



# World Rowing Statutes

Version

Last updated: July 1, 2025

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# PART I – GENERAL PROVISIONS

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## ARTICLE 1

### ***Foundation, Name, Legal Status and Emblem***

1. 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 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.
2. FISA is a non-governmental, not-for-profit, international organisation constituted pursuant to Article 60 and following the Swiss Civil Code. It is recognised by the International Olympic Committee (IOC) and it respects the Olympic Charter.
3. 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.
4. 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 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.

## ARTICLE 2

### ***Governing Principles***

World Rowing is the international governing body for rowing and is the world association of member rowing federations ("Member Federations"). World Rowing governs rowing and upholds the following principles, based on the traditions, values, vision and characteristics as one of the world's longest practiced sports:

1. Integral Part of World Sport - World Rowing is committed to the goals and values of the Olympic and Paralympic Movements and is an active contributor to the world of sport in cooperation with the other international federations and world sports organisations. World Rowing supports and promotes international competition, the inclusion of rowing in multi-sport international competitions and representation on international sports bodies.
2. Independence & Autonomy - World Rowing endeavours to keep rowing free from political and commercial restraints and is committed to preserving the independence and autonomy of sport.
3. Priority to Rowers and Rowing - World Rowing will ensure that the safety, well-being, health and interests of rowers and rowing, present and future, is central in all decisions of World Rowing. World Rowing is committed to the development of the individual through rowing, and to respect, teamwork, integrity and fair play.
4. Integrity - World Rowing is committed to the highest ethical standards in all its activities. And to ensuring a safe, positive, respectful and inclusive environment, free from harassment and abuse. World Rowing is a recognised leader in the fight against doping and is committed to preventing the manipulation of competitions.
5. Fairness and Equality of Opportunity - World Rowing is committed to the principles of fairness and equality of opportunity, both in competition and at all levels of the organisation.
6. Non-Discrimination and inclusion - World Rowing is committed to diversity, inclusion, accessibility and non-discrimination; its activities are organised to promote positive interaction between participants and to contribute to a better understanding between people and nations.
7. The rights and freedoms embedded in these Statutes shall be secured without discrimination of any kind, such as race, colour, sex, sexual orientation, age, disability, language, religion, political or other opinion, national or social origin, property, birth or other status. World Rowing seeks gender equality in all aspects of the sport. Sustainable Practices - World Rowing is committed to practising and promoting actions and interventions that respect and safeguard the communities and ecosystems where rowing is conducted for present and future generations. World Rowing integrates responsible and sustainable practices into its own operations and in the planning and staging of all its

activities. It strives to educate the global rowing community on sustainability principles and to advocate for sound sustainability practices.

8. In fulfilling its missions, World Rowing works closely with government authorities and external partners with mutual respect of each other's jurisdiction and of autonomy of World Rowing.
9. World Rowing's governing principles are outlined in its strategic framework stating the missions and goals.

### ARTICLE 3

#### ***Objects***

The objects of World Rowing are:

1. To establish and enforce World Rowing's Statutes, Rules of Racing, Bye-Laws and Event Regulations;
2. To be the final authority for all international rowing competitions and, within the limits of its authority, at multi-sport competitions;
3. To preserve the integrity of rowing by ensuring fair sporting competitions, a safe environment and the protection of clean athletes;
4. To promote rowing in all its forms and encourage its universal development; establish development programmes, organise training courses, stage events and develop public relations and media opportunities;
5. To conduct World Rowing Championships, and other world-level rowing competitions, including those staged at Olympic, Paralympic, Youth Olympic, regional, and continental Games and multi-sport competitions. World Rowing may support rowing events at all levels for its recognised organisations.

### ARTICLE 4

#### ***No Demonstrations or Propaganda***

No demonstration or political, religious or racial propaganda is permitted in any rowing venue or in connection with any rowing activity by those persons and parties as described in Article 52 point 1 to 5, in any capacity at a World Rowing event except as permitted by the Article 4 Guidelines. The Executive Committee shall adopt Article 4 Guidelines to provide details on the implementation of this principle, such guidelines to be regularly reviewed.

## ARTICLE 5

### ***Headquarters***

The location of the World Rowing headquarters is decided by the World Rowing Council (“Council”)

#### **Bye-laws to Article 5 – Headquarters**

The headquarters are currently in Lausanne, Switzerland.

## ARTICLE 6

### ***Languages***

The official languages of World Rowing 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.

## ARTICLE 7

### ***Official communication***

Any communications required under these Statutes or Rules shall be made by post, email or other electronic means. All communications to World Rowing shall be addressed to the headquarters in one of the official languages.

## ARTICLE 8

### ***Interpretation***

The Executive Committee shall decide all questions of interpretation of the World Rowing Statutes, Rules of Racing, Bye-Laws and Event Regulations. All references to the masculine in the Statutes, Rules of Racing, Bye-Laws and Event Regulations and in all World Rowing documents, shall include the feminine and all references to “rowers” shall include scullers and coxswains unless the context otherwise requires.

## ARTICLE 9

### ***Binding Authority***

World Rowing 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. World Rowing's chart of authority and delegated authority policy outlines the legal responsibility of the decision-making powers within World Rowing.

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## PART II - MEMBERSHIP

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## ARTICLE 10

### ***Members***

A Member Federation shall be the rowing federation that is recognised by its National Olympic Committee and covers the territory of a country that is recognised as such and as an independent state by the international community. It will, in principle, include the majority of a nation's active rowing clubs of any discipline. Where local laws or governance requires International Federation (IF) recognition before National Olympic Committee (NOC) recognition, World Rowing may recommend a new Member Federation to the Congress subject to subsequent recognition by the NOC within an agreed timeframe. Member Federations that were affiliated before 25 January 1993 are exempted from this Article.

[See Appendix S1 - Appendix S1 - Bye-laws To Article 10 - Challenges To A Member Federation's Eligibility](#)

## ARTICLE 11

### ***Autonomy of Member Federations***

A Member Federation shall be autonomous. It shall be organised and governed in accordance with its Statutes following the IOC Basic Universal Principles of Good Governance (BUPGG)- Appendix S11c. If World Rowing determines these principles are being compromised, it may take any appropriate measures. World Rowing shall otherwise respect the autonomy of Member Federations.

## ARTICLE 12

### ***Rights of Member Federations***

Member Federations have the following rights:

- a. To appoint delegates to take part and vote in Congress and other general meetings open to Member Federations;
- b. To submit proposals for inclusion in the agenda of Congress;
- c. To nominate candidates for election or appointment within World Rowing;
- d. To enter athletes for participation in competitions organised under the authority of World Rowing; and
- e. To exercise all other rights arising from these Statutes and other World Rowing Regulations.

Member Federations have no responsibility for any financial liabilities of World Rowing.

## ARTICLE 13

### ***Obligations of Member Federations***

Member Federations have the following obligations:

1. To abide by and comply fully at all times with:
  - a. All duties and provisions of the World Rowing Statutes, Rules, Bye-Laws and Regulations, including but not limited to:
    - i. The World Anti-Doping Code;
    - ii. The World Rowing Safeguarding Policy and any supplementary guidance issued by World Rowing;
    - iii. 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.
  - b. All decisions taken by World Rowing.
2. 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;
3. To impose the obligations in paragraphs 1 and 2 upon its affiliated clubs and their members in all those areas in which World Rowing has authority;
4. To be governed by statutes that are consistent with Article 14.2.2.a, to be recognised as a member by their NOC, and to have the Member Federation president and executive board elections validated and recognised by their NOC;
5. To notify the Executive Committee immediately 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 affect its ability to fulfil its membership obligations, and to confirm that any such change does not negatively affect the Member Federation's compliance with the requirements of World Rowing membership;
6. 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 Executive Committee at least three months prior to the first proposed use in competition;
7. To manage their affairs in accordance with Article 11 – Autonomy of Member Federations;  
and
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.
9. The most recent version of the Member Federation's statutes shall be available to its legal constituents and World Rowing at all times, and a copy shall be provided to World Rowing on request.

## **Bye-laws to Article 13 – Subscriptions**

1. Member Federations in their first two years of membership shall pay no subscription. Member Federations who are exempt from paying a subscription are not in arrears of payment and they have their full voting rights.
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 Council for approval at the Congress.
3. The Executive Committee may waive past due subscriptions of inactive Member Federations.

## **ARTICLE 14**

### ***Admission to Membership***

1. To become a member of World Rowing, a rowing federation shall submit a written application to the Executive Committee at least three months before the date of the next Congress and pay a registration fee of an amount set by the Executive Committee. A new member is admitted by a vote of Congress, based on a recommendation from Council.
2. The application must include the following:
  - 2.1 A written undertaking in respect of all elements listed in Article 13.1 – 13.4;
  - 2.2 Provision of:
    - a. 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 and the BUPGG.
    - b. Details of the governance structure of the federation and names of the office bearers;
    - c. A list of the clubs it represents, including addresses, and a detailed report on the activities of those clubs;
    - d. A request for approval of the design and colours of its racing uniform and blades;
    - e. The registration fee, per Article 14.1.
    - f. Any other information required by World Rowing.

## ARTICLE 15

### ***Sanctions, Suspensions and Expulsions***

1. If a Member Federation does not fully comply with its obligations, the 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:
  - a. Impose a financial penalty upon the Member Federation;
  - b. 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;
  - c. Remove or deny accreditation to, or exclude a member's athlete, official or representative, from any activities of World Rowing;
  - d. Impose any other sanction it may deem to be appropriate.
2. The Executive Committee may also take appropriate measures against a Member Federation associated with a national organisation that has been sanctioned by the IOC, International Paralympic Committee (IPC), World Anti-Doping Authority (WADA), Fédération Internationale du Sport Universitaire (FISU), the relevant Continental Rowing Confederation or similar organisations.
3. If a Member Federation does not fulfil the current conditions of membership of World Rowing 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.

#### **Bye-laws to Article 15 – Debts**

Member Federations that have subscriptions in arrears or that have unresolved debts to World Rowing or to an organising committee of a World Rowing event may be suspended by the Executive Committee or expelled by Congress. In any event, no member of that federation may stand for elections, their delegates shall forfeit their voting rights, and the Executive Committee may ban or suspend the federation's teams, officials, umpires and Commission members from competitive and other World Rowing events.

## ARTICLE 16

### ***Resignation***

A Member Federation wishing to resign from membership of World Rowing shall give notice of resignation by registered post, electronic registered post, or any other legally binding means to the Executive Committee. The Executive Committee shall immediately inform the remaining Member Federations.

## ARTICLE 17

### ***Obligations of Member Federations after Expulsion or Resignation***

A Member Federation having resigned from membership or having been suspended or expelled remains bound by any obligation or liability related to the time it was a member of World Rowing.

## ARTICLE 18

### ***Continental Rowing Confederations***

1. A Continental Rowing Confederation is an association which, in principle, includes all the Member Federations of that continent. The continents shall be the five continents recognised by the IOC.
2. Continental Rowing Confederations are the unique partners of World Rowing for continental rowing competitions and cooperation on common projects.
3. To be recognised as a Continental Rowing Confederation, an application shall be submitted in accordance with Bye-Laws to Article 18 (Appendix S3). A Continental Rowing Confederation is recognised as such by a vote of Congress, upon recommendation by Council.
4. Continental Rowing Confederations shall have the following rights:
  - a. To appoint up to three delegates to attend the World Rowing Congress, in accordance with Article 22, as appropriate. The delegates can take part in the discussions but have no voting rights;
  - b. To submit proposals for inclusion in the agenda of the Congress in accordance with Article 26, as appropriate;
  - c. To attend other World Rowing events, including Member Federation conferences, on invitation by the World Rowing President.
5. Continental Rowing Confederations shall have the following obligations:
  - a. To submit an annual report of its activities for inclusion in the Congress agenda papers;
  - b. To comply fully with all duties and provisions of the Statutes, Rules, Bye-Laws and Event Regulations established by World Rowing and decisions taken by World Rowing;
  - c. To provide for the World Rowing Continental Representative to be an ex-officio member of the Confederation's executive committee, or equivalent.
6. Recognised Continental Rowing Confederations have no responsibility for any financial liabilities of World Rowing.
7. The Executive Committee may also take appropriate measures against a Continental Rowing Confederation that has been sanctioned by the IOC, IPC, relevant continental association, WADA, FISU, or similar organisations.

[See Appendix S3 - Appendix S3 - Bye-laws to Article 18 – Recognition of Continental Rowing Confederations](#)

## ARTICLE 19

### ***Other Groupings of Member Federations***

1. 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.
2. To be recognised as a Member Grouping, an application shall be submitted in accordance with Bye-Laws to Article 19 (Appendix S4). The Member Groupings are recognised as such by a vote of Council.
3. Member Groupings shall have the following rights:
  - a. To appoint one delegate to attend the World Rowing Congress, in accordance with Article 22 as appropriate. The delegate may take part in discussions at the discretion of the President but has no voting rights;
  - b. To submit proposals to Council to be considered for inclusion in the agenda of the Congress, in accordance with Article 26, as appropriate;
  - c. To attend other World Rowing events, including Member Federation conferences, on invitation by the World Rowing President.
4. Member Groupings shall have the following obligations:
  - a. To submit an annual report of its activities for inclusion in the Congress agenda papers;
  - b. To comply fully with all duties and provisions of the Statutes, Rules, Bye-Laws and Event Regulations established by World Rowing and decisions taken by World Rowing.
5. Member Groupings have no responsibility for any financial liabilities of World Rowing.
6. The Executive Committee may take appropriate measures against a Member Grouping that has been sanctioned by the IOC, IPC, WADA, FISU, or similar organisations.

[See Appendix S4 - Appendix S4 - Bye-laws to Article 19 – Recognition of Other Groupings of Member Federations](#)

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# PART III – GOVERNANCE

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## ARTICLE 20

### ***Governance***

World Rowing shall be governed by:

1. Congress (Articles 21 to 33);
  2. Council (Articles 34 to 45);
  3. the Executive Committee (Articles 46 to 51).
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# PART III A. CONGRESS

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## ARTICLE 21

### **Congress**

1. Congress is the supreme authority of World Rowing and is made up of the Member Federations. Its authority is set out by these Statutes. A meeting of the Member Federations, for the purpose of governing World Rowing according to these Statutes, is also called Congress.
2. Ordinary Congress: Delegates shall meet annually as an Ordinary Congress to discuss items listed under Article 24, preferably at a time and place at which a World Rowing Championship regatta is held.
  - a. Convening Notice – The Executive Committee shall send a convening notice to Member Federations, Continental Rowing Confederations and Member Groupings at least four months before the date of an Ordinary Congress. The convening notice shall include a draft agenda.
  - b. Final Agenda – The Executive Committee shall send out the final agenda for the Congress at least two months before the date of the Congress.
  - c. 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.
3. Extraordinary Congress: 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.
  - a. Member Federations may request an Extraordinary Congress when at least one-fifth of the eligible members submit a request in writing to the Executive Committee giving reasons therefor. The meeting shall take place within two months of receipt of the request. A convening notice shall be sent to all those entitled to attend no less than 14 days before the anticipated date of the meeting.
  - b. Where an Extraordinary Congress is convened by the Executive Committee or the Ordinary Congress, the convening notice shall be sent to all those entitled to attend no less than 14 days before the date of the anticipated meeting.
4. Quadrennial Congress: The Statutes and Rules of Racing may only be altered by a Congress convened for that purpose, every four years in the year following the staging of the Summer Olympic and Paralympic Games.
  - a. Article 21.2.a & b shall apply regarding the convening notice and agenda.

5. In the case of Force Majeure, a Congress may make an alteration to the Statutes and Rules at any time, and, if circumstances require it, Council may make any such alteration to take effect until the next Congress.
6. Member Federations in good standing may be represented at the Congress by up to three delegates, in accordance with Article 22.
7. Council members shall participate in the Congress but have no voting rights.
8. The President is chair of the Congress or, if unable, the Vice President or another specific nominee of the President is chair.
9. The rights of other delegates, attendees and observers at Congress are set out in Articles 18.4, 19.3 and 23.

## **ARTICLE 22**

### ***Eligibility of Congress Delegates***

Each Member Federation has the right to accredit a maximum of three delegates, subject to the following:

1. For a Member Federation to accredit more than one delegate to the Congress, both genders must be represented in the Member Federation's delegation;
2. Any Member Federation delegate must be a citizen or bona fide resident of the country or territory of the applicable Member Federation. Member Federations may not be represented by a delegate who is the representative of another Member Federation nor by a member of Council;
3. The president or secretary general of the Member Federation shall communicate the names of its federation's delegates by the registration deadline;
4. A Member Federation's delegate may only be changed at the request of the Member Federation's president or secretary general, and with the authorisation of the World Rowing President;
5. The Executive Committee has the authority to determine the legitimacy of the proposed delegates and its decision shall be final.

## **ARTICLE 23**

### ***Observers at the Congress***

Observers may attend in person part, or all of, the Congress with authorisation of the President.

## ARTICLE 24

### ***Agenda for Ordinary Congress***

1. The Agenda for an Ordinary Congress shall include:
  - a. Mandatory items
  - b. Opening of the session;
  - c. Identification of the delegates and confirmation of their authority;
  - d. Appointment of scrutineers for the period of Congress;
  - e. Approval of the minutes of last Congress;
  - f. President's report and reports from the Vice President, Treasurer, and Executive Director;
  - g. Reports of the Chair of the specialist Commissions;
  - h. Reports of the Continental Representatives and Co-opted Members;
    - i. Presentation of the financial statement;
    - j. Auditors report;
  - k. Approval of the financial statements;
    - l. Determination of entrance fee and annual subscription;
  - m. Budget for the following year;
  - n. Appointment of the external auditors;
  - o. Reports on future World Rowing events and Olympic and Paralympic Regattas;
  - p. Place and date of the next Congress;
  - q. Attribution of future World Rowing Championships in accordance with Rule 5;
    - r. Reports of Continental Rowing Confederations and other Member Groupings;
  - s. Any other business.
2. Additional items, as appropriate
  - a. Reports on applications for affiliation and voting consequent thereon;
  - b. Reconsideration or confirmation of decisions (ref. Article 28) taken by Council in accordance with the provisions of 21.4, 41.3.2 and 41.3.3 or by the Executive Committee in accordance with the provisions of Article 49.3.4;
  - c. Council and Executive Committee elections in accordance with Article 35 and Article 47;
  - d. Specific proposals to an existing agenda item from the Member Federations, Council or the Executive Committee;
  - e. Other additional agenda items proposed by the Member Federations, Council or the Executive Committee.

3. A matter which is not listed on the agenda of 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.

## ARTICLE 25

### ***Reports***

The Executive Committee or Congress may appoint individuals to report on matters brought before Congress. Congress may also require the Executive Committee to submit to it its views on questions to which it may wish to give further consideration.

## ARTICLE 26

### ***Specific Proposals and Additional Agenda Items from Member Federations***

1. 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.
2. Such submissions shall be made in writing in one of World Rowing's official languages and shall be received by the Executive Committee at least three months before the date of the relevant Congress.
3. If these are received at the World Rowing 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.

## ARTICLE 27

### ***Proposals from Council or Executive Committee***

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 Article 25. They may submit a proposal to Congress at any time provided it relates to an item on the agenda.

## ARTICLE 28

### ***Reconsideration and Confirmation of Decisions of Council or Executive Committee***

1. Requests to reconsider decisions of Council in accordance with Article 21.4 or the provisions of 41.3.2 and 41.3.3, or decisions of the Executive Committee in accordance with Article 49.3.4 shall be submitted to World Rowing 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 Council/Executive Committee following a vote for reconsideration by Congress, will not have retroactive effect unless Council/Executive Committee so decides.
2. 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 Congress for reconsideration

## ARTICLE 29

### ***Auditing of Accounts***

1. World Rowing's annual financial statements shall be audited each year by a professional external auditor. The auditors' report shall be presented at the Ordinary Congress.
2. The auditors are appointed each year by Congress, based on a recommendation from the Executive Committee

## ARTICLE 30

### ***Quorum at Congress***

Subject to the provisions of Article 63, no quorum is required and the decisions of Congress shall be valid, irrespective of the number of Member Federations represented.

## ARTICLE 31

### ***Voting at Congress***

1. In principle, voting at Congress shall take place by electronic means or by a method decided by the Executive Committee.
2. If a technical problem occurs the Member Federation delegates will maintain their rights. This may require a manual ballot, Congress to be adjourned until a later time, or closed and re-convened.
3. Each Member Federation, in good standing with World Rowing, irrespective of the number of delegates representing it, is entitled to cast either 1 (one), 2 (two) or 3 (three) votes on any item requiring a vote. The allocation of votes will be determined as follows for a four-year cycle, commencing on 1 January following the Summer Olympic and Paralympic Games.
  - a. Entitled 1 (one) vote: those Member Federations that meet all the obligations of membership of World Rowing in accordance with Article 13.
  - b. Entitled 2 (two) votes: those Member Federations that meet the above criteria, in Articles 31.3.1, and that have competed at any of the following regattas with a minimum of 12 crews during the previous four-year period:
    - i. World Rowing Championships
    - ii. World Rowing Beach Sprint Finals
    - iii. World Rowing U19 & U23 Championships
    - iv. Olympic or Paralympic Qualification regattas
  - c. Entitled 3 (three) votes: those Member Federations that meet the above criteria in Articles 31.3.1 and 31.3.2, and where such crews, excluding mixed crews, are at least 25% women's crews and at least 25% men's crews.
4. Council will determine voting entitlements based on Article 31.3 and Member Federations will be notified of such by 31 December in the year of the Summer Olympic and Paralympic Games.

## ARTICLE 32

### ***Majorities***

1. 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 (Article 21.4), a majority of two-thirds of valid votes is required. The majority required for Dissolution is explained in Article 63.
2. Abstentions and blank, incomplete or spoiled voting forms will not be considered "valid" votes.
3. In the case of votes with more than two options, such as elections with multiple candidates or the attribution of a World Rowing Championship regatta, as long as the absolute majority is not reached, additional rounds of voting will be required. In this case, the candidate or option obtaining the smallest number of votes shall be eliminated from each round.
4. In the case of a tie, a second round of voting shall be taken. If the vote is still tied after two rounds of voting, Council shall immediately carry out an internal vote to determine the decision.
5. In the case of an election with one single candidate, the absolute majority must nevertheless be reached.

## ARTICLE 33

### ***Date of Taking Effect***

Elections and decisions of a Congress shall take effect from 1 January following that Congress except where:

1. Congress determines otherwise,
  2. it is a Quadrennial Congress where decisions made take immediate effect.
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# PART III B. COUNCIL

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## ARTICLE 34

### ***Council***

1. 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.
2. Council consists of:
  - a. the President;
  - b. the Vice President;
  - c. the Treasurer;
  - d. the non-voting Executive Director;
  - e. the Chairs of the specialist Commissions;
  - f. the Continental Representatives; and
  - g. up to three Co-opted Member(s).
3. The President is chair of Council or, if unable, the Vice President or another specific nominee of the President is chair.
4. Except for the President and the Executive Director, Council members are not remunerated by World Rowing but may receive reimbursement of expenses.

## ARTICLE 35

### ***Election of Council Members***

1. Council members, with the exception of the Executive Director, the Athletes' Commission Chair, the Continental Representatives and the Co-opted Member(s), are elected for four-year terms by the Congress.
2. The elections for President, Vice President and Treasurer take place in the year following the Summer Olympic and Paralympic Games.
3. The elections for the Chairs of the specialist Commissions take place in the second and third years after the Summer Olympic and Paralympic Games.
4. The Athletes' Commission Chair is appointed for a four-year term in accordance with the Athletes' Commission Regulations & Election Procedures as set out in Appendix S5 and in the Bye-Laws to Article 35.

## **Bye-laws to Article 35 – Election of Council Members**

1. The President, Vice President and Treasurer are elected at the Ordinary Congress in the year following each Summer Olympic and Paralympic Games.
2. The Chairs of the following Commissions are elected in the second year after each Summer Olympic and Paralympic Games:
  - a. Competitive Rowing;
  - b. Events;
  - c. Masters Rowing;
  - d. Para Rowing;
  - e. Umpiring.
3. The Chairs of the following Commissions are elected in the third year after each Summer Olympic and Paralympic Games:
  - a. Coastal Rowing;
  - b. Equipment and Technology;
  - c. Gender Equality, Diversity & Inclusion (GEDI);
  - d. Indoor Rowing;
  - e. Sports Medicine;
  - f. Youth Rowing.
4. Except for the Chair of the Athletes' Commission, the Executive Committee shall give notice of those Council positions which are due for election at the time it sends the Convening Notice for the Congress.
  - a. The notice will call for nominations for the positions to be elected by Congress.
  - b. The nomination must be made by the Member Federation of the candidate and shall include a completed World Rowing Nomination Form.
  - c. The nomination must be received at World Rowing headquarters no later than three months before the date of the Congress.
  - d. No later than one month after the closing date for nominations, World Rowing shall send to all Member Federations a list of all valid nominations received by the closing date.
5. Council may approve campaign guidelines for any elected World Rowing position.
6. The appointment of the Chair of the Athletes' Commission shall be held in accordance with the Athletes' Commission Regulations & Election Procedures as set out in Appendix S5.

## ARTICLE 36

### ***Appointment of the Executive Director***

The Executive Director is appointed by the Executive Committee. The Executive Director, who will also act as Secretary General, shall be supported by administrative staff.

## ARTICLE 37

### ***Appointment of the Continental Representatives and Co-opted Members***

1. Continental Representatives shall be appointed by Council, for each of the following continents: Africa, Asia, Europe, Oceania, and The Americas upon proposal by the Executive Committee. Before making these appointments, Council may consult the Member Federations concerned. The Continental Representatives shall represent World Rowing in their continent.
2. Up to three Co-opted members shall be appointed by Council upon proposal by the Executive Committee, in principle, to complement the skill set of Council.
3. 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.

## ARTICLE 38

### ***Eligibility of Council Members***

1. Candidates for the position of President, Vice President and Treasurer must have represented their Member Federation, in person, a minimum of four times in total in any of the following events:
  - a. a World Rowing Congress (as a delegate or Council Member);
  - b. as a rower in the following events:
    - i. World Rowing Championships, World Rowing Beach Sprint Finals or World Rowing Indoor Championships,
    - ii. Olympic Games rowing regatta,
    - iii. Paralympic Games rowing regatta.
2. Candidates for all Council positions must present expertise and experience that are relevant to Council position and the related duties as described in the Statutes and Bye-Laws. Candidates must complete an integrity check and conflict of interest form which shall be reviewed by a panel appointed by the Executive Committee.
3. 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.
4. Council members may hold office until 31 December of the year in which they reach the age of 70.

## ARTICLE 39

### ***Honorary Members***

1. Upon 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.
2. Honorary Council Members shall not, however, be entitled to participate in the work of Council or have voting rights.

## ARTICLE 40

### ***Decisions of Council***

Decisions of Council are 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 Article 32.

## ARTICLE 41

### ***Duties of Council***

The authority and responsibilities of Council are:

#### 1. Strategic Direction

- a. To establish a strategic plan and take such steps as may be necessary to achieve the Objects laid down in Article 3 of the Statutes;
- b. To ensure the execution of decisions taken by Congress;
- c. To assign duties to the Commissions.

#### 2. Events

- a. To ensure the maintenance of proper standards in the organisation of all World Rowing events, all events conducted under the authority of World Rowing in general, and in particular, Olympic, Paralympic and Youth Olympic regattas;
- b. In accordance with Rule 5, to select the most suitable bids from candidate Member Federations for the organisation of World Championships and propose it (them) to Congress for approval and attribution;
- c. To attribute events based on the most suitable bids for World Rowing Cups, Coastal and Indoor Championships, and Masters Regattas.

#### 3. Governance

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

#### 4. Membership

- a. In accordance with Article 47, to propose three Council members to Congress to be elected to the Executive Committee;
- b. In accordance with Article 37, to appoint Continental Representatives and Co-opted Members;
- c. In accordance with Article 44, to appoint Commission members.

5. Internal Audit Committee - Council may appoint an Internal Audit Committee to provide an independent review of governance, processes and risk management. Membership and duties of the Internal Audit Committee shall be set out as Bye-Laws.

## ARTICLE 42

### ***Duties of Council Members***

The duties of Council members shall be set out as Bye-Laws.

[See Appendix S7 - Appendix S7 - Bye-laws to Article 42 – Duties of Council Members](#)

## ARTICLE 43

### ***Council Meetings***

1. 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. Council may make decisions by correspondence.
2. The agendas for all meetings are established by the Executive Committee.
3. Reports on Council meetings shall be circulated to all Member Federations and Council and Commission members within one month of the meeting.

## ARTICLE 44

### ***Commissions and Working Groups***

1. Council may establish specialist Commissions to advise on and undertake sport related activities as required and on terms defined by Council.
2. Subject to Article 44.6 below and except for the Athletes' Commission, the Commissions shall consist, in principle, of four to eight members in addition to the Chair. The Chair shall be a member of Council. Council shall determine from time to time the size of each Commission.
3. Except for the elected members of the Athletes' Commission, the Commission members are appointed by Council for a term of four years which may be renewed.
4. Council shall seek to appoint the most qualified people to each Commission having regard also to the desirability of achieving gender and geographical representation. Candidates must complete an integrity check and conflict of interest form which shall be reviewed by a panel appointed by the Executive Committee.
5. Commission members may serve on the Commission until 31 December of the year in which they reach the age of 70.
6. Cross Commission members are drawn from Council and/or other relevant Commissions. Cross Commissions are chaired by an elected Chair who shall be a member of Council and shall not necessarily be a member of another Commission.
7. Consistent with their mandate, Council may also create Working Groups for specific tasks which may include non-members Council. Such Working Groups will report to Council.

## **Bye-laws to Article 44 – Commissions**

### **1. World Rowing Commissions**

Council has established the following specialist Commissions:

- a. Discipline Commissions – with expertise on the competition and training aspects of the disciplines of the sport:
  - i. Competitive Rowing
  - ii. Coastal Rowing
  - iii. Indoor Rowing
- b. Technical Commissions – with expertise and or experience relevant to the duties of the Commission set out in Bye-Law to Article 45:
  - i. Athletes'
  - ii. Coaching Development Cross Commission (the chair shall be the Chair of the Competitive Rowing Commission)
  - iii. Equipment and Technology
  - iv. Events
  - v. Masters Rowing
  - vi. Para Rowing
  - vii. Sports Medicine
  - viii. Umpiring
  - ix. Gender Equality Diversity and Inclusion Cross Commission
  - x. Youth Rowing

### **2. Appointments to Commissions**

- a. For all Commissions, except Cross Commissions and the Athletes' Commission, the Executive Committee will call for nominations for Commission membership in the year of election of the Commission Chair. Candidates, including current Commission members seeking reappointment, must be nominated in writing by their Member Federations no later than the end of the Congress of that year.
- b. Appointments of Commission members are made by Council on the recommendation of the newly elected Commission Chair.

### **3. Athletes' Commission – Appointments & Elections**

The Athletes' Commission shall consist of elected and appointed members. 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 & Election Procedures (see Appendix S5).

4. Member Federations nominating candidates are required to commit to provide financial support for the travel and work of the Commission members, if they are appointed.
5. Exceptionally, a current Commission member may be nominated for reappointment by the Executive Committee.
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.

[See Appendix S5 - Appendix S5 - World Rowing Athletes' Commission Regulations & Election Procedures](#)

#### ARTICLE 45

### ***Duties of the Commissions and Working Groups***

The duties, authority and field of activity of each Commission and Working Group shall be set out in the Bye-Laws.

[See Appendix S8 - Appendix S8 - Bye-laws to Article 45 – Duties of the Commissions and Working Groups](#)

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# PART III C. EXECUTIVE COMMITTEE

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## ARTICLE 46

### ***Executive Committee***

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 Council, Commissions and Working Groups.
2. The Executive Committee consists of:
  - a. the President;
  - b. the Vice President;
  - c. the Treasurer;
  - d. the non-voting Executive Director;
  - e. the three Council members (elected according to Article 47); and
  - f. the Athletes' Commission Chair.
3. The President is chair of the Executive Committee or, if unable, the Vice President or another specific nominee of the President is chair.

## ARTICLE 47

### ***Election of the three Council members to the Executive Committee***

1. At the Ordinary Congress in the year following each Summer Olympic and Paralympic Games, three Council members shall be elected individually to the Executive Committee based on a proposal from Council.
2. The following Council Members are eligible for this election:
  - a. Chairs of the specialist Commissions
  - b. Continental Representatives
  - c. Co-opted Members
3. Candidates for these three positions on the Executive Committee shall have been in a Council role since 1 January of the year of this election.
4. If one or more of the proposed candidates does not receive a majority according to Article 34, there will be additional rounds of voting where all interested and eligible Council members shall be eligible to stand for election to the unfilled position(s).
5.
  - i. Notwithstanding Articles 46,47.1, 47.2 and 47.3, if, at the conclusion of the Ordinary Congress in the year following each Summer Olympic and Paralympic Games, the elected members of the Executive Committee (including the Athlete Commission Chair) collectively represent less than three continents, one additional member (the Appointed member) will be appointed to the Executive Committee by Council. The process for this appointment is set out in the By-law to Article 47.
  - ii. Determination of the continental representation on the Executive Committee shall follow the principles set out in Article 22.1.2 regarding their nominating Member Federation.
  - iii. Council will approve the Appointed member no later than 31 March in the year after the Ordinary Congress following the Summer Olympic and Paralympic Games.
  - iv. The Appointed member's term shall be up to two years starting from the date of Council's approval and running until 31 December in the calendar year after the appointment. The Appointed member will have the rights and responsibilities of an Executive Committee member during their term.
  - v. Where the number of continents represented on the Executive Committee remains below three, the Appointed member, or a replacement, will be re-appointed for subsequent terms, subject to Article 38.3 and Article 38.4.
  - vi. Where the number of Continents represented on the Executive Committee meets or exceeds three, the Appointed member will conclude their membership at the end of their

current term.

#### **Bye-laws to Article 47 - Process for nomination of the Appointed member**

- a) The Executive Committee will recommend to Council for approval, a nominee from Council from a continent not already represented on the Executive Committee, for the Appointed member, following an analysis of the experience and skills needs of the Executive Committee.
- b) If no Council members are willing or able to stand as the Appointed member, the Executive Committee may recommend to Council an existing member of a Specialist Commission, who, as per principles set out in Article 22.1.2 regarding their nominating Member Federation, is from a continent not already represented on the Executive Committee.

#### **ARTICLE 48**

##### ***Decisions of the Executive Committee***

Decisions of the Executive Committee are 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 Article 32.

## ARTICLE 49

### ***Duties of the Executive Committee***

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

1. Management
  - a. To oversee the strategic direction of World Rowing activities with the relevant external and internal bodies;
  - b. To manage World Rowing administratively and financially. To this end, the Executive Committee may establish administrative offices with remunerated personnel;
2. Governance
  - a. To decide all questions of interpretation of the Statutes, Rules of Racing, Bye-Laws and Event Regulations;
  - b. In the case of a breach of the Statutes, Rules of Racing, Bye-Laws or Event Regulations, or in the case of negligent or inappropriate behaviour, to decide sanctions, at any time, as provided for in Article 60 on Member Federations, entities, clubs or individuals;
3. General
  - a. To convene Congress and Council meetings, prepare the agendas and supporting documentation;
  - b. To keep Member Federations informed of World Rowing's activities;
  - c. To perform all other duties of the Executive Committee as established in World Rowing's Statutes, Rules of Racing, Bye-Laws and Event Regulations;
  - d. To make any decisions appropriate to the circumstances in the interests of the sport of rowing;
  - e. To assume all responsibilities which are not expressly attributed to another entity within World Rowing.
4. Finance Committee - 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.
5. Consistent with their mandate the Executive Committee may delegate assignments, or projects to appropriately qualified non-members of Council, who will report to the Executive Committee.

## ARTICLE 50

### ***Executive Committee Meetings***

The Executive Committee shall 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, with reasons, to the President. The Executive Committee may make decisions by correspondence. The agendas for all meetings shall be established in advance by the chair of the meeting. Decisions of the Executive Committee shall be recorded and circulated to all Council members in a timely manner.

## ARTICLE 51

### ***Casual Vacancies***

In case of a casual vacancy in the Executive Committee or Council, the Executive Committee may replace the member concerned until the next Congress.

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# PART IV – INDIVIDUAL OBLIGATIONS

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## ARTICLE 52

### ***Commitment***

Any party that deals with World Rowing, is a member of World Rowing, or shares in its activities, including a party which:

1. Participates in an event under the authority of World Rowing;
2. Acts as an official (trainer, coach, team manager, delegate, representative or other related party) of a team, a club, a Member Federation, Continental Rowing Confederation or other Member Grouping;
3. Officiates as an international umpire or in a similar role;
4. Organises or participates in a competition which is placed under World Rowing's authority, according to the Statutes and Rules of Racing;
5. Assumes any role within World Rowing; recognises and accepts the following, subject to 5.v
  - i. The World Rowing Statutes, Rules of Racing, Bye-Laws and Event Regulations;
  - ii. World Rowing's authority on all matters concerning international rowing;
  - iii. The mandatory nature of the Statutes, the Bye-Laws and other Rules regulating World Rowing, in their current version and as amended from time to time;
  - iv. World Rowing's 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 World Rowing, to the exclusion of any ordinary court of law, any civil judicial authority of any country and any other arbitration body:
    - a. Subject to Article 56, to settle any dispute which directly involves World Rowing, one of its bodies, one of its Executive Committee members, any person acting on its behalf (Council and Commission members, umpires, and any others), one of its members or an organising committee of a World Rowing event run under World Rowing's authority (see Article 61);
    - b. To review any decision alleged to violate any relevant law, any fundamental legal principles or World Rowing statutory clause (see Article 61)
    - c. To rule on any appeals from disciplinary sanctions or penalties of any kind, made by World Rowing or one of its bodies (see Article 62).

- vi. The final and without appeal status of the decisions made by the CAS;
- vii. The requirement to abide by the decisions of World Rowing and CAS without attempting to hinder their application;
- viii. The application of Swiss law and the rules of Swiss federal procedure supplemental to World Rowing and CAS rules and regulations with Lausanne as the only place and seat of the arbitration.

## ARTICLE 53

### ***Individual and Written Confirmation of Commitments***

1. Although the commitment set out in Article 52 is mandatory and automatic, World Rowing 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:
  - a. Any Member Federation or any rowing federation which wishes to become a member;
  - b. Any rower, club, official or international umpire likely to participate in an event or activity under World Rowing's authority;
  - c. An organising committee or its members of any event under World Rowing's authority.
2. These confirmations are valid unless and until they have been formally revoked in writing and this written revocation has reached the World Rowing 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.

#### **Bye-laws to Article 53 – Commitment Forms**

If a rower is not able to provide consent for the commitment form(s) by reason of age, physical impairment or mental impairment then a parent or guardian must provide consent by signing the commitment form on behalf of the rower.

[See Appendix S10a - Appendix S10a - Bye-laws To Article 53 - World Rowing Commitment Form](#)

[See Appendix S10b - Appendix S10b - Bye-laws To Article 53 - WADA Consent Form](#)

# PART V – INTEGRITY OF THE SPORT

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## ARTICLE 54

### ***Ethical Principles and Integrity***

1. Any party which deals with World Rowing and/or shares in its activities, notably those referred to in Article 52, commits to act in a manner prescribed in the relevant Bye-Laws (Bye-Laws to Article 54 – World Rowing Code of Ethics, Appendix S11) and according to all generally recognised ethical principles including the principles of the IOC Code of Ethics.
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.

[See Appendix S11 - Appendix S11 - Bye-laws to Article 54 – World Rowing's Code of Ethics](#)

[See Appendix S11a - Appendix S11a - Athlete's Rights And Responsibilities Declaration](#)

[See Appendix S11b - Appendix S11b - Safeguarding Participants In Rowing From Harassment And Abuse](#)

[See Appendix S11c - Appendix S11c - Basic Universal Principles of Good Governance Within the Olympic Movement](#)

## ARTICLE 55

### ***Integrity in Competition***

Any party which deals with World Rowing and/or shares in its activities, notably those referred to in Article 52, 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 S12).

[See Appendix S12 - Appendix S12 - Bye-Laws to Article 55- Manipulation of Competition and Betting](#)

## ARTICLE 56

### ***Right of Complaint***

1. Any party claiming to have a valid complaint in relation to Articles 54 and/or Article 55 concerning a party mentioned in Article 52 may submit it to World Rowing in line with the procedure set out in the World Rowing Complaints and Whistleblowing Policy.
2. 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.
3. The relevant authority may make any decision it deems appropriate, and the decision may be published.

## ARTICLE 57

### ***Applicable Procedural Rules***

The Executive Committee and the IOC Ethics Commission shall respect the principles stipulated in Article 59.

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# PART VI – JUDICIAL PROVISIONS

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## ARTICLE 58

### ***Judicial Bodies of World Rowing***

1. The following bodies of World Rowing have judicial powers in accordance with the Statutes and related Bye-Laws:
  - a. Congress;
  - b. Council;
  - c. the Executive Committee; and
  - d. the Ethics Panel (Bye-Laws to Article 54).
2. With the exception of the Ethics 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 Article 59 and Article 60 shall be followed.

## ARTICLE 59

### ***Procedural Rules Applicable to the Judicial Bodies of World Rowing***

1. The judicial bodies of World Rowing shall provide due process to all parties involved and shall respect their fundamental rights. They recognise in particular:
  - a. That a person who may have a conflict of interest shall not be a member of the decision-making body;
  - b. The right of the person charged to know the charge and to examine their file;
  - c. The right to know the penalties which might be imposed;
  - d. The right to be heard, to present a defence, to produce evidence and to be assisted by counsel;
  - e. The right to receive a written decision from World Rowing with reasons for that decision.
2. The procedural rules applicable to objections, protests and appeals relating to rowing competitions are covered in the Rules of Racing and related Bye-Laws.
3. For all situations not covered by the Statutes, Rules, Bye-Laws and Event Regulations, the judicial bodies of World Rowing shall apply Swiss law and the rules of Swiss federal procedure.

## ARTICLE 60

### ***Sanctions and Financial Compensation***

1. The judicial bodies of World Rowing have the power to make decisions and impose sanctions in their areas of responsibility set out in the Statutes and Bye-Laws. They can impose sanctions including but not limited to the following:
  - a. Reprimand, which may be a public reprimand;
  - b. Ban from competition;
  - c. Fine;
  - d. Expulsion (according to Article 15);
  - e. Any other appropriate measure.
2. If appropriate, the judicial body concerned may take the following actions:
  - a. Suspend for a definite period, in part or in whole, either the ban from competition or the payment of the fine on such conditions as it considers appropriate; and/or,
  - b. Order payment of money as financial compensation or fine against those (in particular Member Federations, clubs, rowers, or officials) who have been found to have acted in a negligent or inappropriate manner including where such conduct has caused financial loss or damage to another party or breached these Statutes and Bye-Laws; and/or,
  - 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.

## ARTICLE 61

### ***Ordinary Arbitration Proceedings***

Any party who alleges that a decision made by a World Rowing judicial body violates fundamental legal principles or World Rowing statutory clause(s), or who has a dispute with World Rowing, 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 World Rowing 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 Ordinary Arbitration Division are final and may not be appealed.

## ARTICLE 62

### ***Appeal Arbitration Proceedings***

Any party penalised by a judicial body of World Rowing 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 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. The decisions made by the CAS Appeals Arbitration Division are final and may not be appealed.

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## **PART VII – DISSOLUTION**

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## ARTICLE 63

### ***Dissolution***

The dissolution of World Rowing 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.

## ARTICLE 64

### ***Assets***

If the motion for dissolution is carried, the Executive Committee shall be entitled to realise the assets of World Rowing which shall be divided equally between the Member Federations constituting World Rowing at the time the vote is taken.

## ARTICLE 65

### ***Exceptions***

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 World Rowing.

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## PART VIII – CONCLUDING PROVISIONS

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### ARTICLE 66

#### *Concluding Provisions*

The Statutes were approved effective immediately by the Quadrennial Congress, 14-15 March 2025, held in Lausanne, Switzerland.

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# Appendices

## APPENDIX S1

### ***Appendix S1 - Bye-laws To Article 10 - Challenges To A Member Federation's Eligibility***

1. In the event that another national organisation (the “Challenging Organisation”) challenges the eligibility of an existing Member Federation, the following documents shall be submitted to World Rowing as required in order to evaluate the case:
  - a. Reports from World Rowing officials and / or recognised organisations, including:
    - a. World Rowing Council members;
    - b. Continental Rowing Confederation.
  - b. Documentation from the existing Member Federation, including but not limited to:
    - i. Recent confirmation from the National Olympic Committee that it is the recognised validly elected national federation for Rowing. If the documentation confirms the eligibility of the existing Member Federation, the case will be closed.
    - ii. A copy of the latest Statutes, with a certified translation in one of World Rowing’s official languages;
    - iii. A list of all rowing clubs in the country with a list of their active affiliated member clubs;
    - d. The minutes of its most recent elective General Assembly or Board meeting where the Member Federation President was appointed or elected, including the participants’ list.
  - c. Documentation from the Challenging Organisation. If the World Rowing Executive Committee so requires, it will request additional information from the Challenging Organisation including but not limited to:
    - i. Evidence that the Challenging Organisation includes representatives of a majority of the active rowing clubs in the country;
    - ii. The minutes of its most recent elective General Assembly or Board Meeting where the Challenging Organisation President was appointed or elected, in which the current office holders took office, including the participants’ list;
    - iii. A copy of its Statutes, with a certified translation in one of World Rowing’s official languages;
    - d. The reasons why a new federation was created.
2. Following the evaluation of the above information, the World Rowing Executive Committee shall take any measure it considers appropriate.

## APPENDIX S2

### ***Appendix S2 - Bye-laws To Article 11 - Claims Of External Interference***

1. In the event of claims of external interference in a Member Federation, the following documents shall be submitted to World Rowing as required in order to evaluate the case:
  - a. Reports from World Rowing officials / recognised organisations, including:
    - i. World Rowing Council members;
    - ii. Continental Rowing Confederation.
  - b. Documentation from the Member Federation, including but not limited to:
    - i. A copy of the latest Statutes with a certified translation in one of World Rowing's official languages;
    - ii. A list of the active affiliated rowing clubs in the country;
    - iii. The minutes of its most recent elective General Assembly or Board Meeting where the President was appointed or elected, including the participants' list; minutes of meetings where relevant and/or recent changes were made to the Statutes;
    - iv. Recent confirmation from the National Olympic Committee that it is the recognised, validly elected, national federation for Rowing;
    - v. Any evidence which documents interference by an external organisation or authority.
2. If appropriate, especially if there is evidence of government interference, World Rowing will notify and consult with the IOC and/or any other pertinent sport organisation.
3. Following its investigation, the World Rowing Executive Committee shall take any measure it considers appropriate.

## ***Appendix S3 - Bye-laws to Article 18 – Recognition of Continental Rowing Confederations***

1. To be recognised by World Rowing, a Continental Rowing Confederation shall submit a written application to World Rowing at least three months before the date of the next Congress.
2. The application must include the following:
  - a. A written undertaking to:
    - a. Observe World Rowing's Statutes, Rules of Racing, Bye-Laws and Regulations;
    - 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;
  - b. Written confirmation that the Continental Olympic Association recognises the Confederation as the continental confederation for rowing;
  - c. A copy of its Statutes with a certified translation in one of World Rowing's official languages. The Confederation's Statutes shall not be inconsistent with those of World Rowing and the Olympic Charter;
  - d. Details of the governance structure of the Confederation and names of the office bearers;
  - e. A detailed report of its objectives and activities;
  - f. Any other information as required by World Rowing.
3. A Continental Rowing Confederation shall be recognised by a vote of Congress, upon recommendation by the Council.

## APPENDIX S4

### ***Appendix S4 - Bye-laws to Article 19 – Recognition of Other Groupings of Member Federations***

1. To be recognised by World Rowing, a Grouping of Member Federations shall submit a written application to World Rowing.
2. The application must include the following:
  - a. A written undertaking to:
    - i. Observe World Rowing's Statutes, Rules of Racing, Bye-Laws and Regulations;
    - ii. 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;
  - b. A copy of its Statutes with a certified translation in one of World Rowing's official languages. The Statutes shall not be inconsistent with those of World Rowing;
  - c. Details of the governance structure of the Grouping and names of the office bearers;
  - d. A detailed report on its objectives and activities;
  - e. A list of Member Federations;
  - f. Any other information as required by World Rowing.
3. A Grouping shall be recognised by a vote of the Council.

## ***Appendix S5 - World Rowing Athletes' Commission Regulations & Election Procedures***

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

#### **1. Preamble**

- a. These regulations set out the membership criteria, election and appointment procedures of the Athletes Commission (AC) members and the AC Chair.
- b. The Purpose and Activities of the AC are set out in Appendix S8 – Duties of Commissions and Working Groups.

#### **2. Membership**

- a. The AC is composed of ten (10) members, who are Active Athletes or Recently Retired Athletes:
  - i. Five (5) Active Athletes or Recently Retired Athletes elected at the WRCh by their peers, in accordance with Article 3 Election and Appointment of AC Members;
  - ii. Five (5) Active Athletes or Recently Retired Athletes appointed by Council, in accordance with Article 3 Election and Appointment of AC Members.
  - iii. Of the five (5) elected AC members, four (4) shall represent flat water Rowing (including Para Rowing), and one (1) shall represent Coastal Rowing.
- b. An Active Athlete is an athlete who competed at a Senior and/or World Rowing Beach Sprint Championship (WRCh), in the applicable discipline or format (flat water Rowing, including Para Rowing; Coastal Rowing), as a representative of a Member Federation, in the year of their election or appointment. The athlete should be a national of that country.
- c. A Recently Retired Athlete is an athlete who competed at a WRCh or the Olympic & Paralympic Games, in the applicable discipline or format (flat-water Rowing, including Para Rowing, and Coastal Rowing), as a representative of a Member Federation, in the previous eight (8) years.
- d. Membership of the AC is subject to the World Rowing Statutes Art.54 Ethical Principles and Integrity.
- e. Members of the AC must be eligible for membership at the time of the election and appointment process and may then serve a full four year-term.

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

- a. Elections and appointments of AC members will be held in the 2nd year following the year of the Summer Olympic and Paralympic Games (AC Election Year).

- b. The election of AC members will take place at the respective WRCh for the relevant discipline.
- c. The procedure for election of AC members shall be conducted in accordance with Section II: The Athletes' Commission Election Procedure.
- d. Following the election of the elected AC members, Council shall, on the recommendation of the AC Election and Appointment Committee, appoint or re-appoint five (5) AC members possibly chosen from among the candidates in such election, or additional candidates.
- e. 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**

- a. 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.
- b. 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 Article 2 Membership.

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

- a. Council shall appoint the AC Chair. In appointing the Chair, Council will take into consideration the AC's proposed candidate. The AC's proposed candidate will be determined in accordance with Arts. 5.3 and 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.
- b. 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.
- c. 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. 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 and appointment administration.
  - iv. All AC members are eligible to vote, including outgoing members.

- v. A candidate requires an absolute 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 eliminated from the following round. A new vote will be held until a candidate receives an absolute majority of the votes cast.

## **Part 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 involved 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 & Nomination Process**

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

- a. The candidate must be an Active Athlete or Recently Retired Athlete, in accordance with Arts. 2.2 and 2.3 of the AC Regulations.
- b. 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.
- c. All candidates for the AC elections are subject to the World Rowing Statutes, Art.54 Ethical Principles and Integrity.
- d. In accordance with the World Rowing Statutes, Bye-Law to Article 15, a MF which is not in good standing or has outstanding debts with World Rowing, cannot nominate a candidate for the AC election.
- e. 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).
- f. MFs intending to nominate a candidate shall submit a completed nomination form, by the published deadline in the format communicated by World Rowing.
- g. MFs may nominate one candidate only in any AC Election Year.
- h. At least two (2) 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.

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

- a. Following the publication of the candidate list for the election, candidates may start promotional activities.
- b. 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.
- c. Candidate promotional activities shall be carried out in accordance with the World Rowing Rules of Conduct for Elections.

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

- a. Each athlete holding an athlete accreditation (including, for the sake of clarity, the onsite spare athletes) for the relevant WRCh during which the election takes place will have the right to vote in person. Voting by proxy is not allowed.
- b. 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.
- c. Any votes that do not comply with the voting instructions will be declared null and void.
- d. Voting will be in person only unless otherwise decided by World Rowing.
- e. The elected athletes will be those who have obtained the highest numbers of valid votes, for the vacant elective position(s).
- f. 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.
- g. The AC Election Committee will inform the Executive Committee of the election results. The Executive Committee will announce the election results.

### **Part III – Athletes' Commission Election and Appointment Committee**

1. An AC Election & Appointment Committee will be convened at the beginning of the AC Election Year.
2. The Committee shall be composed of one chair and at least two members, appointed by the Executive Committee. The Chair of the Election Committee will be a Council member; the other two members will be Council or Commission members. The Committee will be supported by the staff member responsible for AC election administration.
3. The role of the AC Election and Appointment Committee is to ensure compliance with the AC Election Procedure, and to supervise the entire election process and procedure. The

Committee will also recommend AC members to Council for appointment, in accordance with Part I, Article 3

## APPENDIX S6

### ***Appendix S6 - Bye-laws to Article 41 – Internal Audit Committee***

1. The Internal Audit Committee provides oversight on audit, finance, risk management and governance matters, including overseeing the following:
  - a. the appropriateness of the four-year and annual budget process,
  - b. the integrity of the financial statements,
  - c. compliance with applicable accounting principles and laws,
  - d. internal controls as they relate to financial reporting and non-financial matters,
  - e. the qualifications, independence, appointment and work of the external auditor, and
  - f. the effectiveness of World Rowing's risk management infrastructure.
2. The Internal Audit Committee shall submit a report to the Ordinary Congress each year.
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.
4. World Rowing Council shall appoint the members of this committee for a four-year term starting on 1 January in the year following the Olympic and Paralympic Games.

## ***Appendix S7 - Bye-laws to Article 42 – Duties of Council Members***

### **1. Duties of the President**

The President of World Rowing:

- a. Leads and represents World Rowing;
- b. Chairs the Congresses, Council and Executive Committee meetings, Joint Commissions Meetings, and other meetings, where appropriate, and which are organised within World Rowing or by World Rowing. In the absence of the President meetings are chaired by the Vice President or another specific nominee of the President;
- c. Proposes and supports initiatives to promote World Rowing's goals, delegates tasks to members of the Executive Committee, Council, Commissions and working groups, in addition to those set out in the Statutes and Bye-Laws, and encourages the Member Federations to be active contributors to the advancement of rowing;
- d. Submits a report to the Ordinary Congress each year; and
- e. May make necessary decisions in urgent circumstances when the competent body within World Rowing cannot be consulted for timely action. Such decisions shall be deemed to be decisions of Council for the purposes of Article 21 and shall be brought to the competent body for confirmation at the next possible opportunity.

### **2. Duties of the Vice President**

The Vice President of World Rowing:

- a. Carries out such duties as are delegated by the President;
- b. Is responsible for representing World Rowing when the President is unable to do so, or when requested by the President or the Executive Committee;
- c. Works on special assignments and working groups when requested to do so by the President, Executive Committee or the Council;
- d. Oversees the work of the World Rowing Development Programme; and
- e. Submits a report to the Ordinary Congress each year.

### **3. Duties of the Treasurer**

The Treasurer of World Rowing:

- a. 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;

- b. Chairs and calls for meetings of the Finance Committee, and reports to the Executive Committee on the activities of the Finance Committee;
- c. Is a member of the Internal Audit Committee and is responsible for convening the meetings; and
- d. Submits a report and presents the financial statements to the Ordinary Congress each year.

#### **4. Duties of the Executive Director**

The Executive Director of World Rowing:

- a. Conducts the day-to-day operations of World Rowing, within the policies and objectives approved from time to time by the Executive Committee;
- b. Acts under the supervision and with the support of the President within the limits of authority and budget approved by the Executive Committee;
- c. Appoints and manages the World Rowing staff within the human resources plan approved by the Executive Committee;
- d. Secures proper financial management and accounting, including adequate reporting;
- e. Prepares, in consultation with the Treasurer, the annual and four-year budgets and financial statements to be finalised in the Finance Committee and approved by the Executive Committee;
- f. Reports to the Executive Committee and Council on all World Rowing's affairs as appropriate; and
- g. Submits a report to the Ordinary Congress each year.

#### **5. Duties of the Commission Chairs**

The Chairs of the Commissions of World Rowing:

- a. Advise, direct and represent Council in their technical areas;
- b. Convene meetings of their Commission as appropriate to fulfil the duties of their Commission in line with Article 45 Duties of the Commissions and Working Groups;
- c. Chair Commission meetings and allocate duties to the Commission members in accordance with the Bye-Laws to Article 45 (Appendix S8);
- d. Prepare annual budget proposals with the Executive Director for approval by the Executive Committee;
- e. Propose appointments to their Commission for approval by the Council;
- f. Report to Council on technical matters related to their Commission and submit reports on their Commission's activities to the Ordinary Congress each year; and

- g. Provide support to the Development Programme as required.

## **6. Duties of the Continental Representatives**

The Continental Representatives:

- a. Represent World Rowing within their continent;
- b. Promote rowing and maintain close and regular contact with the Member Federations, Continental Rowing Confederations and Groupings of Member Federations, and regatta organisers in their continents;
- c. Promote and support development initiatives and advise World Rowing on rowing development within their continent;
- d. Observe the major international regattas held within their continent;
- e. In case of non-observance of the Statutes and Rules of Racing in their continent, submit reports to the Executive Committee;
- f. Submit reports to the Ordinary Congress each year. For this purpose, they may request reports from the Member Federations within their continent; and
- g. Submit to the Executive Committee reports and minutes of meetings attended within their continent, where those meetings relate to their World Rowing responsibilities.

## **7. Duties of the Co-opted Members**

The Co-opted Members:

- a. May be assigned specific duties by the President as required.
- b. Submit a report to the Ordinary Congress each year.

## ***Appendix S8 - Bye-laws to Article 45 – Duties of the Commissions and Working Groups***

### **1. General Duties of the Commissions**

Each Commission shall:

- 1.1 Meet as required to fulfil their duties and when convened by their Chair. In principle, they shall meet at least twice a year; one of the meetings being the annual Joint Commissions Meeting. Meetings should be held as virtual meetings where possible;
- 1.2 Liaise with the President, Council and the Executive Director through its Chair;
- 1.3 Liaise with other Commissions generally and at Joint Commissions meetings and World Rowing Championships;
- 1.4 Undertake their specialist commission duties across the different disciplines and areas of rowing;
- 1.5 Submit an annual programme request with proposed budget to the Executive Committee;
- 1.6 Produce minutes of Commission meetings for circulation to Council by the Executive Director.

### **2. Specific Duties of the Discipline Commissions:**

#### **2.1 Competitive Rowing Commission**

##### **a. Purpose**

- i) To encourage and support the growth of rowing in support of World Rowing's Strategy.
- ii) To act as a centre of excellence for the discipline of classic rowing and provide support for sustainable development.

##### **b. Activities**

###### **i) Discipline Oversight**

a. To guide the strategic growth of international rowing competitions and support the development of different competition formats.

b. Centralise information about the discipline, as it relates to key stakeholders.

Develop activities to build capacity across all areas of the discipline.

###### **ii) Competition**

a. To analyse and provide advice on international rowing competition in terms of composition (events, boat-classes and categories), conditions, environment, and the international regatta calendar.

b. 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.

c. To undertake the tasks delegated to it by Council or the Rules in relation to World Rowing events, including but not limited to fairness and seeding.

iii) Discipline Development

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

b. To assist in the implementation of the coaching development programmes in conjunction with World Rowing's Development Department. To provide appropriate coaching content and organise the annual World Rowing Coaches Conference.

c. To nominate appropriate coaching experts for the Coaching Development Cross Commission.

c. Membership

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.

## **2.2 Coastal Rowing Commission**

a. Purpose

i) To aide and encourage the growth of coastal rowing to support World Rowing's Strategy.

ii) To build capacity across the discipline by developing skills, knowledge and experience in a range of areas serving coastal rowing.

iii) To oversee and promote on a national and international basis touring and recreational rowing.

b. Activities

i) Discipline Oversight

a. To guide the strategic growth of international coastal rowing competitions and to support the development of different competition formats.

b. To centralise information about the discipline, as it relates to key stakeholders.

Develop activities to build capacity across all areas of the discipline.

ii) Competition

a. 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.

b. 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.

c. Support the organisation of the World Rowing Coastal Championship, World Rowing Beach Sprint events, and other coastal rowing events within World Rowing.

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

iii) Discipline Development

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

b. To assist in the implementation of the Coaching Development Programme in conjunction with the Development Department.

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

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

iv) Recreational Rowing

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

b. To develop activities to protect and promote heritage boat classes and support the traditional activities and regattas.

c. To foster communication between the different rowing communities.

c. Membership

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.

### **2.3 Indoor Rowing Commission**

a. Purpose

i) To aide and encourage the growth of indoor rowing, virtual rowing, e-rowing and Esports to support World Rowing's Strategy.

ii) To differentiate indoor rowing, as a standalone discipline of rowing, while honouring its traditions and history.

b. Activities

i) Discipline Oversight

a. To guide the strategic growth of international indoor rowing competitions and challenges and to support the development of different competition formats.

b. Facilitate collaboration between indoor rowing industry stakeholders for the benefit of the discipline.

ii) Competition

a. 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.

b. Support the organisation of the World Rowing Indoor Championships and other

indoor rowing events within World Rowing.

- c. Develop a range of competition opportunities and drive inclusion of the discipline in multisport, and other, events.
- d. Promote indoor rowing as an inclusive discipline providing both competitive and participation/recreational opportunities for all.
- e. To support the growth and development of rowing as an Esport and virtual sport.

iii) Discipline Development

- a. Promote the health, cross training, and rehabilitative benefits of rowing in order to broaden the base of indoor rowers.
- b. Consolidate existing training and education materials and advice on technical issues; provide appropriate indoor rowing coaching experts for the World Rowing Coaching Academy.
- c. Organise indoor rowing educational opportunities and/or events and provide indoor rowing coaching content for Conferences and other platforms.
- d. Prepare a certification programme to measure the precision of work output on indoor rowing machines wishing to receive World Rowing approval.
- e. Work with stakeholders to develop and grow the discipline through games.

c. Membership

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.

### **3. Specific Duties of the Technical Commissions**

#### **3.1 Athletes Commission**

a. Purpose

To represent active national team rowers (including Under 19s and Under 23s), and to act as a liaison between them and World Rowing.

b. Activities

- i) To consider issues related to rowers and provide relevant input to Council and Executive Committee.
- ii) To engage actively with and to initiate rowing specific projects that protect and support clean athletes on and off the water.
- iii) To consult with athletes in the evaluation of the Rules and Event Regulations of rowing and provide feedback to Council and Executive Committee.
- iv) To convene and conduct rowers' surveys and/or meetings at World Rowing Championships and to provide a report to the Executive Committee.

- v) To analyse the organisation of the World Rowing Championships and Olympic and Paralympic regattas and to report any findings to the Council.
- vi) To support effective communication of information from World Rowing to the Senior National Team athlete community.
- vii) To raise awareness of the AC election and appointment process amongst the active and recently retired athlete communities.
- viii) To maintain contact with the IOC Athlete Commission.

### **3.2 Coaching Development Cross Commission**

#### **a. Purpose**

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.

#### **b. Activities**

- i) To assist in the implementation of the Coaching Development Programme in conjunction with the Development Department and the respective discipline commissions.
- ii) To advise on coach identification, training and recruitment in a consistent manner.
- iii) To liaise with coaches and implement a coaches' communication network.
- iv) 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.
- v) To recognise national coach education systems.
- vi) To recognise international training centres.

#### **Membership**

- i) Coaching Development Cross Commission members shall include only members from other Commissions, including up to two specialists from each of the discipline Commissions.
- ii) Commission members should be recognised experts in coaching science and coaching of their discipline.
- iii) Commission members will also 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.
- iv) The Chair shall be the Chair of the Competitive Rowing Commission.

### **3.3 Equipment and Technology Commission**

#### **a. Purpose**

To support development in the field of rowing equipment, including the review of new technology, designs and material and its potential application to rowing.

#### **b. Activities**

- i) To establish standards for the safety and fairness of rowing equipment and enforce this at World Rowing events.
- ii) To establish and ensure compliance with rules concerning boats and equipment used in rowing events to which the World Rowing Statutes and Rules of Racing apply, including working in co-operation with the Control Commission at World Rowing Championships.
- iii) To encourage the production of inexpensive and equally accessible rowing equipment complying with specified standards.
- iv) To survey equipment in use and produce theoretical material and drawings for rowing equipment.
- v) To collect and review scientific information, relating to equipment and technology, available for the sport of rowing.
- vi) To be the point of contact with World Rowing for the manufacturers of equipment and technology in the sport of rowing, including innovations (Rule 30).
- vii) Consider the use of new technologies to help judges or regatta organizers with their duties.
- viii) Provide strategic advice to members of World Rowing on Data Management, Electronics, Telecommunication, Analytics and Artificial Intelligence (AI) technologies for all stakeholders (such as athletes, coaches, sports presentation / spectators).

### **3.4 Events Commission**

#### **a. Purpose**

In conjunction with relevant Commissions and staff members and in line with World Rowing policies, to establish and monitor the standards of international regattas and of all World Rowing events with regard to the organisation of the event, the venue, technical installations, and safety of all participants.

#### **b. Activities**

- i) To advise organising and bidding committees of World Rowing events on the standard of facilities and regatta courses and organisation of events. To support the transfer of knowledge and best practice between event/regatta organisers.
- ii) To maintain and improve the standard of regatta organisation at all major international events in co-operation with other Commissions as appropriate.
- iii) To visit and inspect regatta courses and regattas.
- iv) To provide advice, consultation and guidance at every stage from initial concept to final commissioning in the development of new courses and new regattas and to advise on the upgrading of existing courses.
- v) To provide members for the technical group responsible for inspecting candidates for future championships and multi-sport Games.
- vi) To monitor, coordinate and advise on changes to the structure of the World

Rowing international regatta calendar in conjunction with the World Rowing Events staff taking into consideration the advice of the relevant Commissions.

vii) To prepare and regularly update documents and manuals which specify the World Rowing 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.

viii) To train and develop Technical Delegates for events, and to propose to the Executive Committee nominations for the Technical Delegates for World Rowing events.

### **3.5 Gender Equality, Diversity and Inclusion (GEDI) Cross-Commission**

a. Purpose:

To oversee and drive delivery of the GEDI Policy and Strategy as it applies to the Commissions.

b. Activities:

i) Champion GEDI within the Commissions, raising awareness and understanding across rowing communities to drive cultural change.

ii) Support centrally driven GEDI initiatives, and disseminate at a Commission level as applicable.

iii) Act as an advisor where relevant for certain central projects.

iv) Suggest initiatives to the GEDI Management Group with respect to GEDI challenges and opportunities.

c. Membership:

i) Membership will consist of current World Rowing Commission members, ideally with diverse backgrounds and experience, and representing under-represented groups, as far as possible.

ii) Members should have passion and commitment to advocacy for GEDI; ideally be from under-represented groups.

iii) Other individuals\* identified as having specific expertise or experience in GEDI matters may be invited to join the discussions of the Cross Commission

\*Such individuals would be considered associate members of the cross-commission, for situations where diversity does not already exist within the Commissions.

### **3.6 Masters Rowing Commission**

a. Purpose

To oversee and promote masters rowing in all its forms on a national and international basis.

b. Activities

i) To organise the World Rowing Masters Regatta annually.

ii) In cooperation with other Commissions, establish standard masters classes in all

disciplines of rowing. To gather dates and locations of key international masters regattas for the international calendar, and publish information of interest to the masters rowing community.

iii) 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.

iv) To foster the development of masters rowing generally through shared communications and activities.

### **3.7 Para Rowing Commission**

#### **a. Purpose**

To support, oversee and promote rowing for persons with an impairment (Para Rowers) on a national and/or international basis.

#### **b. Activities**

i) To develop inclusive policies within World Rowing.

ii) To develop inclusive competitions for all forms of rowing.

iii) To increase participation in para rowing at all levels of performance.

iv) To promote and monitor trends in para rowing at national, international and Paralympic levels.

v) To include para rowing in active life programmes.

vi) To research and disperse knowledge on para rowing to the community.

### **3.8 Sports Medicine Commission**

#### **a. Purpose**

To oversee and advise on all medical and anti-doping aspects related to rowing.

#### **b. Activities**

i) To oversee and advise on medical, health and safety services at World Rowing Championships and World Rowing Cup regattas using Commission members or World Rowing-certified volunteer medical physicians.

ii) To investigate and promote the prevention of rowing-related injuries and health issues.

iii) To formulate and publish best practice guidelines for medical and health services and environmental issues.

iv) To promote research activity on rowing-related health and medical issues, exercise physiology, biomechanics, health, environmental and any other sports medicine related subjects.

v) To publish in the Sports Medicine section on the World Rowing website, as appropriate:

a. Legislation and statements (WADA, IOC, FIMS, World Rowing...);

b. Documentation relating to exercise physiology, sports medicine, biomechanics, biological aspects of training;

- c. Research results and best-practices publications.
- vi) To provide basic medical and health education to coaches.
- vii) To provide advice and recommendations upon request to the Council, Coaches Conference and Member Federations.
- viii) To advise World Rowing on guidelines and policies for anti-doping activities and supervise anti-doping controls at World Rowing events. To nominate three members of the Commission to serve as the Therapeutic Use Exemption Committee, as defined in the Anti-Doping Rules. One member of the Commission shall be appointed as Chair by the Executive Committee.
- c. Membership
  - i) Members of this Commission should be certified medical physicians with specific expertise in Sports Medicine.
  - ii) The Commission can be supported by non-physician consultants who hold a doctoral degree in biomedical sports-related science.

### **3.9 Umpiring Commission**

- a. Purpose
 

To standardise umpiring and to continuously improve the quality of umpiring, in particular at World Rowing Championship and World Rowing Cup regattas and Olympic, Paralympic and Youth Olympic Games and relevant qualification regattas, and at international events (regattas, sprints, para rowing, indoor, coastal, beach sprint, etc.) and to promote umpiring throughout the world.
- b. Activities
  - i) To select Juries for World Rowing, Olympic, Paralympic and Youth Olympic regattas as specified in 3.8.1 based on selection criteria as agreed by the Executive Committee, as well for other international events (continental, multisport, university, etc.) if requested by the related cooperation agreement with World Rowing.
  - ii) To supervise the work of the Juries at World Rowing, 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.
  - iii) To develop, improve and standardise umpiring by conducting seminars and clinics, using the most modern educational techniques and methods.
  - iv) To conduct examinations for International Umpire licences.
  - v) To monitor and keep track of the qualification and quality of International Umpires.
  - vi) To define the role of International Umpires related to new types of rowing events and to develop the International Umpires to fill those roles, in cooperation with the other Commissions as appropriate.

- vii) To continuously improve the standard of regatta organisation at all major international and regional events in co-operation with the other Commissions as appropriate.
  - viii) To assist in the implementation of the Umpiring Development Programme at an intermediate regional level.
  - ix) To provide quality assurance for the Rules of Racing and associated Bye-Laws, in the official languages of World Rowing as appropriate.
- c. Membership
- i) Commission members shall have a valid International Umpiring Licence;
  - ii) Commission members are to be recognised as experts in umpiring and shall have experience as member of Juries at World Rowing and International Events.

### **3.10 Youth Rowing Commission**

#### a. Purpose

To oversee and promote all areas of youth and student rowing and increase participation across all disciplines, at all levels of performance and across nations.

#### b. Activities

- i) To assist and advise on the organisation of the World Rowing Under 19 and Under 23 Championships and other international level youth competitions, e.g., Youth Olympic Games and FISU competitions, or others, if required.
- ii) To represent the interests of youth and student rowing when decisions about the competition system are to be made.
- iii) To monitor trends in youth rowing at national and international levels.
- iv) To establish and maintain contact with coaches and stakeholders at major World Rowing events, e.g., by holding meetings at least once per year.
- v) To organise the World Rowing Youth Coaches Conference.
- vi) To assist the Control Commission at the World Rowing Under 19 and Under 23 Championships.
- vii) To analyse the organisation, entries and results of the World Rowing Under 19 and Under 23 Championships and to publish the results and use the information to inform future activities.
- viii) To manage the Masters Funds for Youth Rowing Development and the use of the resources of the Fund in consultation

## **4. Working Groups**

Working Groups, appointed for specific tasks, report to Council through their Chair.

## APPENDIX S9

### ***Appendix S9 - Bye-laws to Article 49– Finance Committee***

1. The Finance Committee 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.
2. The Finance Committee shall consist of:
  - a. the President
  - b. the Treasurer (Chair)
  - c. the Executive Director
3. It may invite the External Auditor, Asset Manager, Finance and Marketing Functions and any other appropriate individuals for dedicated sessions. It shall meet at least once per year and when circumstances require.
4. The Finance Committee reports to the Executive Committee.

## **Appendix S10a - Bye-laws To Article 53 - World Rowing Commitment Form**

### **S10a – World Rowing Commitment Form**

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

*Member 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.*

*As an individual who wishes to participate in events or activities staged under the authority of World Rowing, I agree to abide by the World Rowing Statutes, Rules of Racing and Event Regulations or any other rules regulating World Rowing regattas, activities, meetings and international rowing. I recognise and accept:*

- 1. **Authority** – World Rowing's authority on all matters concerning international rowing.*
- 2. **Governance** – The mandatory character of the Statutes, Rules of Racing, Event Regulations, Bye-Laws and other rules regulating World Rowing, 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 52 and 53 and my obligations under Part V "Integrity of Sport" regarding:*
- 3. **Ethical Principles & Integrity** – The obligation to respect fundamental ethical principles and to behave, in all circumstances, in an appropriate manner, and I agree to respect the World Rowing Code of Ethics (Bye-Law to Article 54 of the World Rowing Statutes), including the World Rowing Policy and Procedures on Safeguarding Participants in Rowing from Harassment and Abuse.*
- 4. **Integrity in Competition** – The obligation to be bound by, and be required to respect the Bye-Law to Article 55 of the World Rowing Statutes relating to Manipulation of Competition and Betting.*
- 5. **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:*

- 1. 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;*
- 2. I am responsible for my own safety and that of my boat and my other property both on the water and on the land;*
- 3. 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;*

*In taking part in any World Rowing event in any role, I acknowledge, agree and confirm that:*

- 1. I am responsible for any injury, damage or loss to the extent caused by my own actions or omissions;*
- 2. 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.*
- 3. **Anti-doping** – Notwithstanding the WADA Athlete Data Consent Form (World Rowing Bye-Law to Article 53, Appendix S10b), the authority of World Rowing regarding anti-doping set out in World Rowing'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,*
- 4. confirm that I do not use and that I will not, as a rower, use substances or methods or, as a support person, participate in or facilitate any acts that are prohibited by the World Rowing anti-doping rules and the World Anti-Doping Code;*
- 5. agree to submit to any tests (blood, urine, breath, DNA, etc.) carried out by World Rowing, WADA or any other approved agency; and,*
- 6. 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.*

*In the event of any conflict between the World Rowing Commitment Form and the WADA Athlete Data Consent Form, the WADA form takes authority.*

- 1. **Photographs** – the prohibition of the use of any photographs, videos or films or other images that I might take during World Rowing events, international regattas and other World Rowing activities other than for personal or non-commercial purposes, without specific written authorisation from World Rowing.*
- 2. **Filming** – the possibility of being filmed, (either for television or other medium), photographed, identified or recorded in any other way during World Rowing events, international regattas or other World Rowing activities in which I take part under the*

*conditions and for purposes currently or in the future authorised by World Rowing. Such films or other recordings may be used by World Rowing, or parties authorised by World Rowing, 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.*

3. **Personal Data** – *that World Rowing, or third parties contracted by World Rowing, may collect, store, process, use and disclose to third parties, my personal data related to participation in any competition organised under the umbrella of World Rowing (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.*
4. **Social Media** – *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 World Rowing event or activity, I am solely responsible for the consequences of this action. I will ensure that these comments or 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:*
  5. *Violate the privacy of third parties;*
  6. *Infringe upon any intellectual property rights, or other rights of any third party;*
  7. *Disclose any information which is confidential or private in relation to another person or organisation;*
  8. *Interfere with the competitions or ceremonies of World Rowing events, or*
  9. *Violate security measures instituted to ensure the safe conduct of World Rowing events.*

*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.*

1. **Jurisdiction** – *World Rowing's jurisdiction to make any decision or impose any sanction within its field of competence and I will accept all such World Rowing decisions or sanctions with only the reservation of paragraph 10 below.*
2. **Right to Appeal** – *the Court of Arbitration for Sport (CAS), in Lausanne Switzerland, as the only competent judicial authority external to World Rowing to settle in a definitive manner any litigation remaining after all internal World Rowing remedies have been exhausted and any appeal against a final decision taken by World Rowing which affects me, and that this excludes any other ordinary court of law, any civil judicial authority of any country and any arbitration body.*
3. **Swiss Law** – *the application of Swiss law and the Swiss federal procedural law as supplemental to World Rowing and CAS rules and regulations with Lausanne as the only*

*place and seat of the arbitration.*

4. **Validity** – *this commitment remains in force unless and until I have formally revoked it in writing and such written revocation has reached the World Rowing headquarters.*

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

*Please upload the signed form to the World Rowing Database.*

## **Appendix S10b - Bye-laws To Article 53 - WADA Consent Form**

### **S10b – WADA 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 World Rowing and/or a participant in an event authorised or recognised by World 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 World 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 World Rowing and its member National Federations and/or National Anti-Doping Organisations under World Rowing's Anti-Doping Rules to enforce, to manage results under, and to impose sanctions in accordance with World Rowing's Anti-Doping Rules.*
- 3. I acknowledge and agree that any dispute arising out of a decision made pursuant to World Rowing's Anti-Doping Rules, after exhaustion of the process expressly provided for in World Rowing's Anti-Doping Rules, may be appealed exclusively as provided in Article [13] of World 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 World 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 World 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 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 World 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 publicly disclosed by World 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 upload the signed form to the World Rowing Database.*

## **Appendix S11 - Bye-laws to Article 54 – World Rowing's Code of Ethics**

### **1. Preamble**

- a. World Rowing is responsible for maintaining the integrity of the sport of rowing worldwide. It is committed to the Basic Universal Principles of Good Governance within the Olympic Movement, as proposed by the IOC (appendix S11c)
- b. World Rowing strives to protect the sport of rowing from illegal, immoral or unethical practices that may harm it and bring it into disrepute.
- c. World Rowing 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.
- d. This Code defines the most important standards of behaviour and conduct within World Rowing as well as with external parties.
- e. The conduct of persons bound by this Code shall reflect the fact that they support the principles and objectives of World Rowing 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 World Rowing and its members, and represent them and behave towards them honestly, fairly, respectably and with integrity.

### **2. Parties Covered**

This Code covers any party that deals with World Rowing, is a member of World Rowing or shares in its activities including a party which:

- a. Participates in an event under the authority of World Rowing;
- b. Acts as an official (trainer, coach, team manager, delegate, representative, etc.) of a team, a club, a Member Federation, or a recognised continental rowing confederation or Member Grouping;
- c. Officiates as an international umpire or in a similar role;
- d. Organisers or participates in a competition which is placed under World Rowing's authority, according to the Statutes and Rules of Racing;

- e. Assumes any role within World Rowing, within its Council, its Executive Committee, one of its Commissions or Committees or Working Groups;
- f. Otherwise deals with World Rowing and/or shares in its activities;

### 3. Relevant Conduct

- a. Parties covered by this Code are obliged to respect all applicable laws and regulations as well as World Rowing's Statutes, Rules, Bye-Laws and Event Regulations.
- b. Parties covered by this Code shall act in an ethical and dignified manner, and with complete integrity and credibility.
- c. 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.
- d. In all their dealings with World Rowing or their involvement in World Rowing's activities, parties covered by this Code shall remain neutral and act in a manner compatible with their function and integrity.
- e. 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.
- f. 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 World Rowing. 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.
- g. Parties covered by this Code are prohibited from misappropriating or misusing World Rowing assets, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties.
- h. Parties covered by this Code are prohibited from accepting a commission or promises of such commission for themselves or intermediaries and related parties for negotiating deals of any kind while performing their duties.
- i. Parties covered by this code acknowledge the Athletes' Rights and Responsibilities Declaration (See Appendix S11a).

#### **4. Duties of Disclosure**

- a. Subject to 9.b, parties covered by this Code shall immediately report any potential breach of this Code to the World Rowing Executive Committee.
- b. Parties covered by this Code are obliged to contribute to clarifying the facts of a case; clarifying possible breaches; and to providing evidence sought by the Executive Committee, see paragraph 10.c below or by the Ethics Panel, see paragraph 10.e and 11.c below.

#### **5. Conflicts of Interest**

- a. Parties covered by this Code or parties standing for election to World Rowing or other relevant body shall disclose to World Rowing or that body any personal interests that could be deemed a conflict of interest with their World Rowing activities or prospective activities.
- b. 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.
- c. 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 for World Rowing with integrity in an independent, fair and impartial manner. Such private or personal interests include gaining any possible advantage for the parties covered by this Code themselves, their immediate family (by immediate family we consider: your children and spouse or partner; children of your spouse or partner; and dependents of yourself, your spouse or your partner) arising from the parties' World Rowing activities. 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.

#### **6. Gifts and other Benefits**

- a. Parties covered by this Code may only offer or accept gifts or other benefits in relation to their dealings with World Rowing or in conjunction with their involvement in World Rowing activities which have only symbolic or nominal value and which do not create a conflict of interest as defined in 5.c.

If in doubt, gifts shall not be offered or accepted.

- b. Parties covered by this Code shall not offer to or accept from anyone within World Rowing cash in any amount or form or any reimbursement for expenses which are not incurred from World Rowing activities.
- c. Parties covered by this Code may not be reimbursed by World Rowing for the costs associated with family members or associates accompanying them to official events, unless expressly permitted to do so by the World Rowing Executive Committee. Any such permission must be documented.

## 7. Discrimination, Harassment and Reprisals

- a. 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.
- b. Harassment is forbidden. Harassment is defined as systematic, hostile and repeated acts over an extended period, that result in a person or group being isolated or ostracised and affect the dignity of a person or group.
- c. 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.
- d. Parties covered by this Code are also bound by the World Rowing Policy on Safeguarding Participants in Rowing from Harassment and Abuse and the related Procedures document, annexed to this Code (Appendix S11b) and which shall be considered integral to this Code.
- e. Any person who has reasonable grounds to believe that a reprisal has occurred may file a complaint under the Code.
- f. Anyone who has been found to have taken or attempted to take retaliatory action against a whistleblower or anyone who brings a complaint under this Code may be sanctioned under the Code.

## 8. False Claims

Anyone who is found to have knowingly made a groundless or false allegation, knowingly provided false information may be subject to sanctions under the Code.

## 9. World Rowing Resources and Finances

- a. World Rowing resources may be used only for World Rowing purposes.
- b. World Rowing 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. World Rowing may require an independent auditor to audit these accounts as a condition of such funding or distribution.
- c. In cases where World Rowing gives financial support to parties covered by the Code the use of these World Rowing resources must be clearly demonstrated in the accounts.
- d. 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 World Rowing Statutes and this Code. They must not interfere in the running of rowing institutions. The organisation and staging of rowing competitions are the exclusive responsibility of World Rowing, the Member Federations or other independent organisations recognised by World Rowing.

## 10. Application of the Code

- a. 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 10.e below) responsible to decide whether any conduct referred to it falls within 3 to 8 of this Bye Law.
- b. Complaint – Anyone, including members of the Executive Committee, may make a complaint to the World Rowing President. In accordance with Article 56, any complaint concerning a member of the Executive Committee will be submitted directly to the IOC Ethics Commission and will follow IOC procedures. Complaints received via the whistleblowing form will be triaged by the World Rowing Governance Function who will assess and direct the complaint appropriately as per 10.c or 10.d below.
- c. Handling the complaint – for non-safeguarding complaints, subject to Article 54 the World Rowing President with up to two members of the Executive Committee will seek necessary information and decide if there is prima facie, a possible violation of the Code and, if yes, they may convene a Panel as follows

- i. sub-group of the Executive Committee (see Article 49.2.2), or an Ethics Panel, (see paragraph 10.d below) which will decide whether any conduct referred to it falls within point 3 to 8 of this Bye-Law.
- d. Complaints and reports that relate to breaches of the Safeguarding Participants in Rowing from Harassment and Abuse policy will be managed under the relevant procedures in Appendix S11b. The Safeguarding Case Management Panel shall determine whether there may have been a violation of that policy, and if yes, shall recommend sanctions, disciplinary action or referral to an Ethics Panel which shall be convened by the Executive Director.
- e. World Rowing Ethics Panel – At World Rowing, alleged violations of the Code (excluding those involving an Executive Committee member) may be assessed and decided upon by an Ethics Panel comprised of three persons: an Executive Committee member and two members selected from the World Rowing Ethics Advisory Group; one member of the Panel must be a recognised legal expert. 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. Where the possible violation relates to the Policy on Safeguarding Participants in Rowing from Harassment and Abuse, the Panel will comprise Ethics Advisory Group members only, one of whom shall have relevant experience in Safeguarding matters. The Panel shall designate a chair of the panel (Panel Chair).
- f. World Rowing Ethics Advisory Group – The Ethics Advisory Group is comprised of independent individuals who are independent of World Rowing and who are 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 starting on 1 January of the year following the Olympic and Paralympic Games and may be reappointed. The list of members of the Ethics Advisory Group will be published on the World Rowing website.
- g. Constitution of a World Rowing 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 Advisory Group; the person accused of violation of the Code may select, in a time set by the Executive Director, the third member from the list of Ethics Advisory Group

members. If the person accused does not do so, in a reasonable timescale set by the Executive Director, the Executive Committee will select the third member.

## 11. Assessment and Sanctions

- a. In reaching a decision on complaints that come before it, the Panel will apply the principles set out in Article 59 of the Statutes.
- b. The Panel will determine the procedure to be followed to ensure a fair assessment of the complaint. Where an Ethics Panel is assessing a possible violation that 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.
- c. After having sought relevant information and assessed all elements of the complaint, the Panel will render a decision. In the case of any decision that there has been an infringement of this Code, the Panel may impose the sanctions set out in Article 60 of the Statutes, including deciding the scope and duration of the sanction, and the geographical reach of the sanction. The sanction 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 World Rowing.
- d. The Panel may apply the other provisions of Article 60 of the Statutes, regarding suspension of a sanction or ordering payment of a fine.
- e. The Panel shall notify the appropriate law enforcement authorities in a relevant case.
- f. The 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.
- g. The 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 Panel.
- h. Any appeal against a decision of the Panel under this Code or of the IOC Ethics Commission regarding a member of the World Rowing Executive Committee may be made only to the Court of Arbitration for Sport under Articles 61 and 62 of the World Rowing Statutes.

12. **World Rowing Whistleblower Form** In line with Art. 56 and the World Rowing Complaints and Whistleblowing Policy, World Rowing will issue a Whistleblower Form which allows the complainants name and contact information to be provided in confidence to assist World Rowing in investigating the concern raised. Should the complainant not wish to provide their name, reported incidents will still be accepted and investigated if sufficient documentation and evidence is provided to substantiate the claim, however it will not be possible to contact the complainant for clarification or to provide any updates on the investigation. Note: any complaint concerning a member of the Executive Committee should be submitted directly to the IOC Ethics Commission and will follow IOC procedures. Instructions may include the following:

- a. Describe the nature of concern. Include sufficient information for an independent person to understand the concern and to enable further investigation.
- b. Provide details with respect to the location and/or date of the incident (e.g. region, event, specific location, department, etc.) and how you became aware of it.
- c. State the full name, title and role of each individual whom you suspect of wrongdoing.
- d. How many times has this incident taken place (if applicable)?
- e. How long has this incident been taking place (if applicable)?
- f. Describe steps if any, you took prior to completing this report (e.g. discussing it with individual, informing supervisor).
- g. Would you be willing to provide your name and contact information? (Please note that this is optional). No. If no, we may not be able to follow up with you. Yes. If yes, please provide your name, email, and telephone number for follow up purposes.

## ***Appendix S11a - Athlete's Rights And Responsibilities Declaration***

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

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

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

### I. Athletes' Rights

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

- a. 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.
- b. 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,
- c. selection and qualification processes, and appropriate competition schedules, including training schedules at such competitions.
- d. Access general information on athlete and competition-related matters in a timely and clear manner.
- e. 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.
- f. 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.
- g. Fair and equal gender representation.

- h. The protection of mental and physical health, including a safe competition and training environment and protection from abuse and harassment.
- i. Elected athlete representation within sporting organisations of the Olympic Movement.
- j. Report unethical behaviour without fear of retaliation.
- k. Privacy, including protection of personal information.
- l. Freedom of expression.
- m. Due process, including the right to a fair hearing within a reasonable time by an independent and impartial panel, the right to request a public hearing and the right to an effective remedy.

## II. Athletes' Responsibilities

This Declaration encourages athletes to:

- a. Uphold the Olympic values and adhere to the Fundamental Principles of Olympism.
- b. Respect the integrity of sport and compete as a clean athlete, in particular by not doping and not manipulating competitions.
- c. Act in accordance with the IOC Code of Ethics and have the courage to report unethical behaviour, including instances of doping, competition manipulation, prohibited discrimination and abuse and harassment.
- d. 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.
- e. 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.
- f. Respect the solidarity principle of the Olympic Movement, which allows assistance and support to be provided among athletes and members of the Olympic Movement.
- g. Act as a role model, including by promoting clean sport.
- h. Inform themselves and be aware of their responsibilities.
- i. Participate in hearings when requested to do so and provide truthful testimony in such proceedings.
- j. 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



## **Appendix S11b - Safeguarding Participants In Rowing From Harassment And Abuse**

### **Part I: World Rowing Policy - Safeguarding Participants in Rowing from Harassment and Abuse**

#### **1. Policy Statement**

- a. World Rowing believes that it is a fundamental right of all individuals involved with World Rowing, whether they are an athlete, staff, or a volunteer, to be able to participate in a nonviolent, safe and respectful environment.
- b. In that spirit, World Rowing 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 World Rowing is paramount. Behaviour and actions that constitute harassment and abuse will not be tolerated.
- c. All forms of harassment and abuse constitute a violation of the World Rowing Code of Ethics and the International Olympic Committee (IOC) Code of Ethics.
- d. World Rowing Member Federations, volunteers and staff are bound by the principles of this Policy and are deemed to have agreed to comply with this Policy.

#### **2. Definition of Harassment and Abuse**

- a. World Rowing has adopted the definitions of harassment and abuse as set out in the IOC Consensus Statement 2016 ([www.olympic.org/athlete365/library/safe-sport/](http://www.olympic.org/athlete365/library/safe-sport/)):  
“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.
- b. There are a further five types of abuse. Further information can be found here:  
<https://www.virtual-college.co.uk/resources/2018/04/ten-types-of-abuse-you-should-be-aware-of>

#### **3. Purpose of the Policy**

Provide a framework for promoting the prevention of harassment and abuse  
3.2 Raise awareness of, and provide clarity on, what constitutes harassment and abuse  
3.3 Outline the process for reporting incidents and case management of harassment and abuse  
Thereby promoting a safe environment for all involved in the sport of rowing.

#### **4. Scope of the Policy**

- a. 4.1 This Policy applies to all individuals involved with World Rowing, namely “any party that deals with World Rowing, is a member of World Rowing or shares in its activities” (see Article 52), including:
  - i. Athletes
  - ii. Coaches, medical personnel and athlete entourage
  - iii. World Rowing Staff & Consultants
  - iv. World Rowing Council & Commission members
  - v. All persons participating in World Rowing activities including all accredited persons at a World Rowing sanctioned event, representatives of Member Federations, recognised Continental Rowing Confederations, recognised Member Groupings, Organising Committees for World Rowing events, subcontractors and volunteers.
- b. In applying the policy, World Rowing recognises that some athletes or individuals may have particular vulnerabilities, such as juniors, para athletes, minorities.
- c. The above individuals shall be referred to as ‘Participants’.

#### **5. Roles and Responsibilities**

- a. World Rowing is responsible for:
  - i. Implementing this Policy.
  - ii. Raising awareness of this Policy and the procedure for reporting an incident of harassment and abuse, across all Participants of World Rowing activities.
  - iii. Ensuring that reports of harassment and abuse that are brought to its attention are managed in a timely manner, fairly and responsibly.
  - iv. Providing appropriate support to concerned Participants of an alleged incident of harassment or abuse.
  - v. Imposing appropriate disciplinary or corrective measures when there has been a violation of this Policy.
  - vi. Ensuring that there is a safeguarding plan and reporting procedure in place at all World Rowing events.
  - vii. Providing and raising awareness of suitable educational resources and training opportunities for Participants.
  - viii. Updating the Policy and related procedures from time to time.
- b. Member Federations are responsible for:
  - i. 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 World Rowing Policy. It is

recommended to use the IOC Safeguarding Toolkit referenced in section 7 of this Policy when developing local national policies and procedures.

- ii. 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.
  - iii. Ensuring all Participants representing their federation in a World Rowing activity, are aware of and understand the World Rowing Policy on Safeguarding Participants in Rowing from Harassment and Abuse.
  - iv. Advising World Rowing 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 World Rowing Participants at that time or in the future.
- c. Participants are responsible for:
- i. 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.
  - ii. 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.
  - iii. Advising World Rowing of any formal disciplinary sanctions relating to harassment and abuse that they have received.

## **6. Reporting, Investigation and Disciplinary Procedures**

The procedures relating to this Policy are outlined in the annexed 'World Rowing Procedures - Safeguarding Participants in Rowing from Harassment and Abuse'.

## **7. Educational & Related Resources**

- a. The IOC Safeguarding Toolkit has been created to assist the Olympic Movement to develop and implement athlete-safeguarding policies and procedures ([www.olympic.org/athlete365/safeguarding/](http://www.olympic.org/athlete365/safeguarding/)).
  - b. To complement the toolkit and ensure that athletes, their entourage and other individuals understand the core components of this sensitive topic, the IOC Athlete Safeguarding e-learning course has been developed and launched on the IOC Athlete Learning Gateway and is free and accessible to all. (<http://onlinecourse.olympic.org/course/baseview.php?id=39>).
- c. Additional resources:
- i. World Rowing Code of Ethics

- ii. IOC Code of Ethics
- iii. IOC Consensus Statement 2016: Harassment and Abuse in Sport
- iv. United Nations Convention on the Rights of the Child
- v. International Safeguarding Children in Sport guidelines (with resources available in several languages)
- vi. The Council of Europe: Article 1. (ii) of the European Sports Charter (version dated 2001)
- vii. UNESCO: Article 10.1 of the Revised International Charter of Physical Education, Physical Activity and Sport (version dated 2015)
- viii. UN Declaration of Human Rights
- ix. Safe Sport International

## 8. Glossary

**Abuse** - Abuse is defined as any action that intentionally harms or injures another person. Abuse is sometimes also referred to as non-accidental violence.

**Child** – 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.

**Child Protection** – 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.

**Designated Person** – A Designated Person is an appropriately trained person who oversees safeguarding responsibilities at a World Rowing event and reports to the Safeguarding Officer.

**Safeguarding** – 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.

**Safeguarding Officer** – The Safeguarding Officer is the principal person in the organisation who receives reports concerning the welfare of Participants, who coordinates the management of the reports and responds to queries in relation to this Policy.

## 9. Acknowledgements

World Rowing acknowledges the significant contribution of the World Rowing Athletes Commission and World Rowing Sports Medicine Commission in raising awareness of this important issue and championing the needs of the Athletes. Both Commissions have been instrumental in the development and implementation of this Policy.

## **PART II: World Rowing Procedures - Safeguarding Participants in Rowing from Harassment and Abuse**

The following Procedures relate to the World Rowing 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 World Rowing.

### **1. Reporting Procedure**

- a. Anyone who has a concern about a possible incident of Harassment or Abuse that relates to World Rowing 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.
- b. 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.
- c. At World Rowing, the Safeguarding Officer (SGO) shall be the person responsible for managing and coordinating reports received under these Procedures.
- d. When to report
  - i. All possible incidents of Harassment or Abuse should be reported as soon as possible;
  - ii. If the directly affected individual is under 18 years of age there is a duty to report;
  - 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.
- e. How to submit a report: Reports can be submitted to World Rowing as follows:
  - a. Using the template form (Appendix i);
  - b. By email ([safeguarding@worldrowing.com](mailto:safeguarding@worldrowing.com));
  - c. In person to the Safeguarding Officer or a Designated Person.
- f. What to include in the report (see template form in Appendix i):
  - 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;
  - ii. If the report is being submitted by a third party, include the name and contact details of the person raising the concern;

- 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;
  - iv. The person reporting the incident to World Rowing should keep a copy of what has been reported in a secure place.
- g. What will happen once the incident has been reported:
- i. All reports shall be sent to the SGO;
  - ii. The SGO shall take steps to ensure that the directly affected individual receives appropriate support;
  - iii. Where appropriate and in the case of potential criminal offences, the relevant public authorities shall be informed;
  - 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 World Rowing 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;
  - vi. The SGO shall record receipt of the report internally and file it securely;
  - vii. The report shall be assessed in accordance with these Procedures to determine the appropriate action.

## **2. Confidentiality**

- a. 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 someone from harm; or if a potential criminal act comes to the attention of World Rowing.
- b. 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.
- c. 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.

## **3. Jurisdiction**

- a. The SGO shall review the report and determine whether the matter relates to a Participant under World Rowing'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.

- b. The SGO, with the CMP, may recommend one the following actions:
  - i. If the report is considered to relate to a criminal offence, it shall be referred to the Police and relevant authorities;
  - ii. If the report is considered to be outside World Rowing's jurisdiction, it shall be referred to the appropriate person or organisation, e.g., a Member Federation;
  - iii. If the report is considered to be within World Rowing's jurisdiction, the CMP, with the SGO, shall carry out an assessment (see paragraph 4 below).
- c. For all cases reported to World Rowing, 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 affected individual(s) and/or third party informed on next steps.

#### **4. Assessment**

- a. For reports that are considered to be within World Rowing'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.
- b. The CMP may take the following actions:
  - i. 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;
  - ii. 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;
  - iii. Appoint an investigator to carry out an investigation and produce a detailed report (see paragraph 5 below);
  - iv. Close the report, if an incident of Harassment or Abuse is not indicated. Where there are outstanding issues that may relate to transgressions of World Rowing rules, e.g., other ethics related issues, the case may be passed to the appropriate body.
- c. 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. World Rowing (including the CMP and the SGO) shall provide fair procedures and shall respect the fundamental rights of the accused person.

#### **5. Investigation**

- a. 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 World Rowing, to perform this task, in accordance with these Procedures and to an agreed timeline.

- b. The investigation may involve requesting information from relevant individuals and organisations and may require oral or written statements from the relevant parties.
- c. 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:
  - i. There has been a possible violation of the Policy (the Policy is integral to the World Rowing 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
  - ii. Further investigations are required; or c. Instructions, advice or guidance is provided to the relevant parties; and/or d. No further action is required; the case is closed.
- d. Where a report has been submitted to the Police or relevant authorities on the grounds of a suspected criminal offence, World Rowing 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.

## **6. Judicial Process**

At the current time, possible violations of the Policy are covered by the World Rowing Code of Ethics (Bye-Law to Article 54; World Rowing Rule Book, Appendix S11). Paragraph 9.4 of the World Rowing Code of Ethics states that “alleged violations of the Code... may be assessed and decided upon by an Ethics Panel”. 10.1 of the World Rowing Code of Ethics states that the Ethics Panel shall apply the following principles in reaching a decision:

“... shall provide due process to all parties involved and shall respect their fundamental rights. They recognise in particular: That a person who may have a conflict of interest shall not be a member of the decision-making body; The right of the person charged to know the charge and to examine their file; The right to know the penalties which might be imposed; The right to be heard, to present a defence, to produce evidence and to be assisted by counsel.” (Article 59, World Rowing Rule Book)

## **7. Sanctions**

- a. Where it is determined that a violation of the Policy has occurred, the Ethics Panel may impose sanctions, in accordance with paragraph 10.3 of the World Rowing Code of Ethics.
- b. The sanction 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 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.

- c. The sanction may include one or more of the following:
  - i. Reprimand;
  - ii. Fine;
  - iii. Temporary suspension;
  - iv. Termination of contract;
  - v. Permanent ban from World Rowing competitions and events;
  - vi. Any other sanction considered appropriate in the circumstances. The Ethics Panel may also require the offender to make a written or verbal apology and/or to undergo training or supervision.
- d. Communication of sanctions 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. 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.

## **8. Appeals**

In accordance with paragraph 10.8 of the World Rowing 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. 65 or 66 of the World Rowing Statutes”.

## **9. Mutual Recognition**

- a. 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.
- b. Where World Rowing is informed that a Participant has been:
  - i. convicted by a Court of Justice of a criminal offence which would constitute a violation of this Policy; or

- 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 Article 59, paragraph 1 and that a violation which constitutes a violation under this Safeguarding Policy has been committed.

- c. Where appropriate, World Rowing reserves the right to open a separate disciplinary procedure against the Participant in relation to their World Rowing related activities.
- d. World Rowing shall communicate any decision relating to paragraphs 9.1 and 9.2, in accordance with paragraph 7.4.

## 10. Glossary

**Abuse** – Abuse is defined as any action that intentionally harms or injures another person. Abuse is sometimes also referred to as non-accidental violence.

**Safeguarding Advisory Group (SAG)** – The SAG 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 SAG will be comprised of individuals recognised for their integrity and covering a range of skills and competences, including safeguarding. The individuals will be appointed by the Executive Committee for a four-year term starting on 1 January in the year following the Olympic and Paralympic Games.

**Safeguarding Case Management Panel (CMP)** – A CMP of, usually, three persons will be convened from the members of the SAG for those cases that require oversight. The CMP is empowered to manage individual cases, including investigations and referrals to an Ethics Panel. The CMP will provide advice and support to the SGO as required.

**Child** – 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.

**Child Protection** – 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.

**Designated Person** – A Designated Person is an appropriately trained person in safeguarding issues who oversees safeguarding responsibilities at a World Rowing event and reports to the Safeguarding Officer.

**Ethics Advisory Group** – The World Rowing Ethics Advisory Group is a group of known individuals who are independent of World Rowing and who are recognised for their involvement in the world of sport, their experience and their integrity. The list of members of the Ethics Advisory Group is published on the World Rowing website.

**Ethics Panel** – A World Rowing Ethics Panel is convened when it is determined that there has been a possible violation of the World Rowing 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 Advisory Group.

**Harassment and Abuse** – Harassment & 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.

**Safeguarding** – 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.

**Safeguarding Officer** – The Safeguarding Officer is the principal person in the organisation who receives reports concerning the welfare of Participants, who coordinates the management of the reports and responds to queries in relation to this Policy.



APPENDIX S11C

***Appendix S11c - Basic Universal Principles of Good Governance Within the Olympic Movement***

<https://stillmed.olympics.com/media/Documents/Beyond-the-Games/Integrity/Bonne-Gouvernance-EN.pdf>

## ***Appendix S12 - Bye-Laws to Article 55– Manipulation of Competition and Betting***

### 1. Definitions

For the purposes of this Bye-Law the following definitions will apply:

- a. “Benefit” means the direct or indirect receipt or provision of money or the equivalent such as, but not limited to, bribes, gains, gifts and other advantages including, without limitation, winnings and/or potential winnings as a result of a wager; the foregoing shall not include official prize money, appearance fees or payments to be made under sponsorship or other contracts;
- b. “Competition” means any sports competition or event, organised in accordance with the rules of World Rowing or its affiliated organisations (including national sports federations of National Olympic Committee), or, where appropriate, in accordance with the rules of any other competent sports organisation;
- c. “Inside Information” means information relating to any competition that a person possesses by virtue of his or her position in relation to a sport or competition, excluding any information already published or common knowledge, easily accessible to interested members of the public or disclosed in accordance with the rules and regulations governing the relevant Competition;
- d. “Participant” means any natural or legal person belonging to one of the following categories:
  - i. “athlete” means any person or group of persons, participating in sports competitions;
  - ii. “athlete support personnel” means any coach, trainer, manager, agent, team staff, team official, medical or paramedical personnel working with or treating athletes participating in or preparing for sports competitions, and all other persons working with the athletes;
  - iii. “official” means any person who is the owner of, a shareholder in, an executive or a staff member of the entities which organise and/or promote sports competitions, as well as referees, jury members and any other accredited or engaged persons. The term also covers the executives and staff of World Rowing, or where appropriate, other competent sports organisation or club that recognises the competition.
- e. “Sports Betting, Bet or Betting” means any wager of a stake of monetary value in the expectation of a prize of monetary value, subject to a future and uncertain occurrence related to a sports competition.

## 2. Violation

The following conduct shall constitute a violation of Art. 59 of the World Rowing Statutes (in each case whether effected directly or indirectly):

### a. Betting

- i. Participation in, support for, or promotion of, any form of betting related to any event under World Rowing's authority or the authority of Member Federations ("Event or Competition") whether one in which the party is directly participating or is otherwise taking part, including betting on the result, progress, outcome, conduct or any other aspect of such Event or Competition.
- ii. Inducing, instructing, facilitating or encouraging a party to commit a violation set out in this article.
- iii. Failing to disclose to World Rowing 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.
- iv. Failing to disclose to World Rowing 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.
- v. Failing to cooperate with any reasonable investigation carried out by World Rowing or other competent authority in relation to a possible breach of this article, including failing to provide any information and/or documentation requested by World Rowing or competent competition authority that may be relevant to the investigation.

b. Manipulation of Results: intentional arrangement, act or omission aimed at an improper alteration of the result or the course of a sports competition in order to remove all or part of the unpredictable nature of the sports competition with a view to obtaining an undue Benefit for oneself or for others

- i. 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.
- ii. 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 the party or another person expects to receive or has received a benefit.
- iii. 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.

iv. Inducing, instructing, facilitating or encouraging a party to commit a violation set out in this article.

c. Corrupt Conduct

- i. 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.
- ii. 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 the party or the sport into disrepute.
- iii. Inducing, instructing, facilitating or encouraging a party to commit a violation as set out in this article.

d. Inside Information

- i. Using inside information for betting purposes or otherwise in relation to betting.
- ii. 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.
- iii. Inducing, instructing, facilitating or encouraging a party to commit a violation set out in this article.

e. Other Violations

- i. 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 their attempt or agreement prior to it being discovered by a third party not involved in the attempt or agreement.
- ii. Knowingly assisting, covering up or otherwise being complicit in any acts or omissions of the type described in this article committed by a party.
- iii. Failing to disclose to World Rowing 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.
- iv. Failing to disclose to World Rowing 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.

- v. Failing to cooperate with any reasonable investigation carried out by World Rowing or other competent authority in relation to a possible breach of this article including failing to provide any information and/or documentation, including information that may be stored electronically, requested by World Rowing or other competent authority that may be relevant to the investigation.

### 3. Disciplinary Procedures

#### a. Investigations

- i. The Participant who is alleged to have committed a violation of this Code must be informed of the alleged violations that have been committed, details of the alleged acts and/or omissions, and the range of possible sanctions.

Notice to a Participant may be accomplished by delivery of the notice to the Member Federation concerned. The Member Federation shall be responsible for immediately communicating the notice to the Participant.

- ii. Upon request by World Rowing, the concerned Participant must provide any information which the World Rowing considers may be relevant to investigate the alleged violation, including records relating to the alleged violation (such as betting account numbers and information, itemised telephone bills, bank statements, internet service records, computers, hard drives and other electronic information storage devices), and/or a statement setting out the relevant facts and circumstances around the alleged violation.

#### b. Rights of the concerned person In all procedures linked to violations of the present Code, the following rights must be respected:

- i. The right to be informed of the charges; and
- ii. The right to a fair, timely and impartial hearing either by appearing personally in front of the [insert sports organisation] and/or submitting a defence in writing; and
- iii. The right to be accompanied and/or represented.

#### c. Burden and standard of proof

World Rowing shall have the burden of establishing that a violation has been committed. The standard of proof in all matters under this Code shall be the balance of probabilities, a standard that implies that on the preponderance of the evidence it is more likely than not that a breach of this Code has occurred.

### 4. Mutual recognition

Subject to the right of appeal, any decision in compliance with this Bye-Law by any other Sporting Organisation will be recognised and respected by World Rowing. World Rowing

will recognise and respect the decision(s) made by any other sporting body or court of competent jurisdiction which is not a Sporting Organisation.