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 DISCIPLINARY

CHAPTER 1 Substantive provisions: general part

2. GENERAL PRINCIPLES

2.1 Violations of the FIVB Constitution, Regulations and decisions may be sanctioned as provided herein and in the respective provisions of said legal documents. Violations of ethical standards shall be subject to the FIVB Code of Ethics.

2.2 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.

2.3 Unless otherwise specified, offences are sanctionable regardless of whether they have been committed intentionally or negligently.

2.4 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.

2.5 With the exception of anti-doping rule violations (which shall be defined in the FIVB Medical and Anti-Doping 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.

2.6 Subject to Article 2 of the FIVB Medical and Anti-Doping Regulations, Article 2.1 above applies also to acts amounting to attempted offences or to any type of complicity involving an offence or attempted offence.

2.7 Confederations and their respective bodies shall apply the present Regulations for their competitions.

2.8 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.

2.9 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 after a sanction had been imposed for an offence of a similar nature.

3. OFFENCES

3.1 Disciplinary breachesoffences are classified as follows:

a) DisciplinarySimple offences: offences against the principles of proper conduct, loyalty, integrity and sportsmanship, entailing a sanction under Article 4.1 below;

b) Major offences: offences entailing a sanction under Article 4.2 below;

bc) Institutional offences: offences committed by NFs, Confederations, Zonal Associations, and their officers, entailing a sanction under Article 4.23 below;

cd) Anti-doping rule violations: offences entailing a sanction under the FIVB Medical and Anti-Doping 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 offencedisciplinary breach. However, in these cases the Disciplinary Panel is not bound by the minimum sanctions provided for in Article 5.

4. SANCTIONS

4.1 The following sanctions may be imposed for a disciplinarysimple offence committed by individuals:

a) Warning;
b) Reprimand;
c) Monetary fine up to CHF 10,000;
d) Suspension from participation in competitions;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) Suspension from carrying out a function within the FIVB (including Confederations, National Federations, clubs, etc.);
f) Withdrawal of a title or award;

g) Temporary or permanent withdrawal of a license;
h) Disqualification from competitions and/or exclusion from future competitions;
i) Forfeit of match(es);
j) Deduction of points (for the current and/or a future competition);
k) Ban on international transfers;
l) Ban on exercising any volleyball-related activity;
m) Volleyball community service;
n) A combination of the above sanctions.

~~4.2 The following sanctions may be imposed for a major offence:~~
~~a) Monetary fine;~~
~~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.~~

4.23 The following sanctions may be imposed for an institutional offence committed by NFs, Confederations, Zonal Associations and their officers:
a) Warning;
b) Reprimand;
c) Monetary fine;
db) Suspension from participation in competitions;~~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);~~
e) Ban on the registration of new players;
fc) Discharge from official position(s) within the FIVB and/or the Confederations and/or the Zonal Associations and/or the NFs;
gd) Withdrawal of recognition of the Confederation;
he) Dissolution of the Zonal Association;
if) Expulsion;
ig) A combination of the above sanctions.

4.34 Sanctions may be limited to a geographical area or to one or more specific categories of matches or Competitions.

5. EXECUTION OF SANCTIONS

5.1 The body that imposes the fine decides the terms and time limits for payment.

5.2 NFs are jointly and severally liable for fines imposed on their national team players, members, officials, supporters and any persons exercising a function within the federation and/or during the organization of a match on behalf of the federation, 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, members, officials, supporters and any persons exercising a function within the federation and/or during the organization of a match on behalf of the federation.

5.3 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.

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

5.5 Disqualification of players and coaches

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

5.5.2 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.

5.6 Suspension

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

5.7 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.

6. NON-OBSERVANCE OF SANCTIONS

Non-observance of sanctions imposed by the FIVB bodies shall be subject to the sanctions provided under Article 4.2 above.

7. ADOPTING DISCIPLINARY DECISION TAKEN BY ORGANISATIONS

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

7.2 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.

7.3 The decision may be adopted and extended worldwide if it complies with general principles of law and with the FIVB Constitution and Regulations.

7.4 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 2 Substantive provisions: special part

8. OFFENSIVE BEHAVIOUR AND DISCRIMINATION

8.1 Violations of the following provisions may be sanctioned subject to Article 2.2 of these Regulations and sanctions already imposed under the Official Rules for the same conduct.

8.2 Violent physical misconduct

Any violent physical misconduct (including any such conduct in violation of the FIVB Policy against Harassment and Abuse) shall be sanctioned based on the severity of the misconduct.

8.3 Unsportsmanlike conduct

Any unsportsmanlike conduct (including any such conduct in violation of the FIVB Policy against Harassment and Abuse) shall be sanctioned based on the severity of the conduct. Unsportsmanlike conduct is any conduct violating the generally accepted principles of sportsmanship such as respect, fairness, honesty, fair play or similar as well as non-compliance with any other written or unwritten rules of play, including but not limited to:

1) insults.
2) offensive gestures, signs or language.
3) demonstrations of a non-sporting nature.
4) behaviour that brings the sport of Volleyball and/or the FIVB into disrepute.

8.4 Discrimination

Any Party who offends the dignity or integrity of a country, a person or group of people through contemptuous, discriminatory or derogatory words or actions (by any means whatsoever) on account of race, skin colour, ethnicity, national or social origin, gender, disability, sexual orientation, language, religion, political opinion, birth or any other status or any other reason (including any such conduct in violation of the FIVB Policy against Harassment and Abuse) shall be sanctioned in accordance with the severity of the discrimination.

8.5 Sanctions shall be imposed on the persons involved and/or the national federation or club accountable for such actions (see Article 2.4 above).

8.6 If incidents under Articles 8.1 through 8.3 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.

8.7 Disciplinary offences under Articles 8.1 through 8.3 as well as violations of the FIVB Policy against Harassment and 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 Disciplinary Panel Sub-Committee with suspension for one or more matches or exclusion from the competition depending on the seriousness of the violation.

9. BETTING AND MANIPULATION OF RESULTS

9.1 The conduct described in Appendix A, Articles A.2.1.1 and A.2.1.2, shall be sanctioned as a disciplinary~~major~~ offence, subject to the specific provisions set out below.

9.2 An NF or club declared responsible for such actions in accordance with Article 2.4 shall be sanctioned with forfeiture of the match results of their respective team regarding matches related to which conduct described in Appendix A, Articles A.2.1.1 and A.2.1.2, withdrawal of all ranking points earned through these matches and suspension for up to two (2) years from all national and international Competitions.

9.3 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.

10. CORRUPTION AND RELATED VIOLATIONS

10.1 The conduct described in Appendix A, Articles A.2.1.3, A.2.1.4, A.2.1.5 and A.2.1.6, shall be sanctioned as a disciplinary~~major~~ offence, subject to the specific provisions set out below.

10.2 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.

10.3 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 disciplinary major offence.

11. BREACH OF INTERNATIONAL TRANSFER RULES

11.1 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.

11.2 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.

11.3 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.

11.4 Unauthorized registration or line-up of foreign players

11.4.1 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.

11.4.2 The player in question shall be suspended for up to one (1) year. The club in question shall be sanctioned for a disciplinary 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.

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

12.1 Omission to obtain authorization for the organization of international competitions

12.1.1 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.

12.1.2 An NF which fails to obtain prior authorization as per Article 12.1.1 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.

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

12.2 Participation of non-eligible teams or players

Subject to the provisions of Article 11 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.

12.3 Withdrawal from international competitions

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

12.3.2 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.

12.3.3 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.

12.3.4 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.

12.3.5 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.

12.3.6 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.

12.3.7 In any case of withdrawal, the affected party's/parties' right to compensation for damages remains unaffected.

12.4 Withdrawal from authorized competitions

12.4.1 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.

12.4.2 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.

12.4.3 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. Article 12.3.7 shall apply mutatis mutandis.

12.5 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.

12.6 Failure to respect obligations within the FIVB Specific Competition Regulations and Rider

A local organising committee shall respect the terms of the FIVB Specific Competition Regulations and any other organisational requirements defined by the FIVB and its affiliates (Rider, etc.). A failure to respect the terms of the relevant FIVB Competition

Regulations may be sanctioned in accordance with the severity of the offence.

In addition to the imposition of the corresponding sanctions, the FIVB has the right to claim the reimbursement of the fees, its own expenditures and those of any NFs that have been damaged, loss of income as well as interest from the date that the breach of the obligation occurred.

The FIVB may not pursue disciplinary sanctions if it seeks remedies under its contract with the local organising committee.

12.7 Obstruction to the start of a match

12.76.1 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.

12.76.2 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.

12.87 Obstruction to the control of the players' entry list

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

12.87.2 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.

13. INSTITUTIONAL OFFENCES

13.1 Suspension and Expulsion of NF

13.1.1 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.

13.1.2 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.

13.1.3 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.

13.1.4 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.

13.1.5 Quorum and voting requirements for the expulsion of a NF are the same as those stipulated for amendments to the Constitution.

13.1.6 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.

13.1.7 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.

13.2 Sanctions on a Confederation or a Zonal Association

13.2.1 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.

13.2.2 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.

13.2.3 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 3 Procedural provisions

14. COMPETENCE TO IMPOSE SANCTIONS

14.1 The Congress has the exclusive competence for all cases of expulsion of an NF.

14.2 The Board of Administration is competent to impose sanctions 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.

~~14.3 The FIVB President is competent to impose sanctions for simple offences but may choose to refer a matter to the FIVB Disciplinary Panel.~~

14.34 The FIVB Disciplinary Panel is competent to impose sanctions for disciplinary~~simple~~ offences~~, when the matter is referred to it by the FIVB President, for major offences,~~ and if provided by the FIVB Medical and Anti-Doping Regulations.

14.45 The FIVB Disciplinary Panel Sub-Committee (or the FIVB Representative) is competent to impose sanctions for disciplinary~~simple and major~~ offences arising on the occasion of the competition for which it was appointed, as specified herein. Depending on the complexity and seriousness of the disciplinary breach and ~~In case of major offences and~~ if it is practically possible, the FIVB Disciplinary Panel Sub-Committee (or the FIVB Representative) may refer the matter to the Disciplinary Panel.

14.45.1 The competence of the 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.

14.45.2 The 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 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.

14.~~4~~5.3 Sanctions imposed by the FIVB Disciplinary Panel Sub-Committee (or an FIVB Representative) are final for the duration of the Competition.

14.~~4~~5.4 The 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.

14.~~5~~6 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.

14.~~6~~7 Zonal Associations may impose sanctions only in and for their regional competitions.

14.~~7~~8 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. In violations of the FIVB Policy against Harassment or Abuse or match manipulation matters, in the event that an NF either: 1) has an appropriate procedure in place but fails to properly act on a possible violation of these Regulations or 2) does not have an appropriate procedure to act on a possible violation of these Regulations, the FIVB may

assume competence of the case after providing the NF with an opportunity to act.

15. DISCIPLINARY PANEL

15.1 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.

15.2 The DP hears cases in the following composition:

15.2.1 For ~~simple and major~~disciplinary offences, as a 3-members panel, appointed by the DP Chairperson. If a member is unavailable, resigns, or has a conflict of interest, the DP Chairperson shall appoint without delay a substitute for this case coming.

15.2.2 For anti-doping rule violations, the Disciplinary Panel shall be composed in accordance with Article 8.1.1 of the FIVB Medical and Anti-Doping Regulations.

15.2.3 In the event that the DP Chairperson is unavailable, resigns or has a conflict of interest, the DP Vice-Chairperson shall be responsible for appointing the members of the panel. For anti-doping rule violations, this provision shall also apply in the event that the DP Chairperson has the same nationality as the person charged or does not satisfy the independence requirement under the International Standard for Results Management.

15.3 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.

16. DISCIPLINARY PROCEDURE

16.1 Investigation

16.1.1 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. The NF is obliged to immediately forward the notice to the person concerned.

16.1.2 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.

16.2 Rights of the concerned person

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

16.2.1 The right to be informed of the charges;

16.2.2 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.

16.2.3 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.

16.3 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.

16.4 Consolidation of Disciplinary Proceedings

If different disciplinary proceedings are opened against the same NFs, Confederations, Zonal Associations, Clubs or individual(s), the competent disciplinary panel may consolidate the proceedings into one proceeding in the interest of procedural efficiency.

16.5 Intervention within Disciplinary Proceedings

NFs, Confederations, Zonal Associations, Clubs or other individuals that might be directly affected by a disciplinary proceeding may be invited to participate in the proceedings as interveners, on the initiative of the competent FIVB body or at the request of the affected third-Party. The final decision whether to accept a request for intervention shall lie with the FIVB Disciplinary Panel for that case.

16.6 Hearing and decision-making process

16.64.1 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.

16.64.2 If a hearing (video/in person/hybrid) 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.

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

16.64.4 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.

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

16.75 Confidentiality

16.75.1 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.

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

16.86 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.

16.97 Provisional measures

16.97.1 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 16.1 to 16.5 of these Regulations.

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

SECTION III APPEALS

17. COMPOSITION OF THE APPEALS PANEL

17.1 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.

17.2 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.

17.3 The AP hears cases in the following composition:

17.3.1 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 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.

17.3.2 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.

18. COMPETENCE OF THE APPEALS PANEL

18.1 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.

18.2 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.

19. PROCEDURE BEFORE THE APPEALS PANEL

19.1 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.

19.2 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.

19.3 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.

19.4 If different appeals are filed against the same decision, the AP may automatically consolidate them into one proceeding in the interest of procedural efficiency.

19.5 NFs, Confederations, Zonal Associations, Clubs or other individuals that might be directly affected by an appeal proceeding may be invited to participate in the proceedings as interveners, on the initiative of the competent FIVB body or at the request of the affected third-Party. The final decision whether to accept a request for intervention shall lie with the AP for that case.

19.6 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.

~~19.5 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~~.

19.76 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.

19.87 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.

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

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

20. 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 IV FINAL PROVISIONS

21. ENTRY INTO FORCE

A.1. These Disciplinary Regulations were approved by the FIVB Board of Administration on 231 JuneMarch 20232 and entered into force on 236 JuneApril 20232.

APPENDIX A

Prevention of the Manipulation of Competitions

A.1. DEFINITIONS

A.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.

A.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).

A.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.

A.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;

A. “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.

A.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.

A.2. VIOLATIONS

A.2.1 The following conduct constitutes a disciplinary~~major~~ offence:

A.2.1.1 Betting

Betting in relation either:

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

A.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.

A.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.

A.2.1.4 Inside information

A.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.

A.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.

A.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.

A.2.1.5 Failure to report

A.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.

A.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.

A.2.1.6 Failure to cooperate

A.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.

A.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.

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

A.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;
bA. 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.

A.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.

A.3. MUTUAL RECOGNITION

A.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.

A.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.

APPENDIX B

FIVB POLICY AGAINST HARASSMENT AND ABUSE

(HEREINAFTER THE "POLICY")

B.1. OBJECTIVE

This Policy is intended to help safeguard Athletes and other Participants from harassment and abuse in sport during FIVB Volleyball, Beach Volleyball and Snow Volleyball events.

B.2. SCOPE OF APPLICATION

B.2.1 This Policy applies during the FIVB Volleyball, Beach Volleyball and Snow Volleyball events:

a) To all Participants to the FIVB Volleyball, Beach Volleyball and Snow Volleyball events;

b) To alleged incidents of harassment and abuse.

B.2.2 For the purposes of this Policy:

"Participants" shall mean individual competitors (Athletes) and teams, officials, managers and other members of any delegation, referees and jury members and all other accredited persons.

"**Event**" shall mean the FIVB Volleyball, Beach Volleyball and Snow Volleyball events

"**Harassment**" as stated in Articles 8.1 and 8.4 FIVB Disciplinary Regulation or "harassment and abuse" includes psychological abuse, physical abuse, sexual harassment and neglect. These forms of harassment and abuse may occur in combination or in isolation.

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

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

"**Sexual harassment**" means any verbal or physical conduct of a sexual nature, which is unwelcome, or where consent is coerced, manipulated or cannot be given. Sexual harassment can take the form of sexual abuse.

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

Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age, disability, socioeconomic status and athletic ability. It can include a one-off incident or a series of incidents. It may be in person or online. 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.

B.3 PREVENTIVE MEASURES

Educational materials and other information regarding harassment and abuse in sport will be available to Athletes and other Participants including their respective entourages prior to, during and after the Event, in particular explaining what may constitute harassment and abuse, and where Athletes and other Participants and their respective entourages may seek further information, advice and support.

1) Presentation (coaches)

2) Information at the Preliminary Inquiry

B.4 THE FIVB SAFEGUARDING OFFICER

B.4.1 The FIVB Medical Delegate shall act as FIVB Safeguarding Officer.

B.4.2 During the Event, the FIVB Medical Delegate shall be responsible for:

i) Documenting all reports of harassment and abuse during the Event;

ii) Determining whether a follow-up is warranted, and if so, following-up accordingly;

iii) Recommending whether a case should be:

a) Submitted to the FIVB Control Committee and/or the FIVB Disciplinary Panel; and

b) Notified to local authorities, as appropriate and necessary pursuant to local law. For clarity, the local authorities are responsible for determining whether to conduct a criminal investigation in relation to an alleged incident; and

iv) Providing support to any concerned persons.

B.5 REPORTING AND PROCEDURE FOR ADDRESSING INCIDENTS OF HARASSMENT AND ABUSE

B.5.1.1 Anyone may report an incident of harassment and abuse.

B.5.1.2 Alleged incident of harassment and abuse in relation with the Event may be reported to the following person:

i) The FIVB Safeguarding Officer (Medical Delegate);

ii) The FIVB Medical and Legal Departments.

B.5.1.3 All reports through any reporting channel will be referred to the FIVB Safeguarding Officer (FIVB Medical Delegate).

B.5.1.4 Reports of harassment and abuse may be made in writing or verbally and shall be processed in strict confidentiality, as per Section 8 below. The FIVB Safeguarding Officer shall ensure that such reports are documented. This documentation should include the name, title, address, contact information and signature of the reporting person. The documentation should also include information pertaining to the reasons and basis for the report, including any evidence which might suggest that harassment and abuse has occurred. Based on the particular facts as detailed in the reports, the FIVB Safeguarding Officer will determine how to proceed with each case. In any event, the FIVB Medical and Legal Departments will be informed of the existence of an alleged case of harassment and abuse.

B.5.1.5 If an alleged incident of harassment or abuse has occurred between persons belonging to the same National Federation ("NF") the incident shall be resolved by such NF, provided that it has an appropriate procedure for safeguarding Athletes/Participants.

B.5.1.6 In all other cases, including in the event that: (i) an alleged incident of harassment or abuse has occurred between persons belonging to other organisations or to different organisations, (ii) a NF, which has an appropriate procedure for safeguarding Athletes/Participants, does not, in the opinion of

the FIVB, safeguard such Athlete/Participant (e.g. by taking any disciplinary action) or (iii) does not have an appropriate procedure for safeguarding Athletes/Participants, the FIVB shall take action within its own competence to safeguard the concerned Athlete/Participant, including taking any disciplinary action, if necessary.

B.6 DISCIPLINARY PROCEDURE

Any alleged incident of harassment and abuse during the Event which may constitute a breach of Articles 8.1 and 8.4 FIVB Disciplinary Regulations, may give rise to the FIVB initiating disciplinary proceedings.

B.7 CONFIDENTIALITY

B.7.1 All matters pertaining to an alleged incident of harassment and abuse, in particular reports of harassment and abuse, personal information of the concerned persons, other information gathered during investigations and results of investigations ("Confidential Information") shall be regarded as confidential.

B.7.2 The FIVB may disclose Confidential Information to appropriate persons or authorities if: (i) a failure to disclose such information may cause harm to someone, or (ii) such information relates to a potential criminal act that comes to the attention of the FIVB.

B.7.3 Notwithstanding Section 7.2 above, decisions pursuant to Section 6 shall, in principle, include Confidential Information and shall be publicly disclosed by the FIVB. When disclosing such decisions, the FIVB shall: (i) not include any personal information of the victim without obtaining the victim's consent, and (ii) anonymise personal information of other concerned persons in certain cases, taking into consideration the privacy interests of such concerned persons.