

Athletes' Commission

1. Establishment and Commencement

- 1.1. The World Athletics Athletes' Commission (the Athletes' Commission) is appointed by, and reports to the World Athletics Council in accordance with Article 47.2(n) of the World Athletics Constitution.
- 1.2. Rules 5.46 to 5.55.11 of the Governance Rules apply specifically to the Athletes' Commission and include the roles and responsibilities of the Athletes' Commission Chairperson and Deputy Chairperson, and set out the processes for appointments, elections, as well as any vacancies.
- 1.3. These Terms of Reference for the Athletes' Commission are made in accordance with Rule 5.12 of the Governance Rules. They apply in addition to the Constitution and the applicable rules and regulations of World Athletics, including in particular the Governance Rules.
- 1.4. These Terms of Reference were approved by the Council on 30 July 2020 and are effective from that date.

2. Role

- 2.1. The role of the Athletes' Commission is to provide the Council with advice on the matters necessary:
 - 2.1.1. To include the athletes' perspective in the decision-making processes within World Athletics; and,
 - 2.1.2. To ensure there is a link between the athletes and World Athletics to convey the athletes' views to World Athletics and vice versa.

3. Composition

- 3.1. The Athletes' Commission comprises the following members:
 - Twelve (12) Elected Athletes' Commission Members:
 - 6 October 2019* until August 2023 (elected at the Doha 2019 World Athletics Championships, and *approved by Council)
 - Renaud Lavillenie (FRA), Chairperson
 - Valerie Adams (NZL), Deputy Chairperson
 - Kevin Borlée (BEL), Member
 - Bernard Lagat (USA), Member
 - Aisha Praught-Leer (JAM), Member
 - Katerina Stefanidi (GRE), Member
 - 1 January 2018 until July 2022 (date tbc)
 - Kim Collins (SKN), Member
 - Iñaki Gómez (CAN), Member
 - Adam Kszczot (POL), Member
 - Thomas Röhler (GER), Member
 - Ivana Spanovic (SRB), Member
 - Benita Willis (AUS), Member

- Six (6) members appointed by Council on 17 November 2019 until August 2023 (date tbc)
 - Milcah Chemos Cheywa (KEN), Member
 - Majd Eddin Ghazal (SYR), Member
 - Olga Rypakova (KAZ), Member
 - Akani Simbine (RSA), Member
 - Bingtian Su (CHN), Member
 - Marie-Josée Ta Lou (CIV), Member
- Sebastian Coe, President (ex officio)

3.2. The Athletes' Commission is supported by the World Athletics Director ("Director") responsible for Competition and Events within World Athletics (decided by the Chief Executive Officer) who is assisted by a Staff Lead and a Coordinator for the Commission (both appointed by the Director).

4. Responsibilities

4.1. The responsibilities of the Athletes' Commission are as follows:

4.2. To review and formulate recommendations to Council on the following, among other things:

4.2.1. The promoting and advocating for the rights and interests of athletes within the sport of Athletics globally;

4.2.2. The promoting and advancing of an even playing field for athletes in Athletics including one which is clean, inclusive, safe and upholds the highest ethical standards;

4.2.3. The advising and educating of athletes on matters related to Athletics; and

4.2.4. The promoting and supporting the establishment of Athletes' Commissions in Area Associations and Member Federations to provide an athlete's perspective into their respective decision-making processes.

4.3. To approve a four-year plan for recommendation to Council for approval, which:

4.3.1. aligns with the World Athletics Strategic Plan and sets out specified outcomes for the Athletes' Commission for its term of appointment; and

4.3.2. will be reviewed, and updated as appropriate, by the Athletes' Commission at least twice a year to ensure its continuing alignment with the World Athletics Strategic Plan and to measure progress against the specified outcomes.

4.4. With respect to Rules and Regulations where the subject matter relates to matters within the Athletes' Commission's roles and responsibilities:

4.4.1. To develop and submit to Council proposed principles and policy positions to be incorporated into the adoption, amendment or repeal of Rules and Regulations, including drafts of any such Rules or Regulations; and

4.4.2. To review any such Rules and Regulations and shall report its views and recommendations to Council before their adoption, amendment or repeal.

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- 4.5. To carry out such other tasks and activities relating to the Athletes' Commission's roles and responsibilities as may be requested by Council.
- 4.6. The Chairperson of the Athletes' Commission is ultimately responsible for the work and outcomes of the Commission. Should any issues or differences arise between the Chairperson and the relevant World Athletics Director, these shall be referred to the Chief Executive Officer.

5. Duties of Commission Members

- 5.1. **World Athletics Interests:** In undertaking any work in connection with the Athletes' Commission, each Commission member will act in the interests of World Athletics.
- 5.2. **Participation:** Commission members will attend each meeting of the Athletes' Commission (in person or using technology) unless excused by the Chairperson. Each Commission member shall actively participate in Athletes' Commission meetings and in matters undertaken by the Athletes' Commission between meetings. Commission members must be adequately prepared for each Athletes' Commission meeting in order to participate effectively and constructively.
- 5.3. **World Athletics Officials:** Commission members are World Athletics Officials, who are bound by the Integrity Code of Conduct, as well as the Constitution, Rules and Regulations of World Athletics. This includes abiding by principles of conduct related to integrity, equality, dignity, good faith, conflicts of interest, improper benefits, improper association and neutrality.

6. Reporting

- 6.1. The Chairperson of the Athletes' Commission will report to Council on progress against its four-year plan at least twice each year, either orally or in writing, including using technology, as requested by the President.
- 6.2. The Chairperson of the Athletes' Commission will provide a report on the work and activities of the Athletes' Commission as part of the Annual Council Report to Congress, as requested by the President or the Chief Executive Officer.
- 6.3. The Chairperson of the Athletes' Commission will otherwise report on the work and activities of the Athletes' Commission at such times as requested by the Council or the President.
- 6.4. The content of the reports mentioned above must be prior approved by the members of the Athletes' Commission.

7. Meetings and Procedure

- 7.1. **Meetings:** The Athletes' Commission will undertake its work at meetings of the Athletes' Commission and in between meetings as is necessary to fulfil its responsibilities.
 - 7.1.1. The Athletes' Commission should meet at least three times each year. At least once in person and otherwise using technology (e.g. video conferencing, etc.).
 - 7.1.2. The Director will, in consultation with the Chairperson of the Athletes' Commission set the meeting schedule and agendas (subject to budget).
 - 7.1.3. The date(s) and venue(s) of the in-person meeting(s) will be agreed with the Director responsible for overseeing the governance budget.

- 7.1.4. The Chairperson of the Athletes' Commission will, at a time and place decided by the Chief Executive Officer, meet in person at least once a year with the Chairpersons of all the other Commissions to discuss matters of commonality between the Commissions.
- 7.1.5. Commission members will be given at least 3 months' notice of the date and venue of meetings to be held in person, and at least 14 days' notice for meetings using technology, unless exceptional circumstances and/ or an urgent matter arise(s).
- 7.2. **Organisation:** The agenda, together with relevant materials, will be distributed by email or such other form of electronic delivery or platform to all Athletes' Commission members by the Staff Lead to the Commission at least one week prior to the meeting.
- 7.3. **Attendance:** In addition to Commission members:
- 7.3.1. The Chief Executive Officer will be invited to attend meetings of the Commission.
- 7.3.2. The Director and Staff Lead will attend all meetings of the Athletes' Commission and will be included in all work of the Athletes' Commission undertaken between meetings.
- 7.3.3. Other persons may be invited by the Chairperson to attend meetings to provide information or advice on a specific item of business at a meeting, with the prior consent of the Director and/ or the Staff Lead, and the Director responsible for overseeing the governance budget.
- 7.4. **Chairperson:** The Chairperson of the Athletes' Commission (or the Deputy Chairperson in the Chairperson's absence or if requested by the Chairperson) will chair all meetings.
- 7.5. **Quorum:** The quorum for meetings and decisions of the Athletes' Commission will be a majority of the total number of members of the Commission.
- 7.6. **Decisions:** The decisions of the Athletes' Commission should generally be made by consensus. If a consensus cannot be reached and a vote is required, each Athletes' Commission member will have one vote. Voting by proxy is not permitted. A majority of votes in favour of an action by those Athletes' Commission members present at a meeting, is required for it to be passed. In the event of an equality of votes, the Chairperson will have both a deliberative and a casting vote.
- 7.7. **Minutes:** Minutes for each meeting of the Athletes' Commission will be taken. The Staff Lead will be responsible for taking the minutes during the meeting. The minutes will be finalised in consultation with the Chairperson and relevant World Athletics Director and sent to Athletes' Commission members within a maximum of one (1) month of the meeting. Any amendments to the Minutes will be agreed at the next meeting of the Athletes' Commission and will be noted accordingly.
- 7.8. **Confidentiality:** All meetings and the work of the Athletes' Commission are confidential unless specified otherwise. No documents, information, discussion and decisions made at a Commission meeting or otherwise exchanged or agreed in connection with the work of the Commission, shall be disclosed to any other person (other than the President, Council members, Chief Executive Officer, Chief Financial Officer, and the relevant World Athletics Director and Staff Lead for the Commission) unless:

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7.8.1. the President or the Chief Executive Officer and the Athletes' Commission Chairperson authorises such disclosure;

7.8.2. the matter is in the public domain; or

7.8.3. such disclosure is required by law or any applicable authority, including the Constitution and Rules of World Athletics.

7.9. **Consultants:** Only the Chief Executive Officer may engage advisors to provide particular expertise or advice to the Athletes' Commission, following consultation with the Chairperson, the Director and the Director responsible for the governance budget. The role and responsibilities of any advisor should be advised to the members of the Athletes' Commission and should not duplicate or conflict with the role of the Athletes' Commission. Such advisors are not members of the Athletes' Commission.

8. Authority

8.1. The Athletes' Commission is advisory to the Council, has no authority to make decisions for or on behalf of the Council or World Athletics, and has no authority to incur any expense or bind World Athletics to any financial or other commitments.

8.2. The Athletes' Commission, and its members, shall neither represent World Athletics (unless they do so in another World Athletics official capacity such as the President or Council Members or as requested to do so by World Athletics), nor engage any person on behalf of World Athletics, unless in accordance with these Terms of Reference or as prior approved by the Council.

8.3. The Athletes' Commission, and its members shall not make public statements on behalf of the Athletes' Commission, unless:

8.3.1. the member does so in another World Athletics official capacity such as the President or the Athletes' Commission Chairperson or Deputy Chairperson; or,

8.3.2. it is expressly permitted in these Terms of Reference; or,

8.3.3. it is prior approved by the Council.

9. Administration

a. **Fees and Expenses:** For each Commission member, World Athletics will reimburse expenses, and provide any other allowances or service fees, in accordance with World Athletics policy.

b. **Administration:** World Athletics will organise and make logistical arrangements for travel, accommodation and insurance for Athletes' Commission meetings in accordance with World Athletics policy.

c. **Documents:** World Athletics will provide the Athletes' Commission with all documents held by World Athletics relevant to the work of the Athletes' Commission.