



DISCIPLINARY REGULATIONS

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SECTION I SCOPE OF APPLICATION

1. APPLICABILITY OF FIVB DISCIPLINARY REGULATIONS

1.1. APPLICABLE PERSONS SUBJECT TO THE JURISDICTION OF THE FIVB

For the purpose of these Regulations, the following natural and legal persons (hereinafter in these Regulations the “Parties”) are subject to the jurisdiction of the FIVB under the terms herein established:

- The FIVB governing institutions (Congress, Board of Administration, Executive Committee, President);
- The FIVB supporting institutions (Confederations, National Federations, Executive Group, Zonal Associations, Councils and Commissions);
- Persons elected or appointed to a position in any FIVB governing institution other than the Congress;
- Persons elected or appointed to a position in any FIVB supporting institution;
- Persons holding an honorary title granted by the FIVB;
- Natural and legal persons organising or involved in any way in the organisation of FIVB competitions;
- FIVB officials and referees;
- National leagues, clubs, teams and their administrators, team managers, players, coaches, technical and athlete support personnel, and referees affiliated to a NF;
- The FIVB licensed agents.

1.2. APPLICABLE LAW

The law applicable to the FIVB Disciplinary Regulations shall be Swiss law without reference to its conflict of law provisions.

SECTION II ETHICS

CHAPTER 1 Substantive Provisions

2. RELATION TO THE IOC CODE OF ETHICS

These Regulations were drafted on the basis of the IOC Code of Ethics (version 2016). In case of discrepancy, the present document prevails.

3. FUNDAMENTAL PRINCIPLES

3.1 Respect for the universal fundamental ethical principles is the foundation of Olympism.

3.2 These include:

3.2.1 Respect for the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play;

3.2.2 Respect of the principle of the universality and political neutrality of the Olympic Movement;

3.2.3 Maintaining harmonious relations with state authorities, while respecting the principle of autonomy as set out in the Olympic Charter, the FIVB Constitution and Regulations;

3.2.4 Respect for international conventions on protecting human rights insofar as they apply to the FIVB' activities and which ensure in particular:

- respect for human dignity;
- rejection of discrimination of any kind on whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status; and
- rejection of all forms of harassment and abuse, be it physical, professional or sexual, and any physical or mental injuries;

- 3.2.5 Ensuring the Parties' conditions of safety, well-being and medical care favourable to their physical and mental equilibrium.

4. INTEGRITY OF CONDUCT

4.1 Obligation of care

- 4.1.1 The Parties shall use due care and diligence in fulfilling their mission. At all times, they shall act with the highest degree of integrity, and particularly when taking decisions, they must act with impartiality, objectivity, independence and professionalism.
- 4.1.2 They shall refrain from any act involving fraud or corruption. They must not act in a manner likely to tarnish the reputation of the FIVB or the sport of volleyball in general.

4.2 Code of conduct

The Parties or their representatives shall not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with the organization of the Competitions or their position within FIVB, unless expressly provided in the FIVB Constitution and Regulations.

4.3 Gifts

- 4.3.1 Only tokens of consideration or friendship of nominal value, in accordance with prevailing local customs, may be given or accepted by the Parties. Such tokens may not lead to the impartiality and integrity of the Parties being called into question.
- 4.3.2 Any other form of token, object or benefit constitutes a gift which may not be accepted, but must be passed on to the institution of which the beneficiary is a member. The FIVB shall establish a Registry of Gifts.

4.4 Hosting principles

For hospitality shown to the Parties, as well as those accompanying

them, a sense of measure must be respected.

4.5 Conflicts of interest

The Parties must refrain from placing themselves in any conflict of interests. The Parties shall respect the following provisions concerning conflict of interests:

- a) Before being elected or appointed, Parties shall disclose to FIVB (or Confederation or National Federation, as applicable) any personal interests that could be linked with the duties they are about to undertake.
- b) Conflicts of interest arise if a party has, or appears to have, private or personal interest(s) that detract from its ability to perform its duties with integrity in an independent manner. Private or personal interests include gaining any possible advantage for himself, his family, relatives, friends and acquaintances.
- c) While performing their duties, Parties shall avoid any potential conflict of interest, i.e. any situation that could lead to a conflict of interest.
- d) The Parties shall not perform their duties if they have a conflict of interest. Any such conflict shall be immediately disclosed to FIVB.

4.6 Independence

4.6.1 The Parties, their agents or their representatives must not be involved with legal entities or persons whose activity or reputation is inconsistent with the principles set out in the FIVB Constitution and Regulations.

4.6.2 The Parties shall neither give nor accept instructions to vote or intervene in a given manner with the organs of the FIVB.

5. INTEGRITY OF COMPETITIONS

5.1 Obligation of care

The Parties shall commit to combat all forms of cheating and shall continue to undertake all the necessary measures to ensure the integrity of sports competitions.

5.2 Relationship with other documents

The Parties must respect the provisions of the World Anti-Doping Code, the Olympic Movement Code on the Prevention of the Manipulation of Competitions, as incorporated in these Regulations, and any other FIVB Regulations.

5.3 No advertisement policy

All forms of participation in, or support for betting related to the Boys' (U19) and Girls' (U18) competitions, and all forms of promotion of betting related to Boys' (U19) and Girls' (U18) competitions are prohibited.

5.4 Conduct unbecoming

Parties in all the disciplines of the sport of volleyball must not, by any manner whatsoever, manipulate the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics, infringe the principle of fair play or show unsporting conduct.

6. GOOD GOVERNANCE AND RESOURCES

6.1 Basic Universal Principles of Good Governance of the Olympic and Sports Movement

The Parties must respect the Basic Universal Principles of Good Governance of the Olympic and Sports Movement (see Appendix A), in particular transparency, responsibility and accountability.

6.2 Use of resources

The resources of the Parties connected with the FIVB and the Competitions may be used only in accordance with the principles and objectives included in the FIVB Constitution and Regulations.

6.3 Accounting principles

The income and expenditure of the Parties shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles. An independent auditor will check these accounts.

6.4 Payments by FIVB

In cases where the FIVB gives financial support to the Parties:

- a. the use of these resources in accordance with the principles and objectives included in the FIVB Constitution and Regulations must be clearly demonstrated in the accounts; and
- b. the accounts of the Parties may be subjected to auditing by an expert designated by the FIVB Board of Administration.

6.5 No intervention by third parties

The Parties recognize the significant contribution that broadcasters, sponsors, partners and other supporters of sports events make to the development and prestige of the Competitions throughout the world. In order to preserve the integrity and neutrality of the various bidding procedures organized by FIVB, the support and promotion of any of the candidatures by broadcasters, sponsors, partners and other supporters must be in a form consistent with the rules of sport and the principles defined in the FIVB Constitution and Regulations. The broadcasters, sponsors, partners and other supporters must not interfere in the running of sports institutions.

7. CANDIDATURES

7.1 The Parties shall in all points respect the various manuals and regulations published by the FIVB or its Confederations linked to the selection of organizers of Competitions.

7.2 The Parties shall respect the integrity of any bidding process by the FIVB, in order to allow equal access to the promotion of each candidature and the refusal of any risk of conflict of interests. Out of respect for the principle of neutrality of FIVB Board of Administration members, no public declaration appearing to give a favourable opinion of one of the candidatures may be made.

7.3 Organizers wishing to host a FIVB competition shall, inter alia, refrain from approaching another party, or a third authority, with a view to obtaining any financial or political support inconsistent with the provisions of such manuals and the FIVB Constitution and Regulations.

7.4 With respect to candidatures for elections – and in addition to other principles set out in this Chapter 1 – the Parties shall:

- a. promote their candidature with dignity, integrity and

- moderation, respecting at all times and at all levels the FIVB, the other candidates and the voters;
- b. not enter into any form of undertaking with any natural or legal person likely to affect their freedom of decision or action after taking office;
 - c. not produce any spoken word, written text or representation of any nature likely to harm the image of another candidate or cause him/her prejudice; and
 - d. not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature for the direct or indirect benefit of another Party and/or the voters.

8. RELATIONS WITH STATES

- 8.1 The Parties shall work to maintain harmonious relations with state authorities, in accordance with the principle of universality and political neutrality that applies to sports organizations within the Olympic Movement.
- 8.2 The Parties are free to play a role in the public life of the states to which they belong. They may not, however, engage in any activity or follow any ideology inconsistent with the principles and rules defined in the FIVB Constitution and Regulations.
- 8.3 The Parties shall endeavour to protect the environment on the occasion of any events they organise. In the context of the Competitions, they undertake to uphold generally accepted standards for environmental protection.

9. CONFIDENTIALITY

The Parties shall not disclose information entrusted to them by the FIVB. For the avoidance of doubts, this include any information received because of their status of Parties. The principle of confidentiality shall be strictly respected. The obligations of the Parties extend after the end of their relationship with the FIVB.

10. REPORTING OBLIGATION

- 10.1 The Parties shall inform the FIVB Legal and Transfer Department, in the strictest confidentiality and by using the appropriate mechanisms, of any information related to a violation of these

Regulations, with a view to possible referral to the FIVB Ethics Panel.

- 10.2 Any disclosure of information must not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organisation.

11. IMPLEMENTATION

- 11.1 The Parties shall see to it that the principles and rules of the FIVB Constitution and the present Section of the Disciplinary Regulations are applied.
- 11.2 The Parties shall inform the FIVB President of any breach of the present Section of the Disciplinary Regulations, with a view to possible referral to the FIVB Ethics Panel.
- 11.3 Violations of this Section shall be sanctioned in accordance with the sanctions listed in Article 13.5 below.

CHAPTER 2 FIVB Ethics Panel

12. COMPOSITION

- 12.1 The FIVB Ethics Panel ("Panel") is composed of one (1) Chairperson, one (1) Vice-Chairperson and three (3) members appointed by the FIVB Congress for a renewable term of four (4) years between the sessions of the FIVB elective Congress. All Confederations shall be represented on the Ethics Panel.
- 12.2 The persons appointed to the Panel may not hold any other position, with the exception of honorary titles, in FIVB or the Confederations.

13. TERMS OF REFERENCE

- 13.1 In the framework of the competence of the Panel as defined in the FIVB Constitution and the present Disciplinary Regulations, the terms of reference of the Panel are:
- 13.1.1 to provide opinions and recommendations to the FIVB Board of Administration and/or the FIVB Congress on cases submitted by the FIVB President, the FIVB Board of Administration or the FIVB Congress; and
 - 13.1.2 to perform any other task, linked to the development of and respect for the ethical principles, assigned to it in the FIVB Constitution, the present Disciplinary Regulations or by the FIVB Board of Administration and/or the FIVB President.
- 13.2 Any person implicated in a case submitted to the Panel shall be immediately informed. Such person may make his/her observations if he/she deems it necessary to do so. If the person in question is a legal person, the Panel will inform its representative. Such representative may make his/her observations if he/she deems it necessary to do so.
- 13.3 The Panel may decide at its sole discretion to submit opinions or recommendations directly to the FIVB Congress in case the subject matter relates to the FIVB President or to more than one member of the Board of Administration.

- 13.4 In the absence of a consensus, decisions by the Panel will be taken by a simple majority of the members present. Votes are taken by secret ballot if the Chairperson or a majority of members present request it. Proxy votes are not permitted. If necessary, the members may take part in the deliberations by telephone conference or videoconference. In certain circumstances, the Panel members may be consulted by means of circulating the documents. The deliberations and votes are confidential.
- 13.4 The Panel shall be assisted by a member of the FIVB Secretariat appointed by the FIVB President as Secretary to the Panel.
- 13.4 Upon request by the Board of Administration, the Panel shall presents a report on its activities to the FIVB Congress.
- 13.5 The Panel has no power to impose sanctions but may propose to the FIVB Board of Administration or to the FIVB Congress the following sanctions for violations of this Section:
- a. Warning;
 - b. Reprimand;
 - c. Monetary fine of up to CHF 50,000 (for natural persons) or from CHF 50,001 up to CHF 200,000 (for legal persons);
 - d. Removal from office or of title (for natural persons);
 - e. Suspension of membership to or recognition by the FIVB (for legal persons);
 - f. Deprivation of the right to participate in national and/or international volleyball activities; or
 - g. A combination of the above sanctions.

SECTION III DISCIPLINARY

CHAPTER 3 Substantive provisions: general part

14. GENERAL PRINCIPLES

- 14.1 Violations of the FIVB Constitution, Regulations and decisions may be sanctioned as provided herein and in the respective provisions of said legal documents.
- 14.2 Violations of the Rules of the Game may be sanctioned as provided in Articles 20 and 21 of the Rules of the Game. A violation of the Rules of the Game may also constitute a disciplinary offence, sanctionable also under these Regulations.
- 14.3 Unless otherwise specified, offences are sanctionable regardless of whether they have been committed intentionally or negligently.
- 14.4 In addition to personal responsibility, national federations and clubs are accountable, and may be sanctioned accordingly, for the conduct of their players, members, officials, supporters and any persons exercising a function within the federation or the club and/or during the organization of a match on behalf of the federation or club.
- 14.5 With the exception of anti-doping rule violations (Article 17 of the FIVB Medical Regulations), disciplinary proceedings may be initiated at the latest ten (10) years from the date the offence occurred or, in case of continuous offences, from the date the offence ended.
- 14.6 Subject to Article 2 of the FIVB Medical Regulations, Article 14.1 above applies also to acts amounting to attempted offences or to any type of complicity involving an offence or attempted offence.
- 14.7 Confederations and their respective bodies shall apply the present Regulations for their competitions.
- 14.8 All sanctions imposed by the FIVB on leagues, clubs, teams and their administrators, team managers, players, coaches, technical and support personnel, FIVB officials and referees and referees

affiliated to a NF shall also apply at a continental and national level, unless otherwise decided by the FIVB.

- 14.9 The otherwise applicable sanction may be increased (up to double) in case of a recurrence of the offence. Recurrence occurs if a sanction has to be imposed again within five (5) years of a previous offence of a similar nature.

15. OFFENCES

- 15.1 Disciplinary offences are classified as follows:
- a) Simple offences: offences entailing a sanction under Article 16.1 below;
 - b) Major offences: offences entailing a sanction under Article 16.2 below;
 - c) Institutional offences: offences committed by NFs, Confederations, Zonal Associations, and their officers, entailing a sanction under Article 16.3 below;
 - d) Anti-doping rule violations: offences entailing a sanction under the FIVB Medical Regulations.

In case the FIVB Constitution, Regulations and decisions do not stipulate a specific sanction for the violation of a rule contained therein, such violation shall be treated as a major offence. However, in these cases the Disciplinary Panel is not bound by the minimum sanctions provided for in Article 17.

16. SANCTIONS

- 16.1 The following sanctions may be imposed for a simple offence:
- a) Warning;
 - b) Reprimand;
 - c) Monetary fine up to CHF 10,000;
 - d) Repeal of a right (for example a suspension, i.e. prohibition from participation, for a given period of time, in any official activity within the sphere of the FIVB) up to six (6) months;
 - e) A combination of the above sanctions.
- 16.2 The following sanctions may be imposed for a major offence:
- a) Monetary fine of more than CHF 10,000;
 - b) Repeal of a right (for example a suspension, i.e. prohibition from participation, for a given period of time, in any official activity within the sphere of the FIVB) of more than six (6) months;

- c) Disqualification;
 - d) Forfeit of match(es);
 - e) Deduction of point(s);
 - f) A combination of the above sanctions.
- 16.3 The following sanctions may be imposed for an institutional offence committed by NFs, Confederations, Zonal Associations and their officers:
- a) Warning;
 - b) Repeal of a right (for example a suspension, i.e. prohibition from participation, for a given period of time, in any official activity within the sphere of the FIVB);
 - c) Discharge from official position(s) within the FIVB and/or the Confederations and/or the Zonal Associations and/or the NFs;
 - d) Withdrawal of recognition of the Confederation;
 - e) Dissolution of the Zonal Association;
 - f) Expulsion;
 - g) A combination of the above sanctions.
- 16.4 Sanctions may be limited to a geographical area or to one or more specific categories of matches or Competitions.
- 16.5 Pending resolution of a disciplinary matter, the FIVB President or the Disciplinary Panel may impose a provisional suspension.

17. EXECUTION OF SANCTIONS

- 17.1 The body that imposes the fine decides the terms and time limits for payment.
- 17.2 NFs are jointly and severally liable for fines imposed on their national team players and team delegation members, regardless of whether the person has left the NF after the fine was imposed. The same applies mutatis mutandis to clubs in respect of their players and team delegation members.
- 17.3 Fines must be paid to the FIVB in its bank account in Lausanne, Switzerland no later than three (3) months after receipt of the notification of the imposed sanction, unless decided otherwise by the decision making body.

17.4 Delayed payment shall involve a five percent (5%) per annum surcharge and prohibition from participation in Competitions until the entire fine has been paid.

17.5 Disqualification of players and coaches

17.5.1 Disqualification must be applied to the FIVB and/or other competitions (as applicable) immediately following notification.

17.5.2 If a coach or player participates in a match while he is suspended or disqualified, his team shall forfeit the match and the sanction will be doubled or restart, as decided by the body which imposed it.

17.6 Suspension

Suspension starts from the day after receipt of the written notification of the sanction unless decided otherwise by the decision making body.

17.7 Forfeit of match or reversal of results

Forfeit of match, reversal of results or adjustment of the ranking of a Competition must be notified to the team(s) concerned by the Appeal Sub-Committee (or the FIVB Representative) of the respective Competition, if such sanctions are imposed during the course of such Competition, or by FIVB, if such sanctions are imposed after the end of the Competition.

18. NON-OBSERVANCE OF SANCTIONS

Non-observance of sanctions imposed by the FIVB bodies shall be subject to the sanctions provided under Article 16.2 above.

19. ADOPTING DISCIPLINARY DECISION TAKEN BY ORGANISATIONS

19.1 The FIVB President may, either ex officio or at the request of an affected person, decide whether and to what extent disciplinary decisions taken by other organizations (e.g. the IOC, a Confederation, a Zonal Association, a NF, etc.) are to be applied worldwide.

- 19.2 The authority which issued the decision shall submit to the FIVB all documentation relating to the case, together with a translation if requested by the FIVB.
- 19.3 The decision may be adopted and extended worldwide if it complies with general principles of law and with the FIVB Constitution and Regulations.
- 19.4 In the absence of a decision by FIVB to adopt and extend a decision worldwide, such decision may apply only within the territory (or, in the case of event organizers such as the IOC, to the competitions) controlled by the authority that issued the decision.

CHAPTER 4 Substantive provisions: special part

20. VIOLENT CONDUCT

- 20.1 Any action, attitude or public statement displaying an improper use of physical or emotional force in order to injure, intimidate or defame the FIVB, its guests or any of the persons listed in Article 1 herein is considered a violent conduct which shall be sanctioned in accordance with the seriousness of the violation.
- 20.2 Violent conduct in connection with a competition or in general a Volleyball activity shall be sanctioned as a major offence. Sanctions shall be imposed on the persons involved and/or the national federation or club accountable for such actions (see Article 14.4 above).
- 20.3 If such incidents irremediably compromise the normal course of a match, the team held responsible for the public's conduct shall be additionally sanctioned with forfeiture of the match by 0-3 (0-2 for Beach Volleyball) and no point for any of the sets or for the match.
- 20.4 Harassment, insult, verbal or physical abuse by a coach, player, team delegation member, official to or against a player or any other team member or official present, shall be sanctioned by the Appeal Sub-Committee with suspension for one or more matches or exclusion from the competition depending on the seriousness of the violation.
- 20.5 The NFs and their Organising Committee of a Competition must deal courteously and considerately with the FIVB, its officials and the members of the Control Committee, referees, participating team delegations and guests. Any commentary or remark expressed publicly through the media, detrimental to the image or the reputation of the FIVB and its institutions or any of its officials is considered violent conduct.

21. BETTING AND MANIPULATION OF RESULTS

- 21.1 The conduct described in Appendix B, Articles B.2.1.1 and B.2.1.2, shall be sanctioned as a major offence, subject to the specific provisions set out below.

- 21.2 NFs are liable with respect to their official representatives, and clubs with respect to their teams, for any conduct of their members that damages or could damage the integrity of matches and competitions, or aims to provide any party with an unfair advantage in the ranking.
- 21.3 An NF or club declared responsible for such actions shall be sanctioned with forfeiture of the match results of their respective team, withdrawal of all ranking points earned through these matches and suspension for up to two (2) years from all national and international Competitions.
- 21.4 Individual persons found responsible for a violation under this Article shall be sanctioned with a fine of a minimum of CHF 50,000 and a suspension from participation in any official activity within the sphere of the FIVB at national, continental and world-wide level for a period between five (5) years and a life ban.

22. CORRUPTION AND RELATED VIOLATIONS

- 22.1 The conduct described in Appendix B, Articles B.2.1.3, B.2.1.4, B.2.1.5 and B.2.1.6, shall be sanctioned as a major offence, subject to the specific provisions set out below.
- 22.2 Individual persons found responsible for a violation under this Article shall be sanctioned with a fine of a minimum of CHF 50,000 and a suspension from participation in any official activity within the sphere of the FIVB at national, continental and world-wide level for a period between five (5) years and a life ban.
- 22.3 Referees or other Parties who carry out their jobs dishonestly in the course of any Competition shall be discharged from duty or disqualified (as applicable) in the Competition in question and be subject to an additional sanction for a major offence.

23. BREACH OF INTERNATIONAL TRANSFER RULES

- 23.1 A receiving NF that prolongs a player's license to enable him to play longer than the duration of the transfer period or obstructs in any way the reinstatement of the player to his Federation of Origin shall be fined up to CHF 20,000.

- 23.2 The club in question shall be suspended for a period of up to one (1) year from all international activities and/or lose the right to receive an International transfer Certificate (ITC) for that period.
- 23.3 A player who, refusing reinstatement to his Federation of Origin, continues to play for the club or any other club after the end of the transfer period, shall be suspended until his return to the Federation of Origin.
- 23.4 Unauthorized registration or line-up of foreign players
- 23.4.1 NFs that permit their leagues and/or clubs to register or line up players of a different Federation of Origin without the official authorization established by the FIVB Sports Regulations for the transfer of players between NFs, shall be fined up to CHF 30,000 for each player illegally registered or lined up.
- 23.4.2 The player in question shall be suspended for up to one (1) year. The club in question shall be sanctioned for a major offence; sanctions may include forfeiture of the match(es) played with the illegally registered or lined up player. The league in question shall be fined up to CHF 5,000 for each player illegally registered or lined up.

24. OFFENCES RELATED TO THE ORGANISATION OF AND PARTICIPATION IN INTERNATIONAL COMPETITIONS

- 24.1 Omission to obtain authorization for the organization of international competitions
- 24.1.1 NFs have the obligation to obtain authorization from the FIVB (when teams from different Confederations are involved) or from the respective Confederation (when teams from the same Confederation are involved) before they hold competitions between more than two (2) clubs or national teams, which have not been attributed to them directly by the FIVB or the Confederation.
- 24.1.2 An NF which fails to obtain prior authorization as per Article 24.1.1 but proceeds to organise the competition

shall be fined between CHF 10,000 and CHF 50,000. The teams of the organizing NF(s) and/or of the participating NFs may be suspended for a period of up to one (1) year.

24.1.3 The sanction against the organizing and participating NFs shall be doubled if a suspended NF or club took part in the competition.

24.2 Participation of non-eligible teams or players

Subject to the provisions of Article 23 regarding transfers of players, participation even in friendly matches of teams or players of non-FIVB recognized organizations or one or more non-eligible players under FIVB Regulations shall be sanctioned with disqualification of the player(s) from the Competition, forfeiture of the match(es) where the player(s) participated, a fine on the NF/club involved of CHF 30,000 for each ineligible player and suspension of the NF, leagues, clubs, teams, players and officials involved for a period of up to two (2) years.

24.3 Withdrawal from international competitions

24.3.1 NFs have the obligation to enter and participate in all official competitions organized by the FIVB when they have obtained the right to participate.

24.3.2 Failure to enter in the competition shall be sanctioned with exclusion of the NF from the following competition for which it is qualified. In case that failure to enter causes damage to the FIVB or the organizers of the competition, the NF shall be fined up to CHF 10,000 and/or its teams shall be suspended for up to six (6) months.

24.3.3 An NF which, after having entered an official competition organized by the FIVB, withdraws after the drawing of lots has been held and more than sixty (60) days from the starting date of the competition, shall be excluded from the following edition of the competition and/or be fined up to CHF 10,000.

24.3.4 Should such withdrawal take place less than sixty (60) but more than fifteen (15) days prior to the start of an

official competition organized by the FIVB, the NF shall be excluded from the following edition of the competition and/or be fined between CHF 10,000 and CHF 25,000.

24.3.5 Should such withdrawal take place during the fifteen (15) days prior to the start of an official competition organized by the FIVB, the NF shall be excluded from the following edition of the competition and/or be fined between CHF 25,000 and CHF 40,000.

24.3.6 Withdrawal during the course of an official competition organized by the FIVB (or during the qualification phase) or non-appearance at the beginning of the competition shall be sanctioned with:

- a) in all cases, compulsory reimbursement to the Organizing Committee and the FIVB of the expenses made on behalf of the withdrawing delegation and team, plus damages for loss of income and other financial consequences; and
- b) fine of up to CHF 50,000; and/or
- c) suspension from international competitions for up to two (2) years.

24.4 Withdrawal from authorized competitions

24.4.1 NFs that have entered their teams for a competition recognized by the FIVB, whether official or friendly, have the obligation to participate in such competition.

24.4.2 In case of withdrawal and depending on when withdrawal takes place, a fine equivalent to two-thirds (2/3) of the amount established for identical cases of withdrawal from international competitions shall be imposed.

24.4.3 In case of withdrawal from a friendly match during the fifteen (15) days prior to the date of the match, the obligation for reimbursement also includes all the expenses made by the Organizing Committee for preparations of the match.

24.5 Failure to organise FIVB competitions

An NF withdrawing from the organization of or failing to organise a FIVB competition, without prior FIVB agreement and in spite of having a contractual commitment to do so, shall be sanctioned as follows:

- a) fine between CHF 40,000 and CHF 100,000 depending on the level of the competition; and/or
- b) up to one (1) year suspension from participation in international competitions; and/or
- c) up to four (4) years suspension as organizer of international competitions.

In addition to the imposition of the corresponding sanctions, the FIVB has the right to claim the reimbursement of the fees, expenditure and loss of income and up to one percent (1%) monthly interest from the day of the withdrawal or failure.

24.6 Obstruction to the start of a match

24.6.1 A team declared forfeit because it did not start a match within the first 15 minutes of the scheduled time shall be fined up to CHF 20,000, with the possibility of increasing the amount due to additional damages caused to the organizer and the FIVB.

24.6.2 The team in question shall forfeit the match. If the same team commits another similar offence, the team shall be eliminated from the Competition and shall be deemed to have lost also all its previous matches by forfeit.

24.7 Obstruction to the control of the players' entry list

24.7.1 Delayed delivery of the team players' entry list and documents with required information shall be sanctioned with a fine of CHF 1,000.

24.7.2 Failure to deliver the list and documents of team members duly signed to the Control Committee during the preliminary inquiry before the competition shall be sanctioned with a fine of CHF 5,000.

25. INSTITUTIONAL OFFENCES

25.1 Suspension and Expulsion of NF

25.1.1 The grounds for suspension of an NF are:

- a) Debt to the Confederation of the FIVB annual fee, notably for delay in payment of three (3) annual fees, warning thereof having been issued three (3) months before the Congress (see also article 1.3.5 of the FIVB Financial Regulations).
- b) Debt to the FIVB higher than 10,000 CHF and arising from any cause other than the annual fee.
- c) Breach of the FIVB Constitution, Regulations, decisions or these Regulations.

25.1.2 Unless the FIVB Board of Administration or Executive Committee decides otherwise (e.g. authorising participation in competitions under the FIVB flag), a suspended NF loses the rights as member of FIVB (except for Art. 2.3.1.4 of the FIVB Constitution) so long as it remains suspended and its teams and officials may not organise and/or participate in official competitions or activities. In addition, a suspended NF is obliged to reimburse the FIVB for all expenses incurred by the latter for the study of its case.

25.1.3 In order to recover its full affiliation, the said NF must have satisfied the financial obligations above, unless an exception is granted by the FIVB.

25.1.4 The grounds for expulsion of an NF are:

- a) loss of status as an NF (e.g. the entity no longer governs the sport of volleyball in the relevant territory), on the basis of findings from inquiries made in conjunction with the competent national authorities and confirmed by the FIVB ;
- b) debt to the FIVB higher than 100,000 CHF and arising from any cause other than the annual fee (e.g. for non-payment of fines) warning thereof having been issued three (3) months before the Congress ;
- c) repeated breach of the FIVB Constitution, Regulations, decisions or these Regulations.
- d) severe or repeated violation of the fundamental

principles of the Constitution or breach of the fundamental ethical principles mentioned in Section I herein.

- 25.1.5 Quorum and voting requirements for the expulsion of a NF are the same as those stipulated for amendments to the Constitution.
- 25.1.6 An NF may propose the grant of amnesty to an expelled NF at the next Congress, requesting inclusion of the matter on the agenda as per the Rules of Procedure of the FIVB Congress.
- 25.1.7 The sanctions of Article 7.3 may be imposed on the officers of the NF who participated in the NF's committing an institutional offence.
- 25.2 Sanctions on a Confederation or a Zonal Association
- 25.2.1 The grounds for a sanction on a Confederation and its officers on the basis of Article 7.3 above are:
- a) a violation of the FIVB Constitution;
 - b) a violation of the Confederation's obligations under the FIVB General Regulations;
 - c) debt to the FIVB higher than 500,000 CHF.
- 25.2.2 The grounds for a sanction on a Zonal Association and its officers on the basis of Article 7.3 above are:
- a) a violation of the FIVB Constitution;
 - b) a violation of the Zonal Association's obligations under the FIVB General Regulations.
- 25.2.3 The sanctions of Article 7.3 may be imposed on the officers of the Confederation or Zonal Association who participated in the Confederation's or Zonal Association's committing an institutional offence.

CHAPTER 5 Procedural provisions

26. COMPETENCE TO IMPOSE SANCTIONS

- 26.1 The Congress has the exclusive competence for all cases of expulsion of an NF. It may also impose sanctions for ethics violations.
- 26.2 The Board of Administration is competent to impose sanctions for ethics violations, for institutional offences (with the exception of NF expulsion) and for any disciplinary matter not falling under the competence of another body. However, it may impose a provisional suspension of NFs in urgent and serious cases or in cases of non-payment of the membership fee for three (3) years.
- 26.3 The Executive Committee is also competent to impose sanctions for institutional offences with the exception of NFs' expulsion.
- 26.4 The FIVB President is competent to impose sanctions for simple offences but may choose to refer a matter to the FIVB Disciplinary Panel.
- 26.5 The FIVB Disciplinary Panel is competent to impose sanctions for simple offences, when the matter is referred to it by the FIVB President, for major offences, and as provided by the FIVB Medical and Anti-Doping Regulations.
- 26.6 The ~~Appeal-FIVB Disciplinary Panel~~ Sub-Committee (or the FIVB Representative) is competent to impose sanctions for simple and major offences arising on the occasion of the competition for which it was appointed, as specified herein. In case of major offences and if it is practically possible, the ~~Appeal-FIVB Disciplinary Panel~~ Sub-Committee (or the FIVB Representative) may refer the matter to the Disciplinary Panel.
- 26.6.1 The competence of the ~~Appeal-FIVB Disciplinary Panel~~ Sub-Committee (or the FIVB Representative) is limited to the period of the Competition for which it was appointed. The DP Chairperson shall appoint one of the member of the FIVB Disciplinary Panel to act as the FIVB Disciplinary Panel Sub-Committee during the Competition.

- 26.6.2 The ~~Appeal~~FIVB Disciplinary Panel Sub-Committee (or the FIVB Representative) cannot impose a sanction extending further to the end of the Competition for which it was appointed. Further sanctions may be imposed by the competent FIVB body. For this reason, the ~~Appeal Organizational~~ Sub-Committee and/or the FIVB Disciplinary Panel Sub-Committee (or the FIVB Representative) must transmit to the FIVB, by fax or e-mail within twenty-four (24) hours of the end of the Competition, a detailed report of the facts and circumstances of the offence, together with all the official documents and evidence necessary for a complete evaluation.
- 26.6.3 Sanctions imposed by the ~~Appeal~~FIVB Disciplinary Panel Sub-Committee (or an FIVB Representative) are final for the duration of the Competition.
- 26.6.4 The ~~Appeal~~Organizational Sub-Committee (or the FIVB Representative) has exclusive competence for ratifying the match results and drawing up the ranking for Competitions in which more than two (2) teams participate. With respect to the procedure of protests/complaints, refer to the FIVB Event Regulations or the FIVB Beach Volleyball Handbook, respectively.
- 26.7 The Confederations are competent to impose sanctions at the continental level provided that the matter does not fall within the competence of an FIVB body or has been delegated expressly to them by the FIVB in a specific case. For this purpose, they must adopt the same procedural provisions as provided herein. FIVB has exclusive jurisdiction in:
- anti-doping disputes involving International-Level Athletes as defined by the FIVB Medical and Anti-Doping Regulations; and
 - cases of betting and manipulation of competitions.
- 26.8 Zonal Associations may impose sanctions only in and for their regional competitions.
- 26.9 The NFs are competent to impose sanctions at the national level in accordance with their own regulations provided that the matter does not fall within the competence of an FIVB body.

27. DISCIPLINARY PANEL

27.1 The FIVB Disciplinary Panel ("DP") is composed of one (1) Chairperson, one (1) Vice-Chairperson, three (3) members and five (5) substitute members appointed by the FIVB Board of Administration for a renewable term of four (4) years between the sessions of the FIVB elective Congress. All Confederations shall be represented on the DP.

27.2 The DP hears cases in the following composition:

27.2.1 For simple and major offences, as a 3-members panel, appointed by the DP Chairperson.

If a member is unavailable, resigns, has the same nationality with one of the Parties or has a conflict of interest, the DP Chairperson shall appoint without delay a substitute for this case coming.

27.2.2 For anti-doping rule violations, as a 3-members panel composed of two (2) members of the DP appointed by the DP Chairperson and one (1) member of the Medical Commission appointed by the Medical Commission President.

If a member is unavailable, resigns, has the same nationality with one of the Parties or has a conflict of interest, the procedure of Article 27.2.1 *in fine* shall be repeated for the appointment of a substitute.

27.2.3 The DP Chairperson may appoint a Rapporteur among the members of the DP, with the duty to prepare a report of the case to the other members.

28. DISCIPLINARY PROCEDURE

28.1 Investigation

28.1.1 Any person listed under Article 1 who is alleged to have committed a violation of these Regulations 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. Notices shall be

accomplished directly to the person concerned. In the event that the contact details of the person concerned are not known to the FIVB, notices may be accomplished by delivery of the notice to the NF to which this person is affiliated or is a member of.

- 28.1.2 Upon request by the competent FIVB body, the concerned person must provide any information which the competent FIVB body 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.

28.2 Rights of the concerned person

In all procedures linked to violations of the present Regulations, the following rights must be respected:

- 28.2.1 The right to be informed of the charges;
- 28.2.2 The right to a fair, timely and impartial hearing either by appearing personally in front of the competent FIVB body and/or submitting a defence in writing. The following principles apply:
- a) Except for urgent matters (e.g. provisional suspension), a sanction may not be imposed before the person concerned has had the opportunity to be heard and to present his/her case.
 - b) The competent FIVB body is free to decide whether the right to be heard may be exercised solely in writing (ordinary mail, facsimile, email), or also orally. It may authorize the use of telephone or video conference.
 - c) Proceedings shall be conducted in English unless otherwise decided by the competent FIVB body.
- 28.2.3 The right to be accompanied and/or represented by a legal counsel. Parties shall be responsible for and bear

the expenses of their representatives, experts, witnesses etc.

28.3 Burden and standard of proof

The FIVB shall have the burden of establishing that a violation has been committed. The standard of proof in all matters under these Regulations 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 these Regulations has occurred.

28.4 Hearing and decision-making process

28.4.1 The competent FIVB body shall evaluate the evidence, take into consideration the specific conditions under which the events occurred, the previous conduct of the person(s)/or institution(s) concerned and generally all the circumstances in order to determine whether and to what extent a sanction is required. The following principles apply:

- a) When determining the appropriate sanctions applicable, the competent FIVB body shall take into consideration all aggravating and mitigating circumstances and shall detail the effect of such circumstances on the final sanction in the written decision.
- b) Substantial assistance provided by a Party that results in the discovery or establishment of an offence by another Party may reduce any sanction applied under these Regulations.

28.4.2 If a hearing is organized under these Regulations, the competent FIVB body may make the organization of such hearing dependent upon one or more of the parties paying to FIVB reasonable administrative costs.

28.4.3 The competent FIVB body is entitled to the benefit of legal counsel.

28.4.4 At the end of the deadline granted for the exercise of the right to be heard or following the hearing at which the right to be heard was also exercised orally, the FIVB institution will take its decision which will be notified to the concerned person. This decision will indicate the

deadline and appeal process, specifically mentioning the competent institution to revise the decision taken.

28.4.5 Decisions are taken by majority. In case of a tie, the Chairperson has the casting vote.

28.5 Confidentiality

28.5.1 The principle of confidentiality must be strictly respected by the competent FIVB body during all the procedure; information should only be exchanged with entities on a need to know basis. Confidentiality must also be strictly respected by any person concerned by the procedure until there is public disclosure of the case.

28.5.2 Decisions may be published on the FIVB official website and/or the official FIVB publications.

28.6 Appeal

An appeal may be filed against decisions imposing a sanction before the FIVB Appeals Panel within a period of fourteen (14) days from notification of the decision. Decisions imposing a reprimand, a warning, a fine of up to CHF 5,000 per person involved or a combination thereof, are final and not subject to appeal.

28.7 Provisional measures

28.7.1 The competent FIVB body may impose provisional measures, including a provisional suspension, on Parties where there is a particular risk to the reputation of the sport or urgency, while ensuring respect for Articles 28.1 to 28.5 of these Regulations.

28.7.2 Where a provisional measure is imposed, this shall be taken into consideration in the determination of any sanction which may ultimately be imposed.

SECTION IV APPEALS

29. COMPOSITION OF THE APPEALS PANEL

- 29.1 The FIVB Appeals Panel ("AP") shall be composed of one (1) Chairperson, one (1) Vice-Chairperson, three (3) members and five (5) substitute members appointed by the Board of Administration for a renewable term of four (4) years between the sessions of the FIVB elective Congress. All Confederations shall be represented on the AP.
- 29.2 All persons appointed to the AP must have legal training and may not hold any other position, with the exception of honorary titles, in FIVB or the Confederations.
- 29.3 The AP hears cases in the following composition:
- 29.3.1 In all cases, as a 3-members panel composed of the AP Chairperson and two (2) members of the AP appointed by the AP Chairperson.
- If a member is unavailable, resigns, has the same nationality with one of the Parties or has a conflict of interest, the AP Chairperson shall appoint without delay a substitute for this case from among the other members of the AP.
- 29.3.2 The AP Chairperson may appoint a Rapporteur among the members of the AP, with the duty to prepare a report of the case to the other members.

30. COMPETENCE OF THE APPEALS PANEL

- 30.1 Unless otherwise provided in the FIVB Constitution and Regulations, the Appeals Panel shall decide appeals filed by an affected party against decisions of FIVB bodies (e.g. the President, the Board of Administration, the Disciplinary Panel etc.) or Confederation bodies.
- 30.2 Decisions arising from complaints against referee's decisions are final and not subject to appeal before the Appeals Panel or the Court of Arbitration for Sport.

31. PROCEDURE BEFORE THE APPEALS PANEL

- 31.1 Appeals must be made in writing and must be received by the FIVB Secretariat within fourteen (14) days from notification of the decision, failing which the appeal will be considered inadmissible.
- 31.2 The appeal shall be accompanied by a copy of the decision appealed against and a bank certificate confirming payment of the administrative fee of CHF 2,000. Failure to pay the administrative fee within the deadline fixed by the FIVB Secretariat will result in considering the appeal withdrawn. The AP may decide that the administrative fee be reimbursed in the event that the appeal is successful.
- 31.3 The appeal does not have a suspensory effect, unless otherwise decided by the AP. In urgent cases, the AP Chairperson may decide to stay the execution of the decision appealed against pending a decision by the AP on the suspensory effect of the appeal. Prior to taking its decision, the AP may invite the respondent to submit its position.
- 31.4 After receipt of the appeal and of the administrative fee, the AP Chairperson shall fix the deadlines for the filing of the reasons of the appeal and of the answer. In case of dispute, he shall also determine the language of the proceedings.
- 31.5 The FIVB may request the AP to join a third party to the proceedings. If the AP accepts such request, the joined party shall be bound by the outcome of the proceedings even if it does not participate in them.
- 31.6 After review of the parties' submissions, the AP shall invite the parties to a hearing. It may authorize the use of telephone or video conference. If the parties do not request an oral hearing, the AP may decide the case on the basis of written submissions. Proceedings shall be conducted in English unless otherwise decided by the AP.
- 31.7 If a hearing is organized, the AP may make the organization of such hearing dependent upon one or more of the parties paying to FIVB reasonable administrative costs. In any event, parties shall be responsible for and bear the expenses of their representatives, experts, witnesses etc.

31.8 Decisions are taken by majority. In case of a tie, the AP Chairperson has the casting vote.

31.9 Decisions may be published on the FIVB official website and/or the official FIVB publications.

32. FURTHER APPEAL

A further appeal against the decision by the Appeals Panel can only be lodged with the Court of Arbitration for Sport in Lausanne, Switzerland, within twenty-one (21) days following receipt of the decision.

SECTION V FINAL PROVISIONS

33. ENTRY INTO FORCE

These Disciplinary Regulations were approved by the FIVB Board of Administration on 24 May ~~2018~~2019 and entered into force on 31 ~~June~~May ~~2018~~2019.

APPENDIX A

Basic Universal Principles of Good Governance of the Olympic and Sports Movement

A.1. VISION, MISSION AND STRATEGY

A.1.1 Vision

The vision and overall goals of the organisations have to be clearly defined and communicated.

A.1.2 Mission

The mission should include:

- development and promotion of sport;
- promotion of the values of sport;
- organisation of competitions;
- ensuring a fair sporting contest at all times;
- protection of the members and particularly the athletes;
- solidarity,
- respect for the environment.

A.1.3 Strategy

The strategy is to be aligned with the vision and regularly adapted to the environment. The strategy of sporting organisations should be elaborated at the highest level of the organisation.

A.2. STRUCTURES, REGULATIONS AND DEMOCRATIC PROCESS

A.2.1 Structures

A.2.1.1 All sports organisations in the Olympic and Sports Movement should be based on the concept of membership within entities established in accordance with applicable laws.

A.2.1.2 The sports organisations should include as members legal or physical persons who constitute the organisation and contribute to form the will of the organisation.

A.2.1.3 The stakeholders of the organisation encompass all members who make up the organisation as well as all external entities who are involved and have a link, relation with or interest in the organisation.

A.2.2 Clear regulations

A.2.2.1 All regulations of each organisation and governing body, including but not limited to, statutes/constitutions and other procedural regulations, should be clear, transparent, disclosed, publicised and made readily available.

A.2.2.2 Clear regulations allow understanding, predictability and facilitate good governance. The procedure to modify or amend the regulations should also be clear and transparent.

A.2.3 Governing bodies

A.2.3.1 The size of the governing bodies should be adequate and consistent with the size of the sports organisations. The tasks and responsibilities of the governing bodies should be clearly defined in the applicable regulations and should be adapted and reviewed as necessary.

A.2.3.2 Governing bodies should be entitled to create standing or ad hoc committees with specific responsibilities, in order to help them in their tasks.

A.2.3.3 The organisation should set out and adopt reliable and appropriate criteria for the election or appointment of members of the governing bodies so as to ensure a high level of competence, quality and good governance.

A.2.4 Representative governing bodies

Members of the organisation should be represented within the governing bodies, particularly women and athletes. Special care should be taken for protection and representation of minority groups.

A.2.5 Democratic processes

Democratic processes, such as elections, should be governed by clear,

transparent and fair rules.

A.2.6 Attributions of the respective bodies

A clear allocation of responsibilities between the different bodies such as general assembly, executive body, committees or disciplinary bodies, should be determined. There should be a balance of power between the bodies responsible for the management, supervision and control of the sport organisations: principle of checks and balances.

A.2.7 Decision-making

A.2.7.1 All members of the sports organisations shall have the right to express their opinion on the issues on the agenda through appropriate channels. Members shall have the right to vote and be able to exercise that right in appropriate form as defined in the regulations of the governing body. Decision-making bodies should be fully aware of all relevant information before taking a decision.

A.2.7.2 Bodies of the organisation should meet on a regular basis taking into consideration their specific duties and obligations.

A.2.8 Conflicts of interests

As a general principle, members of any decision-making body should be independent in their decisions. No-one with a personal or business interest in the issue under discussion should be involved in the decision. Adequate procedures should be established in order to avoid any conflicts of interests.

A.2.9 Election or renewal of office-bearers on a regular basis

The duration of the terms of office should be pre-determined in order to allow election/renewal of office-bearers on a regular basis. Access for new candidates should be encouraged.

A.2.10 Decisions and appeals

A.2.10.1 Any member affected by a decision of a disciplinary nature taken by any sports organisation should be offered the possibility to submit an appeal to an independent body within the sport's jurisdictions.

A.2.10.2 When decisions are taken against a member, special attention should be paid to the appropriate balance between transparency and protection of privacy.

A.3. HIGHEST LEVEL OF COMPETENCE, INTEGRITY AND ETHICAL STANDARDS

A.3.1 Competence of the members of the executive body

Members of the executive body should be chosen on the basis of their ability, competence, quality, leadership capacity, integrity and experience. The use of outside experts in specific fields should be considered when necessary.

A.3.2 Power of signature

Good governance implies proper financial monitoring. In order to avoid any abuse of powers of representation (in particular signing), adequate rules should be set up, approved and monitored at the highest level. Precise, clear and transparent regulations should be established and applied, and effective controlling systems and checks and balances should be put in place. As a general rule, individual signature should be avoided for binding obligations of an organisation.

A.3.3 Internal management, communication and coordination

A.3.3.1 Good internal communication reinforces the efficiency of sporting organisations. Good information flow inside sporting organisations ensures good understanding by membership of activities undertaken and allows managers to make timely and informed decisions.

A.3.3.2 Good working conditions and atmosphere as well as motivation and incentive policies are essential for the smooth functioning of the organisation.

A.3.4 Risk management

A clear and adequate risk-management process should be put in place:

- identification of potential risks for the sports organisations,
- evaluation of risks,
- control of risks,

- monitoring of risks,
- disclosure/transparency.

A.3.5 Appointment of the members of the management

Leadership is above management. The majority of the members of management should be professional. Candidates should have professional competency and an impeccable professional history. The selection process should be based on objective criteria and should be set out clearly.

A.3.6 Code of Ethics and ethical issues

Develop, adapt and implement ethical principles and rules. Ethical rules should refer to and be inspired by the IOC Code of Ethics. Monitor the implementation of ethical principles and rules.

A.4. ACCOUNTABILITY, TRANSPARENCY AND CONTROL

A.4.1 Accountability

A.4.1.1 All bodies, whether elected or appointed, shall be accountable to the members of the organisation and, in certain cases, to their stakeholders.

A.4.1.2 In particular, the executive body shall be accountable to the General Assembly of the organisation. Management shall be accountable to the executive body. All employees shall be accountable to management.

A.4.2 Processes and mechanisms

Adequate standards and processes for accountability should be in place and available to all organisations, and consistently applied and monitored. Clear and measurable objectives and targets must be set for the organisation, its boards, management and staff, including also appropriate tools for assessment.

A.4.3 Transparency and communication

A.4.3.1 Financial information should be disclosed gradually and in appropriate form to members, stakeholders and the public. Disclosure of financial information should be done on an annual basis.

A.4.3.2 The financial statements of sports organisations should be presented in a consistent way in order to be easily understood.

A.4.4 Financial matters – Applicable laws, rules, procedures and standards

A.4.4.1 Accounts should be established in accordance with the applicable laws and “True and fair view” principle.

A.4.4.2 The application of internationally recognised standards should be strongly encouraged in all sports organisations and required for an international body. For all organisations, annual financial statements are to be audited by independent and qualified auditors.

A.4.4.3 Accountability and financial reports should be produced on a regular basis. Information about remuneration and financial arrangements of the governing bodies’ members should be part of the annual accounts.

A.4.4.4 Clear rules regarding remuneration of the members of governing bodies and managers should be enforced. Remuneration procedures should be transparent and predictable.

A.4.5 Internal control system

Internal control of the financial processes and operations should be established within the sports organisations.

The adoption of a compliance system, document retention system and information security system should be encouraged. The structure of the internal control system should depend on the size and importance of the organisation. Audit committees should be appointed for large sports organisations.

A.4.6 Education and training

A.4.6.1 There should be an induction programme for all new members of staff, volunteer officers and all board members.

A.4.6.2 Ongoing education and training of executives, volunteers and employees should be integral to operations.

A.4.6.3 The promotion of self-education and regular training within the sport organisations should be encouraged.

A.5. SOLIDARITY AND DEVELOPMENT

A.5.1 Distribution of resources

A.5.1.1 As a principle, financial resources which are proceeds of sport should be allocated to sport and in particular to its development after covering all necessary sports-related costs.

A.5.1.2 Financial revenues should be distributed in a fair and efficient manner. A fair distribution of the financial revenues contributes to having balanced and attractive competitions. A clear and transparent policy for the allocation of the financial revenues is essential.

A.5.2 Equity

A.5.2.1 Resources should be distributed equitably. The equity in sport should be reinforced.

A.5.2.2 The right to participate in competitions should be encouraged and secured for those at an appropriate level for the athletes concerned. The opportunity to organise large sports events should be open. The criteria for choosing venues for events should be fair and transparent.

A.5.3 Development

The development of partnership relations between different sports organisations in developing countries should be encouraged. The expansion of sports facilities in developing countries should be promoted.

A.6. ATHLETES' INVOLVEMENT, PARTICIPATION AND CARE

A.6.1 Right to participate and involvement of the athletes in the Olympic and Sports Movement and governing bodies

The right of athletes to participate in sports competitions at an appropriate level should be protected. Sports organisations must refrain from any discrimination. The voice of the athletes should be heard in sporting organisations.

A.6.2 Protection of athletes

Measures should be taken to prohibit exploitation of young athletes. Athletes should be protected from unscrupulous recruiters and agents. Cooperation with the government of the countries concerned should be developed. Codes of conduct should be signed by all sport organisations.

A.6.3 Health

Sports organisation shall adopt rules for the protection of the athletes' health and to limit the risk of endangering the athletes' health (medical supervision, number of days of competition, pollution, etc.).

A.6.4 Fight against doping

Sports organisations shall fight against doping and uphold anti-doping policy. Zero tolerance in the fight against doping should be encouraged in all sports organisations at all levels. Sports organisations shall protect the athletes from doping in particular through prevention and education.

A.6.5 Insurance

Insurance in case of death or serious injury is to be recommended for all athletes and should be mandatory for young/junior athletes. Whenever and wherever possible, athletes should be provided with social security coverage. Special insurance policies should be available for professional athletes. The organisers of sports events should obtain adequate insurance coverage.

A.6.6 Fairness and fair play

Fairness and fair play are central elements of the competition. Fair play is the spirit of sport. The values of sport and friendship shall be promoted.

A.6.7 Athletes' education and career management

Educational programmes, developing in particular "Sport and Studies" programmes, should be encouraged. Career management programmes should be promoted. Training professional athletes for new professional opportunities after their sports careers should be encouraged.

A.7. HARMONIOUS RELATIONS WITH GOVERNEMENTS WHILE PRESERVING AUTONOMY**A.7.1 Cooperation, coordination and consultation**

Sporting organisations should coordinate their actions with governments. Cooperation with governments is an essential element in the framework of sporting activities. Cooperation, coordination and consultation are the best way for sporting organisations to preserve their autonomy.

A.7.2 Complementary mission

Governments, constituents of the Olympic Movement, other sports organisations and stakeholders have a complementary mission and should work together towards the same goals.

A.7.3 Maintain and preserve the autonomy of sport

The right balance between governments, the Olympic Movement and sporting organisations should be ensured.

APPENDIX B

Prevention of the Manipulation of Competitions

B.1. DEFINITIONS

B.1.1 Benefit

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.1.2 Competition

Competition means any sports competition, tournament, match or event, organised in accordance with the rules of the FIVB, the Confederations or the National Federations, or, where appropriate, in accordance with the rules of any other competent sports organization (e.g. competitions sanctioned, authorized or approved by FIVB).

B.1.3 Inside Information

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.

B.1.4 Participant

Participant means any natural or legal person according to Article 1 of these Regulations belonging to one of the following categories:

- a. "athlete" means any person or group of persons, participating in sports competitions;
- b. "athlete support personnel" means any coach, trainer, manager, FIVB Licensed 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;

- c. “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 persons. The term also covers the executives and staff of the FIVB, or where appropriate, Confederations and NFs or club that recognises the competition.

B.1.5 Sports Betting, Bet or Betting

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.

B.2. VIOLATIONS

B.2.1 The following conduct constitutes a major offence:

B.2.1.1 Betting

Betting in relation either:

- a. to a Competition in which the Participant is directly participating; or
- b. to the Participant’s sport; or
- c. to any event of a multisport Competition in which he/she is a participant.

B.2.1.2 Manipulation of sports competitions

An 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.

B.2.1.3 Corrupt conduct

Providing, requesting, receiving, seeking, or accepting a Benefit related to the manipulation of a competition or

any other form of corruption.

B.2.1.4 Inside information

B.2.1.4.1 Using Inside Information for the purposes of Betting, any form of manipulation of sports competitions or any other corrupt purposes whether by the Participant or via another person and/or entity.

B.2.1.4.2 Disclosing Inside Information to any person and/or entity, with or without Benefit, where the Participant knew or should have known that such disclosure might lead to the information being used for the purposes of Betting, any form of manipulation of competitions or any other corrupt purposes.

B.2.1.4.3 Giving and/or receiving a Benefit for the provision of Inside Information regardless of whether any Inside Information is actually provided.

B.2.1.5 Failure to report

B.2.1.5.1 Failing to report to the FIVB, its Confederations and NFs or a relevant disclosure/reporting mechanism or authority, at the first available opportunity, full details of any approaches or invitations received by the Participant to engage in conduct or incidents that could amount to a violation of these Regulations.

B.2.1.5.2 Failing to report to the FIVB, its Confederations and NFs concerned or a relevant disclosure/reporting mechanism or authority, at the first available opportunity, full details of any incident, fact or matter that comes to the attention of the Participant (or of which they ought to have been reasonably aware) including approaches or invitations that have been received by another

Participant to engage in conduct that could amount to a violation of these Regulations.

B.2.1.6 Failure to cooperate

B.2.1.6.1 Failing to cooperate with any investigation carried out by the FIVB in relation to a possible breach of these Regulations, including, without limitation, failing to provide accurately, completely and without undue delay any information and/or documentation and/or access or assistance requested by the FIVB as part of such investigation.

B.2.1.6.2 Obstructing or delaying any investigation that may be carried out by the FIVB in relation to a possible violation of these Regulations, including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to the investigation.

B.2.2 Application of Articles B.2.1.1 to B.2.1.6

B.2.2.1 For the determination of whether a violation has been committed, the following are not relevant:

- a. Whether or not the Participant is participating in the Competition concerned;
- b. The outcome of the Competition on which the Bet was made or intended to be made;
- c. Whether or not any Benefit or other consideration was actually given or received;
- d. The nature or outcome of the Bet;
- e. Whether or not the Participant's effort or performance in the Competition concerned were (or could be expected to be) affected by the acts or omission in question;
- f. Whether or not the result of the Competition concerned was (or could be expected to be) affected by the acts or omission in question;
- g. Whether or not the manipulation included a violation of a technical rule of the FIVB;
- h. Whether or not the competition was attended by the competent national or international

representative of the FIVB.

- B.2.2.2 Any form of aid, abetment or attempt by a Participant that could culminate in a violation of these Regulations shall be treated as if a violation had been committed, whether or not such an act in fact resulted in a violation and/or whether that violation was committed deliberately or negligently.

B.3. MUTUAL RECOGNITION

- B.3.1 Subject to the right of appeal, any decision in compliance with these Regulations by the FIVB must be recognised and respected by all other the Confederations and NFs.
- B.3.2 The FIVB, its Confederations and NFs must recognise and respect the decision(s) made by any other sporting body or court of competent jurisdiction which is not a Sporting Organisation as defined under these Regulations.