinary Congress</b></p>	<p><b>Article 312 – Extraordinary Congress</b></p>	
<p>Delegates shall meet as an Extraordinary Congress, to address one or more specific matters, when the annual Ordinary Congress or the Executive Committee shall so decide or when at least one-fifth of the member federations submit a request in writing to the Executive Committee giving reasons therefor. The Executive Committee shall send a convening notice to all member federations within 14 days of deciding to hold an Extraordinary Congress or within two months of receiving a request, as mentioned above, to hold an Extraordinary Congress. In this case, the Extraordinary Congress shall be convened within two months of the date of the convening notice.</p>	<p>Delegates shall meet as an Extraordinary Congress, to address one or more specific matters, when the annual Ordinary Congress or the Executive Committee shall so decide or when at least one-fifth of the <del>M</del>member <del>F</del>ederations submit a request in writing to the Executive Committee giving reasons therefor. The Executive Committee shall send a convening notice to all <del>M</del>member <del>F</del>ederations within 14 days of deciding to hold an Extraordinary Congress or within two months of receiving a request, as mentioned above, to hold an Extraordinary Congress. <del>In this case, the</del> Extraordinary Congress shall be convened within two months of the date of the convening notice.</p>	
<p><b>Article 33 – Alterations to the Statutes and Rules of Racing</b></p>	<p><b>Article 323 – Alterations to the Statutes and Rules of Racing – <u>Quadrennial Congress</u></b></p>	<p>New name for the “Statutes &amp; Rules” Extraordinary Congress. To provide clarity and distinguish between an Extraordinary Congress and the Congress that is convened every four years to propose and vote on</p>

		amendments to the Statutes and Rules of Racing.
The Statutes and Rules of Racing may only be altered by an Extraordinary Congress every four years in the year following the staging of the Summer Olympic Games and Paralympic Games. Art. 26 shall apply regarding the Convening Notice and Agenda. In the case of Force Majeure, a Congress may make an alteration at any time, and, if circumstances require it, the Council may make an alteration to take effect until the next Congress.	The Statutes and Rules of Racing may only be altered by <del>a an</del> <del>Extraordinary</del> Congress <del>convened for that purpose.</del> every four years in the year following the staging of the Summer Olympic Games and Paralympic Games. Art. 2 <del>5</del> <del>6</del> shall apply regarding the <del>c</del> Convening <del>n</del> Notice and <del>a</del> Agenda. In the case of Force Majeure, a Congress may make an alteration at any time, and, if circumstances require it, the Council may make an alteration to take effect until the next Congress.	Proposed wording changes to improve clarity.
<b>Article 34 – Auditing of Accounts &amp; Risk Management</b>	<b>Article 3<del>3</del>4 – Auditing of Accounts &amp; Risk Management</b>	Based on Swiss Lawyers' recommendations, it is proposed that this Article focuses on External Audit alone.
1. External Audit – FISA's accounts shall be audited each year by a professional auditor appointed by the Executive Committee. 2. Internal Audit and Risk Management – The Council shall appoint a Finance Sub-Committee to oversee FISA's internal financial and business controls, risk management and other matters appropriate to the committee, including operational and process audits as required. Its membership and scope is determined by the Council.	1. <del>External Audit—FISA's World Rowing's accounts annual financial statements</del> shall be audited each year by a professional <del>external</del> auditor. <del>2. The auditors' report shall be presented to the Ordinary Congress.</del> <del>3. The auditors shall be appointed each year by the Congress, based on a recommendation from</del> by the Executive Committee. <del>2. Internal Audit and Risk Management—The Council shall appoint a Finance Sub-Committee to oversee FISA's internal financial and business controls, risk management and other matters appropriate to the committee, including operational and process audits as required. Its membership and scope is determined by the Council.</del>	Internal audit and Finance Committee proposals are now included in New Arts 45 & 51

<b>Article 35 – Quorum at Congress</b>	<b>Article 345 – Quorum at Congress</b>	
Subject to the provisions of Art. 68, no quorum is required and the decisions of Congress shall be valid, irrespective of the number of member federations represented.	Subject to the provisions of Art. <del>6867</del> , no quorum is required and the decisions of Congress shall be valid, irrespective of the number of <del>M</del> member <del>F</del> federations represented.	
<b>Article 36 – Voting at Congress</b>	<b>Article 356 – Voting at Congress</b>	Proposed wording changes and reordering of text/paragraphs to improve clarity.
<p>Voting at FISA Congresses shall be by a show of official voting cards which indicate the number of votes to which each member federation is entitled.</p> <p>If the Executive Committee so decides, voting may take place by electronic means.</p> <p>At a FISA Congress, voting shall be by secret ballot if the chair so decides, or if requested by a delegate supported by delegates of at least four other member federations.</p> <p>Each member federation shall be entitled to one vote, irrespective of the number of delegates representing it. If a member federation fulfils the following conditions, it shall instead be entitled to three votes for a period of four years commencing 1st January of the year following the Summer Olympic Games:</p> <ol style="list-style-type: none"> <li>1. It has been a member of FISA for at least three years,</li> <li>2. It has competed at any of the following regattas with a total of at least 12 crews during the previous four year Olympic period: <ol style="list-style-type: none"> <li>2.1 World Rowing Championships;</li> <li>2.2 World Rowing Under 23 Championships;</li> <li>2.3 World Rowing Junior Championships;</li> </ol> </li> </ol>	<p>Voting at <del>FISA</del>-Congresses shall be by a show of official voting cards which indicate the number of votes to which each <del>M</del>member <del>F</del>federation is entitled.</p> <p><del>If the Executive Committee so decides, voting may take place by electronic means.</del></p> <p><del>At a FISA Congress, v</del>Voting shall be by secret ballot if the chair so decides, or if requested by a delegate supported by delegates of at least four other <del>M</del>member <del>F</del>federations.</p> <p><u>Voting may take place by electronic means if the Executive Committee so decides.</u></p> <p>Each <del>M</del>member <del>F</del>federation shall be entitled to one vote, irrespective of the number of delegates representing it. If a <del>M</del>member <del>F</del>federation fulfils the following conditions, it shall instead be entitled to three votes for a period of four years commencing <del>1st</del> January of the year following the Summer Olympic <del>and Paralympic</del> Games:</p> <ol style="list-style-type: none"> <li>1. It has been a member of <del>FISA-World Rowing</del> for at least three years,</li> </ol>	

<p>2.4 Olympic or Paralympic qualification regattas; 2.5 Continental Games regattas recognised by FISA; and for all crews having competed in the above regattas during the previous four year Olympic period, excluding mixed crews, at least 25% shall have been female crews and at least 25% shall have been male crews. By 31 December in the year of the Summer Olympic and Paralympic Games, the Council will notify all member federations of their voting entitlements.</p>	<p>2. It has competed at any of the following regattas with a total of at least 12 crews during the previous <del>four-year</del><u>four-year</u> Olympic period: 2.1 World Rowing Championships; 2.2 World Rowing Under 23 Championships; 2.3 World Rowing Junior Championships; 2.4 Olympic or Paralympic qualification regattas; 2.5 Continental Games regattas recognised by <del>FISA</del><u>World Rowing</u>; and for all crews having competed in the above regattas during the previous <del>four year</del><u>four-year</u> Olympic <u>and Paralympic</u> period, excluding mixed crews, at least 25% shall have been female crews and at least 25% shall have been male crews.</p> <p>By 31 December in the year of the Summer Olympic and Paralympic Games, the Council will notify all <del>M</del>member <del>F</del>federations of their voting entitlements.</p>	<p>It is proposed that WR Coastal &amp; Indoor Championship participation be included for the purposes of this calculation as a proposal for the next Extraordinary Congress, in 2024.</p> <p>% to be reviewed in the next cycle.</p>
<p><b>Article 37 – Majorities</b></p>	<p><b>Article <del>36</del>7 – Majorities</b></p>	
<p>Decisions of Congress shall be taken on the basis of an absolute majority (more than 50%) of valid votes cast. For alterations to the Statutes and Rules of Racing (Art. 33), a qualified majority of two-thirds is required. The majority required for Dissolution is explained in Art. 68. Abstentions and blank, incomplete or spoiled voting forms will not be considered “valid” votes. In the case of votes with more than two options, such as elections with multiple</p>	<p>Decisions of Congress shall be taken on the basis of an absolute majority (more than 50%) of valid votes cast. For alterations to the Statutes and Rules of Racing (Art. <del>32</del>3), a qualified majority of two-thirds is required. The majority required for Dissolution is explained in Art. <del>68</del>67. Abstentions and blank, incomplete or spoiled voting forms will not be considered “valid” votes.</p>	

<p>candidates or the attribution of a FISA World Championship regatta, as long as the absolute majority is not reached, additional ballots will be required. In this case, the candidate or option obtaining the smallest number of votes shall be eliminated. In the case of a tie, a second ballot shall be taken. If the vote is still tied after two ballots, the Council shall immediately carry out an internal vote to determine the decision. In the case of an election with one single candidate, the absolute majority must nevertheless be reached.</p>	<p>In the case of votes with more than two options, such as elections with multiple candidates or the attribution of a <del>FISA-World Rowing World</del> Championship regatta, as long as the absolute majority is not reached, additional ballots will be required. In this case, the candidate or option obtaining the smallest number of votes shall be eliminated. In the case of a tie, a second ballot shall be taken. If the vote is still tied after two ballots, the Council shall immediately carry out an internal vote to determine the decision.</p> <p>In the case of an election with one single candidate, the absolute majority must nevertheless be reached.</p>	
<p><b>Article 38 – Date of Taking Effect</b></p>	<p><b>Article 378 – Date of Taking Effect</b></p>	
<p>Elections and decisions of a Congress shall take effect from 1 January following that Congress unless Congress determines otherwise.</p>	<p>Elections and decisions of a Congress shall take effect from 1 January following that Congress unless Congress determines otherwise.</p>	
<p><b>PART III B. COUNCIL</b></p>	<p><b>PART III B. COUNCIL</b></p>	
<p><b>Article 39 – The Council</b></p>	<p><b>Article 389 – The Council</b></p>	
<p>FISA shall be managed by the Council, consisting of:</p> <ol style="list-style-type: none"> <li>1. the President;</li> <li>2. the Vice President;</li> <li>3. the Treasurer;</li> <li>4. the non-voting Executive Director;</li> <li>5. the Chairs of the specialist Commissions;</li> <li>6. the FISA Continental Representatives; and</li> <li>7. the Co-opted Member(s).</li> </ol> <p>With the exception of the Executive Director, the members of Council are not remunerated</p>	<p><u>The Council is responsible for all sport matters of World Rowing in accordance with the Statutes and the Rules, and under the managerial direction of the Executive Committee.</u></p> <p><del>FISA shall be managed by t</del>The Council <del>consists, consisting</del> of:</p> <ol style="list-style-type: none"> <li>1. the President;</li> <li>2. the Vice President;</li> <li>3. the Treasurer;</li> <li>4. the non-voting Executive Director;</li> </ol>	<p>Introductory paragraph now more clearly describes the role of the Council. To provide greater clarity and distinguish between the roles of the Council and those of the Executive Committee, and based on Swiss lawyer recommendations. Please refer to the “<i>Explanatory Note for proposed changes to Articles related to the division of responsibility between the Council and the Executive Committee and the Management. (Arts 38 and 48, Arts 45 and 51 and Appendices S6, S7 and S8)</i>”.</p>

<p>by FISA but may receive reimbursement of expenses. FISA Council Members have no responsibility for any financial liabilities of FISA.</p>	<p>5. the Chairs of the specialist Commissions; 6. the <del>FISA</del> Continental Representatives; and 7. <del>up to two</del>the Co-opted Member(s).</p> <p><u>The President is chair of the Council or, if unable, the Vice President or another specific nominee of the President is chair.</u></p> <p><del>With the exception</del><u>Except for</u> of the <u>President and the</u> Executive Director, the <u>Council</u> members <del>of Council</del> are not remunerated by <del>FISA-World Rowing</del> but may receive reimbursement of expenses.</p> <p><del>FISA Council Members have no responsibility for any financial liabilities of FISA.</del></p>	<p>Proposal to take this liability clause out, based on the legal opinion that has been received from the Swiss Lawyers.</p>
<p><b>Article 40 – Election of Members of the Council</b></p>	<p><b>Article <u>3940</u> – Election <u>of Council</u> Members <u>of the Council</u></b></p>	
<p>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 years by the Congress. Candidates for the position of President, Vice President and Treasurer must have participated a minimum of four times in total; (i) as a delegate/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.</p>	<p>The <u>Council</u> members <del>of the Council</del>, with the exception of the Executive Director, <del>the Athletes’ Commission Chair, the Co-opted Member(s) and the FISA</del> Continental Representatives <u>and the Co-opted Member(s)</u>, <del>shall be</del> elected for four <del>-</del>year <u>terms</u> by the Congress.</p> <p><u>The elections for President, Vice President and Treasurer take place in the year following the Summer Olympic and Paralympic Games.</u></p>	<p>Proposed wording changes to improve clarity.</p> <p>Reference to the new Athletes’ Commission proposal, which includes elected Commission membership (See Appendix S5 – Athletes’ Commission Regulations). The AC Regulations propose a new structure for the AC with elected and appointed members in line with current practice at the IOC and other International Federations. The AC Regulations set out the details of membership, and the election &amp; appointment process to the AC.</p>

	<p><u>The elections for the Chairs of the specialist Commissions take place in the second and third years after the Summer Olympic and Paralympic Games.</u></p> <p><u>The Athletes' Commission Chair is appointed for a four-year term in accordance with the Athletes' Commission Regulations as set out in Appendix S5 and in the Bye-Law to Art. 39.</u></p> <p><del>Candidates for the position of President, Vice President and Treasurer must have participated a minimum of four times in total; (i) as a delegate/Council Member at a FISA Congress and/or (ii) as a rower in the following events:</del></p> <p><del>1. World Rowing Championships,</del></p> <p><del>2. Olympic Games rowing regatta,</del></p> <p><del>3. Paralympic Games rowing regatta.</del></p>	<p>Please also refer to the “<i>Explanatory Note for Proposed Commission Changes Arts. 39 and 54</i>”.</p> <p>Proposal that all Council eligibility clauses are now included in a separate new Eligibility Article – Art.42. This section is now included in Art.42.</p>
<p><b><i>Bye-Laws to Article 40 – Election of Members of the Council</i></b></p>	<p><b><i>Bye-Laws to Article <del>40</del>39 – Election of <u>Council Members of the Council</u></i></b></p>	
<p>1. The President, Vice President and Treasurer are elected at the Ordinary Congress in the year following each Summer Olympic Games.</p>	<p>1. The President, Vice President and Treasurer are elected at the Ordinary Congress in the year following each Summer Olympic Games.</p>	
<p>2. The Chairs of the following Commissions are elected in the second year after each Summer Olympic Games:</p> <p>2.1 Competitive Rowing;</p> <p>2.2 Events;</p>	<p>2. The Chairs of the following Commissions are elected in the second year after each Summer Olympic Games:</p> <p>2.1 <del>Competitive Rowing;</del> <u>Athletes’;</u></p> <p>2.2 Events;</p>	<p>Proposal to bring Athletes Commission forward to year 2, to avoid the year prior to the Olympic Games and the OG qualification period.</p>

<p>2.3 Event Promotion; 2.4 Master Rowing; 2.5 Para Rowing; 2.6 Umpiring.</p>	<p>2.3 <del>Event Promotion</del>; <u>Competitive Rowing</u>; 2.4 <del>Masters</del> Rowing; 2.5 Para Rowing; 2.6 Umpiring.</p>	<p>Please also refer to the “<i>Explanatory Note for Proposed Commission Changes Arts 39 and 54</i>”.</p>
<p>3. The Chairs of the following Commissions are elected in the third year after each Summer Olympic Games: 3.1 Athletes; 3.2 Equipment and Technology; 3.3 Rowing for All; 3.4 Sports Medicine; 3.5 Women’s Rowing; 3.6 Youth Rowing;</p>	<p>3. The Chairs of the following Commissions are elected in the third year after each Summer Olympic Games: 3.1 <del>Athletes</del> <u>Coastal Rowing</u>; 3.2 Equipment and Technology; 3.3 <del>Rowing for All</del> <u>Indoor Rowing</u>; 3.4 Sports Medicine; 3.5 Women’s <del>Rowing</del>; 3.6 Youth Rowing;</p>	<p>Proposal to continue with the Women’s Commission at this time due to its political importance and the need to further improve gender equality; Equity, Diversity and Inclusion to be established as a subset/working group of this Commission.</p> <p>Proposal for Recreational to be part of the new Coastal Rowing Commission for the cycle 2021 to 2024.</p>
<p>4. The Executive Committee shall give notice of those positions on the Council which are due for election at the time it sends the Convening Notice for the Congress.</p>	<p>4. <u>Except for the Chair of the Athletes’ Commission</u>, <del>the Executive Committee shall give notice of those Council positions on the Council</del> which are due for election at the time it sends the Convening Notice for the Congress.</p>	
<p>5. The notice will call for nominations for the positions to be elected by the Congress. The nomination must be made by the member federation of the nominee and shall include a completed FISA Nomination Form. The nomination must be received at FISA headquarters no later than three months before the date of the Congress.</p>	<p><del>5.1.</del> The notice will call for nominations for the positions to be elected by the Congress. <u>4.2</u> The nomination must be made by the <del>Member Federation</del> of the <del>nominee</del> <u>candidate</u> and shall include a completed <u>FISA-World Rowing</u> Nomination Form. <u>4.3</u> The nomination must be received at <del>FISA World Rowing</del> headquarters no later than three months before the date of the Congress.</p>	
<p>6. No later than one month after the closing date for nominations FISA shall send to all member federations a list of all nominations received by the closing date.</p>	<p><del>4.46.</del> No later than one month after the closing date for nominations <u>FISA-World Rowing</u> shall send to all <del>Member</del></p>	

	<del>F</del> ederations a list of all <u>valid</u> nominations received by the closing date.	
	<u>5. The appointment of the Chair of the Athletes' Commission shall be held in accordance with the Athletes' Commission Regulations as set out in Appendix S5.</u>	Proposed new Appendix to describe membership, election and appointment procedures for the Athletes' Commission. NEW Appendix S5 – Athletes' Commission Regulations.
<b>Article 41 – Appointment of the Executive Director</b>	<b>Article <del>40</del>4 – Appointment of the Executive Director</b>	
The Executive Director shall be appointed by the Executive Committee. He shall be supported by administrative staff. He is also the Secretary General.	The Executive Director <del>shall be</del> appointed by the Executive Committee. <del>He</del> <u>The Executive Director, who will also act as Secretary General,</u> shall be supported by administrative staff. <del>He is also the Secretary General.</del>	Proposed wording changes to improve clarity.
<b>Article 42 – Appointment of the FISA Continental Representatives and Co-opted Members</b>	<b>Article <del>41</del>2 – Appointment of the <del>FISA</del> Continental Representatives and Co-opted Members</b>	
FISA shall have a Continental Representative for each of the following continents: Africa, Asia, Europe, Oceania, The Americas. The FISA Continental Representatives shall be appointed by the elected members of the Council. Before making these appointments, the Council may consult the member federations concerned. FISA may appoint Co-opted Members, up to two, to complement the skill set of the Council. The Co-opted Members shall be appointed by the elected members of the Council, upon proposal by the Executive Committee.	<del>FISA</del> <u>World Rowing</u> shall have a Continental Representative for each of the following continents: Africa, Asia, Europe, Oceania, The Americas. The <del>FISA</del> Continental Representatives shall <u>represent World Rowing in their continent.</u>  <u>The Continental Representatives shall be appointed by the <del>elected members of the Council,</del> upon proposal by the Executive Committee.</u> Before making these appointments, the Council may consult the <del>M</del> member <del>F</del> ederations concerned.	Proposed wording changes to improve clarity.

<p>These Council members shall be appointed in the year of the Summer Olympic and Paralympic Games and in the second year after the Summer Olympic and Paralympic Games, for a two year term, and may be reappointed.</p>	<p><del>FISA World Rowing</del> may appoint <u>up to two</u> Co-opted Members, <del>up to two</del>, to complement the skill set of the Council. The Co-opted Members shall be appointed by the <del>elected members of the</del> Council, upon proposal by the Executive Committee.</p> <p>These Council members shall be appointed in the year of the Summer Olympic and Paralympic Games and in the second year after the Summer Olympic and Paralympic Games, for a <del>two-year</del><u>two-year</u> term, and may be reappointed.</p>	
<p><b>Article 43 – Time in Office</b></p>	<p><b>Article 423 – <u>Eligibility of Council Members</u>Time in Office</b></p>	<p>Proposal to include all elements relating to Council eligibility under this article.</p>
<p>Council members, other than the Executive Director, are eligible for re-election or re-appointment, up to a maximum of 12 years in the same position. The 12 year period will commence from the Council member's next election date after the 2017 Extraordinary Congress in Tokyo, Japan. A member of the Council may hold office until 31 December of the year in which he reaches the age of 70.</p>	<p><u>1. Candidates for the position of President, Vice President and Treasurer must have participated a minimum of four times in total in any of the following events:</u> <u>1.1 a World Rowing Congress (as a delegate or Council Member);</u> <u>1.2 as a rower in the following events:</u> <u>1.2.1 World Rowing Championships,</u> <u>1.2.2 Olympic Games rowing regatta,</u> <u>1.2.3 Paralympic Games rowing regatta.</u></p> <p><u>2. Candidates for all Council positions must present skills and experience that are relevant to the Council position and the related duties as described in the Articles and Bye-Laws.</u></p> <p><u>3. Council members, other than the Executive Director, are eligible for re-election or re-appointment, up to a maximum of 12</u></p>	<p>Previously under Old Art. 40</p> <p>Proposed new text to emphasise the need for candidates for Council positions to have the relevant skills and experience for the role.</p>

	<p>years in the same position. The <del>12-year</del><u>12-year</u> period will commence from the Council member's next election date after the 2017 Extraordinary Congress in Tokyo, Japan.</p> <p><del>4. A member of the</del> Council <u>members</u> may hold office until 31 December of the year in which <u>they</u> <del>reaches</del> the age of 70.</p>	
<b>Article 44 – Honorary Members</b>	<b>Article <del>43</del><u>44</u> – Honorary Members</b>	
<p>On the proposal of Council, Congress may confer the title “Honorary Council Member” or another appropriate Honorary title on a retired Council member who has rendered distinguished service to international rowing. Honorary Council Members shall not, however, be entitled to participate in the work of Council. Specifically, they shall have no voting rights.</p>	<p>On the proposal of Council, Congress may confer the title “Honorary Council Member” or another appropriate Honorary title on a retired Council member who has rendered distinguished service to international rowing. Honorary Council Members shall not, however, be entitled to participate in the work of Council <del>or. Specifically, they shall</del> have <del>no</del> voting rights.</p>	Proposed wording changes to improve clarity.
<b>Article 45 – Decisions of the Council</b>	<b>Article <del>44</del><u>45</u> – Decisions of the Council</b>	
<p>Decisions of the Council shall be taken by a majority of the votes cast. In the case of a tie, the President, or in the absence of the President the chair of the meeting, shall have a casting vote. Voting shall be by show of hands unless a secret ballot is requested or may take place by correspondence. Determination of a majority shall be in accordance with Art. 37.</p>	<p>Decisions of the Council <del>shall be</del><u>are</u> taken by a majority of the votes cast. In the case of a tie, the President, or in the absence of the President, the chair of the meeting, shall have a casting vote. Voting shall be by show of hands unless a secret ballot is requested or may take place by correspondence. Determination of a majority shall be in accordance with Art. <del>36</del><u>7</u>.</p>	
<b>Article 46 – Duties of the Council</b>	<b>Article <del>45</del><u>46</u> – Duties of the Council</b>	

<p>The duties of the Council shall be:</p> <ol style="list-style-type: none"> <li>1. To ensure the observance of the Statutes, Rules of Racing, Bye-Laws and Event Regulations;</li> <li>2. To take such steps as may be necessary to achieve the Objectives laid down in Art. 2 of the Statutes;</li> <li>3. To ensure the execution of decisions taken by Congress and to establish the duties of the individual members of the Council and the duties of the Commissions;</li> <li>4. To adopt and amend Bye-Laws made under the Statutes and Rules of Racing and to adopt and amend Event Regulations;</li> <li>5. To ensure the maintenance of proper standards in the organisation of FISA Events, International regattas, Olympic and Paralympic regattas and, in general, all events and competitions conducted under the authority of FISA;</li> <li>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 final approval (in accordance with Rule 6);</li> <li>7. To propose three Commissions Chairs to Congress to be elected to the Executive Committee in accordance with Art. 50;</li> <li>8. To appoint Continental Representatives and Co-opted Members in accordance with Art. 42 and members of the Commissions in accordance with Art. 55.</li> </ol>	<p>The <del>duties-authorities and responsibilities</del> of the Council <del>shall be</del>are:</p> <p><del>1. To ensure the observance of the Statutes, Rules of Racing, Bye-Laws and Event Regulations;</del></p> <p><del>21. Strategic Direction –</del></p> <p><del>a. To establish a strategic plan and</del> take such steps as may be necessary to achieve the Objectives laid down in Art. <del>2-3</del> of the Statutes;</p> <p><del>3b. To ensure the execution of decisions taken by Congress; and</del></p> <p><del>c. to establish the duties of the individual members of the Council and the</del>To assign duties <del>to</del>of the Commissions.;</p> <p><del>4. To adopt and amend Bye-Laws made under the Statutes and Rules of Racing and to adopt and amend Event Regulations;</del></p> <p><del>52. Events –</del></p> <p><del>a. To ensure the maintenance of proper standards in the organisation of all FISA World Rowing Events, all events conducted under the authority of World Rowing in general, and, in particular, International regattas, Olympic, and Paralympic and Youth Olympic regattas and, in general, all events and competitions conducted under the authority of FISA;</del></p> <p><del>b6. In accordance with Rule 5. To</del> select the most suitable bids from candidate <del>M</del>member <del>F</del>ederations for the organisation of World</p>	<p>Please refer to the “<i>Explanatory Note for proposed changes to Articles related to the division of responsibility between the Council and the Executive Committee and the Management (Arts 38 &amp; 48, Arts 45 and 51 and Appendices S6, S7 and S8)</i>”</p> <p>Restructuring of the text to provide clarity.</p>
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	<p>Championships and propose it (them) to <del>the</del> Congress for <u>approval and final approval</u><del>attribution (in accordance with Rule 6)</del>;</p> <p><u>c. To attribute events based on the most suitable bids for World Rowing Cups, Coastal and Indoor Championships, and Masters Regattas.</u></p> <p><u>3. Governance –</u></p> <p><u>a. To ensure the observance of the Statutes, Rules of Racing, Bye-Laws and Event Regulations;</u></p> <p><u>b. To adopt and amend Bye-Laws made under the Statutes and Rules of Racing;</u></p> <p><u>c. To adopt and amend Event Regulations.</u></p> <p><u>74. Membership –</u></p> <p><u>a. In accordance with Art. 49, <del>T</del>to propose three <del>Commissions Chairs</del>Council members to Congress to be elected to the Executive Committee <del>in accordance with Art. 50</del>;</u></p> <p><u><del>8</del>b. In accordance with Art. 41, <del>t</del>To appoint Continental Representatives and Co-opted Members;</u></p> <p><u><del>c. I-n accordance with Art. 54, to appoint</del><del>in accordance with Art. 42 and members of the Commissions</del> <u>members in accordance with Art. 55.</u></u></p> <p><u>The Council may appoint an Internal Audit Committee to provide an independent review of governance, processes and risk management. Membership and duties of the</u></p>	<p>Previously points 1 and 4.</p> <p>Previously points 7 and 8.</p> <p>Introduction of the Internal Audit Committee with majority independent representation, in line with good governance practices. Please refer to the “<i>Explanatory Note for proposed changes to Articles related to the</i></p>
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	<u>Internal Audit Committee shall be set out as Bye-Laws.</u> <u>Bye-Laws to Articles 45 – Internal Audit Committee (Appendix S6)</u>	<i>division of responsibility between the Council and the Executive Committee and the Management (Arts 38 and 48, Arts 45 and 51 and Appendices S6, S7 and S8)”.</i>
<b>Article 47 – Duties of the Council Members</b>	<b>Article <del>47</del> – Duties of the Council Members</b>	
The duties of the members of the Council shall be set out as Bye-Laws.	The duties of the <del>members of the</del> Council <del>members</del> shall be set out as Bye-Laws.	
<b>Bye-Laws to Article 47 – Duties of the Council Members (Appendix 5)</b>	<b>Bye-Laws to Article <del>47</del> – Duties of the Council Members (Appendix <del>5</del>S7)</b>	Updated to reflect recommendations of the Swiss lawyers. Please refer to the “ <i>Explanatory Note for proposed changes to Articles related to the division of responsibility between the Council and the Executive Committee and the Management (Arts 38 and 48, Arts 45 and 51 and Appendices S6, S7 and S8)”.</i> ”.
<b>Article 48 – Council Meetings</b>	<b>Article <del>48</del> – Council Meetings</b>	
The Council shall normally meet at least three times per year as decided by the Executive Committee or when at least seven Council members submit a request in writing to the Executive Committee giving the reasons therefor. It may also meet when so required by the President. The Council may make decisions by correspondence. The Agendas for all meetings are established by the Executive Committee. Reports on Council meetings shall be circulated to all member federations and Council and Commission members within one month of the meeting.	The Council shall normally meet at least three times per year as decided by the Executive Committee or when at least seven Council members submit a request in writing to the Executive Committee giving the reasons therefor. It may also meet when so required by the President. The Council may make decisions by correspondence. The <del>a</del> Agendas for all meetings are established by the Executive Committee. Reports on Council meetings shall be circulated to all <del>member</del> <del>Member federations</del> <del>Federations</del> and Council and Commission members within one month of the meeting.	
<b>PART III C. EXECUTIVE COMMITTEE</b>	<b>PART III C. EXECUTIVE COMMITTEE</b>	
<b>Article 49 – Executive Committee</b>	<b>Article <del>49</del> – Executive Committee</b>	

<p>The Executive Committee consist of</p> <ol style="list-style-type: none"> <li>1. the President;</li> <li>2. the Vice President;</li> <li>3. the Treasurer;</li> <li>4. the three Commission Chairs (elected according to Art. 50); and</li> <li>5. the non-voting Executive Director.</li> </ol>	<p><u>1. The Executive Committee has oversight responsibility for the management, administration, finances and governance of World Rowing, 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.</u></p> <p>The Executive Committee consists of:</p> <ol style="list-style-type: none"> <li><u>1.1- the President;</u></li> <li><u>1.2- the Vice President;</u></li> <li><u>1.3- the Treasurer;</u></li> <li><u>1.4- the non-voting Executive Director</u><del>the three Commission Chairs (elected according to Art. 50); and</del></li> <li><u>1.5- the non-voting Executive Director</u><del> the three Council members (elected according to Art. 49); and-</del></li> <li><u>1.6 the Athletes' Commission Chair.</u></li> </ol> <p><u>2. The President is chair of the Executive Committee or, if unable, the Vice President or another specific nominee of the President is chair.</u></p>	<p>Introductory paragraph now more clearly describes the role of the EC. To provide greater clarity and distinguish between the roles of the Council and those of the Executive Committee, and based on Swiss lawyer recommendations. Please refer to the “<i>Explanatory Note for proposed changes to Articles related to the division of responsibility between the Council and the Executive Committee and the Management (Arts 38 and 48, Arts 45 and 51 and Appendices S6, S7 and S8)</i>”.</p> <p>Proposed changes to the AC included proposal for the AC Chair to be ex-officio voting member of the Executive Committee.</p>
<p><b>Article 50 – Election of the Three Commission Chairs to the Executive Committee</b></p>	<p><b>Article <del>50-49</del> – Election of the <del>Three Commission Chairs to the three Council Members to the</del> Executive Committee</b></p>	
<p>At the Ordinary Congress in the year following each Summer Olympic and Paralympic Games, three Commission Chairs shall be elected individually to the</p>	<p>At the Ordinary Congress in the year following each Summer Olympic and Paralympic Games, three <del>Commission Chairs</del><u>Council members</u> shall be elected</p>	<p>Proposed wording changes to improve clarity.</p> <p>Includes implications of proposed changes to AC.</p>

<p>Executive Committee based on a proposal from the Council. If one or more of the proposed Commission Chairs does not receive a majority according to Art. 37, there will be additional rounds of voting where all interested Commission Chairs shall be eligible for election to any unfilled position.</p>	<p>individually to the Executive Committee based on a proposal from the Council.</p> <p><u>The following Council Members are eligible for this election:</u></p> <ol style="list-style-type: none"> <li><u>1. Chairs of the specialist Commissions</u></li> <li><u>2. Continental Representatives</u></li> <li><u>3. Co-opted Members</u></li> </ol> <p><u>Candidates for these three positions on the Executive Committee should have been in their Council role since 1 January of the year of this election.</u></p> <p>If one or more of the proposed <del>Commission Chairs</del><u>candidates</u> does not receive a majority according to Art. <del>36</del><u>7</u>, there will be additional rounds of voting where all interested <u>and eligible Council members</u><del>Commission Chairs</del> shall be eligible <u>to stand</u> for election to <del>any the</del> unfilled position<u>(s)</u>.</p>	<p>To increase the number and diversity of Council members eligible for a position on the Executive Committee.</p>
<p><b>Article 51 – Decisions of the Executive Committee</b></p>	<p><b>Article <del>51-50</del> – Decisions of the Executive Committee</b></p>	
<p>Decisions of the Executive Committee shall be taken by a majority of the valid votes cast. In the case of a tie, the chair of the meeting shall have a casting vote. Voting shall be by show of hands unless a secret ballot is requested or may take place by correspondence. Determination of a majority shall be in accordance with Art. 37.</p>	<p>Decisions of the Executive Committee <del>shall beare</del> taken by a majority of the valid votes cast. In the case of a tie, the chair of the meeting shall have a casting vote. Voting shall be by show of hands unless a secret ballot is requested or may take place by correspondence. Determination of a majority shall be in accordance with Art. <del>37</del><u>36</u>.</p>	
<p><b>Article 52 – Duties of the Executive Committee</b></p>	<p><b>Article <del>52-51</del> – Duties of the Executive Committee</b></p>	<p>Restructuring of the text to provide clarity. Please refer to the “<i>Explanatory Note for proposed changes to Articles related to the</i>”</p>

		<i>division of responsibility between the Council and the Executive Committee and the Management (Arts 38 and 48, Arts 45 and 51 and Appendices S6, S7 and S8)".</i>
The duties of the Executive Committee shall be (inter alia):	The <del>duties authorities and responsibilities</del> of the Executive Committee <del>shall be</del> (inter alia):	
<p>1. To be responsible for the directional guidance of FISA's programmes with the relevant Council Members, Commission members, working group members, organising committees and member federations;</p> <p>2. To be responsible for the administrative and financial management of FISA. To this end, the Executive Committee may establish administrative offices with remunerated personnel;</p> <p>3. To make any decisions appropriate to the circumstances in the interests of the sport of rowing;</p> <p>4. To decide all questions of interpretation of the Statutes, Rules of Racing, Bye-Laws and Event Regulations;</p> <p>5. To impose penalties, at any time, as provided for in Art. 65, on member federations, clubs or individuals who breach the Statutes, Rules, any related Bye-Laws or Event Regulations or who refuse to conform to instructions given, or who behave in a negligent or inappropriate manner;</p> <p>6. 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;</p>	<p>1. <u>Management –</u>  <u>a. To <del>be responsible for</del> oversee the overall directional guidance of FISA's World Rowing's programmes-activities</u> with the relevant Council Members, Commission members, <u>W</u>orking <u>G</u>roup members, organising committees and <u>M</u>ember <u>F</u>ederations;  <u>2b. To <del>be responsible for the manage</del> World Rowing administratively and financially management of FISA.</u> To this end, the Executive Committee may establish administrative offices with remunerated personnel;</p> <p><u>2. Governance –</u>  <u>a. To decide all questions of interpretation of the Statutes, Rules of Racing, Bye-Laws and Event Regulations</u>  <u>b. In the case of a breach of the Statutes, Rules, Bye-Laws or Event Regulations, or in the case of negligent or inappropriate behaviour, to decide sanctions, at any time, as provided for in Art. 64, on Member Federations, clubs or individuals;</u></p>	<p>Proposed changes to wording, based on recommendations from the Swiss lawyers, in consideration of corporate governance principles and Swiss Law.</p> <p>Many of the proposed changes are reordering of clauses and reformatting changes.</p>

<p>7. To ensure FISA is represented by its President or by one of its Council members at important events and meetings of other organisations;</p> <p>8. To perform all other duties of the Executive Committee as established in FISA's Statutes, Rules, any related Bye-Laws and Event Regulations;</p> <p>9. To assume all responsibilities which are not expressly attributed to another entity within FISA.</p>	<p><del>3. To make any decisions appropriate to the circumstances in the interests of the sport of rowing; General -</del></p> <p><del>4. To decide all questions of interpretation of the Statutes, Rules of Racing, Bye-Laws and Event Regulations;</del></p> <p><del>5. To impose penalties, at any time, as provided for in Art. 65, on member federations, clubs or individuals who breach the Statutes, Rules, any related Bye-Laws or Event Regulations or who refuse to conform to instructions given, or who behave in a negligent or inappropriate manner;</del></p> <p><del>6a. To issue convening notices and the relevant Agenda Papers for convene Congresses and Council meetings, prepare the agendas and supporting documentation;</del></p> <p><del>b. and t</del> <u>To keep member Member federations Federations informed of the World Rowing's activitiesffairs of FISA;</u></p> <p><del>7. To ensure FISA is represented by its President or by one of its Council members at important events and meetings of other organisations;</del></p> <p><del>8c. To perform all other duties of the Executive Committee as established in FISA's World Rowing's Statutes, Rules of Racing, any related Bye-Laws and Event Regulations;</del></p> <p><del>9d. To make any decisions appropriate to the circumstances in the interests of the sport of rowing;</del></p> <p><del>e. To assume all responsibilities which are not expressly attributed to another entity within FISA World Rowing.</del></p>	
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	<p><u>The Executive Committee may establish a Finance Committee to oversee the financial management of World Rowing on behalf of the Executive Committee. Membership and duties of the Finance Committee shall be set out as Bye-Laws.</u></p> <p><u><b>Bye-Law to Article 51 – Finance Committee (Appendix S8)</b></u></p>	<p>Transition of the Finance Sub-Committee to the Finance Committee (previously in Art. 34 Auditing of Accounts &amp; Risk Management). Please refer to the “<i>Explanatory Note for proposed changes to Articles related to the division of responsibility between the Council and the Executive Committee and the Management (Arts 38 and 48, Arts 45 and 51 and Appendices S6, S7 and S8)</i>”.</p>
<p><b>Article 53 – Executive Committee Meetings</b></p> <p>The Executive Committee shall normally meet at least three times per year as decided by the President or when at least three Executive Committee members submit a request in writing to the President giving the reasons therefor. The Executive Committee may make decisions by correspondence. The agendas for all meetings shall be established in advance by the chair of the meeting. Minutes of Executive Committee meetings shall be circulated to all Council members within one month of the meeting.</p>	<p><b>Article <del>53</del><u>52</u> – Executive Committee Meetings</b></p> <p>The Executive Committee shall normally meet at least three times per year as decided by the President or when at least three Executive Committee members submit a request in writing to the President giving the reasons therefor. The Executive Committee may make decisions by correspondence. The agendas for all meetings shall be established in advance by the chair of the meeting. Minutes of Executive Committee meetings shall be circulated to all Council members within one month of the meeting.</p>	
<p><b>Article 54 – Casual Vacancies</b></p> <p>In case of a casual vacancy in the Council or the Executive Committee, the Executive Committee may replace the member concerned until the next Congress.</p>	<p><b>Article <del>54</del><u>53</u> – Casual Vacancies</b></p> <p>In case of a casual vacancy in the Council or the Executive Committee, the Executive Committee may replace the member concerned until the next Congress.</p>	
<p><b>PART III D. COMMISSIONS</b></p> <p><b>Article 55 – Commissions</b></p> <p>The Council may establish Commissions having special duties and, in particular, in the following fields:</p>	<p><b>PART III D. COMMISSIONS</b></p> <p><b>Article <del>55</del><u>54</u> – Commissions</b></p> <p><u>1.</u> The Council may establish <u>specialist Commissions to advise on and undertake</u></p>	<p>The list of Commissions has been moved to the Bye-Laws to provide flexibility in this rapidly changing environment, to adapt to the</p>

<ul style="list-style-type: none"> <li>• Athletes</li> <li>• Competitive Rowing</li> <li>• Equipment and Technology</li> <li>• Events</li> <li>• Event Promotion</li> <li>• Masters Rowing</li> <li>• Para Rowing</li> <li>• Rowing for All</li> <li>• Sports Medicine</li> <li>• Umpiring</li> <li>• Women’s Rowing</li> <li>• Youth Rowing</li> </ul> <p>1. These Commissions shall consist, in principle, of four to eight members appointed by the Council for a term of four years which may be renewed, in addition to the Chair who shall be a member of the Council. The Council shall determine from time to time the size of each Commission.</p> <p>2. The Council shall seek to appoint the most qualified people to each commission having regard also to the desirability of achieving gender and geographical representation.</p> <p>3. Commission members may no longer serve after 31 December following their 70th birthday.</p> <p>4. The Women’s Rowing Commission is a cross commission whose members are drawn from Council and/or other relevant Commissions. It is chaired by an elected Chair that shall be a member of Council and is not necessarily a member of another Commission.</p>	<p><u>sport related activities as required and on terms defined by the Council.</u></p> <p><del>2. having special duties and, in particular, in the following fields:</del></p> <ul style="list-style-type: none"> <li><del>• Athletes</del></li> <li><del>• Competitive Rowing</del></li> <li><del>• Equipment and Technology</del></li> <li><del>• Events</del></li> <li><del>• Event Promotion</del></li> <li><del>• Masters Rowing</del></li> <li><del>• Para Rowing</del></li> <li><del>• Rowing for All</del></li> <li><del>• Sports Medicine</del></li> <li><del>• Umpiring</del></li> <li><del>• Women’s Rowing</del></li> <li><del>• Youth Rowing</del></li> </ul> <p><del>1. Subject to paragraph 6 below and except for the Athletes’ Commission, these</del></p> <p>Commissions shall consist, in principle, of four to eight members <u>in addition to the Chair. The Chair shall be a member of the Council. -The Council shall determine from time to time the size of each Commission.</u></p> <p><del>3. Except for the elected members of the Athletes’ Commission, the Commission members are</del> appointed by the Council for a term of four years which may be renewed, <del>in addition to the Chair who shall be a member of the Council. The Council shall determine from time to time the size of each Commission.</del></p> <p><del>4</del>2. The Council shall seek to appoint the most qualified people to each <u>C</u>ommission having regard also to the desirability of</p>	<p>World Rowing strategy and efficient use of resources.</p> <p>Please refer to the “<i>Explanatory Note for Proposed Commission Changes Arts 39 and 54</i>”.</p> <hr/> <p>Proposed wording changes to improve clarity, and including references to the AC to reflect the implications of the AC proposal.</p>
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	<p>achieving gender and geographical representation.</p> <p><del>53.</del> Commission members may <del>no longer</del> serve <u>on the Commission until after</u> 31 December <u>of the year in which they reach the age of 70 following their 70th birthday.</u></p> <p><del>64. The Women's Rowing Commission is a</del> <u>Cross Commission</u> <del>whose members</del> are drawn from Council and/or other relevant Commissions. <del>It is</del> <u>Cross Commissions are</u> chaired by an elected Chair <del>that who</del> shall be a member of Council and <del>is shall</del> not necessarily <u>be</u> a member of another Commission.</p>	
<p>The Council may also create working groups for specific tasks and to entrust assignments to non-members of the Council. FISA Commission Members have no responsibility for any financial liabilities of FISA.</p>	<p>The Council may also create <u>W</u>working <u>G</u>roups for specific tasks and <del>to may</del> entrust assignments to non-members of the Council. <del>FISA Commission Members have no responsibility for any financial liabilities of FISA.</del></p>	
<p><b><i>Bye-Law to Article 55 – Appointments to Commissions</i></b></p>	<p><b><i><u>Bye-Law to Article 55-54 – Commissions Appointments to Commissions</u></i></b></p>	<p>Please refer to the “<i>Explanatory Note for Proposed Commission Changes Arts 39 and 54</i>”.</p>
<p><i>For all Commissions, except Cross Commissions, FISA will call for nominations for Commission membership in the year of election of the Commission Chair. Candidates, including current Commission members seeking reappointment, shall be nominated in writing by their member federations no later than the end of the Congress of that year. Appointments of Commission members are made by the Council on the recommendation of the newly elected Commission Chair.</i></p>	<p><b><i><u>1, World Rowing Commissions</u></i></b>  <i><u>The Council has established the following specialist Commissions:</u></i></p> <p><i><u>1.1 Discipline Commissions - experts on the competition and training aspects of the disciplines of the sport:</u></i></p> <ul style="list-style-type: none"> <li><i><u>• Competitive Rowing</u></i></li> <li><i><u>• Coastal Rowing</u></i></li> <li><i><u>• Indoor Rowing</u></i></li> </ul>	<p>Proposal for creation of discipline commissions, in line with World Rowing’s strategy for Coastal rowing and Indoor rowing.</p> <p>Proposal for Recreational Rowing to report through to Coastal Rowing for the cycle 2021-2024; this will be reviewed in the following cycle.</p>

<p>Member federations nominating candidates are expected to commit themselves to provide financial support for the travel and work of the Commission members, if they are appointed. Exceptionally, a current Commission member may be nominated for reappointment by the Executive Committee. In case of a casual vacancy in a Commission, the Executive Committee may replace the member concerned.</p>	<p><b><u>1.2. Technical Commissions - experts on the specific subjects or categories of competition that take part in the disciplines of the sport listed above:</u></b></p> <ul style="list-style-type: none"> <li>• <u>Athletes'</u></li> <li>• <u>Coaching Development Cross Commission (the chair shall be the Chair of the Competitive Rowing Commission)</u></li> <li>• <u>Equipment and Technology</u></li> <li>• <u>Events</u></li> <li>• <u>Masters Rowing</u></li> <li>• <u>Para Rowing</u></li> <li>• <u>Sports Medicine</u></li> <li>• <u>Umpiring</u></li> <li>• <u>Women's Cross Commission</u></li> <li>• <u>Youth Rowing</u></li> </ul> <p><b><u>2. Appointments to Commissions (except Athletes' Commission)</u></b></p> <p><b><u>2.1</u></b> For all Commissions, except Cross Commissions, <del>FISA</del> <u>the Executive Committee</u> will call for nominations for Commission membership in the year of election of the Commission Chair. Candidates, including current Commission members seeking reappointment, <del>shall</del> <u>must</u> be nominated in writing by their <del>M</del>member <del>F</del>ederations no later than the end of the Congress of that year.</p> <p><b><u>2.2</u></b> Appointments of Commission members are made by the Council on the recommendation of the newly elected Commission Chair.</p>	<p>Reference to Cross Commission is included here now since, with the changes to New Art.54, para 6, we no longer mention there that the Women's Commission is a Cross Commission.</p> <p>Proposal to introduce a Coaching Development Cross Commission.</p> <p>The appointment process for the Cross Commissions will be as referred to in point 2.2.</p>
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	<p><b><u>3. Athletes' Commission – Appointments &amp; Elections</u></b>  <u>The Athletes' Commission shall consist of elected and appointed members.</u>  <u>Elections and appointments of the members of the Athletes' Commission and the election and appointment of the Athletes' Commission Chair shall take place in the same year, in accordance with the Athletes' Commission Regulations. (see Appendix S5)</u></p> <p><u>4. Member Federations nominating candidates are <del>expected</del> required to commit themselves to provide financial support for the travel and work of the Commission members, if they are appointed.</u></p> <p><u>5. Exceptionally, a current Commission member may be nominated for reappointment by the Executive Committee.</u></p> <p><u>6. In case of a casual vacancy in a Commission, the Executive Committee may replace the member concerned. Any member thus appointed shall serve out the term of office of the replaced member.</u></p>	<p>AC proposal to have both elected and appointed members. Details of the proposal are included in Appendix S5</p> <p>Reordering to bring this section 3 above points 4, 5 and 6 below.</p> <p>Proposed wording changes to improve clarity</p>
<p><b>Article 56 – Duties of the Commissions and Working Groups</b></p>	<p><b>Article <del>56</del>55 – Duties of the Commissions and Working Groups</b></p>	<p>Please refer to the “<i>Explanatory Note for Proposed Commission Changes Arts 39 and 54</i>”.</p>
<p>The duties, authority and field of activity of each Commission and Working Group shall be set out in the Bye-Laws.</p>	<p>The duties, authority and field of activity of each Commission and Working Group shall be set out in the Bye-Laws.</p>	<p>The duties have been updated to improve clarity and also to include the proposed new Commissions.</p>

<b>Bye-Laws to Article 56 – Duties of the Commissions and Working Groups (Appendix 6)</b>	<b>Bye-Laws to Article <del>56-55</del> – Duties of the Commissions and Working Groups (Appendix <del>6S9</del>)</b>	
<b>PART IV – INDIVIDUAL OBLIGATIONS</b>	<b>PART IV – INDIVIDUAL OBLIGATIONS</b>	
<b>Article 57 – Commitment</b>	<b>Article <del>57-56</del> – Commitment</b>	
Any party that deals with FISA, is a member of FISA or shares in its activities including a party which:	Any party that deals with <u>FISAWorld Rowing</u> , is a member of <u>FISA-World Rowing</u> or shares in its activities including a party which:	
1. Participates in an events under the authority of FISA;	1. Participates in an events under the authority of <u>FISAWorld Rowing</u> ;	
2. Acts as an official (trainer, coach, team manager, delegate, representative etc.) of a team, a club, a member federation, continental rowing confederation or other member grouping;	2. Acts as an official (trainer, coach, team manager, delegate, representative <u>or other related party</u> etc.) of a team, a club, a <u>Member Federation</u> , <u>continental Continental rowing-Rowing confederation Confederation</u> or other <u>Member Grouping</u> ;	
3. Officiates as an international umpire or in a similar role;	3. Officiates as an international umpire or in a similar role;	
4. Organises or participates in a competition which is placed under FISA’s authority, according to the Statutes and Rules of Racing;	4. Organises or participates in a competition which is placed under <u>FISA’s-World Rowing’s</u> authority, according to the Statutes and Rules of Racing;	
5. Assumes any role within FISA, within its Council, its Executive Committee, one of its Commissions or another Committee or Working Group;	5. Assumes any role within <u>FISAWorld Rowing</u> , within its Council, its Executive Committee, one of its Commissions or another Committee or Working Group;	
recognises and accepts the following, subject to paragraph v:	recognises and accepts the following, subject to paragraph v:	
i. The FISA Statutes, Rules of Racing, any related Bye-Laws and Event Regulations;	i. The <u>FISA-World Rowing</u> Statutes, Rules of Racing, <u>any related</u> Bye-Laws and Event Regulations;	
ii. FISA’s authority on all matters concerning international rowing;	ii. <u>FISA’s-World Rowing’s</u> authority on all matters concerning international rowing;	
iii. The mandatory nature of the Statutes, the Bye-Laws and other Rules regulating FISA,	iii. The mandatory nature of the Statutes, the Bye-Laws and other Rules regulating	

in their current version and as amended from time to time;	<u>FISAWorld Rowing</u> , in their current version and as amended from time to time;	
iv. FISA's jurisdiction to make any decision or impose any sanction within its field of competence;	iv. <u>FISA's-World Rowing's</u> jurisdiction to make any decision or impose any sanction within its field of competence;	
v. The Court of Arbitration for Sport (CAS) in Lausanne as the only competent judicial authority external to FISA, to the exclusion of any ordinary court of law, any civil judicial authority of any country and any other arbitration body:	v. The Court of Arbitration for Sport (CAS) in Lausanne as the only competent judicial authority external to <u>FISAWorld Rowing</u> , to the exclusion of any ordinary court of law, any civil judicial authority of any country and any other arbitration body:	
a. To settle any dispute which directly involves FISA, one of its bodies, one of its Executive Committee members, any person acting on its behalf (Council and Commission members, umpires, etc.), one of its members or an organising committee of a FISA event run under FISA's authority (see Art. 66);	a. <u>Subject to Art. 60</u> , <del>to</del> settle any dispute which directly involves <u>FISAWorld Rowing</u> , one of its bodies, one of its Executive Committee members, any person acting on its behalf (Council and Commission members, umpires, <del>etc.</del> <u>and any others</u> ), one of its members or an organising committee of a <u>FISA-World Rowing</u> event run under <u>FISA's World Rowing's</u> authority (see Art. <del>66</del> <u>665</u> );	Proposed wording changes to improve clarity.
b. To review any decision alleged to violate any relevant law, any fundamental legal principles or FISA statutory clause (see Art. 67);	b. To review any decision alleged to violate any relevant law, any fundamental legal principles or <u>FISA-World Rowing</u> statutory clause (see Art. <del>67</del> <u>666</u> );	
c. To rule on any appeals from disciplinary sanctions or penalties of any kind, made by FISA or one of its bodies (see Art. 67).	c. To rule on any appeals from disciplinary sanctions or penalties of any kind, made by <u>FISA-World Rowing</u> or one of its bodies (see Art. <del>67</del> <u>666</u> ).	
vi. The final and without appeal status of the decisions made by the CAS;	vi. The final and without appeal status of the decisions made by the CAS;	
vii. The requirement to abide by the decisions of FISA and CAS without attempting to hinder their application;	vii. The requirement to abide by the decisions of <u>FISA-World Rowing</u> and CAS without attempting to hinder their application;	
viii. The application of Swiss law and the rules of Swiss federal procedure	viii. The application of Swiss law and the rules of Swiss federal procedure	

supplemental to FISA and CAS rules and regulations with Lausanne as the only place and seat of the arbitration.	supplemental to <u>FISA-World Rowing</u> and CAS rules and regulations with Lausanne as the only place and seat of the arbitration.	
<b>Article 58 – Individual and Written Confirmation of Commitments</b>	<b>Article <del>58-57</del> – Individual and Written Confirmation of Commitments</b>	
Although the commitment set out in Art. 57 is mandatory and automatic, FISA may, in addition, request individual and written confirmation of any commitment from the following individuals or entities, in accordance with the appropriate forms appended to these Statutes:	Although the commitment set out in Art. <del>57-56</del> is mandatory and automatic, <u>FISA-World Rowing</u> may, in addition, request individual and written confirmation of any commitment from the following individuals or entities, in accordance with the appropriate forms appended to these Statutes:	
1. Any FISA member federation or from any national rowing federation which wishes to become a member;	1. Any <del>FISA-M</del> member <del>F</del> federation or from any <del>national</del> rowing federation which wishes to become a member;	
2. Any rower, club, official or international umpire likely to participate in a competition under FISA’s authority;	2. Any rower, club, official or international umpire likely to participate in <del>a competition</del> <u>an event or activity</u> under <u>FISA’s-World Rowing’s</u> authority;	Proposed wording changes to extend this to cover all World Rowing elected and appointed individuals.
3. An organising committee of any event under FISA’s authority. These confirmations are valid unless and until they have been formally revoked in writing and this written revocation has reached the FISA headquarters. Such revocation shall not be retroactive and therefore does not affect acts committed or liabilities incurred before the written revocation is communicated. Such revocation shall only be valid if the individual or entity has ceased all activities or relationships to which the commitment refers.	3. An organising committee of any event under <u>FISA’s-World Rowing’s</u> authority. These confirmations are valid unless and until they have been formally revoked in writing and this written revocation has reached the <u>FISA-World Rowing</u> headquarters. Such revocation shall not be retroactive and therefore does not affect acts committed or liabilities incurred before the written revocation is communicated. Such revocation shall only be valid if the individual or entity has ceased all activities or relationships to which the commitment refers.	
<b><i>Bye-Laws to Article 58 – Rower’s Commitment Form (Appendix 7)</i></b>	<b><i>Bye-Laws to Article <del>58-57</del> –Rower’s Commitment Forms (Appendix <del>7S10</del>)</i></b>	It is proposed that the Rower’s Commitment Form becomes a ‘World Rowing Commitment

		Form' which will be applicable to all rowers, elected and appointed World Rowing officials, including umpires. The proposed changes include also references to Safeguarding, Safety and the WADA form - Appendix S10.
<i>If a rower is not able to provide consent for the commitment form by reason of age, physical impairment or mental impairment then it may be necessary for a parent or guardian to provide consent by signing the commitment form on behalf of the rower.</i>	<i>If a rower is not able to provide consent for the commitment form by reason of age, physical impairment or mental impairment then <del>it may be necessary for</del> a parent or guardian <del>to</del> <u>must</u> provide consent by signing the commitment form on behalf of the rower.</i>	Proposed wording changes to improve clarity.
<b>PART V – INTEGRITY OF THE SPORT</b>	<b>PART V – INTEGRITY OF THE SPORT</b>	
<b>Article 59 – Ethical principles and integrity</b>	<b>Article <del>59</del><u>58</u> – Ethical <del>P</del><u>P</u>principles and <del>i</del><u>i</u>ntegrity</b>	
Any party which deals with FISA and/or shares in its activities, notably those referred to in Art. 57, commits to behave in a manner prescribed in the relevant Bye-Laws (Bye-Laws to Art. 59 – FISA Code of Ethics, Appendix 8) and according to all generally recognised ethical principles including the principles of the Code of Ethics of the IOC.	<u>1.</u> Any party which deals with <u>FISA-World Rowing</u> and/or shares in its activities, notably those referred to in Art. <del>57</del> <u>56</u> , commits to <del>behave</del> <u>act</u> in a manner prescribed in the relevant Bye-Laws (Bye-Laws to Art. <del>59</del> <u>58</u> – <u>FISA-World Rowing</u> Code of Ethics, Appendix <del>8</del> <u>S11</u> ) and according to all generally recognised ethical principles including the principles of the <u>IOC's</u> Code of Ethics <del>of the IOC</del> .	Proposed wording changes to improve clarity.
	<u>2. Taking into consideration the overall interests of World Rowing and its members, only individuals of high moral character and integrity may be nominated by Member Federations for elected or appointed positions. The Executive Committee has the sole discretion to make the final determination.</u>	Proposed new paragraph to emphasise the responsibility of Member Federations when nominating individuals for elective and appointed positions in World Rowing.

<p><b>Bye-Laws to Article 59 – FISA Code of Ethics (Appendix 8)</b></p>	<p><b>Bye-Laws to Article <del>59-58</del> – <del>FISA-World Rowing</del> Code of Ethics (Appendix <del>8</del>S11)</b></p>	<p>Proposed amendments in the Code of Ethics (Appendix S11) &amp; Safeguarding Policy and Procedures (Appendix S11b) relate to the communication of sanctions and the introduction of a ‘mutual recognition’ of sanctions clause to minimise the risk of someone who has been sanctioned in relation to Safeguarding matters being able to move to another country and potentially put other individuals at risk.</p>
<p><b>Article 60 – Integrity in Competition</b> Any party which deals with FISA and/or shares in its activities, notably those referred to in Art. 57, shall be bound by, and be required to comply with the Bye-Laws relating to Manipulation of Competition and Betting by virtue of such participation or assistance (Appendix 9).</p>	<p><b>Article <del>60-59</del> – Integrity in Competition</b> Any party which deals with <del>FISA-World Rowing</del> and/or shares in its activities, notably those referred to in Art. <del>57-56</del>, shall be bound by, and be required to comply with the Bye-Laws relating to Manipulation of Competition and Betting by virtue of such participation or assistance (Appendix <del>9</del>S12).</p>	
<p><b>Bye-Laws to Article 60 – Manipulation of Competition and Betting (Appendix 9)</b></p>	<p><b>Bye-Laws to Article <del>60-59</del> – Manipulation of Competition and Betting (Appendix <del>9</del>S12)</b></p>	
<p><b>Article 61 – Right of Complaint</b> Any party claiming to have a valid complaint in relation to Art. 59 and Art. 60 concerning a party mentioned in Art. 57 may submit it to the Executive Committee or, in a case involving a member of the Executive Committee, to the IOC Ethics Commission.  The Executive Committee has the authority to make decisions on all cases except cases involving members of the Executive Committee, in which case the IOC Ethics Commission has the authority to decide.</p>	<p><b>Article <del>61-60</del> – Right of Complaint</b> Any party claiming to have a valid complaint in relation to Art. <del>59-58</del> and Art. <del>60-59</del> concerning a party mentioned in Art. <del>57-56</del> may submit it to the <del>Executive Committee</del>World Rowing President or, in a case involving a member of the Executive Committee, to the IOC Ethics Commission.  The Executive Committee has the authority to make decisions on all cases except cases involving members of the Executive Committee, in which case the IOC Ethics Commission has the authority to decide.</p>	<p>Proposed change is to ensure wording is aligned with Code of Ethics paragraph 9.2 which states that complaints should be submitted to the World Rowing President.</p>

The relevant authority may make any decision it deems appropriate and the decision may be published.	The relevant authority may make any decision it deems appropriate and the decision may be published.	
<b>Article 62 – Applicable Procedural Rules</b>	<b>Article <del>62-61</del> – Applicable Procedural Rules</b>	
The Executive Committee and the IOC Ethics Commission shall respect the principles stipulated in Art. 64.	The Executive Committee and the IOC Ethics Commission shall respect the principles stipulated in Art. 64.	
<b>PART VI – JUDICIAL PROVISIONS</b>	<b>PART VI – JUDICIAL PROVISIONS</b>	
<b>Article 63 – Judicial Bodies of FISA</b>	<b>Article <del>63-62</del> – Judicial Bodies of <u>FISAWorld Rowing</u></b>	
<p>The following bodies of FISA have judicial powers in accordance with FISA Statutes, Rules of Racing, any related Bye-Laws and Event Regulations:</p> <ul style="list-style-type: none"> <li>• the Congress;</li> <li>• the Council;</li> <li>• the Executive Committee;</li> <li>• the Board of the Jury (Rule 93);</li> <li>• the Doping Hearing Panel (Bye-Laws to Rule 100); and</li> <li>• the Ethics Panel (Bye-Laws to Art. 59).</li> </ul> <p>With the exception of the Board of the Jury and a Doping Hearing Panel, the body concerned may delegate its power to a smaller number of its members to undertake any investigation, hearing or imposition of penalty. In all cases the provisions of Art. 64 and Art. 65 shall be followed.</p>	<p>The following bodies of <u>FISA-World Rowing</u> have judicial powers in accordance with <u>FISA the Statutes, Rules of Racing, and</u> related Bye-Laws <del>and Event Regulations</del>:</p> <ul style="list-style-type: none"> <li>• the Congress;</li> <li>• the Council;</li> <li>• the Executive Committee;</li> <li>• <del>the Board of the Jury (Rule 93);</del></li> <li>• <del>the Doping Hearing Panel (Bye-Laws to Rule 100);</del> and</li> <li>• the Ethics Panel (Bye-Laws to Art. <del>59</del>58).</li> </ul> <p>With the exception of the <u>Board of the Jury Ethics Panel and a Doping Hearing Panel</u>, the body concerned may delegate its power to a smaller number of its members to undertake any investigation, hearing or imposition of penalty. In all cases the provisions of Art. <del>64</del>63 and Art. <del>65-64</del> shall be followed.</p>	<p>The proposed changes in New Arts.62-64 are aimed to keep separate the disciplinary procedures &amp; sanctions related to Statutes/integrity matters, from the in-competition related disciplinary matters that are included in the Rules of Racing.</p> <p>It is therefore proposed to delete reference to the Board of the Jury here as this relates to in-competition matters.</p> <p>The Doping Hearing Panel has been deleted here since all cases are now heard by the CAS Anti-Doping Division, since the end of 2019.</p>
<b>Article 64 – Procedural Rules Applicable to the Judicial Bodies of FISA</b>	<b>Article <del>64-63</del> – Procedural Rules Applicable to the Judicial Bodies of <u>FISAWorld Rowing</u></b>	
1. The judicial bodies of FISA shall provide fair procedures to all parties involved and	1. The judicial bodies of <u>FISA-World Rowing</u> shall provide <del>fair procedures</del> <u>due process</u> to all parties involved and shall respect their	Proposed wording changes to improve clarity.

shall respect their fundamental rights. They recognise in particular: 1.1 That a person who may have a conflict of interest shall not be a member of the decision-making body;	fundamental rights. They recognise in particular: 1.1 That a person who may have a conflict of interest shall not be a member of the decision-making body;	
1.2 The right of the person charged to know what he is charged with and to examine his file;	1.2 The right of the person charged to know <del>what he is</del> <u>the</u> charged <del>with</del> and to examine <del>his</del> <u>the</u> file;	Proposed wording change to apply gender neutral language.
1.3 The right to know the penalties which might be imposed;	1.3 The right to know the penalties which might be imposed;	
1.4 The right to be heard, to present a defence, to produce evidence and to be assisted by counsel.	1.4 The right to be heard, to present a defence, to produce evidence and to be assisted by counsel.	
	<u>1.5 The right to receive a written decision from World Rowing with reasons for that decision.</u>	
2. The procedural rules applicable to the Board of the Jury are covered in the Rules of Racing. For all other cases, the following rules apply:	2. The procedural rules applicable to <del>the Board of the Jury</del> <u>objections, protests and appeals relating to rowing competitions</u> are covered in the Rules of Racing <u>and related Bye-Laws</u> . <del>For all other cases, the following rules apply:</del>	Proposed wording changes to reflect changes to Art.62 above.
2.1 A protest or appeal shall be submitted in writing to the relevant body and shall set out the facts, reasons and evidence on which it is based. It shall be accompanied by a deposit of EUR 100 or equivalent, which amount shall be refunded if the protest or appeal is allowed.	<del>2.1 A protest or appeal shall be submitted in writing to the relevant body and shall set out the facts, reasons and evidence on which it is based. It shall be accompanied by a deposit of EUR 100 or equivalent, which amount shall be refunded if the protest or appeal is allowed.</del>	2.1 to 2.4 proposed deletions relate to the Board of the Jury and these elements are covered in the Rules of Racing, Section 11.
2.2 A protest or appeal is validly made if it is sent by registered post before midnight (FISA headquarters time) on the day of the deadline.	<del>2.2 A protest or appeal is validly made if it is sent by registered post before midnight (FISA headquarters time) on the day of the deadline.</del>	

2.3 The lodging of a protest or of an appeal shall not have the effect of suspending the decision at stake or any penalty imposed.	<del>2.3 The lodging of a protest or of an appeal shall not have the effect of suspending the decision at stake or any penalty imposed.</del>	
2.4 A decision is considered as delivered when received by the person concerned or his member federation. The protester or appellant may submit a request for suspension of the decision or penalty and the body hearing the appeal or the protest shall rule on the request. For all situations not covered by the Statutes, Rules, Bye-Laws and Event Regulations, the judicial bodies of FISA shall apply Swiss law and the rules of Swiss federal procedure.	<del>2.4 A decision is considered as delivered when received by the person concerned or his member federation. The protester or appellant may submit a request for suspension of the decision or penalty and the body hearing the appeal or the protest shall rule on the request.</del> For all situations not covered by the Statutes, Rules, Bye-Laws and Event Regulations, the judicial bodies of <u>FISA-World Rowing</u> shall apply Swiss law and the rules of Swiss federal procedure.	
<b>Article 65 – Penalties and Financial Compensation</b>	<b>Article <del>65-64</del> – <u>Penalties Sanctions</u> and Financial Compensation</b>	Proposal to replace the word ‘Penalties’ with ‘Sanctions’ to reflect appropriate legal terms; this is consistent with the approach/language used in the Rules.
The judicial bodies of FISA have the power to make decisions and impose penalties in their areas of responsibility set out in the Statutes, Rules of Racing, Bye-Laws and Event Regulations. They can impose penalties including but not limited to the following:	The judicial bodies of <u>FISA-World Rowing</u> have the power to make decisions and impose <u>penalties-sanctions</u> in their areas of responsibility set out in the Statutes, <del>Rules of Racing and</del> Bye-Laws <del>and Event Regulations</del> . They can impose <u>penalties sanctions</u> including but not limited to the following:	The proposal is that this section should relate only to governance/integrity related disciplinary matters; therefore in-competition related sanctions have been deleted.
1. Reprimand, which may be a public reprimand;	1. Reprimand, which may be a public reprimand;	
2. Yellow Card (according to Rules 72 and 84);	<del>2. Yellow Card (according to Rules 72 and 84);</del>	Proposal to take points 2 to 5 out as these are in-competition sanctions and are included in the Rules.
3. Relegation; where specifically provided in the rules;	<del>3. Relegation; where specifically provided in the rules;</del>	
4. Red Card (according to Rules 72 and 84);	<del>4. Red Card (according to Rules 72 and 84);</del>	

5. Disqualification;	<del>5. Disqualification;</del>	
6. Ban from competition;	<del>62. Ban from competition;</del>	
7. Fine;	<del>73. Fine;</del>	
8. Expulsion (according to Art. 15);	<del>84. Expulsion (according to Art. 15);</del>	
9. Any other appropriate measure.	<del>95. Any other appropriate measure.</del>	
If appropriate, the judicial body concerned may suspend, in part or in whole, the ban from competition or the payment of the fine and, in doping cases, only in accordance with the Anti-Doping Rules. The judicial body concerned may also order payment of money as financial compensation or fine against those (in particular member federations, clubs, rowers, or officials) who have behaved in a negligent or inappropriate manner including where such conduct has caused financial loss or damage to another party or breached these Statutes, Rules of Racing, Bye-Laws or Event Regulations.	If appropriate, the judicial body concerned may <u>take the following actions:</u> <u>a) suspend for a definite period</u> , in part or in whole, <u>either</u> the ban from competition or the payment of the fine <u>on such conditions as it considers appropriate and, in doping cases, only in accordance with the Anti-Doping Rules. The judicial body concerned may also; and, or,</u> <u>b) order payment of money as financial compensation or fine against those (in particular Mmember Ffederations, clubs, rowers, or officials) who have behaved-been found to have acted</u> in a negligent or inappropriate manner including where such conduct has caused financial loss or damage to another party or breached these Statutes <u>and, Rules of Racing, Bye-Laws-or Event Regulations; and, or,</u> <u>c) direct that all or part of a fine imposed by the judicial body be paid to the aggrieved or injured party not as compensation for loss but to reflect the judicial body's disapproval of the offending party's conduct.</u>	Proposed wording changes to improve clarity.
<b>Article 66 – Ordinary Arbitration Proceedings</b>	<b>Article <del>66-65</del> – Ordinary Arbitration Proceedings</b>	
Any party that alleges that a decision made by a FISA judicial body that it has not supported violates fundamental legal	Any party <del>that-who</del> alleges that a decision made by a <u>FISA-World Rowing</u> judicial body <del>that it has not supported</del> violates fundamental	

<p>principles or FISA statutory clause(s), or that has a dispute with FISA, may submit a claim to the Court of Arbitration for Sport (CAS) in Lausanne only, to the exclusion of any court of law of any country or any other arbitration body. The claim shall set out the facts and reasons upon which it is based. It shall be sent to CAS within one month from the day of delivery of the decision or, in the case of dispute, from the day FISA formally refused to accept its views or request. The CAS conducts the arbitration and rules over the dispute in accordance with its own regulations. In addition, the CAS applies Swiss law and the rules of Swiss federal procedure. The seat and place of the arbitration is in Lausanne. The decisions made by the CAS are final and may not be appealed.</p>	<p>legal principles or <a href="#">FISA-World Rowing</a> statutory clause(s), or <del>that-who</del> has a dispute with <a href="#">FISA-World Rowing</a>, may submit a claim to the Court of Arbitration for Sport (CAS) in Lausanne only, to the exclusion of any court of law of any country or any other arbitration body. The claim shall set out the facts and reasons upon which it is based. It shall be sent to CAS within one month from the day of delivery of the decision or, in the case of dispute, from the day <a href="#">FISA-World Rowing</a> formally refused to accept its views or request. The CAS conducts the arbitration and rules over the dispute in accordance with its own regulations. In addition, the CAS applies Swiss law and the rules of Swiss federal procedure. The seat and place of the arbitration is in Lausanne. The decisions made by the CAS <a href="#">Ordinary Arbitration Division</a> are final and may not be appealed.</p>	
<p><b>Article 67 – Appeal Arbitration Proceedings</b></p>	<p><b>Article <del>67-66</del> – Appeal Arbitration Proceedings</b></p>	
<p>Any party penalised by a judicial body of FISA may appeal the decision to CAS in Lausanne only, to the exclusion of any court of law of any country or any other arbitration body. The appeal brief shall set out the facts and reasons on which it is based. It shall be sent to CAS within 21 days following receipt by the party of the decision in question. The CAS conducts the appeal and rules on it in accordance with its own regulations. In addition, the CAS applies Swiss law and the rules of Swiss federal procedure. The seat and place of the arbitration is in Lausanne.</p>	<p>Any party penalised by a judicial body of <a href="#">FISA-World Rowing</a> may appeal the decision to CAS in Lausanne only, to the exclusion of any court of law of any country or any other arbitration body. The appeal brief shall set out the facts and reasons on which it is based. It shall be sent to CAS within 21 days following receipt by the party of the decision in question. The CAS conducts the appeal and rules on it in accordance with its own regulations. In addition, the CAS applies Swiss law and the rules of Swiss federal procedure. The seat and place of the</p>	

The decisions made by the CAS are final and may not be appealed.	arbitration is in Lausanne. The decisions made by the CAS <u>Appeals Arbitration Division</u> are final and may not be appealed.	
<b>PART VII – DISSOLUTION</b>	<b>PART VII – DISSOLUTION</b>	
<b>Article 68 – Dissolution</b>	<b>Article <del>68-67</del> – Dissolution</b>	
The dissolution of FISA shall be valid only if carried by four-fifths of the valid votes cast at an Extraordinary Congress specially convened for the purpose. Furthermore, a quorum of two-thirds of the member federations is necessary.	The dissolution of <u>FISA-World Rowing</u> shall be valid only if carried by four-fifths of the valid votes cast at an Extraordinary Congress specially convened for the purpose. Furthermore, a quorum of two-thirds of the member federations is necessary.	
<b>Article 69 – Assets</b>	<b>Article <del>69-68</del> – Assets</b>	
If the motion for dissolution is carried, the Executive Committee shall be entitled to realise the assets of FISA which shall be divided equally between the member federations constituting FISA at the time the vote is taken.	If the motion for dissolution is carried, the Executive Committee shall be entitled to realise the assets of <u>FISA-World Rowing</u> which shall be divided equally between the <u>Mm</u> ember <u>F</u> ederations constituting <u>FISA World Rowing</u> at the time the vote is taken.	
<b>Article 70 – Exceptions</b>	<b>Article <del>70-69</del> – Exceptions</b>	
In no other circumstances shall any member federation have any claim to any share whatsoever in the assets and any federation ceasing to be a member shall forfeit its claim to any assets of FISA.	In no other circumstances shall any <u>Mm</u> ember <u>F</u> ederation have any claim to any share whatsoever in the assets and any federation ceasing to be a member shall forfeit its claim to any assets of <u>FISAWorld Rowing</u> .	
<b>PART VIII – CONCLUDING PROVISIONS</b>	<b>PART VIII – CONCLUDING PROVISIONS</b>	
<b>Article 71 – Concluding Provisions</b>	<b>Article <del>71-70</del> – Concluding Provisions</b>	
These Statutes were approved effective immediately by the FISA Extraordinary Congress, 10 to 11 February 2017, in Tokyo, Japan. Jean-Christophe Rolland Matt Smith President Executive Director	These Statutes were approved effective immediately by the <u>FISA-World Rowing</u> Extraordinary Congress, <u>10 to 11 February 2017</u> <u>17-18 October 2020</u> , <u>organised from in Tokyo, Japan</u> <u>Lausanne, Switzerland as a video conference meeting</u> . Jean-Christophe Rolland Matt Smith President Executive Director	



<b>APPENDIX 2</b>	<b>APPENDIX 2S1</b>	
<b>BYE-LAWS TO ARTICLE 14 – OBLIGATIONS OF MEMBER FEDERATIONS</b>	<b>BYE-LAWS TO ARTICLE 14-10 – <del>OBLIGATIONS OF</del> CHALLENGES TO A MEMBER FEDERATION’S ELIGIBILITY</b>	
<b>14.1 Subscriptions</b>	<b>14.1 Subscriptions</b>	Moved to New Art.13, as a Bye-Law, in the main body of the Statutes, under Obligations of Member Federations
1. Member federations in their first three years of membership shall pay no subscription.	<del>1. Member federations in their first three years of membership shall pay no subscription.</del>	
2. The amount of the subscription payable by each member federation shall be determined by reference to its level of participation in major events during the previous four year Olympic period in a formula proposed by the Council.	<del>2. The amount of the subscription payable by each member federation shall be determined by reference to its level of participation in major events during the previous four year Olympic period in a formula proposed by the Council.</del>	
3. The Executive Committee may waive past due subscriptions of inactive member federations.	<del>3. The Executive Committee may waive past due subscriptions of inactive member federations.</del>	
<b>14.2 Challenges to a Member Federation’s Eligibility</b>	<b>14.2 Challenges to a Member Federation’s Eligibility</b>	
<b>In the event that another national organisation (the “challenging organisation”) challenges the eligibility of an existing member federation, the following documents may be requested by the FISA Executive Committee in order to evaluate the case:</b>	<b>In the event that another national organisation (the “challenging organisation”) challenges the eligibility of an existing member federation, the following documents <del>may be requested</del> shall be submitted to by the FISA World Rowing as required Executive Committee in order to evaluate the case:</b>	Old 14.2 is now proposed as the Bye-Law to New Art.10 Members, under this Appendix.
1. Reports from FISA officials and / or recognised organisations, including:	1. Reports from <u>FISA World Rowing</u> officials and / or recognised organisations, including:	
1.1 FISA Continental Representative;	1.1 <u>FISA World Rowing Continental Representative Council members</u> ;	
1.2 Continental Rowing Confederation.	1.2 Continental Rowing Confederation.	

2. Documentation from the existing member federation, including but not limited to:	2. Documentation from the existing <del>M</del> member <del>F</del> federation, including but not limited to:	
	<del>2.5-1</del> Recent confirmation from the National Olympic Committee that it is the recognised <u>validly elected</u> national federation for Rowing. If the documentation confirms the eligibility of the existing member federation, the case will be closed.	Moved up from 2.5
2.1 A copy of the latest Statutes, with a certified translation in one of FISA's official languages;	<del>2.4-2</del> A copy of the latest Statutes, with a certified translation in one of <u>FISA's World Rowing's</u> official languages;	
2.2 A list of all rowing clubs in the country with a list of their active affiliated member clubs;	<del>2.2-3</del> A list of all rowing clubs in the country with a list of their active affiliated member clubs;	
2.3 The minutes of the most recent elective General Assembly, including the participants' list and signatures;	<del>2.3-4</del> The minutes of <del>the-its</del> most recent elective General Assembly <u>or Board meeting where the Member Federation President was appointed or elected</u> , including the participants' list <del>and signatures</del> ;	Wording reviewed to provide greater clarity
2.4 Proof of attendance at the General Assembly of a majority of rowing clubs in the country;	<del>2.4 Proof of attendance at the General Assembly of a majority of rowing clubs in the country;</del>	Wording reviewed to provide greater clarity
2.5 Recent confirmation from the National Olympic Committee that it is the recognised national federation for Rowing. If the documentation confirms the eligibility of the existing member federation, the case will be closed.	<del>2.5 Recent confirmation from the National Olympic Committee that it is the recognised national federation for Rowing. If the documentation confirms the eligibility of the existing member federation, the case will be closed.</del>	
3. Documentation from the challenging organisation – If the FISA Executive Committee so requires, it will request additional information, from the challenging organisation, including but not limited to:	3. Documentation from the challenging organisation. <del>—</del> If the <u>FISA World Rowing</u> Executive Committee so requires, it will request additional information, from the challenging organisation, including but not limited to:	

3.1 Evidence that the challenging organisation includes representatives of a majority of rowing clubs in the country;	3.1 Evidence that the challenging organisation includes representatives of a majority of <u>the active</u> rowing clubs in the country;	Wording reviewed to provide greater clarity
3.2 The minutes of its elective General Assembly, in which the current office holders took office, including the participants' list and signatures;	3.2 The minutes of its <u>most recent</u> elective General Assembly <u>or Board Meeting where the challenging organisation President was appointed or elected</u> , in which the current office holders took office, including the participants' list <del>and signatures</del> ;	Wording reviewed to provide greater clarity
3.3 A copy of its Statutes, with a certified translation in one of FISA's official languages;	3.3 A copy of its Statutes, with a certified translation in one of <del>FISA's</del> <u>World Rowing's</u> official languages;	
3.4 The reasons why a new federation was created.	3.4 The reasons why a new federation was created.	
Following the evaluation of the above information, the FISA Executive Committee shall take any measure it considers appropriate.	Following the evaluation of the above information, the <del>FISA</del> <u>World Rowing</u> Executive Committee shall take any measure it considers appropriate.	

<b>APPENDIX 1</b>	<b>APPENDIX 1S2</b>	
<b>BYE-LAWS TO ARTICLE 4 – CLAIMS BY A MEMBER FEDERATION OF EXTERNAL INTERFERENCE</b>	<b>BYE-LAWS TO ARTICLE 4-11 – CLAIMS BY A MEMBER FEDERATION OF EXTERNAL INTERFERENCE</b>	Art. 4 has been moved to New Art. 11
In the event that a member federation, or another interested party, claims interference by a party external to the member federation, the following documents may be requested by the FISA Executive Committee in order to evaluate the case:	In the event <del>that a member federation, or another interested party, of</del> claims <u>of external interference by a party external to thein a</u> <del>M</del> member <del>F</del> federation, the following documents <del>may shall</del> be <u>requested bysubmitted to the FISAWorld Rowing as required Executive Committee</u> in order to evaluate the case:	Wording reviewed to provide greater clarity
1. Reports from FISA officials / recognised organisations, including:	1. Reports from <u>FISA-World Rowing</u> officials / recognised organisations, including:	
1.1 FISA Continental Representative;	1.1 <u>FISA-World Rowing Continental RepresentativeCouncil members</u> ;	Wording reviewed to provide greater clarity
1.2 Continental Rowing Confederation.	1.2 Continental Rowing Confederation.	
2. Documentation from the member federation, including but not limited to:	2. Documentation from the <del>M</del> member <del>F</del> federation, including but not limited to:	
2.1 A copy of the latest Statutes with a certified translation in one of FISA’s official languages;	2.1 A copy of the latest Statutes with a certified translation in one of <u>FISA’s-World Rowing’s</u> official languages;	
2.2 A list of the recognised rowing clubs in the country with a list of their active affiliated members;	2.2 A list of the <u>active affiliated-recognised</u> rowing clubs in the country <del>with a list of their active affiliated members</del> ;	Wording reviewed to provide greater clarity
2.3 The minutes of the most recent elective General Assembly, including the participants’ list and signatures;	2.3 The minutes of <del>the-its</del> most recent elective General Assembly <u>or Board Meeting where the President was appointed or elected</u> , including the participants’ list <del>and signatures</del> . <u>In addition; minutes of meetings where relevant and/or recent changes were made to the Statutes</u> ;	Wording reviewed to provide greater clarity

2.4 Proof of attendance at the General Assembly of a majority of rowing clubs in the country;	<del>2.4 Proof of attendance at the General Assembly of a majority of rowing clubs in the country;</del>	Wording reviewed to provide greater clarity
2.5 Recent confirmation from the National Olympic Committee that it is the recognised national federation for Rowing;	2.5 Recent confirmation from the National Olympic Committee that it is the recognised, <u>validly elected</u> , national federation for Rowing;	Wording reviewed to provide greater clarity
2.6 Any evidence which documents interference by an external organisation or authority.	2.6 Any evidence which documents interference by an external organisation or authority.	
If appropriate, especially if there is evidence of government interference, FISA will notify and consult with the IOC and/or any other pertinent sport organisation. Following its investigation, the FISA Executive Committee shall take any measure it considers appropriate.	If appropriate, especially if there is evidence of government interference, <u>FISA-World Rowing</u> will notify and consult with the IOC and/or any other pertinent sport organisation. Following its investigation, the <u>FISA-World Rowing</u> Executive Committee shall take any measure it considers appropriate.	

APPENDIX 3	APPENDIX <del>S</del> 3	
<b>BYE-LAWS TO ARTICLE 18 – RECOGNITION OF CONTINENTAL ROWING CONFEDERATIONS</b>	<b>BYE-LAWS TO ARTICLE 18 – RECOGNITION OF CONTINENTAL ROWING CONFEDERATIONS</b>	
To be recognised by FISA, a Continental Rowing Confederation shall provide the FISA Council with the following:	<u>1.</u> To be recognised by <u>FISA World Rowing</u> , a Continental Rowing Confederation shall <u>submit a written application to World Rowing at least three months before the date of the next Congress. provide the FISA Council with the following:</u>	Wording reviewed to provide greater clarity
1. A formal application no later than three months before the date of the Congress;	<u>24.</u> <u>The application must include the following: A formal application no later than three months before the date of the Congress;</u>	
2. A formal undertaking to observe FISA’s Statutes, Rules of Racing, Bye-Laws and Regulations;	<u>2.1.</u> A <u>formal written</u> undertaking to: <u>a. Observe FISA’s World Rowing’s</u> Statutes, Rules of Racing, Bye-Laws and Regulations; <u>b. Accept as binding and final the decisions of the competent authorities within World Rowing and in this regard to recognise the Court of Arbitration for Sport in Lausanne as the only possible external judicial authority;</u>	
3. A copy of its Statutes with a certified translation in one of FISA’s official languages. The confederation’s Statutes shall not be inconsistent with those of FISA;	<u>2.3.</u> A copy of its Statutes with a certified translation in one of <u>FISA’s World Rowing’s</u> official languages. The confederation’s Statutes shall not be inconsistent with those of <u>World Rowing and the Olympic Charter</u> <u>FISA</u> ;	<u>Moved from 2.2. to 2.3</u>
4. Written confirmation whether the Continental Olympic Association recognises the confederation as the continental federation for rowing and that the Statutes of the confederation are not inconsistent with the principles of the Olympic Charter;	<u>2.24.</u> Written confirmation <u>whether that</u> the Continental Olympic Association recognises the confederation as the continental <u>confederation for rowing and that the Statutes of the confederation are not</u>	

	<del>inconsistent with the principles of the Olympic Charter;</del>	
5. A formal undertaking to accept as binding and final the decisions of the competent authorities within FISA and in this regard to recognise the Court of Arbitration for Sport in Lausanne as the only possible external judicial authority;	<del>5. A formal undertaking to accept as binding and final the decisions of the competent authorities within FISA and in this regard to recognise the Court of Arbitration for Sport in Lausanne as the only possible external judicial authority;</del>	
6. Details of the membership of its Committee;	<del>6-2.4 Details of the membership governance structure of the confederation and names of the office bearers of its Committee;</del>	
7. A detailed report of its activities;	<del>7-2.5 A detailed report of its objectives and activities;</del>	
8. Any other information as required by FISA.	<del>8-2.6 Any other information as required by FISA World Rowing.</del>	
	<u>3. A Continental Rowing Confederation shall be recognised by a vote of Congress, upon recommendation by the Council.</u>	

APPENDIX 4	APPENDIX <del>S</del> 4	
<b>BYE-LAWS TO ARTICLE 19 – RECOGNITION OF OTHER GROUPINGS OF MEMBER FEDERATIONS</b>	<b>BYE-LAWS TO ARTICLE 19 – RECOGNITION OF OTHER GROUPINGS OF MEMBER FEDERATIONS</b>	
To be recognised by FISA, a Grouping of Member Federations shall provide the FISA Council with the following:	<u>1.</u> To be recognised by <u>FISAWorld Rowing</u> , a Grouping of Member Federations shall <u>submit a written application to provide the FISAWorld Rowing Council, with the following:</u>	Wording reviewed to provide greater clarity, and some paragraphs reordered.
1. A formal application;	<del>2</del> <u>4.</u> <del>A formal</del> <u>The</u> application <u>must include the following;</u>	
2. A formal undertaking to observe FISA’s Statutes, Rules of Racing, Bye-Laws and Regulations;	<del>2.1.</del> A <del>formal-written</del> undertaking to: <u>a. Observe FISA’s World Rowing’s Statutes, Rules of Racing, Bye-Laws and Regulations;</u> <u>b. Accept as binding and final the decisions of the competent authorities within World Rowing and in this regard to recognise the Court of Arbitration for Sport in Lausanne as the only possible external judicial authority</u>	
3. A copy of its Statutes with a certified translation in one of FISA’s official languages. The Statutes shall not be inconsistent with those of FISA;	<del>2.2</del> <u>3.</u> A copy of its Statutes with a certified translation in one of <u>FISA’s World Rowing’s</u> official languages. The Statutes shall not be inconsistent with those of <u>FISAWorld Rowing</u> ;	
4. A formal undertaking to accept as binding and final the decisions of the competent authorities within FISA and in this regard to recognise the Court of Arbitration for Sport in Lausanne as the only possible external judicial authority;	<del>4.</del> <del>A formal undertaking to accept as binding and final the decisions of the competent authorities within FISA and in this regard to recognise the Court of Arbitration for Sport in Lausanne as the only possible external judicial authority;</del>	
5. Details of the membership of its Committee;	<del>5</del> <u>2.3.</u> Details of the <u>membership governance structure of its Committee</u> <del>the Grouping and names of the office bearers;</del>	
6. A detailed report on its activities;	<del>2.4</del> <u>6.</u> A detailed report on its <u>objectives and activities;</u>	
7. A list of member federations;	<del>2.5</del> <u>7.</u> A list of <u>M</u> member <u>F</u> federations;	

8. Any other information as required by FISA.	<del>2.68.</del> Any other information as required by <u>FISA World Rowing.</u>	
	<u>3. A Grouping shall be recognised by a vote of the Council.</u>	

## **Appendix S5**

### **World Rowing Athletes' Commission Regulations**

(Please refer also to the “*Explanatory Note for Proposed Commission Changes Arts. 39 and 54*”)

#### Section I – World Rowing Athletes' Commission Regulations

1. Preamble
2. Membership
3. Election and Appointment of Members
4. Term of Office
5. Chair of the Commission

#### Section II – World Rowing Athletes' Commission Election Procedures

1. Preamble
2. Eligibility Criteria
3. Nomination Process
4. Promotion **and Conduct of Candidates**
5. Elections: Electorate and Voting
6. Athletes' Commission Election Committee **S**

### **Section I – Athletes' Commission Regulations**

#### **1. Preamble**

These regulations set out the membership criteria, election and appointment process of the Athletes Commission (AC) members and the AC Chair.

The Purpose and Activities of the AC are set out in Appendix S9 – Duties of Commissions and Working Groups.

#### **2. Membership**

**2.1** The AC is composed of ten (10) members, who are Active Athletes or Recently Retired Athletes.

**2.2** An Active Athlete is an athlete who participated at Senior and Coastal World Rowing Championships (WRCh), as a representative of a Member Federation, in the year of their election or appointment.

**2.3** A Recently Retired Athlete is an athlete who competed at a WRCh or the Olympic & Paralympic Games, in the applicable discipline or format (Rowing, Para Rowing, Coastal Rowing), as a representative of a Member Federation, in the previous eight (8) years.

**2.4** The AC is composed of:

- i. Five (5) Active Athletes or Recently Retired Athletes elected at the WRCh by their peers, in accordance with Art.3 Election and Appointment of AC Members.
- ii. Five (5) Active Athletes or Recently Retired Athletes appointed by the Council, in accordance with Art.3 Election and Appointment of AC Members.
- iii. Of the five (5) elected AC members, four (4) shall represent Rowing (of which one (1) will represent Para rowing) and one (1) shall represent Coastal rowing.

**2.5** Membership of the AC is subject to the World Rowing Statutes Art.58 Ethical Principles and Integrity.

**2.6** Members of the AC can no longer serve on the AC after 31 December following the eighth anniversary of their last participation as a rower at a WRCh or Olympic or Paralympic Games, except for the Chair in accordance with Art.5.2.

### **3. Election and Appointment of AC Members**

- 3.1** Elections for AC members will be held in the 2<sup>nd</sup> year following the year of the Summer Olympic and Paralympic Games (AC Election Year).
- 3.2** The election of AC members will take place at the respective WRCh for the relevant discipline.
- 3.3** The procedure for election of AC members shall be conducted in accordance with Section II: The Athletes' Commission Election Procedure.
- 3.4** Following the election of the elected AC members, the Council shall, on the recommendation of the AC Chair, appoint or re-appoint five (5) AC members chosen from among the candidates in such election, or additional candidates.
- 3.5** Such appointments shall ensure gender equality and take into consideration the balance of representation across geographic areas, Member Federation (MF) size, discipline, etc, and the results of the election.

### **4. Term of Office**

- 4.1** The term of office of AC members, elected or appointed, shall be four (4) years from 1 January of the year following the AC Election Year, subject to Art.2 Membership.
- 4.2** Any AC member, elected or appointed, upon completion of his or her term of office, may stand for re-election, provided that such member continues to be eligible as an Active Athlete or Recently Retired Athlete in accordance with Art.2 Membership.

### **5. Chair of the AC Commission**

- 5.1** The Council shall appoint the AC Chair. In appointing the Chair, the Council will take into consideration the AC's proposed candidate. The AC's proposed candidate will be determined in accordance with Art.5.4 below. In the event that the AC proposal is not appointed by the Council, the AC will be asked to propose an alternative candidate as AC Chair.
- 5.2** The AC Chair must be eligible for membership of the AC, in accordance with Art.2.6, at the time of the election and appointment process and may then serve a full four-year term as chair.
- 5.3** Voting for the candidate for the position of AC Chair shall take place at the first AC meeting following the announcement of the results of the AC member elections and appointments.
- 5.4** The AC members shall vote to determine which AC member to propose as the AC Chair to the Council, in accordance with the following procedure:
  - i.** All newly elected, appointed and reappointed AC members are eligible to put forward their candidature for the position of AC Chair.
  - ii.** Candidates and their MFs shall be aware of the requirements of the role as outlined in the AC Chair role description.
  - iii.** All candidatures must be approved by the relevant MF and submitted in writing to the staff member responsible for AC election administration.
  - iv.** All AC members are eligible to vote, including outgoing members.
  - v.** A candidate requires a majority of votes cast in order to be proposed as AC Chair to the Council. When there are more than two (2) candidates, the person with the lowest number of votes after the first round will be excluded. A new vote will be held until a candidate receives a majority of the votes cast.

## **Section II – Athletes' Commission Election Procedures**

### **1. Preamble**

This procedure regulates and governs the election process of the elected members of the AC (the Election Procedure). The Election Procedure shall be applicable to all persons and organisations in any phase of the election including the candidates for the election, those directly or indirectly involved in the election, any other individuals or legal entities

supporting, acting in favour of or opposing any candidate, including but not limited to MF staff, coaches, trainers, agents, sponsors, supporters, relatives or friends of any candidate.

## **2. Eligibility Criteria**

To be eligible for election to the AC, a candidate must meet the following criteria:

- 2.1** The candidate must be an Active Athlete or Recently Retired Athlete, in accordance with Arts.2.2 and 2.3 of the AC Regulations. Candidates that are Recently Retired Athletes and who have not already been a member on the AC must have participated at their last WRCh or Olympic & Paralympic Games, in the applicable discipline or format (Rowing, Para Rowing, Coastal Rowing), within the previous six (6) years.
- 2.2** The candidate must have reached the age of 18 no later than by the first day of competition of the relevant WRCh in the AC Election Year.
- 2.3** All candidates for the AC elections are subject to the World Rowing Statutes, Art.58 Ethical Principles and Integrity.
- 2.4** In accordance with the World Rowing Statutes, Bye-Law to Art.15, a MF which is not in good standing and has outstanding debts with World Rowing, cannot nominate a candidate for the AC election.

## **3. Nomination Process**

- 3.1** At least six (6) months prior to the start of the Senior WRCh in the AC Election Year, World Rowing will notify MFs of the opening of the nomination process for the election(s) to the AC. The notice will include details of the elective position(s).
- 3.2** MFs intending to nominate a candidate shall submit a nomination form, by the published deadline and in the format and with the content as communicated by World Rowing.
- 3.3** MFs may nominate one candidate only in any AC Election Year.
- 3.4** At least three (3) months before the opening of the relevant WRCh, all candidates meeting the criteria set out in Arts.2 and 3.2 of the Election Procedures and having been duly validated will be declared admissible by the Executive Committee and the candidate list published.

## **4. Promotion and Conduct of Candidates**

- 4.1** Following the publication of the candidate list for the election, candidates may start promotional activities.
- 4.2** Any promotional activity, or any materials produced, by any persons or organisations directly or indirectly connected to a candidate, or by the candidate themselves must be carried out with dignity, moderation and respect towards other candidates as well as all athletes.
- 4.3** Candidate promotional activities shall be carried out in accordance with the World Rowing Rules of Conduct for Elections.

## **5. Elections: Electorate and Voting**

- 5.1** Each athlete holding an athlete accreditation for the relevant WRCh during which the election takes place will have the right to vote in person. Voting by proxy is not allowed.
- 5.2** World Rowing will provide information on the World Rowing website presenting all candidates and providing information on the upcoming election, including the dates of the election, and voting instructions.
- 5.3** Any votes that do not comply with the voting instructions will be declared null and void.
- 5.4** Voting will be in person only unless otherwise decided by World Rowing.

## 6. AC Election Committees

- 6.1** The AC Election Committee for each Championships will be composed of one chair and two members, appointed by the Executive Committee for the AC Election Year. The Chair of the Election Committee will be a Council member; the other two members will be Council or Commission members.
- 6.2** The role of the AC Election Committee is to ensure compliance with the AC Election Procedure, to supervise the entire election process and procedure and count ballots.
- 6.3** A staff member will support and coordinate the work of the Election Committee.
- 6.4-3** The elected athletes will be those who have obtained the highest numbers of valid votes, for the vacant elective position(s).
- 6.5-4** In the event of a tie, the incumbent AC members, excluding those that are involved in the tie, shall decide the elected person based on a vote by secret ballot. The incumbent AC Chair shall have the casting vote, unless the incumbent AC Chair is involved in the tie, in which case the Executive Committee will have the casting vote.
- 6.6-5** The AC Election Committee will inform the Executive Committee of the election results. The Executive Committee will announce the election results.

## Section III – Example Timeline (based on 2018; timeline for illustration here only, not for inclusion in Rule Book)

- **1 January – 1 March, AC Election Committee appointed** - AC Election Committee will be composed of one chair and two members, appointed by the Executive Committee for the AC Election Year. The Chair of the Election Committee will be a Council member; the other two members will be Council or Commission members
- **1 March, Nomination Process begins** - At least six (6) months prior to the start of the Senior WRCh in the AC Election Year, World Rowing will notify MFs of the opening of the nomination process for the election(s) to the AC. The notice will include details of the elective position(s) as well as the procedures relating to the AC Chair election process.
- **1 May deadline for MFs to submit nominations** - MFs intending to nominate a candidate shall submit a candidature proposal, by the published deadline and in the format and with the content communicated by World Rowing.
- **1 June, AC election candidate list published** - At least three (3) months before the opening of the relevant WRCh, all candidatures meeting the criteria set out in Arts.2 and 3.2 of the Election Procedures and having been duly validated will be declared admissible by the Executive Committee and the candidate list published.
- **9-16 Sept, WRChs, elections held for the 4 elective positions for 'Rowing', overseen by the AC Election Committee**- Each athlete holding an athlete accreditation for the relevant WRCh during which the election takes place will have the right to vote in person. Voting by proxy is not allowed.
- **16 Sept, EC announces the election results for the 4 elective positions for 'Rowing', including one para rower.**

*Appointment process for the 4 'Rowing' positions can now begin, using candidate pool from the election process, plus drawing on other identified candidates if applicable and necessary for representation/skills.*

- **12-14 Oct, WRCCs, elections held for the 1 elective position for 'Coastal Rowing', overseen by the AC Election Committee-** Each athlete holding an athlete accreditation for the relevant WRCh during which the election takes place will have the right to vote in person. Voting by proxy is not allowed.
- **14 Oct, Executive Committee announces the election results for the 1 elective position for 'Coastal Rowing'**
- *Appointment process for the 1 'Coastal Rowing' position can now begin, using the candidate pool from the election process, plus drawing on other candidates if applicable and necessary for representation/skills.*
- **24 Oct, AC appointment process ends; Council decides on appointments**
- **26 Oct, AC appointments announced**
- **23 Nov, AC Chair election process**, at the pre-JCM AC meeting – only the recently elected/appointed/reappointed members are eligible to put forward their candidature, i.e. those who will begin a 4-year term on 1 January of the following year. However, all AC members, current (including outgoing) and future, are eligible to vote.
- **23 Nov, the elected AC Chair candidate is proposed to the Council**
- **26 Nov, closing day of JCM, Council appoints the AC Chair (following a vote/approval process by email). AC Chair announced.**

APPENDIX 5	APPENDIX <del>5</del> S6	
	<b><u>BYE-LAWS TO ARTICLE 45 – INTERNAL AUDIT COMMITTEE</u></b>	
	<p><u>1. The Internal Audit Committee provides oversight on audit, finance, risk management and governance matters, including overseeing the following:</u></p> <p><u>1.1 the appropriateness of the four-year and annual budget process,</u></p> <p><u>1.2 the integrity of the financial statements,</u></p> <p><u>1.3 compliance with applicable accounting principles and laws,</u></p> <p><u>1.4 internal controls as they relate to financial reporting and non-financial matters,</u></p> <p><u>1.5 the qualifications, independence, appointment and work of the external auditor, and</u></p> <p><u>1.6 the effectiveness of World Rowing’s risk management infrastructure.</u></p> <p><u>2. The Internal Audit Committee shall submit a report to the Ordinary Congress each year.</u></p> <p><u>3. The Internal Audit Committee consists of three individuals; the World Rowing Treasurer and two individuals who do not hold elected, appointed or employed positions within World Rowing. Of the three, at least one should have a legal background and one a finance background.</u></p> <p><u>4. The World Rowing Council shall appoint the members of this committee for a four-</u></p>	<p>Please refer to the “<i>Explanatory Note for proposed changes to Articles related to the division of responsibility between the Council and the Executive Committee and the Management (Arts 38 &amp; 48, Arts 45 and 51 and Appendices S6, S7 and S8)</i>”.</p>

	<u>year term starting on 1 January in the year following the Olympic Games.</u>	
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<b>APPENDIX 5</b>	<b>APPENDIX <del>5</del>7</b>	
<b>BYE-LAWS TO ARTICLE 47 – DUTIES OF THE COUNCIL MEMBERS</b>	<b>BYE-LAWS TO ARTICLE <del>47-45</del> – DUTIES OF THE COUNCIL MEMBERS</b>	Please refer to the “ <i>Explanatory Note for proposed changes to Articles related to the division of responsibility between the Council and the Executive Committee and the Management (Arts 38 &amp; 48, Arts 45 and 51 and Appendices S6, S7 and S8)</i> ”.
<b>1. Duties of the President</b>	<b>1. Duties of the President</b>	Updated, incorporating Swiss Lawyer recommendations where appropriate.
The President of FISA:	The President of <u>FISA World Rowing</u> :	
1.1 Leads and represents FISA;	1.1 Leads and represents <u>FISA World Rowing</u> ;	
1.2 Chairs the Congresses, Council and Executive Committee meetings, Joint Commissions Meetings, and other meetings, where appropriate, and which are organised within FISA or by FISA. In the absence of the President meetings are chaired by the nominee of the President;	1.2 Chairs the Congresses, Council and Executive Committee meetings, Joint Commissions Meetings, and other meetings, where appropriate, and which are organised within <u>FISA-World Rowing</u> or by <u>FISA World Rowing</u> . In the absence of the President meetings are chaired by the <u>Vice President or another specific</u> nominee of the President;	
1.3 Defines the policies to be followed by FISA in co-operation with the Council and the Congress;	<del>1.3 Defines the policies to be followed by FISA in co-operation with the Council and the Congress;</del>	Moved to the Executive Committee duties.
1.4 Suggests initiatives to promote FISA’s goals, delegates tasks to members of the Executive Committee, the Council, Commissions and working groups, in addition to those outlined in the Statutes and Bye-Laws, and encourages the member federations to be active contributors to the advancement of rowing;	<del>1.34 Suggests-Proposes and supports</del> initiatives to promote <u>FISA’s World Rowing’s</u> goals, delegates tasks to members of the Executive Committee, the Council, Commissions and working groups, <u>in addition to those set out in addition to those outlined</u> in the Statutes and Bye-Laws, and encourages the <del>M</del> member <del>F</del> federations to be active contributors to the advancement of rowing;	
1.5 Submits a report to the Ordinary Congress each year; and	1. <del>45</del> Submits a report to the Ordinary Congress each year; and	

1.6 May make necessary decisions in urgent circumstances, if it is not possible to consult the relevant parties within FISA. Such decisions shall be deemed to be decisions of the Council for the purposes of Art. 33.	1. <del>56</del> May make necessary decisions in urgent circumstances, <del>if it is not possible to consult the relevant parties within FISA when the competent body within World Rowing cannot be consulted for timely action.</del> Such decisions shall be deemed to be decisions of the Council for the purposes of Art. <del>33</del> 32, <del>and shall be brought to the competent body for confirmation at the next possible opportunity.</del>	
<b>2. Duties of the Vice President</b>	<b>2. Duties of the Vice President</b>	Updated, incorporating Swiss Lawyer recommendations where appropriate.
The Vice President of FISA:	The Vice President of <u>FISAWorld Rowing</u> :	
2.1 Carries out such duties as are delegated by the President;	2.1 Carries out such duties as are delegated by the President;	
2.2 Is responsible for representing FISA when the President is unable to do so, or when requested by the Executive Committee;	2.2 Is responsible for representing <u>FISA World Rowing</u> when the President is unable to do so, or when requested by the <u>President or the Executive Committee</u> ;	
2.3 Works on special assignments and working groups when requested to do so by the Executive Committee or the Council. These assignments or working groups may concern the internal affairs of FISA or FISA's relations with other bodies;	2.3 Works on special assignments and working groups when requested to do so by the <u>President</u> , Executive Committee or the Council. <del>These assignments or working groups may concern the internal affairs of FISA or FISA's relations with other bodies;</del>	
2.4 Oversees the work of the Development Programme; and	2.4 Oversees the work of the Development Programme; and	
2.5 Submits a report to the Ordinary Congress each year.	2.5 Submits a report to the Ordinary Congress each year.	
<b>3. Duties of the Treasurer</b>	<b>3. Duties of the Treasurer</b>	Updated, incorporating Swiss Lawyer recommendations where appropriate.
The Treasurer of FISA:	The Treasurer of <u>FISAWorld Rowing</u> :	
3.1 Is responsible for the financial management of FISA;	3.1 <del>2</del> <del>Is responsible for the financial management of FISA</del> <u>Chairs and calls for meetings of the Finance Committee, and</u>	

	<u>reports to the Executive Committee on the activities of the Finance Committee; and</u>	
3.2 Prepares FISA's long-term financial plan having regard to the four year Olympic cycle;	<del>3.2 Prepares FISA's long-term financial plan having regard to the four year Olympic cycle;</del>	
3.3 Is responsible for keeping the Executive Committee and Council informed of FISA's financial situation by means of management accounts;	<del>3.3 Is a member of the Internal Audit Committee and is responsible for convening the meetings. Is responsible for keeping the Executive Committee and Council informed of FISA's financial situation by means of management accounts;</del>	
3.4 Oversees the management of FISA's assets, the adequacy of insurance, the financial terms of major contracts and staff remuneration in consultation with the President and the Executive Director;	<del>3.4 Oversees the management of FISA's assets, the adequacy of insurance, the financial terms of major contracts and staff remuneration in consultation with the President and the Executive Director;</del>	Now part of the wider Finance Committee role.
3.5 Oversees the preparation of the annual budget and the annual accounts, and presents them to the Ordinary Congress, liaises with the Executive Director in order to monitor the progress of income and expenditure during the year, and seeks approval from the Executive Committee for significant deviations from budget; and	<del>3.5-1 Oversees the preparation of the annual budget and the annual accounts, and presents them to the Ordinary Congress, Liaises with and supports the Executive Director in connection with the preparation of the annual budget and the annual accounts, as well as the long-term financial plan, having regard to the four-year Olympic cycle and presents them to the Ordinary Congress in order to monitor the progress of income and expenditure during the year, and seeks approval from the Executive Committee for significant deviations from budget; and</del>	
3.6 Submits a report to the Ordinary Congress each year.	<del>3.6-4</del> Submits a report <u>and presents the financial statements</u> to the Ordinary Congress each year.	
<b>4. Duties of the Executive Director</b>	<b>4. Duties of the Executive Director</b>	Updated, incorporating Swiss Lawyer recommendations where appropriate.
The Executive Director of FISA:	The Executive Director of <u>FISAWorld Rowing</u> :	

<p>4.1 Is responsible for the effective management of FISA, within the policies and objectives approved from time to time by the FISA Council;</p>	<p><del>4.1 Is responsible for the effective management</del><u>Conducts the day to day operations</u> of <u>FISA World Rowing</u>, within the policies and objectives approved from time to time by the <del>FISA Council</del><u>Executive Committee</u>;</p>	
<p>4.2 Is supervised by the President and operates within the limits of authority and budget approved by the Executive Committee and the Council;</p>	<p><del>4.2 Is</del><u>Acts under the supervision and with the support of</u> by the President <del>and operates</del> within the <u>limits of authority and budget limits of authority and budget</u> approved by the Executive Committee <del>and the Council</del>;</p>	
<p>4.3 Selects and engages the staff of FISA within the human resources plan and budget approved by the Council, and is responsible for the direction and management of the staff;</p>	<p><del>4.3 Selects and engages</del><u>Appoints and manages</u> the <u>World Rowing</u> staff of <u>FISA</u> within the human resources plan <del>and budget</del> approved by the <u>Executive Committee</u> <del>Council</del>, and is responsible for the <del>direction and management of the staff</del>;</p>	
	<p><u>4.4 Secures proper financial management and accounting, including adequate reporting;</u>  <u>4.5 Prepares in consultation with the Treasurer, the annual and long term (annual and four-year) budgets and financial statements to be finalised in the Finance Committee and approved by the Executive Committee;</u>  <u>4.6 Reports to the Executive Committee and Council on all World Rowing's affairs as appropriate; and</u></p>	
<p>4.4 Prepares the annual Business Plan as well as the Olympic Cycle (four year) Business Plan in consultation with the Executive Committee for approval by the Council; and</p>	<p><del>4.4 Prepares the annual Business Plan as well as the Olympic Cycle (four year) Business Plan in consultation with the Executive Committee for approval by the Council; and</del></p>	

4.5 Submits a report to the Ordinary Congress each year.	4. <del>7</del> <sup>5</sup> Submits a report to the Ordinary Congress each year.	
<b>5. Duties of the Commission Chairs</b>	<b>5. Duties of the Commission Chairs</b>	
The Chairs of the Commissions of FISA:	The Chairs of the Commissions of <del>FISA</del> <u>World Rowing</u> :	
5.1 Advise, direct and represent the Council in their technical areas;	5.1 Advise, direct and represent the Council in their technical areas;	
	<del>5.2</del> <u>Convene meetings of their commission as appropriate to fulfil the duties of their commission in line with Art. 55 Duties of the Commissions and Working Groups</u>	
5.2 Chair Commission meetings and allocate duties to the Commission members in accordance with the Bye-Laws to Art. 56 (Appendix 6);	<del>5.2</del> <sup>3</sup> Chair Commission meetings and allocate duties to the Commission members in accordance with the Bye-Laws to Art. <del>56</del> <sup>55</sup> (Appendix <del>6</del> <sup>S9</sup> );	
5.3 Prepare annual budget proposals with the Executive Director for approval by the Executive Committee;	<del>5.3</del> <sup>4</sup> Prepare annual budget proposals with the Executive Director for approval by the Executive Committee;	
5.4 Propose appointments to their Commissions for approval by the Council;	<del>5.4</del> <sup>5</sup> Propose appointments to their Commissions for approval by the Council;	
5.5 Report to the Council on technical matters related to their Commissions and submit reports on their Commissions' activities to the Ordinary Congress each year; and	<del>5.5</del> <sup>6</sup> Report to the Council on technical matters related to their Commissions and submit reports on their Commissions' activities to the Ordinary Congress each year; and	
5.6 Provide support to the FISA Development Programme as required.	<del>5.6</del> <sup>7</sup> Provide support to the <del>FISA</del> Development Programme as required.	
<b>6. Duties of the FISA Continental Representatives</b>	<b>6. Duties of the <del>FISA</del> Continental Representatives</b>	
The FISA Continental Representatives:	The <del>FISA</del> Continental Representatives:	
6.1 Represent FISA within their continent;	6.1 Represent <del>FISA</del> <u>World Rowing</u> within their continent;	
6.2 Promote rowing and maintain close and regular contact with the member federations, continental rowing confederations and	6.2 Promote rowing and maintain close and regular contact with the <del>M</del> <u>m</u> ember <del>F</del> <u>f</u> ederations, continental rowing	

groupings of member federations, and regatta organisers in their continents;	confederations and groupings of <del>M</del> member <del>F</del> ederations, and regatta organisers in their continents;	
6.3 Promote and support FISA development initiatives and advise FISA on rowing development within their continent;	6.3 Promote and support <del>FISA</del> -development initiatives and advise <del>FISA-World Rowing</del> on rowing development within their continent;	
6.4 Observe the major international regattas held within their continent;	6.4 Observe the major international regattas held within their continent;	
6.5 In case of non-observance of the Statutes and Rules of Racing in their continent, submit reports to the Executive Committee;	6.5 In case of non-observance of the Statutes and Rules of Racing in their continent, submit reports to the Executive Committee;	
6.6 Submit reports to the Ordinary Congress each year. For this purpose they may request reports from the member federations within their continent; and	6.6 Submit reports to the Ordinary Congress each year. For this purpose, they may request reports from the <del>M</del> member <del>F</del> ederations within their continent; and	
6.7 Submit to the Executive Committee reports and minutes of meetings attended within their continent, where those meetings relate to their FISA responsibilities.	6.7 Submit to the Executive Committee reports and minutes of meetings attended within their continent, where those meetings relate to their <del>FISA-World Rowing</del> responsibilities.	
<b>7. Duties of the Co-opted Members</b>	<b>7. Duties of the Co-opted Members</b>	
The President may assign specific duties to the Co-opted members as required.	<u>7.1</u> The President may assign specific duties to the Co-opted members as required.	
	<u>7.2</u> <u>Submit a report to the Ordinary Congress each year</u>	

APPENDIX 5	APPENDIX 5S8	
	<b><u>BYE-LAWS TO ARTICLE 51 – FINANCE COMMITTEE</u></b>	
	<p><u>1. The World Rowing Finance Committee reports to the Executive Committee. It oversees the preparation of the annual and four-year budgets, World Rowing’s internal financial and business controls, asset management, risk management, compliance, remuneration and other matters, including operational and process audits, as required, and makes recommendations thereon for approval by the Executive Committee.</u></p> <p><u>2. The Finance Committee shall consist of:</u>  <u>World Rowing President</u>  <u>World Rowing Treasurer (Chair)</u>  <u>World Rowing Executive Director</u></p> <p><u>3. It may invite the External Auditor, Controller, Asset Manager, Marketing Director and any other appropriate individuals for dedicated sessions. It shall meet at least once per year and when circumstances require.</u></p> <p><u>4. The Finance Committee reports to the Executive Committee.</u></p>	<p>Please refer to the “<i>Explanatory Note for proposed changes to Articles related to the division of responsibility between the Council and the Executive Committee and the Management (Arts 38 &amp; 48, Arts 45 and 51 and Appendices S6, S7 and S8)</i>”.</p>

<b>APPENDIX 6</b>	<b>APPENDIX 6S9</b>	
<b>BYE-LAWS TO ARTICLE 56 – DUTIES OF THE COMMISSIONS AND WORKING GROUPS</b>	<b>BYE-LAWS TO ARTICLE <del>56-55</del> – DUTIES OF THE COMMISSIONS AND WORKING GROUPS</b>	
<b>1. General Duties of the Commissions</b>	<b>1. General Duties of the Commissions</b>	Wording updated for clarity
Each Commission shall:	Each Commission shall:	
1.1 Meet as required when so requested by their Chairs. In principle, they shall meet at least twice a year; one of the meetings being at the annual Joint Commissions Meeting. Additional meetings should be by conference call;	1.1 Meet as required <u>to fulfil their duties and when convened so requested</u> by their Chairs. In principle, they shall meet at least twice a year; one of the meetings being <u>at</u> the annual Joint Commissions Meeting. <del>Additional</del> <u>Meetings should be held as virtual meetings where possible</u> <del>by conference call</del> ;	
1.2 Liaise with the President, the Council and the Executive Director through its Chair;	1.2 Liaise with the President, the Council and the Executive Director through its Chair;	
1.3 Liaise with other Commissions generally and at Joint Commissions meetings;	1.3 Liaise with other Commissions generally and at Joint Commissions meetings <u>and World Rowing Championships</u> ;	
1.4 Undertake their specialist commission duties across the different disciplines and areas of rowing;	1.4 Undertake their specialist commission duties across the different disciplines and areas of rowing;	
1.5 Provide an annual report to the Council and any other reports as required;	1.5 <del>Provide an annual report to the Council and any other reports as required</del> <u>Submit an annual programme request with proposed budget to the Executive Committee</u> ;	
1.6 Be responsible for producing and circulating minutes of Commission meetings to the Council.	1.6 <del>Be responsible for producing and circulating</del> <u>minutes of Commission meetings for circulation</u> to the Council <u>by the Executive Director</u> .	
<b>2. Specific Duties of the Commissions:</b>	<b>2. Specific Duties of the <u>Discipline</u> Commissions:</b>	Proposal to create and define Discipline Commissions to be better organised and focused to deliver the World Rowing strategy for coastal and indoor rowing.

		Please refer to the “Explanatory Note for Proposed Commission Changes (Arts 39 & 54)”
<b>2.2 Competitive Rowing Commission</b>	<b>2.2.1 Competitive Rowing Commission</b>	Wording adapted here to reflect focus on classic rowing
2.2.1 Purpose	2.2.1.1 Purpose	
2.2.1.1 To act as a centre of excellence in the coaching field and provide support to regions to develop sustainable coach education.	<del>2.2.1.1 b.</del> <u>To act as a centre of excellence in the coaching field for the discipline of classic rowing and provide support to regions to develop sustainable coach education for sustainable development.</u>	
2.2.1.2 To increase the breadth and depth of participation in all types of competitive rowing.	<del>2.2.1.2 a.</del> <u>To encourage and support the growth of rowing in support of World Rowing’s Strategy. increase the breadth and depth of participation in all types of competitive rowing.</u>	
2.2.2 Activities	2.12.2 Activities	
	<u>a. Discipline Oversight</u>  <u>i. To guide the strategic growth of international rowing competitions and support the development of different competition formats.</u>  <u>ii. Centralise information about the discipline, as it relates to key stakeholders. Develop activities to build capacity across all areas of the discipline.</u>	
2.2.2.1 Coaching	<del>2.2.2.1 c.</del> <u>Coaching Discipline Development</u>	
a. To advise on coaching practice and coach education including support in the production of specific coach education material and coaching courses and seminars.	<del>a</del> <u>i.</u> To advise on <del>coaching practice and coach training and</del> education including support in the production of specific <del>coach</del>	

<p>b. To assist in the implementation of the Coaching Development Programme in conjunction with the Development department.</p> <p>c. To organise the annual FISA Coaches Conference.</p> <p>d. To advise on coach identification and recruitment.</p> <p>e. To liaise with coaches and implement a coaches' communication network.</p>	<p>education<del>a</del>l material and coaching courses and seminars.</p> <p><del>b</del>ii. To assist in the implementation of the <del>c</del>Coaching <del>d</del>Development <del>p</del>Programmes in conjunction with the Development department.</p> <p><del>e</del>iii. To <u>provide appropriate coaching content and</u> organise the annual <u>FISA-World Rowing Coaches Conference</u>.</p> <p><del>e</del>iv. To <u>nominate appropriate coaching experts for the Coaching Development Cross Commission. advise on coach identification and recruitment.</u></p> <p><del>e. To liaise with coaches and implement a coaches' communication network.</del></p>	
<p>2.2.3 Competition</p> <p>2.2.3.1 Regulation of international rowing competition in terms of (i) composition (events, boat-classes and categories), (ii) conditions, (iii) environment, and (iv) international regatta programme.</p> <p>2.2.3.2 Analysis and review of competition from the point of view of changes e.g. in competitive standards, social and financial environment, global mobility, participation levels.</p> <p>2.2.3.3 Undertaking of the tasks delegated to it by the Council or the Rules in relation to FISA Events, such as fairness and seeding.</p>	<p><del>2.2.3 b.</del> Competition</p> <p><del>i.2.2.3.1 To analyse and provide advice on</del>Regulation of international rowing competition in terms of <del>(i)</del> composition (events, boat-classes and categories), <del>(ii)</del> conditions, <del>(iii)</del> environment, and <del>(iv)</del> the international regatta <del>programme</del>calendar.</p> <p><del>ii.2.2.3.2 To monitor and analyse relevant sporting and global trends to ensure the discipline remains relevant and sustainable</del> Analysis and review of competition from the point of view of changes e.g. in competitive standards, social and financial environment, global mobility, participation levels.</p>	

	<p><u>iii.2.2.3.3 To undertake</u> <del>ing of</del> the tasks delegated to it by the Council or the Rules in relation to <u>FISA-World Rowing eEvents</u>, <u>including but not limited to such as</u> fairness and seeding.</p>	
	<p><u>2.1.3 Membership</u></p> <p><u>The members of the commission are to be recognised experts in the discipline and involved daily in the practice of the discipline. Members are expected to represent the interests of all World Rowing's stakeholders.</u></p>	
	<p><u>2.2 Coastal Rowing Commission</u></p>	<p>Recreational Rowing has been included here. It is proposed that responsibility for Recreational Rowing sits here for the cycle 2021-2024.</p>
	<p><u>2.2.1 Purpose</u></p> <p><u>a. To aide and encourage the growth of coastal rowing to support World Rowing's Strategy.</u></p> <p><u>b. To build capacity across the discipline by developing skills, knowledge and experience in a range of areas serving coastal rowing.</u></p>	

	<p><u>c. To oversee and promote on a national and international basis touring and recreational rowing.</u></p>	
	<p><u>2.2.2 Activities</u></p> <p><u>a. Discipline Oversight</u></p> <p><u>i. To guide the strategic growth of international coastal rowing competitions, to support the development of different competition formats.</u></p> <p><u>ii. To centralise information about the discipline, as it relates to key stakeholders. Develop activities to build capacity across all areas of the discipline.</u></p> <p><u>b. Competition</u></p> <p><u>i. To analyse and provide advice on international coastal rowing competition in terms of composition (events, boat-classes and categories), conditions, environment, and international regatta programme.</u></p> <p><u>ii. To monitor and analyse relevant sporting and global trends to ensure the discipline remains relevant and sustainable e.g. in competitive standards, social and financial environment, global mobility, participation levels, safety.</u></p> <p><u>iii. Support the organisation of the World Rowing Coastal Championship.</u></p>	

World Rowing Beach Sprint events, and other coastal rowing events within World Rowing.

iv. Develop a range of competition opportunities and drive inclusion of the discipline in multisport, and other, events.

c. Discipline Development

i. To advise on training and education including support in the production of specific educational material and coaching courses and seminars.

ii. To assist in the implementation of the Coaching Development Programme in conjunction with the Development department.

iii. To organise coastal rowing educational seminars, as appropriate, and provide coastal rowing coaching content for the Coaches Conference.

iv. To nominate appropriate coastal rowing coaching experts for the Coaching Development Cross Commission.

d. Recreational Rowing

i. To collaborate with Member Federations to share knowledge, expertise and develop tour and recreational rowing, in new countries and to new rowers.

	<ul style="list-style-type: none"> <li>ii. <u>To develop activities to protect and promote the heritage boat classes and support the traditional activities and regattas.</u></li> <li>iii. <u>To foster communication between the different rowing communities.</u></li> </ul>	
	<p><u>2.2.3 Membership</u></p> <p><u>The members of the commission are to be recognised experts in the discipline and involved daily in the practice of the discipline. Members are expected to represent the interests of all World Rowing’s stakeholders.</u></p>	
	<p><b><u>2.3 Indoor Rowing Commission</u></b></p>	
	<p><u>2.3.1 Purpose</u></p> <ul style="list-style-type: none"> <li>a. <u>To aide and encourage the growth of indoor rowing to support World Rowing’s Strategy.</u></li> <li>b. <u>To differentiate indoor rowing as a standalone discipline of rowing, while honouring its traditions and history.</u></li> </ul>	
	<p><u>2.3.2 Activities</u></p> <ul style="list-style-type: none"> <li>a. <u>Discipline Oversight</u> <ul style="list-style-type: none"> <li>i. <u>To guide the strategic growth of international indoor rowing competitions and challenges, to support the development of different competition formats.</u></li> <li>ii. <u>Facilitate collaboration between indoor rowing industry</u></li> </ul> </li> </ul>	

stakeholders for the benefit of the discipline.

b. Competition

i. To monitor and analyse relevant sporting and global trends to ensure the discipline remains relevant and sustainable e.g., in competitive standards, social and financial environment, global mobility, participation levels.

ii. Support the organisation of the World Rowing Indoor Championships and other indoor rowing events within World Rowing.

iii. Develop a range of competition opportunities and drive inclusion of the discipline in multisport, and other, events.

iv. Promote indoor rowing as an inclusive discipline providing both competitive and participation/recreational opportunities for all.

c. Discipline Development

i. Promote the health, cross training, and rehabilitative benefits of rowing in order to broaden the base of indoor rowers.

ii. ~~C~~To consolidate existing training and education materials and advise on technical issues; provide

	<p><u>appropriate indoor rowing coaching experts for the World Rowing Coaching Academy.</u></p> <p>iii. <u>Organise indoor rowing educational opportunities/events? and provide indoor rowing coaching content for the Coaches Conference.</u></p> <p>iv. <u>Prepare a certification programme to measure the precision of work output on indoor rowing machines wishing to receive World Rowing approval.</u></p>	
	<p><u>2.3.3 Membership</u></p> <p><u>The members of the commission are to be recognised experts in the discipline and involved daily in the practice of the discipline. While not a requirement, members may have an affiliation with a stakeholder within the indoor rowing industry (i.e an equipment manufacturer, technical provider, etc). This perspective is critical to the development and growth of the discipline. Members are expected to represent the interests of all World Rowing’s stakeholders.</u></p>	
	<p><b><u>3. Specific Duties of the Technical Commissions</u></b></p>	
<p><b>2.1 Athletes Commission</b></p>	<p><b><u>3.12.1 Athletes Commission</u></b></p>	<p>The proposed new Athletes Commission Regulations (Appendix S5) provides information on the membership, specific term limits, election and appointment procedure for the AC members.</p>

		Please refer to the “Explanatory Note for Proposed Commission Changes (Arts 39 & 54)”
2.1.1 Purpose To represent active elite rowers and to act as a liaison between FISA and the elite athlete community concerning any issues affecting the sport of Rowing.	<del>2-1-3.1.1 Purpose</del> To represent active <del>elite-national team</del> rowers <del>(including Under 19s and Under 23s)</del> , and to act as a liaison between <del>them and FISA World Rowing and the Senior national team rowers</del> elite athlete community concerning any issues affecting the sport of Rowing.	
2.1.2 Activities	<del>2-1-3.1.2 Activities</del>	
2.1.2.1 To establish a network of representative rowers throughout the world for a wide canvassing of opinion; providing balanced representation across gender, geographical areas, member federation size, etc.	<del>2-1-2.1a. To consider issues related to rowers and provide relevant input to the Council and Executive Committee</del> <del>establish a network of representative rowers throughout the world for a wide canvassing of opinion; providing balanced representation across gender, geographical areas, member federation size, etc.</del>  <del>b. To engage actively with and to initiate rowing specific projects that protect and support clean athletes on and off the water.</del>	
2.1.2.2 To make known to the Council the views of rowers on any matter in the field of competitive rowing, in all its forms, as it sees fit.	<del>2-1-2.2 To make known to the Council the views of rowers on any matter in the field of competitive rowing, in all its forms, as it sees fit.</del>  <del>c. To consult with athletes in the evaluation of the rules and regulations of rowing and provide feedback to the Council and Executive Committee.</del>	
2.1.2.3 To convene and conduct rowers’ surveys and/or meetings at World Rowing	<del>2-1-2.3 d. To convene and conduct rowers’ surveys and/or meetings at World Rowing</del>	

Championships and to provide a report to the Executive Committee.	Championships and to provide a report to the Executive Committee.	
2.1.2.4 To analyse the organisation of the World Rowing Championship and Olympic and Paralympic regattas and to report its findings to the Council.	<del>2.1.2.4_e.</del> To analyse the organisation of the World Rowing Championships and Olympic and Paralympic regattas and to report <del>its</del> <u>any</u> findings to the Council.	
2.1.2.5 To communicate information from FISA to the elite athlete community.	<del>2.1.2.5_f.</del> To <u>support effective communication of</u> information from <del>FISA</del> <u>World Rowing</u> to the <u>Senior National Team</u> elite athlete community.  <u>g. To raise awareness of the AC election and appointment process amongst the active and recently retired athlete communities.</u> <u>h. To maintain contact with the IOC Athlete Commission.</u>	
2.1.3 Membership	<del>2.1.3 Membership</del>	
2.1.3.1 Members of this Commission can no longer serve on the Commission after 31 December following the eighth anniversary of their last participation as a rower at a World Rowing Championships or Olympic Games.	<del>2.1.3.1 Members of this Commission can no longer serve on the Commission after 31 December following the eighth anniversary of their last participation as a rower at a World Rowing Championships or Olympic or Paralympic Games.</del>	
2.1.3.2 The Chair of the Commission must be eligible for membership of the Commission at the time of election to the Chair, and may then serve a full four-year term as Chair.	<del>2.1.3.2 The Chair of the Commission must be eligible for membership of the Commission at the time of election to the Chair, and may then serve a full four-year term as Chair.</del>	
	<b><u>3.2 Coaching Development Cross Commission</u></b>	A new cross Commission, to ensure solid cross discipline consistency in coaching education, with members of the Coastal Rowing Commission, the Indoor Rowing Commission and the Competitive Rowing Commission to produce and validate all Rowing and Coaching Education materials.

		The Chair would be the Chair of the Competitive Rowing Commission. Please refer to the “Explanatory Note for Proposed Commission Changes (Arts 39 & 54)”
	<u>3.2.1 Purpose</u>	
	<u>a. To advise on coaching practice and coach education including support in the production of specific coach education material and coaching courses and seminars for the different rowing disciplines.</u>	
	<u>3.2.2 Activities</u>	
	<u>a. To assist in the implementation of the Coaching Development Programme in conjunction with the Development department and the respective discipline commissions.</u>  <u>b. To advise on coach identification, training and recruitment in a consistent manner.</u>  <u>c. To liaise with coaches and implement a coaches’ communication network.</u>  <u>d. To liaise with other stakeholders within World Rowing around safety, safeguarding, anti-doping, diversity and inclusion and how this is integrated and monitored through coach education and certification.</u>  <u>e. To recognise national coach education systems.</u>  <u>f. To recognise international training centres.</u>	

	<u>3.2.3 Membership</u>	
	<p><u>a. Coaching Development Cross Commission members shall include only members from other Commissions, including up to two specialists from each of the discipline Commissions.</u></p> <p><u>b. Commission members should be recognised experts in coaching science and coaching of their discipline.</u></p> <p><u>c. Commission members will <del>also</del> liaise with key stakeholders across World Rowing who will bring expertise from other areas linked to safeguarding, anti-doping, safety and the different disciplines of rowing.</u></p> <p><u>d. The Chair shall be the Chair of the Competitive Rowing Commission.</u></p>	
<b>2.3 Equipment and Technology Commission</b>	<b><u>2-3-3.3</u> Equipment and Technology Commission</b>	
2.3.1 Purpose To support development in the field of rowing equipment, including the review of new technology and its potential application to rowing.	<u>2-33.3.1</u> Purpose To support development in the field of rowing equipment, including the review of new technology and its potential application to rowing.	
2.3.2 Activities	<u>2-33.3.2</u> Activities	
2.3.2.1 To establish the standards for the safety of rowing equipment from the point of view of safety of the rowers and enforce this at FISA events.	<u>2-3-2-1a.</u> To establish <del>the</del> standards for the safety of rowing equipment <del>from the point of view of safety of the rowers</del> and enforce this at <u>FISA-World Rowing</u> events.	
2.3.2.2 To establish and ensure compliance with rules concerning boats and equipment used in rowing events to which the FISA Statutes and Rules of Racing apply, including	<u>2-3-2-2b.</u> To establish and ensure compliance with rules concerning boats and equipment used in rowing events to which the <u>World Rowing</u> <del>FISA</del> Statutes and Rules of Racing apply, including working in co-operation with	

working in co-operation with the Control Commission at FISA World Championships.	the Control Commission at <u>World Rowing FISA World Championships</u> .	
2.3.2.3 To encourage the production of inexpensive rowing equipment complying with specified standards.	<u>2.3.2.3c.</u> To encourage the production of inexpensive rowing equipment complying with specified standards.	
2.3.2.4 To encourage and promote dissemination of information and courses on boat building and repairs.	<u>2.3.2.4d.</u> To encourage and promote dissemination of information and courses on boat building and repairs.	
2.3.2.5 To survey equipment in use and produce theoretical material and drawings for rowing equipment.	<u>2.3.2.5e.</u> To survey equipment in use and produce theoretical material and drawings for rowing equipment.	
2.3.2.6 To collect and review scientific information, relating to equipment and technology, available for the sport of rowing.	<u>2.3.2.6f.</u> To collect and review scientific information, relating to equipment and technology, available for the sport of rowing.	
2.3.2.7 To be the point of contact with FISA for the manufacturers of equipment and technology in the sport of rowing, including innovations (Rule 40).	<u>2.3.2.7g.</u> To be the point of contact with <u>World Rowing FISA</u> for the manufacturers of equipment and technology in the sport of rowing, including innovations (Rule <del>40</del> <u>29</u> ).	
<b>2.4 Events Commission</b>	<b><u>2.4.3.4 Events Commission</u></b>	
2.4.1 Purpose To establish and monitor the standards of international regattas and of all FISA events with regard to the venue, the technical installations, the safety of rowers and the organisation of the events.	<u>2.43.4.1 Purpose</u> <u>In conjunction with relevant Commissions and staff members and in line with World Rowing policies, t</u> To establish and monitor the standards of international regattas and of all <u>FISA-World Rowing</u> events with regard to <u>the organisation of the event,</u> the venue, <del>the</del> technical installations, <u>and the</u> safety of <del>rowers</del> <u>all participants</u> <u>in conjunction with relevant Commissions and staff members and in line with World Rowing policies.</u> <u>and the organisation of the events.</u>	
2.4.2 Activities	<u>2.43.4.2 Activities</u>	
2.4.2.1 To advise organising committees of FISA events on the standard of facilities and	<u>2.4.2.1a.</u> To advise organising <u>and bidding</u> committees of <u>FISA-World Rowing</u> events on the standard of facilities and regatta courses	

regatta courses and also on the organisation of events.	and <del>also on the</del> organisation of events. <u>To support the transfer of knowledge and best practice between event/regatta organisers.</u>	
2.4.2.2 To maintain and improve the standard of regatta organisation at all major international events in co-operation with other FISA Commissions as appropriate.	<del>2.4.2.2b.</del> To maintain and improve the standard of regatta organisation at all major international events in co-operation with other <del>FISA</del> Commissions as appropriate.	
2.4.2.3 To visit and inspect regatta courses and regattas.	<del>2.4.2.3c.</del> To visit and inspect regatta courses and regattas.	
2.4.2.4 To provide advice and guidance at every stage from initial concept to final commissioning in the development of new courses and new regattas.	<del>2.4.2.4d.</del> To provide advice, <u>consultation</u> and guidance at every stage from initial concept to final commissioning in the development of new courses and new regattas, <u>advise on the upgrading of existing courses.</u>	
2.4.2.5 To provide members for the technical group responsible for inspecting candidates of future championships and multi-sport Games candidates.	<del>2.4.2.5e.</del> To provide members for the technical group responsible for inspecting candidates of future championships and multi-sport Games candidates.	
2.4.2.6 To monitor and co-ordinate changes to the structure of the FISA international regatta calendar in conjunction with the FISA Events staff taking into consideration the advice of the relevant FISA Commissions.	<del>2.4.2.6f.</del> To monitor, <u>coordinate</u> and <del>co-ordinate</del> <u>advise on</u> changes to the structure of the <del>FISA-World Rowing</del> international regatta calendar in conjunction with the <del>FISA-World Rowing</del> Events staff taking into consideration the advice of the relevant <del>FISA</del> Commissions.	
2.4.2.7 To prepare and regularly update documents and manuals which specify the FISA requirements for all aspects of: a) the upgrading of existing courses; b) the development of new courses; c) the organisation of championships and major regattas.	<del>2.4.2.7g.</del> To prepare and regularly update documents and manuals which specify the <del>FISA-World Rowing</del> requirements for all aspects of: a) the upgrading of existing courses; b) the development of new courses; c) the organisation of championships and major regattas.	
	<u>h. To train and develop Technical Delegates for events, and to propose to the Executive</u>	

	<u>Committee nominations for the Technical Delegates for World Rowing events.</u>	
<b>2.5 Event Promotion Commission</b>	<b><del>2.5 Event Promotion Commission</del></b>	
2.5.1 Purpose To maximise and optimise the event promotion opportunities and activities of FISA events.	<del>2.5.1 Purpose To maximise and optimise the event promotion opportunities and activities of FISA events.</del>	Event Promotion to evolve into a Working Group Please refer to the “Explanatory Note for Proposed Commission Changes (Arts 39 & 54)”
2.5.2 Activities	<del>2.5.2 Activities</del>	
2.5.2.1 To advise organising committees of FISA’s main events on: a. Their policy and strategic planning for the promotion of their event; b. Promoting their event to the local, regional and international communities, utilising all media and communications platforms as well as stakeholder relations; c. Improving stakeholder experience at events through sport presentation, social media, reporting and information distribution.	<del>2.5.2.1 To advise organising committees of FISA’s main events on: a. Their policy and strategic planning for the promotion of their event; b. Promoting their event to the local, regional and international communities, utilising all media and communications platforms as well as stakeholder relations; c. Improving stakeholder experience at events through sport presentation, social media, reporting and information distribution.</del>	
2.5.2.2 To assist with the transfer of knowledge on promotion strategies and activities between FISA and past, present and future organising committees of FISA’s main events: a. By developing and populating FISA’s knowledge transfer database in the event promotion area; b. By facilitating interaction between organising committees of events in the event promotion area.	<del>2.5.2.2 To assist with the transfer of knowledge on promotion strategies and activities between FISA and past, present and future organising committees of FISA’s main events: a. By developing and populating FISA’s knowledge transfer database in the event promotion area; b. By facilitating interaction between organising committees of events in the event promotion area.</del>	
<b>2.6 Masters Rowing Commission</b>	<b><del>2.6 3.5 Masters Rowing Commission</del></b>	
2.6.1 Purpose	<del>2.63.5.1 Purpose</del>	

To oversee and promote Masters rowing in all its forms on a national and international basis.	To oversee and promote <del>m</del> Masters rowing in all its forms on a national and international basis.	
2.6.2 Activities	<del>2.6.3.5.</del> 2 Activities	
2.6.2.1 To organise the World Rowing Masters Regatta annually.	<del>2.6.2.1a.</del> To organise the World Rowing Masters Regatta annually.	
2.6.2.2 In cooperation with other Commissions, establish standard masters classes in other forms of rowing.	<del>2.6.2.2b.</del> In cooperation with other Commissions, establish standard masters classes in other forms of rowing.	
2.6.2.3 To gather dates and locations of key international masters regattas for the international calendar.	<del>2.6.2.3c.</del> To gather dates and locations of key international masters regattas for the international calendar, <u>and publish information of interest to the masters rowing community.</u>	
2.6.2.4 To publish written information.	<del>2.6.2.4</del> <u>To publish written information.</u>	
2.6.2.5 To consult with and advise the Youth Rowing Commission regarding the Masters Fund for Youth Rowing and the use of the resources of the Fund.	<del>2.6.2.5-d.</del> To consult with and advise the Youth Rowing Commission regarding the Masters Fund for Youth Rowing and the use of the resources of the Fund.	
	<u>e. To foster the development of masters generally through shared communications and activities.</u>	
<b>2.7 Para Rowing Commission</b>	<b><del>2.7-3.6</del> Para Rowing Commission</b>	
2.7.1 Purpose To oversee and promote rowing for persons with an impairment (Para Rowers) on a national and international basis.	<del>2.73.6.1</del> Purpose To <u>support</u> , oversee and promote rowing for persons with an impairment (Para Rowers) on a national and/or international basis.	
2.7.2 Activities	<del>2.73.6.2</del> Activities	
2.7.2.1 To develop inclusive policies within FISA.	<del>2.7.2.1a.</del> To develop inclusive policies within <u>FISAWorld Rowing.</u>	
2.7.2.2 To develop inclusive competitions for all forms of rowing.	<del>2.7.2.2b.</del> To develop inclusive competitions for all forms of rowing.	
2.7.2.3 To increase participation in para rowing at all levels of performance.	<del>2.7.2.3c.</del> To increase participation in para rowing at all levels of performance.	

2.7.2.4 To promote and monitor trends in para rowing at national, international and paralympic levels.	<del>2.7.2.4d.</del> To promote and monitor trends in para rowing at national, international and <del>paralympic</del> Paralympic levels.	
2.7.2.5 To include para rowing in active life programmes	<del>2.7.2.5e.</del> To include para rowing in active life programmes	
2.7.2.6 To research and disperse knowledge on para rowing to the community.	<del>2.7.2.6f.</del> To research and disperse knowledge on para rowing to the community.	
<b>2.8 Rowing for All Commission</b>	<b><del>2.8 Rowing for All Commission</del></b>	Coastal and indoor rowing are now included as separate new Discipline Commissions, It is proposed that the Touring & Recreational rowing activity be under the responsibility of the Coastal Rowing Commission for the 2021-2024 cycle. Please refer to the “Explanatory Note for Proposed Commission Changes (Arts 39 & 54)”
2.8.1 Purpose To oversee and promote on a national and international basis all the following forms of rowing:	<del>2.8.1 Purpose To oversee and promote on a national and international basis all the following forms of rowing:</del>	
2.8.1.1 Touring, fitness and recreational rowing;	<del>2.8.1.1 Touring, fitness and recreational rowing;</del>	
2.8.1.2 Coastal and traditional rowing; and	<del>2.8.1.2 Coastal and traditional rowing; and</del>	
2.8.1.3 Indoor rowing.	<del>2.8.1.3 Indoor rowing.</del>	
2.8.2 Activities	<del>2.8.2 Activities</del>	
2.8.2.1 To collaborate with member federations to share knowledge, expertise and develop the above forms of rowing, in new countries and to new rowers.	<del>2.8.2.1 To collaborate with member federations to share knowledge, expertise and develop the above forms of rowing, in new countries and to new rowers.</del>	
2.8.2.2 To guide the strategic growth of international competitions and challenges, to support the development of different disciplines and formats, notably coastal, beach and indoor.	<del>2.8.2.2 To guide the strategic growth of international competitions and challenges, to support the development of different disciplines and formats, notably coastal, beach and indoor.</del>	

2.8.2.3 To oversee the organisation of the World Rowing Coastal Championship Regatta and the World Rowing Tour.	<del>2.8.2.3 To oversee the organisation of the World Rowing Coastal Championship Regatta and the World Rowing Tour.</del>	
2.8.2.4 To develop activities to protect and promote the heritage boat classes and support the traditional activities and regattas.	<del>2.8.2.4 To develop activities to protect and promote the heritage boat classes and support the traditional activities and regattas.</del>	
2.8.2.5 To foster communication between the different rowing communities.	<del>2.8.2.5 To foster communication between the different rowing communities.</del>	
<b>2.9 Sports Medicine Commission</b>	<b><del>2.9.3.7 Sports Medicine Commission</del></b>	
2.9.1 Purpose To oversee and advise on all medical and anti-doping aspects related to rowing.	<del>2.9.3.7.1 Purpose</del> To oversee and advise on all medical and anti-doping aspects related to rowing.	
2.9.2 Activities	<del>2.9.3.7.2 Activities</del>	
2.9.2.1 To supervise and monitor medical, health and safety services at World Rowing Championships and World Rowing Cup regattas using Commission members or FISA-certified volunteer medical physicians.	<del>2.9.2.1a. To supervise and monitor</del> <u>oversee and advise on</u> medical, health and safety services at World Rowing Championships and World Rowing Cup regattas using Commission members or <u>FISA World Rowing</u> -certified volunteer medical physicians.	
2.9.2.2 To investigate and promote the prevention of rowing-related injuries and health issues.	<del>2.9.2.2b.</del> To investigate and promote the prevention of rowing-related injuries and health issues.	
2.9.2.3 To formulate and publish best practice guidelines for medical and health services and environmental issues.	<del>2.9.2.3c.</del> To formulate and publish best practice guidelines for medical and health services and environmental issues.	
2.9.2.4 To promote research activity on rowing-related health and medical issues, exercise physiology, biomechanics, health, environmental and any other sports medicine related subjects.	<del>2.9.2.4d.</del> To promote research activity on rowing-related health and medical issues, exercise physiology, biomechanics, health, environmental and any other sports medicine related subjects.	
2.9.2.5 To publish in the Sports Medicine section on the FISA website, as appropriate: a. Legislation and statements (WADA, IOC, FIMS, FISA...);	<del>2.9.2.5e.</del> To publish in the Sports Medicine section on the <u>FISA World Rowing</u> website, as appropriate: <u>a</u> i. Legislation and statements (WADA, IOC, FIMS, <u>FISA World Rowing</u> ...);	

b. Documentation relating to exercise physiology, sports medicine, biomechanics, biological aspects of training; c. Research results and best-practices publications	<del>b</del> ij. Documentation relating to exercise physiology, sports medicine, biomechanics, biological aspects of training; <del>e</del> iii. Research results and best-practices publications	
2.9.2.6 To provide basic medical and health education to coaches.	<del>2.9.2.6f</del> . To provide basic medical and health education to coaches.	
2.9.2.7 To provide advice and recommendations upon request to the Council, Coaches Conference and member federations.	<del>2.9.2.7g</del> . To provide advice and recommendations upon request to the Council, Coaches Conference and <del>M</del> member <del>F</del> federations.	
2.9.2.8 To advise FISA on guidelines and policies for Anti-Doping activities and supervise anti-doping controls at FISA events.	<del>2.9.2.8h</del> . To advise <del>FISA-World Rowing</del> on guidelines and policies for Anti-Doping activities and supervise anti-doping controls at <del>FISA-World Rowing</del> events.	
2.9.2.9 To provide three members of the Commission to serve as the Therapeutic Use Exemption Committee, as defined in the Anti-Doping Rules. One member shall be appointed as Chair by the Executive Committee.	<del>2.9.2.9i</del> . To <del>provide-nominate</del> three members of the Commission to serve as the Therapeutic Use Exemption Committee, as defined in the Anti-Doping Rules. One member <del>of the Commission</del> shall be appointed as Chair by the Executive Committee.	
2.9.3 Membership	<del>2.9.3.7</del> .3 Membership	
2.9.3.1 Members of this Commission should be certified medical physicians with specific expertise in Sports Medicine	<del>2.9.3.1a</del> . Members of this Commission should be certified medical physicians with specific expertise in Sports Medicine.	
2.9.3.2 The Commission can be supported by non-physician consultants who hold a doctoral degree in biomedical sports-related science.	<del>2.9.3.2b</del> . The Commission can be supported by non-physician consultants who hold a doctoral degree in biomedical sports-related science.	
<b>2.10 Umpiring Commission</b>	<del>2.10</del> <del>3.8</del> <b>Umpiring Commission</b>	
2.10.1 Purpose To standardise umpiring and to continuously improve the quality of umpiring in general, in particular at FISA World Championships, and	<del>2.10</del> <del>3.8</del> .1 Purpose To standardise umpiring and to continuously improve the quality of umpiring in general, in particular at <del>FISA World Rowing</del>	

at international events (regattas, sprints, para rowing, indoor, coastal, etc.) and to promote umpiring throughout the world.	Championship <u>and World Rowing Cup regattas and Olympic, Paralympic and Youth Olympic Games and relevant qualification regattas</u> , and at international events (regattas, sprints, para rowing, indoor, coastal, <u>beach sprint</u> , etc.) and to promote umpiring throughout the world.	
2.10.2 Activities	<del>2.10.2</del> <u>2.10.2</u> Activities	
2.10.2.1 To select juries for FISA events based on selection criteria as agreed by the Executive Committee.	<del>2.10.2.1a.</del> <u>2.10.2.1a.</u> To select juries for <u>World Rowing, Olympic, Paralympic and Youth Olympic regattas as specified in 3.8.1 FISA events</u> based on selection criteria as agreed by the Executive Committee, <u>as well for other international events (continental, multisport, university, etc.) if requested by the related cooperation agreement with World Rowing.</u>	
2.10.2.2 To supervise the work of the juries at World Rowing Championships.	<del>2.10.2.2b.</del> <u>2.10.2.2b.</u> To supervise the work of the juries at World Rowing, <del>Championships</del> <u>Olympic, Paralympic and Youth Olympic regattas as specified in 3.8.1, as well at other international events (continental, multisport, university, etc.) if requested by the related cooperation agreement with World Rowing.</u>	
2.10.2.3 To develop, improve and standardise umpiring by conducting seminars and clinics, using the most modern educational techniques and methods.	<del>2.10.2.3c.</del> <u>2.10.2.3c.</u> To develop, improve and standardise umpiring by conducting seminars and clinics, using the most modern educational techniques and methods.	
2.10.2.4 To conduct examinations for international umpires licences.	<del>2.10.2.4d.</del> <u>2.10.2.4d.</u> To conduct examinations for international umpires licences.	
2.10.2.5 To monitor the qualifications and quality of international umpires.	<del>2.10.2.5e.</del> <u>2.10.2.5e.</u> To monitor <u>and keep track of</u> the qualifications and quality of international <u>U</u> mpires.	
2.10.2.6 To define the role of umpires in the development of new types of rowing events,	<del>2.10.2.6f.</del> <u>2.10.2.6f.</u> To define the role of <u>U</u> mpires <del>in the development of</del> <u>related to</u> new types of rowing events <u>and to develop the Umpires to</u>	

in collaboration with the other FISA Commissions as appropriate.	<del>fill those roles</del> , in <del>cooperation</del> <del>laboration</del> with the other <del>FISA</del> Commissions as appropriate.	
2.10.2.7 To continuously improve the standard of regatta organisation at all major events in co-operation with the other FISA Commissions as appropriate.	<del>2.10.2.7g</del> . To continuously improve the standard of regatta organisation at all major <del>international and regional</del> events in co-operation with the other <del>FISA</del> Commissions as appropriate.	
2.10.2.8 To assist in the implementation of the Umpiring Development Programme.	<del>2.10.2.8h</del> . To assist in the implementation of the Umpiring Development Programme <del>at an intermediate Regional World Rowing Umpires level</del> .	
2.10.2.9 To provide quality assurance for the Rules of Racing and associated Bye-Laws, in the official languages of FISA as appropriate.	<del>2.10.2.9i</del> . To provide quality assurance for the Rules of Racing and associated Bye-Laws, in the official languages of <del>FISA World Rowing</del> as appropriate.	
<b>2.11 Women's Rowing Commission</b>	<del>2.11-3.9 Women's Rowing Cross Commission</del>	Please refer to the "Explanatory Note for Proposed Commission Changes (Arts 39 & 54)"
2.11.1 Purpose To oversee and promote women's participation in all rowing activities and events, at all levels.	<del>2.113.9.1</del> Purpose To oversee and promote women's participation in all rowing activities and events, at all levels.	
2.11.2 Activities	<del>2.113.8.2</del> Activities	
2.11.2.1 To co-operate with other international sport federations.	<del>2.11.2.1a</del> . To co-operate with other international sport federations.	
2.11.2.2 To establish and maintain contacts with people responsible for women's rowing in each member federation.	<del>2.11.2.2b</del> . To establish and maintain contacts with people responsible for women's rowing in <del>each Member Federations</del> .	
2.11.2.3 To identify and promote women in administration, coaching, umpiring and research roles.	<del>2.11.2.3c</del> . To identify and promote women in administration, coaching, umpiring and research roles.	
2.11.2.4 To investigate and evaluate regatta results, numbers of participants, weight limits etc.	<del>2.11.2.4d</del> . To investigate and evaluate regatta results, numbers of <del>female</del> participants, <del>coaches, weight limitsumpires and administrators</del> , etc.	

2.11.2.5 To organise seminars.	<del>2.11.2.5e.</del> To organise <u>(digital) meetings and seminars.</u>	
2.11.2.6 To collect material for publicity and promotion of women's rowing.	<del>2.11.2.6f.</del> To collect material, <u>including scientific publications,</u> for publicity and promotion of women's rowing.	
<b>2.12 Youth Rowing Commission</b>	<b><del>2.12-3.10</del> Youth Rowing Commission</b>	
2.12.1 Purpose To oversee and promote all areas of youth and student rowing and increase participation at all levels of performance and across nations.	<del>2.123.10.1</del> Purpose To oversee and promote all areas of youth and student rowing and increase participation <u>across all disciplines,</u> -at all levels of performance and across nations.	
2.12.2 Activities	<del>2.123.10.2</del> Activities	
2.12.2.1 To assist and advise on the organisation of the World Rowing Junior and Under 23 Championships and other international level youth competitions, e.g. Youth Olympic Games and FISU competitions.	<del>2.12.2.1a.</del> To assist and advise on the organisation of the World Rowing <del>Junior Under 19</del> and Under 23 Championships and other international level youth competitions, e.g. Youth Olympic Games and FISU competitions.	
2.12.2.2 To represent the interests of youth rowing when decisions about the competition system are to be made.	<del>2.12.2.2b.</del> To represent the interests of youth rowing when decisions about the competition system are to be made.	
2.12.2.3 To monitor trends in youth rowing at national and international levels.	<del>2.12.2.3c.</del> To monitor trends in youth rowing at national and international levels.	
2.12.2.4 To establish and maintain contact with coaches at major FISA events, e.g. by holding meetings at least once per year.	<del>2.12.2.4d.</del> To establish and maintain contact with coaches at major <del>FISA-World Rowing</del> events, e.g. by holding meetings at least once per year.	
2.12.2.5 To organise the World Rowing Youth Coaches Conference.	<del>2.12.2.5e.</del> To organise the World Rowing Youth Coaches Conference.	
2.12.2.6 To assist the Control Commission at the World Rowing Junior and Under 23 Championships.	<del>2.12.2.6f.</del> To assist the Control Commission at the World Rowing <del>Junior Under 19</del> and Under 23 Championships.	
2.12.2.7 To analyse the organisation, entries and results of the World Rowing Junior and Under 23 Championships and to publish the	<del>2.12.2.7g.</del> To analyse the organisation, entries and results of the World Rowing <del>Junior Under 19</del> and Under 23	

results and to use the information to inform future activities.	Championships and to publish the results and to use the information to inform future activities.	
2.12.2.8 To consult with the Masters Rowing Commission regarding the Masters Fund for Youth Rowing and the use of the resources of the Fund.	<del>2.12.2.8h</del> . To consult with the Masters Rowing Commission regarding the Masters Fund for Youth Rowing and the use of the resources of the Fund.	
<b>3. Working Groups</b>	<b>3. Working Groups</b>	
Working Groups, appointed for specific tasks, report to the Council through their Chair.	Working Groups, appointed for specific tasks, report to the Council through their Chair.	

<b>APPENDIX 7</b>	<b>APPENDIX 7</b> <del>S10</del>	
<b>BYE-LAW TO ARTICLE 58 – ROWER’S COMMITMENT FORM</b>	<b>BYE-LAW TO ARTICLE <del>58-57</del> – FISAROWER’S COMMITMENT FORMS</b>	
Country code	Country code	
<b>Rower’s Commitment Form</b>  Full Name (as it appears on your passport): National Federation: Sex (F or M):            Birth Date (dd/mm/yyyy): // This is to confirm that I have read, understood and accept the content of this document.	<del>S10a – FISAWorld Rowing</del> <b>Rower’s Commitment Form</b>  Full Name (as it appears on your passport): <del>National Member</del> Federation: Sex (F or M):            Birth Date (dd/mm/yyyy): // This is to confirm that I have read, understood and accept the content of this document.	It is proposed that the Rower’s Commitment Form becomes a ‘World Rowing Commitment Form’ which will be applicable to all rowers, elected and appointed World Rowing officials, including umpires. The proposed changes include also references to Safeguarding, Safety and the WADA form - Appendix S10b. The WADA Athlete Data Consent Form shall be Appendix S10b.
As a rower or a coxswain affiliated to a National Federation, itself a member of the World Rowing Federation (FISA), I agree to abide by the FISA Rules of Racing and other rules regulating FISA regattas and international rowing and confirm the following commitments, which already ensue from my affiliation to a National Federation and from my participation in FISA activities, notably World Rowing Championships, international regattas, or other events organised under the authority of FISA (FISA events). I recognise and accept:	<del>As a rower or a coxswain affiliated to a National Federation, itself a member of the World Rowing Federation (FISA)As an individual who wishes to participate in events or activities staged under the authority of FISAWorld Rowing, I agree to abide by the FISA World Rowing Statutes, Rules of Racing and Event Regulations or any other rules regulating FISAWorld Rowing regattas, activities, meetings and international rowing and confirm the following commitments, which already ensue from my affiliation to a National Federation and from my participation in FISA activities, notably World Rowing Championships, international regattas, or other events organised under the authority of FISA (FISA events). I recognise and accept:</del>	

<p>1. <b>Authority</b> – FISA’s authority on all matters concerning international rowing.</p>	<p>1. <b>Authority</b> – <del>FISA’s</del> <u>World Rowing’s</u> authority on all matters concerning international rowing.</p>	
<p>2. <b>Governance</b> – The mandatory character of the Statutes, the Bye-Laws and other rules regulating FISA, in their current version and as amended from time to time, and I agree to uphold and abide by them without reservation, in particular but not limited to my individual commitment set out in Articles 57 and 58 and my obligations under Part V “Integrity of Sport” regarding:</p> <p>a. Ethical Principles &amp; Integrity – The obligation to respect fundamental ethical principles and to behave, in all circumstances, in an appropriate manner, and I agree to respect the FISA Code of Ethics (Bye-Law to Article 59 of the FISA Statutes).</p> <p>b. Integrity in Competition – The obligation to be bound by, and be required to respect the Bye-Law to Article 60 of the FISA Statutes relating to Manipulation of Competition and Betting.</p>	<p>2. <b>Governance</b> – The mandatory character of the Statutes, <u>Rules of Racing, the Event Regulations</u>, Bye-Laws and other rules regulating <del>FISA</del> <u>World Rowing</u>, in their current version and as amended from time to time, and I agree to uphold and abide by them without reservation, in particular but not limited to my individual commitment set out in Articles <del>57-56</del> and <del>58-57</del> and my obligations under Part V “Integrity of Sport” regarding:</p> <p>a. Ethical Principles &amp; Integrity – The obligation to respect fundamental ethical principles and to behave, in all circumstances, in an appropriate manner, and I agree to respect the <del>FISA-World Rowing</del> <u>Code of Ethics (Bye-Law to Article 59 58 of the FISA-World Rowing Statutes)</u>, <u>including the World Rowing Policy and Procedures on Safeguarding Participants in Rowing from Harassment and Abuse</u>.</p> <p>b. Integrity in Competition – The obligation to be bound by, and be required to respect the Bye-Law to Article <del>60-59</del> of the <del>FISA-World Rowing</del> <u>Statutes relating to Manipulation of Competition and Betting</u>.</p>	<p>The Safeguarding Policy is referred to explicitly to help ensure awareness amongst participants, in terms of their responsibilities and their well-being.</p>
	<p>3. <u>Safety – As a water sport practised outdoors and subject to meteorological conditions, rowing involves an element of risk. In taking part in any World Rowing events as a rower, I acknowledge, agree and confirm that:</u></p>	<p>Safety matters are referred to explicitly to help ensure awareness amongst participants, in terms of their responsibilities and their well-being.</p>

	<p><u>a. I am aware of the element of risk involved in outdoor water sport and accept responsibility for the exposure of myself, crew (if applicable) and boat to such inherent risk;</u></p> <p><u>b. I am responsible for my own safety and that of my boat and my other property both on the water and on the land;</u></p> <p><u>c. It is my responsibility to ensure that my boat is in good order, that it is equipped to take part in the event and I have an appropriate state of health and fitness to participate;</u></p> <p><u>In taking part in any World Rowing event in any role, I acknowledge, agree and confirm that:</u></p> <p><u>d. I am responsible for any injury, damage or loss to the extent caused by my own actions or omissions;</u></p> <p><u>e. I am, or my club / Member Federation is, responsible to have adequate and appropriate insurance cover in place for the duration of my participation at any World Rowing event. Such insurances shall include, but are not limited to, general (third party) liability, travel, medical expenses (including repatriation), property and equipment.</u></p>	
<p><b>3. Anti-doping</b> – the authority of FISA regarding Anti-doping set out in FISA’s Statutes, Rules and Bye-Laws and the World Anti-Doping Code and Regulations including to implement in- and out-of-competition anti-doping testing and the biological passport; and;</p>	<p><b>34. Anti-doping</b> – <u>Notwithstanding the WADA Athlete Data Consent Form (World Rowing Bye-Law to Article 57, Appendix S10b), the authority of FISA-World Rowing regarding Anti-doping set out in FISA’s-World Rowing’s Statutes, Rules and Bye-Laws and the World Anti-Doping Code and Regulations including to implement in- and out-of-</u></p>	<p>Reference here and at the bottom of this section to the WADA form which was introduced in 2020.</p>

<p>a. I confirm that I do not use and that I will not use substances or methods that are prohibited by the FISA and WADA anti-doping rules as long as I compete for my national federation;</p> <p>b. I agree to submit to any tests (blood, urine, breath, DNA, etc.) carried out by FISA, WADA or any other approved agency and to inform my team doctor of all the medication that I take, and;</p> <p>c. I accept, if I infringe the anti-doping provisions, that I might be penalised extending to, in a relevant case, a life ban from all competition.</p>	<p>competition anti-doping testing and the biological passport; and;</p> <p>a. I confirm that I do not use and that I will not, <del>as a rower,</del> use substances or methods <del>or, as a support person, undertake participate in or facilitate any acts</del> that are prohibited by the <del>FISA World Rowing and WADA</del> anti-doping rules <del>and the World Anti-Doping Code as long as I compete for my national federation;</del></p> <p>b. I agree to submit to any tests (blood, urine, breath, DNA, etc.) carried out by <del>FISA World Rowing,</del> WADA or any other approved agency <del>and to inform my team doctor of all the medication that I take,</del> and;</p> <p>c. I accept, if I infringe the anti-doping provisions, that I might be penalised extending to, in a relevant case, a life ban from all competition.</p> <p><del>In the event of any conflict between the Rower's FISA World Rowing Commitment Form and the WADA Athlete Data Consent Form, the WADA form takes authority.</del></p>	
<p>4. <b>Photographs</b> – the prohibition of the use of any photographs, videos or films or other images that I might take during international regattas and other FISA activities other than for personal or non-commercial purposes, without specific written authorisation from FISA.</p>	<p><del>4</del>5. <b>Photographs</b> – the prohibition of the use of any photographs, videos or films or other images that I might take during <del>FISA World Rowing events,</del> international regattas and other <del>FISA World Rowing</del> activities other than for personal or non-commercial purposes, without specific written authorisation from <del>FISA World Rowing.</del></p>	
<p>5. <b>Filming</b> – the possibility of being filmed, (either for television or other medium), photographed, identified or recorded in any other way during international regattas or</p>	<p><del>5</del>6. <b>Filming</b> – the possibility of being filmed, (either for television or other medium), photographed, identified or recorded in any other way during <del>FISA World Rowing events,</del></p>	

<p>other FISA activities in which I take part under the conditions and for purposes currently or in the future authorised by FISA. Such films or other recordings may be used by FISA, or parties authorised by FISA, in any way, including sale and advertising, for the promotion and development of rowing, without any right to payment of compensation, but excluding the use which implies endorsement by me of any other commercial entity, product or service.</p>	<p>international regattas or other <a href="#">FISAWorld Rowing</a> activities in which I take part under the conditions and for purposes currently or in the future authorised by <a href="#">FISAWorld Rowing</a>. Such films or other recordings may be used by <a href="#">FISAWorld Rowing</a>, or parties authorised by <a href="#">FISAWorld Rowing</a>, in any way, including sale and advertising, for the promotion and development of rowing, without any right to payment of compensation, but excluding the use which implies endorsement by me of any other commercial entity, product or service.</p>	
<p><b>6. Personal Data</b> – that FISA, or third parties contracted by FISA, may collect, store, process, use and disclose to third parties, my personal data related to participation in any competition organised under the umbrella of FISA (the “Personal Data”) to the extent necessary to facilitate participation in, and/or the organising and promoting of, rowing competitions, and may create and keep up to date my Personal Data on sports databases, and may use such Personal Data in any other way in which I have or will provide my express consent or as may be required by law.</p>	<p><del>6</del><b>7. Personal Data</b> – that <a href="#">FISAWorld Rowing</a>, or third parties contracted by <a href="#">FISAWorld Rowing</a>, may collect, store, process, use and disclose to third parties, my personal data related to participation in any competition organised under the umbrella of <a href="#">FISAWorld Rowing</a> (the “Personal Data”) to the extent necessary to facilitate participation in, and/or the organising and promoting of, rowing competitions, and may create and keep up to date my Personal Data on sports databases, and may use such Personal Data in any other way in which I have or will provide my express consent or as may be required by law.</p>	
<p><b>7. Social Media</b> – that if I publish any comments, opinions and any other material in any way, including on social and digital media at or in relation to a FISA event, I am solely responsible for the consequences of this action. I will ensure that these comments or opinions comply with applicable laws and</p>	<p><del>7</del><b>8. Social Media</b> – that if I publish any comments, opinions and any other material in any way, including on social and digital media at or in relation to a <a href="#">FISAWorld Rowing</a> event <a href="#">or activity</a>, I am solely responsible for the consequences of this action. I will ensure that these comments or</p>	

<p>that all necessary permissions have been obtained from any third parties whose image or property is used. When using social and digital media, I will not:</p> <ol style="list-style-type: none"> <li>Violate the privacy of third parties;</li> <li>Infringe upon any intellectual property rights, or other rights of any third party;</li> <li>Disclose any information which is confidential or private in relation to another person or organisation;</li> <li>Interfere with the competitions or ceremonies of FISA events, or</li> <li>Violate security measures instituted to ensure the safe conduct of FISA events.</li> </ol>	<p>opinions comply with applicable laws and that all necessary permissions have been obtained from any third parties whose image or property is used. When using social and digital media, I will not:</p> <ol style="list-style-type: none"> <li>Violate the privacy of third parties;</li> <li>Infringe upon any intellectual property rights, or other rights of any third party;</li> <li>Disclose any information which is confidential or private in relation to another person or organisation;</li> <li>Interfere with the competitions or ceremonies of <u>FISAWorld Rowing</u> events, or</li> <li>Violate security measures instituted to ensure the safe conduct of <u>FISAWorld Rowing</u> events.</li> </ol>	
<p>In addition, I acknowledge that I can be held personally liable for any commentary and/or material deemed to be obscene, offensive, defamatory or otherwise illegal, or infringing on any third party's rights.</p>	<p>In addition, I acknowledge that I can be held personally liable for any commentary and/or material deemed to be obscene, offensive, defamatory or otherwise illegal, or infringing on any third party's rights.</p>	
<p>8. <b>Jurisdiction</b> – FISA's jurisdiction to make any decision or impose any sanction within its field of competence and I will accept all such FISA decisions or sanctions with only the reservation of paragraph 9 below.</p>	<p><del>8</del>9. <b>Jurisdiction</b> – <u>FISAWorld Rowing</u>'s jurisdiction to make any decision or impose any sanction within its field of competence and I will accept all such <u>FISAWorld Rowing</u> decisions or sanctions with only the reservation of paragraph 9 below.</p>	
<p>9. <b>Right to Appeal</b> – the Court of Arbitration for Sport (CAS), in Lausanne Switzerland, as the only competent judicial authority external to FISA to settle in a definitive manner any litigation remaining after all internal FISA remedies have been exhausted and any appeal against a final decision taken by FISA which affects me, and that this excludes any</p>	<p><del>9</del>10. <b>Right to Appeal</b> – the Court of Arbitration for Sport (CAS), in Lausanne Switzerland, as the only competent judicial authority external to <u>FISAWorld Rowing</u> to settle in a definitive manner any litigation remaining after all internal <u>FISAWorld Rowing</u> remedies have been exhausted and any appeal against a final decision taken by</p>	

<p>other ordinary court of law, any civil judicial authority of any country and any arbitration body.</p>	<p><del>FISA</del><u>World Rowing</u> which affects me, and that this excludes any other ordinary court of law, any civil judicial authority of any country and any arbitration body.</p>	
<p>10. <b>Swiss Law</b> – the application of Swiss law and the Swiss federal procedural law as supplemental to FISA and CAS rules and regulations with Lausanne as the only place and seat of the arbitration.</p>	<p><del>10</del><u>11</u>. <b>Swiss Law</b> – the application of Swiss law and the Swiss federal procedural law as supplemental to FISA and CAS rules and regulations with Lausanne as the only place and seat of the arbitration.</p>	
<p>11. <b>Validity</b> – this commitment remains in force unless and until I have formally revoked it in writing and such written revocation has reached the FISA headquarters.</p>	<p><del>11</del><u>12</u>. <b>Validity</b> – this commitment remains in force unless and until I have formally revoked it in writing and such written revocation has reached the <u>FISA-World Rowing</u> headquarters.</p>	
<p>Place: _____ Signature: _____ Date (dd/mm/yyyy): // Please send this form by post to FISA, Av. de Rhodanie 54, 1007 Lausanne, Switzerland or submit it to the FISA Office at a World Rowing regatta.</p>	<p>Place: _____ Signature: _____ Date (dd/mm/yyyy): // Please send this form by post to <u>World Rowing</u>FISA, Av. de Rhodanie 54, 1007 Lausanne, Switzerland or submit it to the <u>FISA-World Rowing</u> Office at a World Rowing regatta.</p>	

## WADA Athlete Data Consent Form

Full Name (as it appears on your passport): .....

Country code: ..... Sex (F or M): ..... Birth Date (dd/mm/yyyy): ...../...../.....

As a member of [FISAWorld Rowing](#) and/or a participant in an event authorised or recognised by [FISAWorld Rowing](#), I hereby declare as follows:

1. I acknowledge that I am bound by, and confirm that I shall comply with, all of the provisions of the [FISAWorld Rowing](#) Anti-Doping Rules (as amended from time to time), the World Anti-Doping Code (the "Code") and the International Standards issued by the World Anti-Doping Agency ("WADA"), as amended from time to time, and published on WADA's website.
2. I acknowledge the authority of [FISAWorld Rowing](#) and its member National Federations and/or National Anti-Doping Organisations under [FISAWorld Rowing](#)'s Anti-Doping Rules to enforce, to manage results under, and to impose sanctions in accordance with [FISAWorld Rowing](#)'s Anti-Doping Rules.
3. I acknowledge and agree that any dispute arising out of a decision made pursuant to [FISAWorld Rowing](#)'s Anti-Doping Rules, after exhaustion of the process expressly provided for in [FISAWorld Rowing](#)'s Anti-Doping Rules, may be appealed exclusively as provided in Article [13] of [FISAWorld Rowing](#)'s Anti-Doping Rules to an appellate body, which in the case of International-Level Athletes is the Court of Arbitration for Sport (CAS).
4. I acknowledge and agree that the decisions of the appellate body referenced above shall be final and enforceable, and that I will not bring any claim, arbitration, lawsuit or litigation in any other court or tribunal.
5. I understand that:
  - a. my data, such as my name, contact information, birthdate, gender, sport nationality, voluntary medical information, and information derived from my testing sample will be collected and used by [FISAWorld Rowing](#) and its member National Federations and/or National Anti-Doping Organisations and WADA for anti-doping purposes;
  - b. WADA-accredited laboratories will use the anti-doping administration and management system ("ADAMS") to process my laboratory test results for the sole purpose of anti-doping, but shall only have access to de-identified, key-coded data that will not disclose my identity;
  - c. I may have certain rights in relation to my Doping Control-related data under applicable laws and under WADA's International Standard for the Protection of Privacy and Personal Information (ISPPPI), including rights to access, rectification, restriction, opposition and deletion, and remedies with respect to any unlawful processing of my data, and I may also have a right to lodge a complaint with a national regulator responsible for data protection in my country;
  - d. if I object to the processing of my Doping Control-related data or withdraw my consent, it still may be necessary for [FISAWorld Rowing](#) and its member National Federations and/or National Anti-Doping Organisations and/or WADA to continue to process (including retain) certain parts of my Doping Control-related data to ~~fulfill~~ fulfil obligations and responsibilities arising under the Code, International Standards or national anti-doping laws notwithstanding my request; including for the purpose of investigations or proceedings related to a possible anti-doping rule violations; or to establish, exercise or defend against legal claims involving me, WADA and/or an Anti-Doping Organisation.
- e. preventing the processing, including disclosure, of my *Doping Control*-related data may prevent me, WADA or Anti-Doping Organisations from complying with the Code and relevant WADA International Standards, which could have consequences for me, such as an anti-doping rule violation, under the Code;
- f. to the extent that I have any concerns about the processing of my *Doping Control*-related data I may consult with [FISAWorld Rowing](#) and/or WADA (privacy@wada-ama.org), as appropriate.
6. I understand and agree to the possible creation of my profile in ADAMS, which is hosted by WADA on servers based in Canada, and/or any other authorised National Anti-Doping Organisation's similar system for the sharing of information, and to the entry of my *Doping Control*, whereabouts, *Therapeutic Use Exemptions*, *Athlete Biological Passport*, and sanction-related data in such systems for the purposes of anti-doping and as described above. I understand that if I am found to have committed an anti-doping rule violation and receive a sanction as a result, that the respective sanctions, my name, sport, *Prohibited Substance or Method*, and/or tribunal decision, may be ~~publically~~ publicly disclosed by [FISAWorld Rowing](#) and its member National Federations and/or National Anti-Doping Organisations in accordance with the Code. I understand that my information will be retained for the duration as indicated in the ISPPPI.
7. I understand and agree that my information may be shared with competent Anti-Doping Organisations and public authorities as required for anti-doping purposes. I understand and agree that persons or parties receiving my information may be located outside the country where I reside, including in Switzerland and Canada, and that in some other countries data protection and privacy laws may not be equivalent to those in my own country. I understand that these entities may rely on and be subject to national anti-doping laws that override my consent or other applicable laws that may require information to be disclosed to local courts, law enforcement, or other public authorities. I can obtain more information on national anti-doping laws from my International Federation or National Anti-Doping Agency.

Place: ..... Signature: ..... Date: ..... (dd/mm/yyyy)

Please send this form to the [FISAWorld Rowing](#) Office at a World Rowing regatta.

<b>APPENDIX 8</b>	<b>APPENDIX 8S11</b>	
<b>BYE-LAWS TO ARTICLE 59 – FISA CODE OF ETHICS</b>	<b>BYE-LAWS TO ARTICLE 59-58 – FISA World Rowing CODE OF ETHICS</b>	
<b>1. Preamble</b>	<b>1. Preamble</b>	
<p>FISA is responsible for safeguarding the integrity of the sport of rowing worldwide. FISA strives to protect the sport of rowing from illegal, immoral or unethical methods and practices that may harm it and bring it into disrepute.</p> <p>FISA is committed to safeguarding and protecting the welfare of all participants and acknowledges that some participants such as children, those with disabilities, and those from minority backgrounds can be particularly vulnerable to abuse.</p> <p>This Code defines the most important standards of behaviour and conduct within FISA as well as with external parties.</p> <p>The conduct of persons bound by this Code shall reflect the fact that they support the principles and objectives of FISA in every way and refrain from anything that could be harmful to these principles and objectives. They shall respect the significance of their commitment to FISA and its members, and represent them and behave towards them honestly, fairly, respectably and with integrity.</p>	<p><u>FISAWorld Rowing</u> is responsible for safeguarding the integrity of the sport of rowing worldwide. <u>FISAWorld Rowing</u> strives to protect the sport of rowing from illegal, immoral or unethical <b>methods and</b> practices that may harm it and bring it into disrepute.</p> <p><u>FISAWorld Rowing</u> is committed to safeguarding and protecting the welfare of all participants and acknowledges that some participants such as children, those with disabilities, and those from minority backgrounds can be particularly vulnerable to abuse.</p> <p>This Code defines the most important standards of behaviour and conduct within <u>FISAWorld Rowing</u> as well as with external parties.</p> <p>The conduct of persons bound by this Code shall reflect the fact that they support the principles and objectives of <u>FISAWorld Rowing</u> in every way and refrain from anything that could be harmful to these principles and objectives. They shall respect the significance of their commitment to <u>FISAWorld Rowing</u> and its members, and represent them and behave towards them honestly, fairly, respectably and with integrity.</p>	
<b>2. Parties Covered</b>	<b>2. Parties Covered</b>	
<p>This Code covers any party that deals with FISA, is a member of FISA or shares in its activities, including a party which:</p>	<p>This Code covers any party that deals with <u>FISAWorld Rowing</u>, is a member of</p>	

	<del>FISA</del> World Rowing or shares in its activities, including a party which:	
2.1 Participates in an event under the authority of FISA;	2.1 Participates in an event under the authority of <del>FISA</del> World Rowing;	
2.2 Acts as an official (trainer, coach, team manager, delegate, representative, etc.) of a team, a club, a member rowing federation, or a recognised continental rowing confederation or member groupings;	2.2 Acts as an official (trainer, coach, team manager, delegate, representative, etc.) of a team, a club, a <del>M</del> member <del>rowing</del> - <del>F</del> federation, or a recognised continental rowing confederation or <del>M</del> member <del>G</del> roupings;	
2.3 Officiates as an international umpire or in a similar role;	2.3 Officiates as an international umpire or in a similar role;	
2.4 Organises or participates in a competition which is placed under FISA's authority, according to the Statutes and Rules of Racing;	2.4 Organises or participates in a competition which is placed under <del>FISA</del> World Rowing's authority, according to the Statutes and Rules of Racing;	
2.5 Assumes any role within FISA, within its Council, its Executive Committee, one of its Commissions or Committees or Working Groups; or	2.5 Assumes any role within <del>FISA</del> World Rowing, within its Council, its Executive Committee, one of its Commissions or Committees or Working Groups; or	
2.6 Otherwise deals with FISA and/or shares in its activities;	2.6 Otherwise deals with <del>FISA</del> World Rowing and/or shares in its activities;	
in relation to that dealing with FISA or involvement in its activities.	in relation to that dealing with <del>FISA</del> World Rowing or involvement in its activities.	
<b>3. Relevant Conduct</b>	<b>3. Relevant Conduct</b>	
3.1 Parties covered by this Code are obliged to respect all applicable laws and regulations as well as FISA's Statutes, Rules, Bye-Laws and Event Regulations.	3.1 Parties covered by this Code are obliged to respect all applicable laws and regulations as well as <del>FISA</del> World Rowing's Statutes, Rules, Bye-Laws and Event Regulations.	
3.2 Parties covered by this Code shall act in an ethical and dignified manner, and with complete integrity and credibility.	3.2 Parties covered by this Code shall act in an ethical and dignified manner, and with complete integrity and credibility.	
3.3 Parties covered by this Code may not abuse their position in any way to take advantage of their position for private,	3.3 Parties covered by this Code may not abuse their position in any way to take advantage of their position for private,	

personal, commercial or other advantage or gain.	personal, commercial or other advantage or gain.	
3.4 In all their dealings with FISA or their involvement in FISA's activities, parties covered by this Code shall remain neutral and act in a manner compatible with their function and integrity.	3.4 In all their dealings with <a href="#">FISAWorld Rowing</a> or their involvement in <a href="#">FISAWorld Rowing</a> 's activities, parties covered by this Code shall remain neutral and act in a manner compatible with their function and integrity.	
3.5 Information of a confidential nature in the knowledge of parties covered by this Code is to be treated as confidential. The obligation to respect confidentiality survives the termination of any relationship which makes a party covered by this Code.	3.5 Information of a confidential nature in the knowledge of parties covered by this Code is to be treated as confidential. The obligation to respect confidentiality survives the termination of any relationship which makes a party covered by this Code.	
3.6 Parties covered by this Code must not offer, promise, give or accept 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 FISA. Such acts are prohibited, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties. In particular, parties covered by this Code must not offer, promise, give or accept any undue pecuniary or other advantage for the execution or omission of an act that is related to their official activities and contrary to their duties or falling within their discretion.	3.6 Parties covered by this Code must not offer, promise, give or accept 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 <a href="#">FISAWorld Rowing</a> . Such acts are prohibited, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties. In particular, parties covered by this Code must not offer, promise, give or accept any undue pecuniary or other advantage for the execution or omission of an act that is related to their official activities and contrary to their duties or falling within their discretion.	
3.7 Parties covered by this Code are prohibited from misappropriating or misusing FISA assets, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties.	3.7 Parties covered by this Code are prohibited from misappropriating or misusing <a href="#">FISAWorld Rowing</a> assets, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties.	

3.8 Parties covered by this Code are prohibited from accepting commission or promises of such commission for themselves or intermediaries and related parties for negotiating deals of any kind while performing their duties.	3.8 Parties covered by this Code are prohibited from accepting <u>a</u> commission or promises of such commission for themselves or intermediaries and related parties for negotiating deals of any kind while performing their duties.	
	<u><a href="#">3.9 Parties covered by this code acknowledge the Athletes' Rights and Responsibilities Declaration (See Appendix S11a).</a></u>	New text to provide a link to the IOC Athletes' Declaration (Appendix S11a)
<b>4. Duty of Disclosure</b>	<b>4. Duty of Disclosure</b>	
4.1 Parties covered by this Code shall immediately report any potential breach of this Code to the FISA Executive Committee.	4.1 <u>Subject to 9.2, p</u> Parties covered by this Code shall immediately report any potential breach of this Code to the <u>FISAWorld Rowing</u> Executive Committee.	
4.2 Parties covered by this Code are obliged to contribute to clarifying the facts of a case, or clarifying possible breaches and to provide evidence requested by the Ethics Panel.	4.2 Parties covered by this Code are obliged to contribute to clarifying the facts of a case, or clarifying possible breaches and to provide evidence requested by the Ethics Panel.	
<b>5. Conflict of Interests</b>	<b>5. Conflict of Interests</b>	
5.1 Parties covered by this Code or parties standing for election to FISA or other relevant body shall disclose to FISA or that body any personal interests that could be linked with their activities or prospective activities.	5.1 Parties covered by this Code or parties standing for election to <u>FISAWorld Rowing</u> or other relevant body shall disclose to <u>FISAWorld Rowing</u> or that body any personal interests that could be linked with their activities or prospective activities.	
5.2 A Council or Executive Committee member must declare any conflict of interest regarding matters before a Council or Executive Committee meeting and not take part in a vote or determinative discussion where such a conflict exists. The declaration and proceedings related to a conflict must be documented in the meeting Minutes.	5.2 A Council or Executive Committee member must declare any conflict of interest regarding matters before a Council or Executive Committee meeting and not take part in a vote or determinative discussion where such a conflict exists. The declaration and proceedings related to a conflict must be documented in the meeting Minutes.	

5.3 Conflicts of interest arise if parties covered by this Code have, or appear to have private or personal interests that detract or may detract from their ability to perform their duties with integrity in an independent, fair and correct manner. Private or personal interests include gaining any possible advantage for the parties covered by this Code themselves, their family, relatives, friends, and acquaintances. In cases requiring interpretation, reference shall be made to the section entitled “Rules concerning conflicts of interest affecting the behaviour of Olympic parties” in the IOC Code of Ethics.	5.3 Conflicts of interest arise if parties covered by this Code have, or appear to have private or personal interests that detract or may detract from their ability to perform their duties <u>for FISA</u> with integrity in an independent, fair and correct manner. Private or personal interests include gaining any possible advantage for the parties covered by this Code themselves, their family, relatives, friends, and acquaintances. In cases requiring interpretation, reference shall be made to the section entitled “Rules concerning conflicts of interest affecting the behaviour of Olympic parties” in the IOC Code of Ethics.	
<b>6. Gifts and other Benefits</b>	<b>6. Gifts and other Benefits</b>	
6.1 Parties covered by this Code may only offer or accept gifts or other benefits in relation to their dealings with FISA or in conjunction with their involvement in FISA activities which:	6.1 Parties covered by this Code may only offer or accept gifts or other benefits in relation to their dealings with <u>FISAWorld Rowing</u> or in conjunction with their involvement in <u>FISAWorld Rowing</u> activities which <u>meet all of the following criteria; if in doubt, gifts shall not be offered or accepted:</u>	
6.1.1 Have symbolic or trivial value and do not influence the execution or omission of an act that is related to their official activities or falls within their realm of responsibility;	6.1.1 Have symbolic or trivial value and do not influence the execution or omission of an act that is related to their official activities or falls within their realm of responsibility;	
6.1.2 Do not create any pecuniary or other advantage; and	6.1.2 Do not create any pecuniary or other advantage; and	
6.1.3 Do not create a conflict of interest. Any gifts or other benefits not meeting all of these criteria are prohibited. If in doubt, gifts shall not be offered or accepted.	6.1.3 Do not create a conflict of interest. <del>Any gifts or other benefits not meeting all of these criteria are prohibited. If in doubt, gifts shall not be offered or accepted.</del>	
6.2 Parties covered by this Code shall not offer to or accept from anyone within FISA	6.2 Parties covered by this Code shall not offer to or accept from anyone within	

cash in any amount or form or any reimbursement for expenses which are not official activities.	<del>FISA</del> World Rowing cash in any amount or form or any reimbursement for expenses which are not official activities.	
6.3 Parties covered by this Code may not be reimbursed by FISA for the costs associated with family members or associates accompanying them to official events, unless expressly permitted to do so by the FISA Executive Committee. Any such permission will be documented.	6.3 Parties covered by this Code may not be reimbursed by <del>FISA</del> World Rowing for the costs associated with family members or associates accompanying them to official events, unless expressly permitted to do so by the <del>FISA</del> World Rowing Executive Committee. Any such permission <del>will</del> <u>must</u> be documented.	
<b>7. Non-Discrimination and Harassment</b>	<b>7. Non-Discrimination and Harassment</b>	
7.1 Parties covered by this Code may not offend the dignity or integrity of a country, private person or group of people through contemptuous, or discriminatory words or actions on account of race, skill, colour, ethnicity, national or social origin, gender, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason.	7.1 Parties covered by this Code may not offend the dignity or integrity of a country, private person or group of people through contemptuous, or discriminatory words or actions on account of race, skill, colour, ethnicity, national or social origin, gender, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason.	
7.2 Harassment is forbidden. Harassment is defined as systematic, hostile and repeated acts for a considerable duration, intended to isolate or ostracise a person or group and affect the dignity of a person or group.	7.2 Harassment is forbidden. Harassment is defined as systematic, hostile and repeated acts <del>for a considerable duration</del> <u>over an extended period</u> , <del>intended that result in a person or group being</del> <u>to</u> isolated or ostracised <del>a person or group</del> and affect the dignity of a person or group.	
7.3 Sexual Harassment is forbidden. Sexual harassment is defined as unwelcome sexual advances that are not solicited or invited. The assessment is based on whether a reasonable person would regard the conduct as undesirable or offensive. Threats, the	7.3 Sexual Harassment is forbidden. Sexual harassment is defined as unwelcome sexual advances that are not solicited or invited. The assessment is based on whether a reasonable person would regard the conduct as undesirable or offensive. Threats, the	

promise of advantages and coercions are particularly prohibited.	promise of advantages and coercions are particularly prohibited.	
7.4 Parties covered by this Code are also bound by the FISA Policy on Safeguarding Participants in Rowing from Harassment and Abuse and the related Procedures document, annexed to this Code (Appendix 8b) and which shall be considered integral to this Code.	7.4 Parties covered by this Code are also bound by the <a href="#">FISAWorld Rowing</a> Policy on Safeguarding Participants in Rowing from Harassment and Abuse and the related Procedures document, annexed to this Code (Appendix <del>8b</del> <a href="#">S11b</a> ) and which shall be considered integral to this Code.	
<b>8. FISA Resources and Finances</b>	<b>8. <a href="#">FISAWorld Rowing</a> Resources and Finances</b>	
8.1 FISA resources may be used only for FISA purposes.	8.1 <a href="#">FISAWorld Rowing</a> resources may be used only for <a href="#">FISAWorld Rowing</a> purposes.	
8.2 FISA resources distributed to parties covered by this Code shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles. FISA may require an independent auditor to audit these accounts as a condition of such funding or distribution.	8.2 <a href="#">FISAWorld Rowing</a> resources distributed to parties covered by this Code shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles. <a href="#">FISAWorld Rowing</a> may require an independent auditor to audit these accounts as a condition of such funding or distribution.	
8.3 In cases where FISA gives financial support to parties covered by the Code the use of these FISA resources must be clearly demonstrated in the accounts.	8.3 In cases where <a href="#">FISAWorld Rowing</a> gives financial support to parties covered by the Code the use of these <a href="#">FISAWorld Rowing</a> resources must be clearly demonstrated in the accounts.	
8.4 The parties covered by the Code recognise the significant contribution that broadcasters, sponsors, partners and other supporters of rowing make to the development and prestige of the sport of rowing throughout the world. However, such support must be in a form consistent with the rules of sport and the principles defined in the FISA Statutes and this Code. They must not	8.4 The parties covered by the Code recognise the significant contribution that broadcasters, sponsors, partners and other supporters of rowing make to the development and prestige of the sport of rowing throughout the world. However, such support must be in a form consistent with the rules of sport and the principles defined in the <a href="#">FISAWorld Rowing</a> Statutes and this Code.	

<p>interfere in the running of rowing institutions. The organisation and staging of rowing competitions are the exclusive responsibility of FISA, the member federations or other independent organisations recognised by FISA.</p>	<p>They must not interfere in the running of rowing institutions. The organisation and staging of rowing competitions are the exclusive responsibility of <u>FISAWorld Rowing</u>, the <u>Member Federations</u> or other independent organisations recognised by <u>FISAWorld Rowing</u>.</p>	
<p><b>9. Application of the Code</b></p>	<p><b>9. Application of the Code</b></p>	
<p>9.1 This code shall apply to any conduct referred to in paragraphs 3 to 8 hereof which occurs after adoption of this Bye-Law. The Executive Committee may appoint an Ethics Panel (see paragraph 9.4 below) responsible to decide whether any conduct referred to it falls within paragraphs 3 to 8 of this Bye Law.</p>	<p>9.1 This code shall apply to any conduct referred to in paragraphs 3 to 8 hereof which occurs after adoption of this Bye-Law. The Executive Committee may appoint an Ethics Panel (see paragraph 9.4 below) responsible to decide whether any conduct referred to it falls within paragraphs 3 to 8 of this Bye Law.</p>	
<p>9.2 Complaint – Anyone, including the Executive Committee, may make a complaint to the FISA President. In accordance with Art. 61, any complaint involving a member of the Executive Committee shall be submitted to the IOC Ethics Commission.</p>	<p>9.2 Complaint – Anyone, including <u>members of</u> the Executive Committee, may make a complaint to the <u>FISAWorld Rowing President</u>. In accordance with Art. <del>61</del><u>60</u>, any complaint <del>involving concerning</del> a member of the Executive Committee <del>shall may</del> be submitted <u>directly</u> to the IOC Ethics Commission.</p>	<p>The wording here has been aligned with Art.60:  “Any party claiming to have a valid complaint in relation to Art. <del>59-58</del> and Art. <del>60-59</del> concerning a party mentioned in Art. <del>57-56</del> may submit it to the <del>Executive Committee</del><u>World Rowing President</u> or, in a case involving a member of the Executive Committee, to the IOC Ethics Commission.” It is proposed by the GWG that complaints are referred to one person, albeit they will be addressed by the Executive Committee as a group.</p>
<p>9.3 Decision to refer the complaint – The FISA Executive Committee or the IOC Ethics Commission President will decide if there is, prima facie, a possible violation of the Code and, if yes, they may refer the complaint to</p>	<p>9.3 Decision to refer the complaint – The <u>FISAWorld Rowing President with up to two members of the Executive Committee or, in the case of a complaint against a member of the Executive Committee,</u> the IOC Ethics</p>	<p>Wording reviewed to provide greater clarity.</p>

<p>the relevant Ethics Panel. For complaints relating to the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Case Management Panel shall determine whether there may have been a violation of that policy, and if yes, shall recommend referral to an Ethics Panel which shall be convened by the Executive Director.</p>	<p>Commission <del>President</del>, will decide if there is, prima facie, a possible violation of the Code and, if yes, they may refer the complaint to the relevant Ethics Panel. For complaints relating to the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Case Management Panel shall determine whether there may have been a violation of that policy, and if yes, shall recommend referral to an Ethics Panel which shall be convened by the Executive Director.</p>	
<p>9.4 FISA Ethics Panel – At FISA, alleged violations of the Code (excluding those involving an Executive Committee member) shall be assessed and decided upon by an Ethics Panel comprised of three persons: an Executive Committee member and two members selected from the FISA Ethics Group. Where the possible violation relates to the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Panel will comprise Ethics Group members only. The Panel shall designate a President of the panel.</p>	<p>9.4 <u>FISAWorld Rowing</u> Ethics Panel – At <u>FISAWorld Rowing</u>, alleged violations of the Code (excluding those involving an Executive Committee member) <del>shall</del> <u>may</u> be assessed and decided upon by an Ethics Panel comprised of three persons: an Executive Committee member and two members selected from the <u>FISAWorld Rowing</u> Ethics Group: <u>one member of the Panel must be a recognised legal expert.</u> <u>The President and Executive Committee members that have been involved in the decision to refer the complaint to a World Rowing Ethics Panel cannot participate as members of that Panel.</u> Where the possible violation relates to the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Panel will comprise Ethics Group members only, <u>one of whom shall have relevant experience in Safeguarding matters*</u>. The Panel shall designate a <u>President chair</u> of the panel (<u>Panel Chair</u>).</p>	

<p>9.5 FISA Ethics Group – The Ethics Group is comprised of known individuals, independent of FISA, recognised for their involvement in the world of sport, their experience and their integrity. These individuals are appointed by the Executive Committee for a four year term and may be reappointed. The list of members of the Ethics Group will be published.</p>	<p>9.5 <del>FISA</del><u>World Rowing</u> Ethics Group – The Ethics Group is comprised of <del>known</del><u>independent</u> individuals, independent of <del>FISA</del><u>World Rowing</u>, recognised for their involvement in the world of sport, their experience and their integrity. These individuals are appointed by the Executive Committee for a <del>four year</del><u>four-year</u> term and may be reappointed. The list of members of the Ethics Group will be published.</p>	
<p>9.6 Constitution of a FISA Ethics Panel – When a complaint has to be referred to an Ethics Panel, such a panel will be constituted and convened. Except for possible violations of the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Executive Committee will appoint its representative and select one of the members of the Ethics Group; the person accused of violation of the Code may select the third member from the list of Ethics Group members. If he does not do so, the Executive Committee will select the third member.</p>	<p>9.6 Constitution of a <del>FISA</del><u>World Rowing</u> Ethics Panel – When a complaint has to be referred to an Ethics Panel, such a panel will be constituted and convened. Except for possible violations of the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Executive Committee will appoint its representative and select one of the members of the Ethics Group; the person accused of violation of the Code may select, <u>in a time set by the Executive Director</u>, the third member from the list of Ethics Group members. If <del>he the</del><u>person accused</u> does not do so, <u>in a reasonable timescale set by the Executive Director</u>, the Executive Committee will select the third member.</p>	
<p><b>10. Assessment and Sanctions</b></p>	<p><b>10. Assessment and Sanctions</b></p>	
<p>10.1 In reaching a decision on complaints that go before it, the Ethics Panel will apply the principles set out in Art. 64 of the Statutes.</p>	<p>10.1 In reaching a decision on complaints that go before it, the Ethics Panel will apply the principles set out in Art. <del>64</del><u>63</u> of the Statutes.</p>	
<p>10.2 The Ethics Panel will determine the procedure to be followed in order to ensure a fair assessment of the complaint. Where the</p>	<p>10.2 The Ethics Panel will determine the procedure to be followed in order to ensure a fair assessment of the complaint. Where the</p>	

possible violation relates to the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Ethics Panel will refer to that Policy and the related Procedures.	possible violation relates to the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Ethics Panel will refer to that Policy and the related Procedures.	
10.3 After having assessed all elements of the complaint, the Ethics Panel will render a decision. In the case of any decision that there has been an infringement of this Code, the Ethics Panel may impose the penalties set out in Art. 65 of the Statutes, including deciding the scope and duration of the penalty, and the geographical reach of the penalty. The penalty may be imposed by taking into account all relevant factors in the case, including the offender's assistance and cooperation, the motive, the circumstances and the degree of the offender's guilt, as well as whether the breach has been repeated or more than one breach has been committed. The sanction will be final within FISA.	10.3 After having assessed all elements of the complaint, the Ethics Panel will render a decision. In the case of any decision that there has been an infringement of this Code, the Ethics Panel may impose the <del>penalties</del> <u>sanctions</u> set out in Art. <del>65-64</del> of the Statutes, including deciding the scope and duration of the <del>penalty</del> <u>sanction</u> , and the geographical reach of the <del>penalty</del> <u>sanction</u> . The <del>penalty</del> <u>sanction</u> may be imposed by taking into account all relevant factors in the case, including the offender's assistance and cooperation, the motive, the circumstances and the degree of the offender's guilt, as well as whether the breach has been repeated or more than one breach has been committed. The sanction will be final within <del>FISA</del> <u>FISAWorld Rowing</u> .	
10.4 The Ethics Panel may apply the other provisions of Art. 65 of the Statutes, regarding suspension of a penalty or ordering payment of a fine.	10.4 The Ethics Panel may apply the other provisions of Art. <del>65-64</del> of the Statutes, regarding suspension of a <del>penalty</del> <u>sanction</u> or ordering payment of a fine.	
10.5 The Ethics Panel may choose to notify the appropriate law enforcement authorities in a relevant case.	10.5 The Ethics Panel <del>may shall choose to</del> notify the appropriate law enforcement authorities in a relevant case.	
10.6 The Ethics Panel reserves the right to allocate, in part or in totality, the administrative costs associated with the management of the complaint to the parties	10.6 The Ethics Panel reserves the right to allocate, in part or in totality, the administrative costs associated with the management of the complaint to the parties	

involved in the case, as the Ethics Panel deems appropriate.	involved in the case, as the Ethics Panel deems appropriate.	
	<u>10.7 World Rowing Executive Committee may publish a sanction and some or all of the details of any violation including the name and affiliations of any individual sanctioned, determining the appropriate level of disclosure, taking into account confidentiality and any recommendation from the Ethics Panel.</u>	This proposal is to align the Code of Ethics with Appendix S11b, Safeguarding Procedures, paragraph 7.2.
10.7 Any appeal against a decision of the Ethics Panel under this Code or of the IOC Ethics Commission regarding a member of the FISA Executive Committee may be made only to the Court of Arbitration for Sport under Arts. 66 or 67 of the FISA Statutes.	10.7-8 Any appeal against a decision of the Ethics Panel under this Code or of the IOC Ethics Commission regarding a member of the <u>FISAWorld Rowing</u> Executive Committee may be made only to the Court of Arbitration for Sport under Arts. <del>66-65</del> or <del>67-66</del> of the <u>FISAWorld Rowing</u> Statutes.	

<b>APPENDIX 8a</b>	<b>APPENDIX 8aS11a</b>	
<b>ATHLETES' RIGHTS AND RESPONSIBILITIES DECLARATION</b>	<b>ATHLETES' RIGHTS AND RESPONSIBILITIES DECLARATION</b>	
<b>Developed by athletes for athletes, through a worldwide consultation process, reflecting the views of athletes.</b>	<b>Developed by athletes for athletes, through a worldwide consultation process, reflecting the views of athletes.</b>	
<p>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.</p> <p>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.</p>	<p>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.</p> <p>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.</p>	
<b>I. Athletes' Rights</b>	<b>I. Athletes' Rights</b>	
This Declaration aspires to promote the ability and opportunity of athletes to:	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,	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.	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.	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.	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.	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.	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.	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.	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.	8. Elected athlete representation within sporting organisations of the Olympic Movement.	
9. Report unethical behaviour without fear of retaliation.	9. Report unethical behaviour without fear of retaliation.	

10. Privacy, including protection of personal information.	10. Privacy, including protection of personal information.	
11. Freedom of expression.	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.	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.	
<b>II. Athletes' Responsibilities</b>	<b>II. Athletes' Responsibilities</b>	
This Declaration encourages athletes to:	This Declaration encourages athletes to:	
1. Uphold the Olympic values and adhere to the Fundamental Principles of Olympism.	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.	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.	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.	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.	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.	
6. Respect the solidarity principle of the Olympic Movement, which allows assistance and support to be provided among athletes and members of the Olympic Movement.	6. Respect the solidarity principle of the Olympic Movement, which allows assistance and support to be provided among athletes and members of the Olympic Movement.	

7. Act as a role model, including by promoting clean sport.	7. Act as a role model, including by promoting clean sport.	
8. Inform themselves and be aware of their responsibilities.	8. Inform themselves and be aware of their responsibilities.	
9. Participate in hearings when requested to do so and provide truthful testimony in such proceedings.	9. Participate in hearings when requested to do so and provide truthful testimony in such proceedings.	
10. Participate and vote in athlete representatives' elections.	10. Participate and vote in athlete representatives' elections.	
This Declaration has been presented to and adopted by the 133rd IOC Session in Buenos Aires on behalf of the Olympic Movement. 2018.10.09	This Declaration has been presented to and adopted by the 133rd IOC Session in Buenos Aires on behalf of the Olympic Movement. 2018.10.09	

<b>APPENDIX 8b</b>	<b>APPENDIX 8bS11b</b>	
<b>SAFEGUARDING PARTICIPANTS IN ROWING FROM HARASSMENT AND ABUSE</b>	<b>SAFEGUARDING PARTICIPANTS IN ROWING FROM HARASSMENT AND ABUSE</b>	
<b>FISA Policy</b> <b>Safeguarding Participants in Rowing from Harassment and Abuse</b>	<b>FISAWorld Rowing Policy</b> <b>Safeguarding Participants in Rowing from Harassment and Abuse</b>	
<b>1. Policy Statement</b>	<b>1. Policy Statement</b>	
<p>The Fédération Internationale des Sociétés d’Aviron (FISA) believes that it is a fundamental right of all individuals involved with FISA, whether they are an athlete, staff, or a volunteer, to be able to participate in a non-violent, safe and respectful environment.</p> <p>In that spirit, FISA acknowledges its duty of care in this regard and is committed to creating and supporting an environment and a culture free from harassment and abuse. The welfare of all individuals involved with FISA is paramount. Behaviour and actions that constitute harassment and abuse will not be tolerated.</p> <p>All forms of harassment and abuse constitute a violation of the FISA Code of Ethics and the International Olympic Committee (IOC) Code of Ethics.</p> <p>FISA member federations, volunteers and staff are bound by the principles of this Policy and are deemed to have agreed to comply with this Policy.</p>	<p>The Fédération Internationale des Sociétés d’Aviron (<b>FISAWorld Rowing</b>) believes that it is a fundamental right of all individuals involved with <b>FISAWorld Rowing</b>, whether they are an athlete, staff, or a volunteer, to be able to participate in a non-violent, safe and respectful environment.</p> <p>In that spirit, <b>FISAWorld Rowing</b> acknowledges its duty of care in this regard and is committed to creating and supporting an environment and a culture free from harassment and abuse. The welfare of all individuals involved with <b>FISAWorld Rowing</b> is paramount. Behaviour and actions that constitute harassment and abuse will not be tolerated.</p> <p>All forms of harassment and abuse constitute a violation of the <b>FISAWorld Rowing</b> Code of Ethics and the International Olympic Committee (IOC) Code of Ethics.</p> <p><b>FISAWorld Rowing</b> Member Federations, volunteers and staff are bound by the principles of this Policy and are deemed to have agreed to comply with this Policy.</p>	
<b>2. Definition of Harassment and Abuse</b>	<b>2. Definition of Harassment and Abuse</b>	
FISA has adopted the definitions of harassment and abuse as set out in the IOC Consensus Statement 2016 ( <a href="http://www.olympic.org/athlete365/library/safe-sport/">www.olympic.org/athlete365/library/safe-sport/</a> ):	<b>FISAWorld Rowing</b> has adopted the definitions of harassment and abuse as set out in the IOC Consensus Statement 2016 ( <a href="http://www.olympic.org/athlete365/library/safe-sport/">www.olympic.org/athlete365/library/safe-sport/</a> ):	

“Harassment and abuse can be expressed in five forms which may occur in combination or in isolation. These include i) psychological abuse, ii) physical abuse, iii) sexual harassment, iv) sexual abuse, and v) neglect.

These forms of abuse are defined here as:

**Psychological abuse** – means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilization, or any other treatment which may diminish the sense of identity, dignity, and self-worth.

**Physical abuse** – means any deliberate and unwelcome act – such as for example punching, beating, kicking, biting and burning – that causes physical trauma or injury. Such act can also consist of forced or inappropriate physical activity (e.g., age-, or physique-inappropriate training loads; when injured or in pain), forced alcohol consumption, or forced doping practices. **Sexual harassment** – any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical.

Sexual harassment can take the form of sexual abuse.

**Sexual abuse** – any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.

**Neglect** – within the meaning of this document means the failure of a coach or another person with a duty of care towards the athlete to provide a minimum level of care to the athlete, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm. Harassment and abuse can be based on any grounds including

“Harassment and abuse can be expressed in five forms which may occur in combination or in isolation. These include i) psychological abuse, ii) physical abuse, iii) sexual harassment, iv) sexual abuse, and v) neglect.

These forms of abuse are defined here as:

**Psychological abuse** – means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilization, or any other treatment which may diminish the sense of identity, dignity, and self-worth.

**Physical abuse** – means any deliberate and unwelcome act – such as for example punching, beating, kicking, biting and burning – that causes physical trauma or injury. Such act can also consist of forced or inappropriate physical activity (e.g., age-, or physique-inappropriate training loads; when injured or in pain), forced alcohol consumption, or forced doping practices. **Sexual harassment** – any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical.

Sexual harassment can take the form of sexual abuse.

**Sexual abuse** – any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.

**Neglect** – within the meaning of this document means the failure of a coach or another person with a duty of care towards the athlete to provide a minimum level of care to the athlete, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.

<p>race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age disability, socio-economic status and athletic ability. It can include a one-off incident or a series of incidents. It may be in person or online (or by other means). Harassment may be deliberate, unsolicited and coercive.</p> <p>Harassment and abuse often result from an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual against another person.</p> <p>The IOC Consensus Statement 2008, considers that harassment and abuse are on a continuum; and therefore, should not be separated.”</p> <p>There are a further five types of abuse. Further information can be found here: <a href="https://www.virtual-college.co.uk/news/safeguarding/2018/04/ten-types-of-abuse-you-should-be-aware-of">https://www.virtual-college.co.uk/news/safeguarding/2018/04/ten-types-of-abuse-you-should-be-aware-of</a></p>	<p>Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age disability, socio-economic status and athletic ability. It can include a one-off incident or a series of incidents. It may be in person or online (or by other means).</p> <p>Harassment may be deliberate, unsolicited and coercive.</p> <p>Harassment and abuse often result from an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual against another person.</p> <p>The IOC Consensus Statement 2008, considers that harassment and abuse are on a continuum; and therefore, should not be separated.”</p> <p>There are a further five types of abuse. Further information can be found here: <a href="https://www.virtual-college.co.uk/news/safeguarding/2018/04/ten-types-of-abuse-you-should-be-aware-of">https://www.virtual-college.co.uk/news/safeguarding/2018/04/ten-types-of-abuse-you-should-be-aware-of</a></p>	
<p><b>3. Purpose of the Policy</b></p>	<p><b>3. Purpose of the Policy</b></p>	
<p>The FISA Policy on Safeguarding Participants in Rowing from Harassment and Abuse aims to:</p> <ol style="list-style-type: none"> <li>Provide a framework for promoting the prevention of harassment and abuse</li> <li>Raise awareness of, and provide clarity on, what constitutes harassment and abuse</li> <li>Outline the process for reporting incidents and case management of harassment and abuse</li> </ol>	<p>The <del>FISA</del> <u>World Rowing</u> Policy on Safeguarding Participants in Rowing from Harassment and Abuse aims to:</p> <ol style="list-style-type: none"> <li>Provide a framework for promoting the prevention of harassment and abuse</li> <li>Raise awareness of, and provide clarity on, what constitutes harassment and abuse</li> <li>Outline the process for reporting incidents and case management of harassment and abuse</li> </ol>	
<p>Thereby promoting a safe environment for all involved in the sport of rowing.</p>	<p>Thereby promoting a safe environment for all involved in the sport of rowing.</p>	
<p><b>4. Scope of the Policy</b></p>	<p><b>4. Scope of the Policy</b></p>	

<p>This Policy applies to all individuals involved with FISA, namely “any party that deals with FISA, is a member of FISA or shares in its activities” (see Art.57), including:</p> <ol style="list-style-type: none"> <li>Athletes</li> <li>Coaches, medical personnel and athlete entourage</li> <li>FISA Staff &amp; Consultants</li> <li>FISA Council &amp; Commission members</li> <li>All persons participating in FISA activities including representatives of Member Federations, recognised Continental Rowing Confederations, recognised Member Groupings, Organising Committees for FISA events, subcontractors and volunteers.</li> </ol> <p>Some athletes or individuals may have particular vulnerabilities, such as juniors, para athletes, minorities.</p> <p>The above individuals shall be referred to as ‘Participants’.</p>	<p>This Policy applies to all individuals involved with <u>FISAWorld Rowing</u>, namely “any party that deals with <u>FISAWorld Rowing</u>, is a member of <u>FISAWorld Rowing</u> or shares in its activities” (see Art.<u>5756</u>), including:</p> <ol style="list-style-type: none"> <li>Athletes</li> <li>Coaches, medical personnel and athlete entourage</li> <li><u>FISAWorld Rowing</u> Staff &amp; Consultants</li> <li><u>FISAWorld Rowing</u> Council &amp; Commission members</li> <li>All persons participating in <u>FISAWorld Rowing</u> activities including <u>all accredited persons at a World Rowing sanctioned event</u>, representatives of Member Federations, recognised Continental Rowing Confederations, recognised Member Groupings, Organising Committees for <u>FISAWorld Rowing</u> events, subcontractors and volunteers.</li> </ol> <p><u>In applying the policy, World Rowing recognises that s</u>Some athletes or individuals may have particular vulnerabilities, such as juniors, para athletes, minorities.</p> <p>The above individuals shall be referred to as ‘Participants’.</p>	
<p><b>5. Roles and Responsibilities</b></p>	<p><b>5. Roles and Responsibilities</b></p>	
<p>FISA is responsible for:</p> <ol style="list-style-type: none"> <li>Implementing this Policy.</li> <li>Raising awareness of this Policy and the procedure for reporting an incident of harassment and abuse, across all Participants of FISA activities.</li> </ol>	<p><u>FISAWorld Rowing</u> is responsible for:</p> <ol style="list-style-type: none"> <li>Implementing this Policy.</li> <li>Raising awareness of this Policy and the procedure for reporting an incident of harassment and abuse, across all Participants of <u>FISAWorld Rowing</u> activities.</li> </ol>	

<p>c. Ensuring that reports of harassment and abuse that are brought to its attention are managed in a timely manner, fairly and responsibly.</p> <p>d. Providing appropriate support to concerned Participants of an alleged incident of harassment or abuse.</p> <p>e. Imposing appropriate disciplinary or corrective measures when there has been a violation of this Policy.</p> <p>f. Ensuring that there is a safeguarding plan and reporting procedure in place at all FISA events.</p> <p>g. Providing and raising awareness of suitable educational resources and training opportunities for Participants.</p> <p>h. Updating the Policy and related procedures from time to time.</p>	<p>c. Ensuring that reports of harassment and abuse that are brought to its attention are managed in a timely manner, fairly and responsibly.</p> <p>d. Providing appropriate support to concerned Participants of an alleged incident of harassment or abuse.</p> <p>e. Imposing appropriate disciplinary or corrective measures when there has been a violation of this Policy.</p> <p>f. Ensuring that there is a safeguarding plan and reporting procedure in place at all <a href="#">FISAWorld Rowing</a> events.</p> <p>g. Providing and raising awareness of suitable educational resources and training opportunities for Participants.</p> <p>h. Updating the Policy and related procedures from time to time.</p>	
<p>Member Federations are responsible for:</p> <p>a. Defining and implementing their own policies and procedures to protect their athletes, staff and volunteers from harassment and abuse, adapted to their own national legal framework and consistent with the FISA Policy. It is recommended to use the IOC Safeguarding Toolkit referenced in section 7 of this Policy when developing local national policies and procedures.</p> <p>b. Managing reports of alleged incidents of harassment and abuse relating to persons that are members of their national federation, through their regional bodies or clubs, including athletes, staff and volunteers.</p> <p>c. Ensuring all Participants representing their federation in a FISA activity, are aware of and understand the FISA Policy on Safeguarding</p>	<p>Member Federations are responsible for:</p> <p>a. Defining and implementing their own policies and procedures to protect their athletes, staff and volunteers from harassment and abuse, adapted to their own national legal framework and consistent with the <a href="#">FISAWorld Rowing</a> Policy. It is recommended to use the IOC Safeguarding Toolkit referenced in section 7 of this Policy when developing local national policies and procedures.</p> <p>b. Managing reports of alleged incidents of harassment and abuse relating to persons that are members of their national federation, through their regional bodies or clubs, including athletes, staff and volunteers.</p> <p>c. Ensuring all Participants representing their federation in a <a href="#">FISAWorld Rowing</a> activity, are aware of and understand the <a href="#">FISAWorld Rowing</a></p>	

<p>Participants in Rowing from Harassment and Abuse.</p> <p>d. Advising FISA of any formal disciplinary sanctions relating to harassment and abuse imposed by the member federation, and of any suspensions where the individual may present a risk to FISA Participants at that time or in the future.</p>	<p>Policy on Safeguarding Participants in Rowing from Harassment and Abuse.</p> <p>d. Advising <a href="#">FISAWorld Rowing</a> of any formal disciplinary sanctions relating to harassment and abuse imposed by the <a href="#">Mmember Federation</a>, and of any suspensions where the individual may present a risk to <a href="#">FISAWorld Rowing</a> Participants at that time or in the future.</p>	
<p>Participants are responsible for:</p> <p>a. Taking action to safeguard others against harassment and abuse in rowing and for taking immediate action once it has been identified, whether or not a complaint has been made.</p> <p>b. Reporting their concerns to the Safeguarding Officer or appropriate Designated Person where they have reason to believe that another Participant has experienced or is experiencing harassment and abuse. Information should be shared on a 'needs to know' basis only. The person making a report should keep a confidential note of the information they have passed on and to whom.</p> <p>c. Advising FISA of any formal disciplinary sanctions relating to harassment and abuse that they have received.</p>	<p>Participants are responsible for:</p> <p>a. Taking action to safeguard others against harassment and abuse in rowing and for taking immediate action once it has been identified, whether or not a complaint has been made.</p> <p>b. Reporting their concerns to the Safeguarding Officer or appropriate Designated Person where they have reason to believe that another Participant has experienced or is experiencing harassment and abuse. Information should be shared on a 'needs to know' basis only. The person making a report should keep a confidential note of the information they have passed on and to whom.</p> <p>c. Advising <a href="#">FISAWorld Rowing</a> of any formal disciplinary sanctions relating to harassment and abuse that they have received.</p>	
<p><b>6. Reporting, Investigation and Disciplinary Procedures</b></p>	<p><b>6. Reporting, Investigation and Disciplinary Procedures</b></p>	
<p>The procedures relating to this Policy are outlined in the annexed 'FISA Procedures - Safeguarding Participants in Rowing from Harassment and Abuse'.</p>	<p>The procedures relating to this Policy are outlined in the annexed '<a href="#">FISAWorld Rowing</a> Procedures - Safeguarding Participants in Rowing from Harassment and Abuse'.</p>	
<p><b>7. Educational &amp; Related Resources</b></p>	<p><b>7. Educational &amp; Related Resources</b></p>	
<p>The IOC Safeguarding Toolkit has been created to assist the Olympic Movement to develop and implement athlete-safeguarding policies and</p>	<p>The IOC Safeguarding Toolkit has been created to assist the Olympic Movement to develop and implement athlete-safeguarding policies and</p>	

<p>procedures (<a href="http://www.olympic.org/athlete365/safeguarding/">www.olympic.org/athlete365/safeguarding/</a>). To complement the toolkit and ensure that athletes, their entourage and other individuals understand the core components of this sensitive topic, a free bite-size IOC Athlete Safeguarding e-learning course has been developed and launched on the IOC Athlete Learning Gateway (<a href="http://onlinecourse.olympic.org/course/baseview.php?id=39">http://onlinecourse.olympic.org/course/baseview.php?id=39</a>).</p>	<p>procedures (<a href="http://www.olympic.org/athlete365/safeguarding/">www.olympic.org/athlete365/safeguarding/</a>). To complement the toolkit and ensure that athletes, their entourage and other individuals understand the core components of this sensitive topic, <del>a free bite-size IOC Athlete Safeguarding e-learning course</del> has been developed and launched on the IOC Athlete Learning Gateway <u>and is free and accessible to all.</u> (<a href="http://onlinecourse.olympic.org/course/baseview.php?id=39">http://onlinecourse.olympic.org/course/baseview.php?id=39</a>).</p>	
<p>Additional resources:  a. FISA Code of Ethics  b. IOC Code of Ethics  c. IOC Consensus Statement 2016: Harassment and Abuse in Sport  d. United Nations Convention on the Rights of the Child  e. International Safeguarding Children in Sport guidelines (in several languages)  f. The Council of Europe: Article 1. (ii) of the European Sports Charter (version dated 2001)  g. UNESCO: Article 10.1 of the Revised International Charter of Physical Education, Physical Activity and Sport (version dated 2015)  h. UN Declaration of Human Rights  i. Safe Sport International</p>	<p>Additional resources:  a. <del>FISA</del><u>World Rowing</u> Code of Ethics  b. IOC Code of Ethics  c. IOC Consensus Statement 2016: Harassment and Abuse in Sport  d. United Nations Convention on the Rights of the Child  e. International Safeguarding Children in Sport guidelines (<del>in several languages</del><u>with resources available in several languages</u>)  f. The Council of Europe: Article 1. (ii) of the European Sports Charter (version dated 2001)  g. UNESCO: Article 10.1 of the Revised International Charter of Physical Education, Physical Activity and Sport (version dated 2015)  h. UN Declaration of Human Rights  i. Safe Sport International</p>	
<p><b>8. Glossary</b></p>	<p><b>8. Glossary</b></p>	<p>Move to a separate section at the end, after the SG Procedures.</p>
<p><b>Abuse</b> – Abuse is defined as any action that intentionally harms or injures another person. Abuse is sometimes also referred to as non-accidental violence.</p>	<p><b>Abuse</b> – Abuse is defined as any action that intentionally harms or injures another person. Abuse is sometimes also referred to as non-accidental violence.</p>	

<p><b>Child</b> – The United Nations Convention on the Rights of the Child defines child as “a human being below the age of 18 years unless under the law applicable to the child, majority is attained earlier”. Early childhood relates to those below 8 years of age. Juvenile or young person and adolescents are 10–19 years of age.</p>	<p><b>Child</b> – The United Nations Convention on the Rights of the Child defines child as “a human being below the age of 18 years unless under the law applicable to the child, majority is attained earlier”. Early childhood relates to those below 8 years of age. Juvenile or young person and adolescents are 10–19 years of age.</p>	
<p><b>Child Protection</b> – UNICEF uses the term ‘child protection’ to refer to preventing and responding to violence, exploitation and abuse against children. Article 19 of the UN Convention on the Rights of the Child provides for the protection of children in and out of the home.</p>	<p><b>Child Protection</b> – UNICEF uses the term ‘child protection’ to refer to preventing and responding to violence, exploitation and abuse against children. Article 19 of the UN Convention on the Rights of the Child provides for the protection of children in and out of the home.</p>	
<p><b>Designated Person</b> – A Designated Person is an appropriately trained person who oversees safeguarding responsibilities at a FISA event and reports to the Safeguarding Officer.</p>	<p><b>Designated Person</b> – A Designated Person is an appropriately trained person who oversees safeguarding responsibilities at a <a href="#">FISAWorld Rowing</a> event and reports to the Safeguarding Officer.</p>	
<p><b>Safeguarding</b> – Safeguarding is the action that is taken to promote the welfare of vulnerable adults or children and protect them from harm, including protecting them from harassment and abuse.</p>	<p><b>Safeguarding</b> – Safeguarding is the action that is taken to promote the welfare of vulnerable adults or children and protect them from harm, including protecting them from harassment and abuse.</p>	
<p><b>Safeguarding Officer</b> – The Safeguarding Officer is the principle person in the organisation that receives reports concerning the welfare of Participants, that coordinates the management of the reports and responds to queries in relation to this Policy.</p>	<p><b>Safeguarding Officer</b> – The Safeguarding Officer is the principle person in the organisation that receives reports concerning the welfare of Participants, that coordinates the management of the reports and responds to queries in relation to this Policy.</p>	
<p><b>9. Acknowledgements</b></p>	<p><b>9. Acknowledgements</b></p>	
<p>FISA acknowledges the significant contribution of the FISA Athletes Commission and FISA Sports Medicine Commission in raising awareness of this important issue and championing the needs of the Athletes. Both Commissions have been</p>	<p><a href="#">FISAWorld Rowing</a> acknowledges the significant contribution of the <a href="#">FISAWorld Rowing</a> Athletes Commission and <a href="#">FISAWorld Rowing</a> Sports Medicine Commission in raising awareness of this important issue and championing the needs of the Athletes. Both Commissions have been</p>	

instrumental in the development and implementation of this Policy.	instrumental in the development and implementation of this Policy.	
<b>FISA Procedures Safeguarding Participants in Rowing from Harassment and Abuse</b>	<b><u>FISAWorld Rowing</u> Procedures - Safeguarding Participants in Rowing from Harassment and Abuse</b>	
The following Procedures relate to the FISA Policy on Safeguarding Participants in Rowing from Harassment and Abuse (hereafter referred to as the 'Policy') and are intended to provide guidance on how reports of incidents of Harassment or Abuse shall be managed by FISA.	The following Procedures relate to the <u>FISAWorld Rowing</u> Policy on Safeguarding Participants in Rowing from Harassment and Abuse (hereafter referred to as the 'Policy') and are intended to provide guidance on how reports of incidents of Harassment or Abuse shall be managed by <u>FISAWorld Rowing</u> .	
<b>1. Reporting Procedure</b>	<b>1. Reporting Procedure</b>	
Anyone who has a concern about a possible incident of Harassment or Abuse that relates to FISA activities should report it. Individuals are encouraged to submit a report through the correct channels as outlined below (see 1b). Directly affected individuals as well as third-party individuals who have witnessed a possible incident of Harassment or Abuse can report the incident. Any person who reports a possible incident of harassment or abuse in good faith shall not be subject to reprisal because of submitting a report; their identity shall be treated confidentially. These protections shall not apply to a person intentionally making false accusations. At FISA, the Safeguarding Officer (SGO) shall be the person responsible for managing and coordinating reports received under these Procedures.	Anyone who has a concern about a possible incident of Harassment or Abuse that relates to <u>FISAWorld Rowing</u> activities should report it. Individuals are encouraged to submit a report through the correct channels as outlined below (see 1b). Directly affected individuals as well as third-party individuals who have witnessed a possible incident of Harassment or Abuse can report the incident. Any person who reports a possible incident of harassment or abuse in good faith shall not be subject to reprisal because of submitting a report; their identity shall be treated confidentially. These protections shall not apply to a person intentionally making false accusations. At <u>FISAWorld Rowing</u> , the Safeguarding Officer (SGO) shall be the person responsible for managing and coordinating reports received under these Procedures.	
a. When to report	a. When to report	

<p>i. All possible incidents of Harassment or Abuse should be reported as soon as possible.</p> <p>ii. If the directly affected individual is under 18 years of age there is a duty to report.</p> <p>iii. If the directly affected individual is 18 years or over, their consent should be obtained to pass on information, however in some cases information may still be passed on, for example, if they are at risk of imminent harm or if not acting may harm someone else, or if there is a concern that a criminal act may have taken place.</p>	<p>i. All possible incidents of Harassment or Abuse should be reported as soon as possible.</p> <p>ii. If the directly affected individual is under 18 years of age there is a duty to report.</p> <p>iii. If the directly affected individual is 18 years or over, their consent should be obtained to pass on information, however in some cases information may still be passed on, for example, if they are at risk of imminent harm or if not acting may harm someone else, or if there is a concern that a criminal act may have taken place.</p>	
<p>b. How to report Reports can be submitted to FISA as follows:</p> <p>i. Using the template form (Appendix i)</p> <p>ii. By email (<a href="mailto:safeguarding@fisa.org">safeguarding@fisa.org</a>)</p> <p>iii. In person to the Safeguarding Officer or a Designated Person.</p>	<p>b. How to <u>submit a report</u>: -Reports can be submitted to <a href="https://www.fisaworldrowing.org">FISAWorld Rowing</a> as follows:</p> <p>i. Using the template form (Appendix i)</p> <p>ii. By email (<a href="mailto:safeguarding@fisa.org">safeguarding@fisa.org</a>)</p> <p>iii. In person to the Safeguarding Officer or a Designated Person.</p>	
<p>c. What to include in the report (see template form in Appendix i):</p> <p>i. For the directly affected individual, include the name, date of birth/ age, gender, position or role (e.g. athlete, volunteer), contact details, country of base. Include any other additional information as relevant, e.g. if the person concerned has any disability, impairment or other special needs.</p> <p>ii. If the report is being submitted by a third party, include the name and contact details of the person raising the concern.</p> <p>iii. A clear, concise and factual description of the alleged incident(s), including date(s)/time(s) and location(s) when the incident(s) took place, the name of any persons alleged to have been involved in or causing the incident and their contact details.</p>	<p>c. What to include in the report (see template form in Appendix i):</p> <p>i. For the directly affected individual, include the name, date of birth/ age, gender, position or role (e.g. athlete, volunteer), contact details, country of base. Include any other additional information as relevant, e.g. if the person concerned has any disability, impairment or other special needs.</p> <p>ii. If the report is being submitted by a third party, include the name and contact details of the person raising the concern.</p> <p>iii. A clear, concise and factual description of the alleged incident(s), including date(s)/time(s) and location(s) when the incident(s) took place, the name of any persons alleged to have been involved in or causing the incident and <u>their</u> contact details.</p>	

<p>iv. The person reporting the incident to FISA should keep a copy of what has been reported in a secure place.</p>	<p>iv. The person reporting the incident to <a href="#">FISAWorld Rowing</a> should keep a copy of what has been reported in a secure place.</p>	
<p>d. What will happen once the incident has been reported:</p> <p>i. All reports shall be sent to the SGO.</p> <p>ii. The SGO shall take steps to ensure that the directly affected individual receives appropriate support.</p> <p>iii. Where appropriate and in the case of potential criminal offences, the relevant public authorities shall be informed.</p> <p>iv. In some cases, a provisional suspension may be imposed as a neutral act to protect all parties. Such a decision shall be taken by the FISA Executive Director in consultation with the SGO. v. Confirmation of receipt of the report shall be promptly sent to the person submitting the report with information about next steps.</p> <p>vi. The SGO shall record receipt of the report internally and file it securely.</p> <p>vii. The report shall be assessed in accordance with these Procedures to determine the appropriate action.</p>	<p>d. What will happen once the incident has been reported:</p> <p>i. All reports shall be sent to the SGO.</p> <p>ii. The SGO shall take steps to ensure that the directly affected individual receives appropriate support.</p> <p>iii. Where appropriate and in the case of potential criminal offences, the relevant public authorities shall be informed.</p> <p>iv. In some cases, a provisional suspension may be imposed as a neutral act to protect all parties. Such a decision shall be taken by the <a href="#">FISAWorld Rowing</a> Executive Director in consultation with the SGO. v. Confirmation of receipt of the report shall be promptly sent to the person submitting the report with information about next steps.</p> <p>vi. The SGO shall record receipt of the report internally and file it securely.</p> <p>vii. The report shall be assessed in accordance with these Procedures to determine the appropriate action.</p>	
<p><b>2. Confidentiality</b></p>	<p><b>2. Confidentiality</b></p>	
<p>Any information pertaining to an alleged incident of Harassment and Abuse shall be regarded as confidential and shall be shared on a strictly 'needs to know' basis. In particular, reports shall be treated confidentially and information (including name, date of birth, address of the concerned person or third party) shall not be disclosed, except for example if prior consent is given by that individual; if disclosure is necessary to protect</p>	<p>Any information pertaining to an alleged incident of Harassment and Abuse shall be regarded as confidential and shall be shared on a strictly 'needs to know' basis. In particular, reports shall be treated confidentially and information (including name, date of birth, address of the concerned person or third party) shall not be disclosed, except for example if prior consent is given by that individual; if disclosure is necessary to protect</p>	

<p>someone from harm; or if a potential criminal act comes to the attention of FISA.  However, those receiving a disclosure from a Child or regarding an incident in which the victim may be a Child should inform the Child that they have a duty to share information with appropriate persons to ensure that action is taken where abuse may have occurred.  In cases where a Child is involved, in any capacity, it is important that the best interests of the Child are of primary consideration throughout the case management process.</p>	<p>someone from harm; or if a potential criminal act comes to the attention of <u>FISAWorld Rowing</u>.  However, those receiving a disclosure from a Child or regarding an incident in which the victim may be a Child should inform the Child that they have a duty to share information with appropriate persons to ensure that action is taken where abuse may have occurred.  In cases where a Child is involved, in any capacity, it is important that the best interests of the Child are of primary consideration throughout the case management process.</p>	
<p><b>3. Jurisdiction</b></p>	<p><b>3. Jurisdiction</b></p>	
<p>The SGO shall review the report and determine whether the matter relates to a Participant under FISA’s jurisdiction (as defined in paragraph 4 of the Policy). A Case Management Panel (CMP) may be convened to provide support in the identification of jurisdiction.  The SGO, with the CMP, may recommend one the following actions:  a. If the report is considered to relate to a criminal offence, it shall be referred to the Police and relevant authorities.  b. If the report is considered to be outside FISA’s jurisdiction, it shall be referred to the appropriate person or organisation, e.g. a member National Federation.  c. If the report is considered to be within FISA’s jurisdiction, the CMP, with the SGO, shall carry out an assessment (see paragraph 4 below).  For all cases reported to FISA, regardless of jurisdiction, the SGO shall keep a record of the status of the reports to ensure appropriate follow-</p>	<p>The SGO shall review the report and determine whether the matter relates to a Participant under <u>FISAWorld Rowing</u>’s jurisdiction (as defined in paragraph 4 of the Policy). A Case Management Panel (CMP) may be convened to provide support in the identification of jurisdiction.  The SGO, with the CMP, may recommend one the following actions:  a. If the report is considered to relate to a criminal offence, it shall be referred to the Police and relevant authorities.  b. If the report is considered to be outside <u>FISAWorld Rowing</u>’s jurisdiction, it shall be referred to the appropriate person or organisation, e.g. a <del>M</del>member <del>N</del>ational-Federation.  c. If the report is considered to be within <u>FISAWorld Rowing</u>’s jurisdiction, the CMP, with the SGO, shall carry out an assessment (see paragraph 4 below).  For all cases reported to <u>FISAWorld Rowing</u>, regardless of jurisdiction, the SGO shall keep a record of the status of the reports to ensure appropriate follow-up and shall keep the directly</p>	

up and shall keep the directly affected individual(s) and/or third party informed on next steps.	affected individual(s) and/or third party informed on next steps.	
<b>4. Assessment</b>	<b>4. Assessment</b>	
<p>For reports that are considered to be within FISA’s jurisdiction, the CMP, with the SGO, shall make an initial assessment of the incident. This assessment is to determine the nature of the concern and whether a violation of the Policy may have occurred.</p> <p>The CMP may take the following actions:</p> <ul style="list-style-type: none"> <li>a. Refer the report to the Police and relevant authorities, if the assessment indicates an alleged incident of Harassment or Abuse and is deemed to relate to a criminal offence;</li> <li>b. Recommend to the Executive Director the imposition of a provisional suspension, if there is a risk of imminent or further harm or as a neutral act to protect both parties;</li> <li>c. Appoint an investigator to carry out an investigation and produce a detailed report (see paragraph 5 below);</li> <li>d. Close the report, if an incident of Harassment or Abuse is not indicated. Where there are outstanding issues that may relate to transgressions of FISA rules, e.g. other ethics related issues, the case may be passed to the appropriate body.</li> </ul> <p>N.B. Consideration shall be given as to the appropriate time to inform the accused person and to advise them of the procedures that are being followed. FISA (including the CMP and the SGO) shall provide fair procedures and shall respect the fundamental rights of the accused person.</p>	<p>For reports that are considered to be within <a href="#">FISAWorld Rowing</a>’s jurisdiction, the CMP, with the SGO, shall make an initial assessment of the incident. This assessment is to determine the nature of the concern and whether a violation of the Policy may have occurred.</p> <p>The CMP may take the following actions:</p> <ul style="list-style-type: none"> <li>a. Refer the report to the Police and relevant authorities, if the assessment indicates an alleged incident of Harassment or Abuse and is deemed to relate to a criminal offence;</li> <li>b. Recommend to the Executive Director the imposition of a provisional suspension, if there is a risk of imminent or further harm or as a neutral act to protect both parties;</li> <li>c. Appoint an investigator to carry out an investigation and produce a detailed report (see paragraph 5 below);</li> <li>d. Close the report, if an incident of Harassment or Abuse is not indicated. Where there are outstanding issues that may relate to transgressions of <a href="#">FISAWorld Rowing</a> rules, e.g. other ethics related issues, the case may be passed to the appropriate body.</li> </ul> <p>N.B. Consideration shall be given as to the appropriate time to inform the accused person and to advise them of the procedures that are being followed. <a href="#">FISAWorld Rowing</a> (including the CMP and the SGO) shall provide fair procedures and shall respect the fundamental rights of the accused person.</p>	
<b>5. Investigation</b>	<b>5. Investigation</b>	

<p>The CMP shall be responsible for carrying out an investigation of the reported incident and the preparation of a detailed report of the findings of the investigation. The CMP may appoint an investigator, who may be independent of FISA, to perform this task, in accordance with these Procedures and to an agreed timeline. The investigation may involve requesting information from relevant individuals and organisations and may require oral or written statements from the relevant parties. The detailed report of the findings shall include all necessary evidence for consideration by the CMP. The CMP, on the basis of the report, may determine that:</p> <ul style="list-style-type: none"> <li>a. There has been a possible violation of the Policy (the Policy is integral to the FISA Code of Ethics) and shall recommend to the Executive Director that an Ethics Panel be convened (see paragraph 6 below). The detailed report of the investigation shall be made available to the Ethics Panel; or</li> <li>b. Further investigations are required; or</li> <li>c. Instructions, advice or guidance is provided to the relevant parties; and/or</li> <li>d. No further action is required; the case is closed.</li> </ul> <p>Where a report has been submitted to the Police or relevant authorities on the grounds of a suspected criminal offence, FISA shall work with the Police and/or that authority and take advice on how to proceed. The CMP may delay investigations until the matter has been referred back from the Police or other authorities.</p>	<p>The CMP shall be responsible for carrying out an investigation of the reported incident and the preparation of a detailed report of the findings of the investigation. The CMP may appoint an investigator, who may be independent of <a href="#">FISAWorld Rowing</a>, to perform this task, in accordance with these Procedures and to an agreed timeline. The investigation may involve requesting information from relevant individuals and organisations and may require oral or written statements from the relevant parties. The detailed report of the findings shall include all necessary evidence for consideration by the CMP. The CMP, on the basis of the report, may determine that:</p> <ul style="list-style-type: none"> <li>a. There has been a possible violation of the Policy (the Policy is integral to the <a href="#">FISAWorld Rowing</a> Code of Ethics) and shall recommend to the Executive Director that an Ethics Panel be convened (see paragraph 6 below). The detailed report of the investigation shall be made available to the Ethics Panel; or</li> <li>b. Further investigations are required; or</li> <li>c. Instructions, advice or guidance is provided to the relevant parties; and/or</li> <li>d. No further action is required; the case is closed.</li> </ul> <p>Where a report has been submitted to the Police or relevant authorities on the grounds of a suspected criminal offence, <a href="#">FISAWorld Rowing</a> shall work with the Police and/or that authority and take advice on how to proceed. The CMP may delay investigations until the matter has been referred back from the Police or other authorities.</p>	
<p><b>6. Judicial Process</b></p>	<p><b>6. Judicial Process</b></p>	

<p>At the current time, possible violations of the Policy are covered by the FISA Code of Ethics (Bye-Law to Article 59; FISA Rule Book, Appendix 8). Paragraph 9.4 of the FISA Code of Ethics states that “alleged violations of the Code...shall be assessed and decided upon by an Ethics Panel”. Paragraph 10.1 of the FISA Code of Ethics states that the Ethics Panel shall apply the following principles in reaching a decision:  “... shall provide fair procedures to all parties involved and shall respect their fundamental rights. They recognise in particular:  1.1 That a person who may have a conflict of interest shall not be a member of the decision-making body;  1.2 The right of the person charged to know what he is charged with and to examine his file;  1.3 The right to know the penalties which might be imposed;  1.4 The right to be heard, to present a defence, to produce evidence and to be assisted by counsel.”  (Art.64 FISA Rule Book)</p>	<p>At the current time, possible violations of the Policy are covered by the <a href="#">FISAWorld Rowing</a> Code of Ethics (Bye-Law to <del>Article 59</del> <a href="#">Article 5958</a>; <a href="#">FISAWorld Rowing</a> Rule Book, Appendix <del>8</del> <a href="#">S11</a>). Paragraph 9.4 of the <a href="#">FISAWorld Rowing</a> Code of Ethics states that “alleged violations of the Code...shall be assessed and decided upon by an Ethics Panel”. Paragraph 10.1 of the <a href="#">FISAWorld Rowing</a> Code of Ethics states that the Ethics Panel shall apply the following principles in reaching a decision:  “... shall provide fair procedures to all parties involved and shall respect their fundamental rights. They recognise in particular:  1.1 That a person who may have a conflict of interest shall not be a member of the decision-making body;  1.2 The right of the person charged to know what he is charged with and to examine his file;  1.3 The right to know the penalties which might be imposed;  1.4 The right to be heard, to present a defence, to produce evidence and to be assisted by counsel.”  (Art. <del>64-63</del> <a href="#">FISAWorld Rowing</a> Rule Book)</p>	
<p><b>7. Sanctions</b></p>	<p><b>7. Sanctions</b></p>	
<p>Where it is determined that a violation of the Policy has occurred, the Ethics Panel may impose penalties, in accordance with paragraph 10.3 of the FISA Code of Ethics.  In addition, the penalty imposed shall take into account the risk of repeated offence/harm; the offender’s assistance, remorse and cooperation during the process, and any other mitigating factors, may also be taken into account. The standard of proof shall be whether the CMP has</p>	<p><a href="#">7.1 Sanctions</a>  Where it is determined that a violation of the Policy has occurred, the Ethics Panel may impose <del>penalties</del> <a href="#">sanctions</a>, in accordance with paragraph 10.3 of the <a href="#">FISAWorld Rowing</a> Code of Ethics.  In addition, the <del>penalty</del> <a href="#">sanction</a> imposed shall take into account the risk of repeated offence/harm; the offender’s assistance, remorse and cooperation during the process, and any other mitigating factors, may also be taken into account. The</p>	

<p>established a violation of the Policy to the comfortable satisfaction of the Ethics Panel. This standard of proof is more than a balance of probabilities but less than proof beyond reasonable doubt. The penalty may include one or more of the following:</p> <ol style="list-style-type: none"> <li>Formal warning</li> <li>Fine</li> <li>Temporary suspension</li> <li>Termination of contract</li> <li>Permanent ban from FISA competitions and events</li> <li>Any other sanction considered appropriate in the circumstances.</li> </ol>	<p>standard of proof shall be whether the CMP has established a violation of the Policy to the comfortable satisfaction of the Ethics Panel. This standard of proof is more than a balance of probabilities but less than proof beyond reasonable doubt. The <del>penalty-sanction</del> may include one or more of the following:</p> <ol style="list-style-type: none"> <li><del>Formal warning</del>Reprimand</li> <li>Fine</li> <li>Temporary suspension</li> <li>Termination of contract</li> <li>Permanent ban from <del>FISA</del>World Rowing competitions and events</li> <li>Any other sanction considered appropriate in the circumstances.</li> </ol>	
<p>The Ethics Panel may also require the offender to make a written or verbal apology and/or to undergo training or supervision.</p> <p>The Ethics Panel may decide to recommend publication of the outcome of the judicial process and shall determine the appropriate level of disclosure, taking into account confidentiality.</p> <p>Where it is determined that a violation of the Policy has occurred, FISA may communicate the outcome of the judicial process to the appropriate person(s) in any organisation (e.g. National Federation, Club, IOC or IPC, etc.) with whom the individual sanctioned has a direct relationship, responsibility or where it is deemed appropriate for the purposes of safeguarding.</p>	<p>The Ethics Panel may also require the offender to make a written or verbal apology and/or to undergo training or supervision.</p> <p><u>7.2 Communication of sanctions</u> <u>Once a decision reached on any Safeguarding violation has become final, for example because there has been no appeal within the time-limit or because the appeal body has confirmed the decision, World Rowing will notify its Member Federations, and any other organisations on a need to know basis e.g. IOC, IPC, of any sanction. World Rowing may publish the sanction and some or all of the details of any violation including the name and affiliations of any individual sanctioned, determining the appropriate level of disclosure, taking into account confidentiality and subject to consultation with the Ethics Panel.</u></p>	<p>Proposed new text to provide greater clarity regarding communication and/or publication of sanctions.</p>

	<p><u>If, before a decision has become final, World Rowing, or the Ethics Panel, believe there is good reason or risk of irreparable harm, they may place a temporary suspension on an individual from participating in some or all rowing-related activities, as a neutral act, to protect all parties.</u></p> <p><del>The Ethics Panel may decide to recommend publication of the outcome of the judicial process and shall determine the appropriate level of disclosure, taking into account confidentiality. Where it is determined that a violation of the Policy has occurred, FISA may communicate the outcome of the judicial process to the appropriate person(s) in any organisation (e.g. National Federation, Club, IOC or IPC, etc.) with whom the individual sanctioned has a direct relationship, responsibility or where it is deemed appropriate for the purposes of safeguarding.</del></p>	
<b>8. Appeals</b>	<b>8. Appeals</b>	
In accordance with paragraph 10.7 of the FISA Code of Ethics, “any appeal against a decision of the Ethics Panel ... may be made only to the Court of Arbitration for Sport under Arts. 66 or 67 of the FISA Statutes”.	In accordance with paragraph 10. <del>7</del> <u>8</u> of the <del>FISA</del> <u>World Rowing</u> Code of Ethics, “any appeal against a decision of the Ethics Panel ... may be made only to the Court of Arbitration for Sport under Arts. <del>66-65</del> or <del>67-66</del> of the <del>FISA</del> <u>World Rowing</u> Statutes”.	
	<p><u>9. Mutual Recognition</u></p> <p><u>9.1. Any decision reached by World Rowing pursuant to this Policy which has become final must be communicated to all National Rowing Federations, and recognised as well as respected by them.</u></p> <p><u>9.2 Where World Rowing is informed that a Participant has been:</u></p>	Proposed new text to minimise the risk of someone who has been sanctioned in relation to Safeguarding matters being able to move to another country and potentially put other individuals at risk.

	<p><u>(i) convicted by a Court of Justice of a criminal offence which would constitute a violation of this Policy; or</u></p> <p><u>(ii) held by his/her National Federation or any other competent sports governing body to which he/she is subject, to have committed a violation which would constitute a violation under this Safeguarding Policy. World Rowing shall recognise the applicable conviction/decision imposed, providing World Rowing is satisfied that fair procedures have been followed, in accordance with Art.63, paragraph 1 and that a violation which constitutes a violation under this Safeguarding Policy has been committed.</u></p> <p><u>Where appropriate, World Rowing reserves the right to open a separate disciplinary procedure against the Participant in relation to their World Rowing related activities.</u></p> <p><u>World Rowing shall communicate any decision relating to paragraphs 9.1 and 9.2, in accordance with paragraph 7.2.</u></p>	
<b>9. Glossary</b>	<b><u>9- Glossary - World Rowing Policy and Procedures for Safeguarding Participants in Rowing from Harassment and Abuse</u></b>	As a separate section
<b>Abuse</b> – Abuse is defined as any action that intentionally harms or injures another person. Abuse is sometimes also referred to as non-accidental violence.	<b>Abuse</b> – Abuse is defined as any action that intentionally harms or injures another person. Abuse is sometimes also referred to as non-accidental violence.	
<b>Case Management Group (CMG)</b> – The CMG will be responsible for ensuring that allegations, incidents or referrals related to the safeguarding of children or athletes, or other individuals in rowing are dealt with fairly and equitably and within appropriate timescales. This includes ensuring that information disclosed regarding appropriateness of	<b>Case Management Group (CMG)</b> – The CMG will be responsible for ensuring that allegations, incidents or referrals related to the safeguarding of children or athletes, or other individuals in rowing are dealt with fairly and equitably and within appropriate timescales. This includes ensuring that information disclosed regarding appropriateness of	

individuals to work in rowing is considered and decisions are taken on a consistent and equitable basis. The CMG will be comprised of individuals recognised for their integrity and covering a range of skills and competences, including safeguarding.	individuals to work in rowing is considered and decisions are taken on a consistent and equitable basis. The CMG will be comprised of individuals recognised for their integrity and covering a range of skills and competences, including safeguarding.	
<b>Case Management Panel (CMP)</b> – A CMP of, usually, three persons will be convened from the members of the CMG for those cases that require oversight. The CMP is responsible for management of individual cases, including investigations and referrals to an Ethics Panel. The CMP will provide advice and support to the SGO as required.	<b>Case Management Panel (CMP)</b> – A CMP of, usually, three persons will be convened from the members of the CMG for those cases that require oversight. The CMP is <del>responsible for</del> <u>empowered to management of</u> individual cases, including investigations and referrals to an Ethics Panel. The CMP will provide advice and support to the SGO as required. <u>State who appoints them.</u>	
<b>Child</b> – The United Nations Convention on the Rights of the Child defines child as “a human being below the age of 18 years unless under the law applicable to the child, majority is attained earlier”. Early childhood relates to those below 8 years of age. Juvenile or young person and adolescents are 10–19 years of age.	<b>Child</b> – The United Nations Convention on the Rights of the Child defines child as “a human being below the age of 18 years unless under the law applicable to the child, majority is attained earlier”. Early childhood relates to those below 8 years of age. Juvenile or young person and adolescents are 10–19 years of age.	
<b>Child Protection</b> – UNICEF uses the term ‘child protection’ to refer to preventing and responding to violence, exploitation and abuse against children. Article 19 of the UN Convention on the Rights of the Child provides for the protection of children in and out of the home.	<b>Child Protection</b> – UNICEF uses the term ‘child protection’ to refer to preventing and responding to violence, exploitation and abuse against children. Article 19 of the UN Convention on the Rights of the Child provides for the protection of children in and out of the home.	
<b>Designated Person</b> – A Designated Person is an appropriately trained person who oversees safeguarding responsibilities at a FISA event and reports to the Safeguarding Officer.	<b>Designated Person</b> – A Designated Person is an appropriately trained person who oversees safeguarding responsibilities at a <u>FISAWorld Rowing</u> event and reports to the Safeguarding Officer.	
<b>Ethics Group</b> – The FISA Ethics Group is a group of known individuals, independent of FISA, recognised for their involvement in the world of	<b>Ethics Group</b> – The <u>FISAWorld Rowing</u> Ethics Group is a group of known individuals, independent of <u>FISAWorld Rowing</u> , recognised for their	

<p>sport, their experience and their integrity. The list of members of the Ethics Group is published on the FISA website.</p>	<p>involvement in the world of sport, their experience and their integrity. The list of members of the Ethics Group is published on the <a href="#">FISAWorld Rowing</a> website.</p>	
<p><b>Ethics Panel</b> – A FISA Ethics Panel is convened when it is determined that there has been a possible violation of the FISA Code of Ethics. The Ethics Panel shall assess and decide upon the case and shall make sanctions where necessary. The Ethics Panel comprises 3 individuals, including members of the Ethics Group.</p>	<p><b>Ethics Panel</b> – A <a href="#">FISAWorld Rowing</a> Ethics Panel is convened when it is determined that there has been a possible violation of the <a href="#">FISAWorld Rowing</a> Code of Ethics. The Ethics Panel shall assess and decide upon the case and shall make sanctions where necessary. The Ethics Panel comprises 3 individuals, including members of the Ethics Group.</p>	
<p><b>Harassment and Abuse</b> – Harassment &amp; Abuse can be expressed in five forms which may occur in combination or in isolation. These include i) psychological abuse, ii) physical abuse, iii) sexual harassment, iv) sexual abuse, and v) neglect. Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age disability, socio-economic status and athletic ability. It can include a one-off incident or a series of incidents. It may be in person or online (or by other means). Harassment may be deliberate, unsolicited and coercive. Harassment and abuse often result from an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual against another person.</p>	<p><b>Harassment and Abuse</b> – Harassment &amp; Abuse can be expressed in five forms which may occur in combination or in isolation. These include i) psychological abuse, ii) physical abuse, iii) sexual harassment, iv) sexual abuse, and v) neglect. Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age disability, socio-economic status and athletic ability. It can include a one-off incident or a series of incidents. It may be in person or online (or by other means). Harassment may be deliberate, unsolicited and coercive. Harassment and abuse often result from an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual against another person.</p>	
<p><b>Safeguarding</b> – Safeguarding is the action that is taken to promote the welfare of vulnerable adults or children and protect them from harm, including protecting them from harassment and abuse.</p>	<p><b>Safeguarding</b> – Safeguarding is the action that is taken to promote the welfare of vulnerable adults or children and protect them from harm, including protecting them from harassment and abuse.</p>	
<p><b>Safeguarding Officer</b> – The Safeguarding Officer is the principal person in the organisation that receives reports concerning the welfare of</p>	<p><b>Safeguarding Officer</b> – The Safeguarding Officer is the principal person in the organisation that receives reports concerning the welfare of</p>	

Participants, that coordinates the management of the reports and responds to queries in relation to this Policy.		Participants, that coordinates the management of the reports and responds to queries in relation to this Policy.		
Appendix i: Report form for incidents of harassment and abuse – (this report form can be found on the FISA website <a href="http://www.worldrowing.com">www.worldrowing.com</a> )		Appendix i: Report form for incidents of harassment and abuse – (this report form can be found on the <a href="http://www.worldrowing.com">FISAWorld Rowing</a> website <a href="http://www.worldrowing.com">www.worldrowing.com</a> )		
1. Your name:	2. Name of organization:	15. Your name:	16. Name of organization:	
3. Your role:		17. Your role:		
4. Your contact information: Address: Postcode and country: Telephone number: Email address		18. Your contact information: Address: Postcode and country: Telephone number: Email address		
5. Name of the person you have concerns about [the individual]:	6. The individual's date of birth:	19. Name of the person you have concerns about [the individual]:	20. The individual's date of birth:	
7. Their ethnic origin: Please state	8. Does this person have a disability: Please state	21. Their ethnic origin: Please state	22. Does this person have a disability: Please state	
9. The individual's position/role: athlete/coach/other [Please state]		23. The individual's position/role: athlete/coach/other [Please state]		
10. The individual's gender: <input type="checkbox"/> Male <input type="checkbox"/> Female		24. The individual's gender: <input type="checkbox"/> Male <input type="checkbox"/> Female		
11. If they are under 18 years, full name(s) of their		25. If they are under 18 years, full name(s) of their		

parent(s) / carer(s):		parent(s) / carer(s):		
12. Contact information (parents/carers): Address: Postal code and country: Telephone numbers: Email address:		26. Contact information (parents/carers): Address: Postal code and country: Telephone numbers: Email address:		
13. Have the parents / carers been notified of this incident? <input type="checkbox"/> Yes <input type="checkbox"/> No If YES please provide details of what was said/action agreed:		27. Have the parents / carers been notified of this incident? <input type="checkbox"/> Yes <input type="checkbox"/> No If YES please provide details of what was said/action agreed:		
14. Are you reporting your own concerns or responding to concerns raised by someone else: <input type="checkbox"/> Responding to my own concerns <input type="checkbox"/> Responding to concerns raised by someone else		28. Are you reporting your own concerns or responding to concerns raised by someone else: <input type="checkbox"/> Responding to my own concerns <input type="checkbox"/> Responding to concerns raised by someone else		
If responding to concerns raised by someone else: Please provide further information below		If responding to concerns raised by someone else: Please provide further information below		
15. Name of the person who has raised the concern to you: Position within the sport or relationship to the individual named above:		15. Name of the person who has raised the concern to you: Position within the sport or relationship to the individual named above:		

Telephone number:                      Email address:	Telephone number:                      Email address:	
16. Date and times of incident:	16. Date and times of incident:	
17. Details of the incident or concerns:  Include other relevant information, such as description of any injuries and whether you are recording this incident as fact, opinion or hearsay.	17. Details of the incident or concerns:  Include other relevant information, such as description of any injuries and whether you are recording this incident as fact, opinion or hearsay.	
18. The individual's account of the incident (if known):	18. The individual's account of the incident (if known):	
19. Please provide any witness accounts of the incident:	19. Please provide any witness accounts of the incident:	
20. Please provide details of any witnesses to the incident: Name: Position within the club/organisation or relationship to the individual: Date of birth (if child): Address: Postcode and country: Telephone number: Email address:	20. Please provide details of any witnesses to the incident: Name: Position within the club/organisation or relationship to the individual: Date of birth (if child): Address: Postcode and country: Telephone number: Email address:	
21. Please provide details of any person involved in this incident or alleged to have caused the incident / injury: Name: Position within the club/organisation or relationship to the individual: Date of birth (if child): Address: Postcode and country: Telephone number: Email address:	21. Please provide details of any person involved in this incident or alleged to have caused the incident / injury: Name: Position within the club/organisation or relationship to the individual: Date of birth (if child): Address: Postcode and country: Telephone number: Email address:	
22. Please provide details of action taken to date:	22. Please provide details of action taken to date:	

23. Has the incident been reported to any external agencies? <input type="checkbox"/> Yes <input type="checkbox"/> No				23. Has the incident been reported to any external agencies? <input type="checkbox"/> Yes <input type="checkbox"/> No							
If YES please provide further details:				If YES please provide further details:							
24. Name of organisation / agency: Contact person: Telephone numbers: Email address: Agreed action or advice given:				24. Name of organisation / agency: Contact person: Telephone numbers: Email address: Agreed action or advice given:							
Your signature:		Print name:		Your signature:		Print name:					
Date:				Date:							
Please give this form to the FISA Safeguarding Officer or Designated Person or email this report to <a href="mailto:safeguarding@fisa.org">safeguarding@fisa.org</a> .				Please give this form to the <a href="#">FISA World Rowing</a> Safeguarding Officer or Designated Person or email this report to <a href="mailto:safeguarding@fisa.org">safeguarding@fisa.org</a> .							
Anonymous reporting: reports may be submitted anonymously however please be aware that this may limit our ability to follow up on reports.				Anonymous reporting: reports may be submitted anonymously however please be aware that this may limit our ability to follow up on reports.							

<b>APPENDIX 9</b>	<b>APPENDIX 9S12</b>	
<b>BYE-LAWS TO ARTICLE 60 – MANIPULATION OF COMPETITION AND BETTING</b>	<b>BYE-LAWS TO ARTICLE <del>61-59</del> – MANIPULATION OF COMPETITION AND BETTING</b>	Wording reviewed to improve clarity.
The following conduct shall constitute a violation of Art. 60 of the FISA Statutes (in each case whether effected directly or indirectly):	The following conduct shall constitute a violation of Art. <del>61-59</del> of the <u>FISAWorld Rowing</u> Statutes (in each case whether effected directly or indirectly):	
<b>1. Betting</b>	<b>1. Betting</b>	
1.1 Participation in, support for, or promotion of, any form of betting related to any event under FISA’s authority or the authority of member federations (“Event or Competition”) whether one in which the party is directly participating or is otherwise taking place in the participant’s sport, including betting with another person on the result, progress, outcome, conduct or any other aspect of such Event or Competition.	1.1 Participation in, support for, or promotion of, any form of betting related to any event under <u>FISAWorld Rowing</u> ’s authority or the authority of <del>M</del> member <del>F</del> ederations (“Event or Competition”) whether one in which the party is directly participating or is otherwise taking part <del>in the participant’s sport</del> , including betting <del>with another person</del> on the result, progress, outcome, conduct or any other aspect of such Event or Competition.	
1.2 Inducing, instructing, facilitating or encouraging a party to commit a violation set out in this article.	1.2 Inducing, instructing, facilitating or encouraging a party to commit a violation set out in this article.	
1.3 Failing to disclose to FISA or other competent authority (without undue delay) full details of any approaches or invitations received by the party to engage in conduct or incidents that would amount to a violation as set out in this article.	1.3 Failing to disclose to <u>FISAWorld Rowing</u> or other competent authority (without undue delay) full details of any approaches or invitations received by the party to engage in conduct or incidents that would amount to a violation as set out in this article.	
1.4 Failing to disclose to FISA or other competent authority (without undue delay) full details of any incident, fact or matter that comes to the attention of the party that may evidence a violation under this article by a third party, including (without limitation) approaches or invitations that have been	1.4 Failing to disclose to <u>FISAWorld Rowing</u> or other competent authority (without undue delay) full details of any incident, fact or matter that comes to the attention of the party that may evidence a violation under this article by a third party, including (without limitation) approaches or invitations that have	

received by any other party to engage in conduct that would amount to a violation of this article.	been received by any other party to engage in conduct that would amount to a violation of this article.	
1.5 Failing to cooperate with any reasonable investigation carried out by FISA or other competent authority in relation to a possible breach of this article, including failing to provide any information and/or documentation requested by FISA or competent competition authority that may be relevant to the investigation.	1.5 Failing to cooperate with any reasonable investigation carried out by <u>FISAWorld Rowing</u> or other competent authority in relation to a possible breach of this article, including failing to provide any information and/or documentation requested by <u>FISAWorld Rowing</u> or competent competition authority that may be relevant to the investigation.	
<b>2. Manipulation of Results</b>	<b>2. Manipulation of Results</b>	
2.1 Fixing or contriving in any way or otherwise improperly influencing, or being a party to fix or contrive in any way or otherwise improperly influence the result, progress, outcome, conduct or any other aspect of an Event or Competition.	2.1 Fixing or contriving in any way or otherwise improperly influencing, or being a party to fix or contrive in any way or otherwise improperly influence the result, progress, outcome, conduct or any other aspect of an Event or Competition.	
2.2 Ensuring or seeking to ensure the occurrence of a particular incident in an Event or Competition which occurrence is to the party's knowledge the subject of a bet and for which he or another person expects to receive or has received a benefit.	2.2 Ensuring or seeking to ensure the occurrence of a particular incident in an Event or Competition which occurrence is to the party's knowledge the subject of a bet and for which <del>he</del> <u>the party</u> or another person expects to receive or has received a benefit.	
2.3 Failing in return for a benefit (or the legitimate expectation of a benefit, irrespective of whether such benefit is in fact given or received) to perform to the best of one's abilities in an Event or Competition.	2.3 Failing in return for a benefit (or the legitimate expectation of a benefit, irrespective of whether such benefit is in fact given or received) to perform to the best of one's abilities in an Event or Competition.	
2.4 Inducing, instructing, facilitating or encouraging a party to commit a violation set out in this article.	2.4 Inducing, instructing, facilitating or encouraging a party to commit a violation set out in this article.	
<b>3. Corrupt Conduct</b>	<b>3. Corrupt Conduct</b>	

3.1 Accepting, offering, agreeing to accept or offer, a bribe or other benefit (or the legitimate expectation of a benefit, irrespective of whether such benefit is in fact given or received) to fix or contrive in any way or otherwise to influence improperly the result, progress, outcome, conduct or any other aspect of an Event or Competition.	3.1 Accepting, offering, agreeing to accept or offer, a bribe or other benefit (or the legitimate expectation of a benefit, irrespective of whether such benefit is in fact given or received) to fix or contrive in any way or otherwise to influence improperly the result, progress, outcome, conduct or any other aspect of an Event or Competition.	
3.2 Providing, offering, giving, requesting or receiving any gift or benefit (or the legitimate expectation of a benefit, irrespective of whether such benefit is in fact given or received) in circumstances that the party might reasonably have expected could bring him or the sport into disrepute.	3.2 Providing, offering, giving, requesting or receiving any gift or benefit (or the legitimate expectation of a benefit, irrespective of whether such benefit is in fact given or received) in circumstances that the party might reasonably have expected could bring him or the sport into disrepute.	
3.3 Inducing, instructing, facilitating or encouraging a party to commit a violation as set out in this article.	3.3 Inducing, instructing, facilitating or encouraging a party to commit a violation as set out in this article.	
<b>4. Inside Information</b>	<b>4. Inside Information</b>	
4.1 Using inside information for betting purposes or otherwise in relation to betting.	4.1 Using inside information for betting purposes or otherwise in relation to betting.	
4.2 Disclosing inside information to any person with or without benefit where the party might reasonably be expected to know that its disclosure in such circumstances could be used in relation to betting.	4.2 Disclosing inside information to any person with or without benefit where the party might reasonably be expected to know that its disclosure in such circumstances could be used in relation to betting.	
4.3 Inducing, instructing, facilitating or encouraging a party to commit a violation set out in this article.	4.3 Inducing, instructing, facilitating or encouraging a party to commit a violation set out in this article.	
<b>5. Other Violations</b>	<b>5. Other Violations</b>	
5.1 Any attempt by a party, or any agreement by a party with any other person, to engage in conduct that would culminate in the commission of any violation of this article shall be treated as if a violation had been	5.1 Any attempt by a party, or any agreement by a party with any other person, to engage in conduct that would culminate in the commission of any violation of this article shall be treated as if a violation had been	

committed, whether or not such attempt or agreement in fact resulted in such violation. However, there shall be no violation under this article where the party renounces his attempt or agreement prior to it being discovered by a third party not involved in the attempt or agreement.	committed, whether or not such attempt or agreement in fact resulted in such violation. However, there shall be no violation under this article where the party renounces his attempt or agreement prior to it being discovered by a third party not involved in the attempt or agreement.	
5.2 Knowingly assisting, covering up or otherwise being complicit in any acts or omissions of the type described in this article committed by a party.	5.2 Knowingly assisting, covering up or otherwise being complicit in any acts or omissions of the type described in this article committed by a party.	
5.3 Failing to disclose to FISA or other competent authority (without undue delay) full details of any approaches or invitations received by the party to engage in conduct or incidents that would amount to a violation as set out in this article.	5.3 Failing to disclose to <u>FISAWorld Rowing</u> or other competent authority (without undue delay) full details of any approaches or invitations received by the party to engage in conduct or incidents that would amount to a violation as set out in this article.	
5.4 Failing to disclose to FISA or other competent authority (without undue delay) full details of any incident, fact or matter that comes to the attention of the party that may evidence a violation under this article by a third party, including (without limitation) approaches or invitations that have been received by any other party to engage in conduct that would amount to a violation of this article.	5.4 Failing to disclose to <u>FISAWorld Rowing</u> or other competent authority (without undue delay) full details of any incident, fact or matter that comes to the attention of the party that may evidence a violation under this article by a third party, including (without limitation) approaches or invitations that have been received by any other party to engage in conduct that would amount to a violation of this article.	
5.5 Failing to cooperate with any reasonable investigation carried out by FISA or other competent authority in relation to a possible breach of this article including failing to provide any information and/or documentation requested by FISA or other competent authority that may be relevant to the investigation.	5.5 Failing to cooperate with any reasonable investigation carried out by <u>FISAWorld Rowing</u> or other competent authority in relation to a possible breach of this article including failing to provide any information and/or documentation, <u>including information that may be stored electronically</u> , requested by <u>FISAWorld Rowing</u> or other competent	

	authority that may be relevant to the investigation.	
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