MEDICAL & ANTI-DOPING REGULATIONS

Edition 20233~~22~~

Version: ~~21~~ 23 ~~March~~ June 20223~~23~~

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A.
Anti-Doping Rules

INTRODUCTION

Preface

The FIVB Board of Administration accepted the revised World Anti-Doping Code, ed. 2021 (the "*Code*") on 31 December 2020. These Anti-Doping Rules are adopted and implemented in accordance with the FIVB's responsibilities under the *Code*, and in furtherance of the FIVB's continuing efforts to eradicate doping in sport.

These Anti-Doping Rules, like *Competition* rules, are sport rules governing the conditions under which Volleyball (in all its disciplines) is played. *Athletes* and *Other Persons* accept these rules as a condition of participation and shall be bound by them. Aimed at enforcing anti-doping rules in a global and harmonized manner, they are distinct in nature from criminal and civil laws. They are not intended to be subject to or limited by any national requirements and legal standards applicable to criminal or civil proceedings, although they are intended to be applied in a manner which respects the principles of proportionality and human rights. When reviewing the facts and the law of a given case, all courts, arbitral tribunals and other adjudicating bodies should be aware of and respect the distinct nature of these Anti-Doping Rules implementing the *Code* and the fact that these rules represent the consensus of a broad spectrum of stakeholders around the world as to what is necessary to protect and ensure fair sport.

As provided in the *Code*, the FIVB shall be responsible for conducting all aspects of *Doping Control*. Any aspect of *Doping Control* or anti-doping *Education* may be delegated by the FIVB to a *Delegated Third Party*, such as the International Testing Agency (ITA), however, the FIVB shall require the *Delegated Third Party* to perform such aspects in compliance with the *Code*, *International Standards*, and these Anti-Doping Rules. The FIVB may delegate its adjudication and *Results Management* responsibilities to the CAS Anti-Doping Division.

When the FIVB delegates its responsibilities to implement part or all of *Doping Control* to the ITA or to another *Delegated Third Party*, any reference to the FIVB in these Rules should be intended as a reference to the ITA or to the other *Delegated Third Party*, where applicable and within the context of the aforementioned delegation. The FIVB shall always remain fully responsible for ensuring that any delegated aspects are performed in compliance with the *Code*.

Italicized terms used in these Anti-Doping Rules are defined in Appendix 1.

Unless otherwise specified, references to Articles are references to Articles of these Anti-Doping Rules.

Fundamental Rationale for the *Code* and the FIVB's Anti-Doping Rules

Anti-doping programs are founded on the intrinsic value of sport. This intrinsic value is often referred to as "the spirit of sport": the ethical pursuit of human excellence through the dedicated perfection of each *Athlete's* natural talents.

Anti-doping programs seek to protect the health of *Athletes* and to provide the opportunity for *Athletes* to pursue human excellence without the *Use* of *Prohibited Substances* and *Methods*.

Anti-doping programs seek to maintain the integrity of sport in terms of respect for rules, other competitors, fair competition, a level playing field, and the value of clean sport to the world.

The spirit of sport is the celebration of the human spirit, body and mind. It is the essence of Olympism and is reflected in values we find in and through sport, including:

- Health
- Ethics, fair play and honesty
- *Athletes'* rights as set forth in the *Code*
- Excellence in performance
- Character and *Education*
- Fun and joy
- Teamwork
- Dedication and commitment
- Respect for rules and laws
- Respect for self and other *Participants*
- Courage
- Community and solidarity

The spirit of sport is expressed in how we play true.

Doping is fundamentally contrary to the spirit of sport.

Scope of these Anti-Doping Rules

These Anti-Doping Rules shall apply to:

a. the FIVB, including its board members, directors, officers, and specified employees, and *Delegated Third Parties* and their employees, who are involved in any aspect of *Doping Control*;

b. each of its *National Federations* and Confederations, including their board members, directors, officers, and specified employees and *Delegated Third Parties* and their employees, who are involved in any aspect of *Doping Control*;

c. the following *Athletes*, *Athlete Support Personnel* and other *Persons*:

   i. all *Athletes* and *Athlete Support Personnel* who have registered at least once with the FIVB (e.g. *Athletes* entered in VIS or BVIS), or with any Confederation or *National Federation*, or with any member or affiliate organization of any Confederation or *National Federation* (including any clubs, teams, associations or leagues);

   ii. all *Athletes* and *Athlete Support Personnel* participating in such capacity in *Events*, *Competitions* and other activities organized, convened, authorized or recognized by the FIVB, or any Confederation or a *National Federation*, or any member or

affiliate organization of any *National Federation* (including any clubs, teams, associations or leagues), wherever held;

iii. any other *Athlete* or *Athlete Support Personnel* or other *Person* who, by virtue of an accreditation, a license or other contractual arrangement, or otherwise, is subject to the jurisdiction of the FIVB, or of any Confederation or *National Federation*, or of any member or affiliate organization of any Confederation or *National Federation* (including any clubs, teams, associations or leagues), for purposes of anti-doping; and

iv. *Athletes* who are not regular members of the FIVB or of one of its Confederations or *National Federations* but who want to be eligible to compete in a particular *International Event*.

Each of the abovementioned *Persons* is deemed, as a condition of his/her membership, accreditation, participation and/or involvement in the sport, to have agreed to be bound by these Anti-Doping Rules, and to have submitted to the authority of the FIVB to enforce these Anti-Doping Rules, including any *Consequences* for the breach thereof and to the jurisdiction of the hearing panels specified in Article 8 and Article 13 to hear and determine cases and appeals brought under these Anti-Doping Rules.[1]

Within the overall pool of *Athletes* set out above who are bound by and required to comply with these Anti-Doping Rules, the following *Athletes* shall be considered to be *International-Level Athletes* for purposes of these Anti-Doping Rules, and therefore the specific provisions in these Anti-Doping Rules applicable to *International-Level Athletes* (as regards *Testing* but also as regards *TUEs*, whereabouts information, *Results Management*) shall apply to such *Athletes*:

a. *Athletes* who have competed in at least one *FIVB Event* in the relevant calendar year and/or in the previous two (2) calendar years; and

b. *Athletes* included by the FIVB in the *Registered Testing Pool* or *Testing Pool(s).*

[1] *[Comment: Where the Code requires a Person other than an Athlete or Athlete Support Person to be bound by the Code, such Person would of course not be subject to Sample collection or Testing, and would not be charged with an anti-doping rule violation under the Code for Use or Possession of a Prohibited Substance or Prohibited Method. Rather, such Person would only be subject to discipline for a violation of Code Articles 2.5 (Tampering), 2.7 (Trafficking), 2.8 (Administration), 2.9 (Complicity), 2.10 (Prohibited Association) and 2.11 (Retaliation). Furthermore, such Person would be subject to the additional roles and responsibilities according to Code Article 21.3. Also, the obligation to require an employee to be bound by the Code is subject to applicable law.*

The FIVB shall ensure that, as per Article 19 of these Anti-Doping Rules, any arrangements with their board members, directors, officers, and specified employees, as well as with the Delegated Third Parties and their employees – either employment, contractual or otherwise – have explicit provisions incorporated according to which such Persons are bound by, agree to comply with these Anti-Doping Rules, and agree on the FIVB's authority to solve the anti-doping cases.]

Article 1
Definition of Doping

Doping is defined as the occurrence of one or more of the anti-doping rule violations set forth in Article 2.1 through Article 2.11 of these Anti-Doping Rules.

Article 2
Anti-Doping Rule Violations

The purpose of Article 2 is to specify the circumstances and conduct which constitute anti-doping rule violations. Hearings in doping cases will proceed based on the assertion that one or more of these specific rules have been violated.

Athletes or other *Persons* shall be responsible for knowing what constitutes an anti-doping rule violation and the substances and methods which have been included on the *Prohibited List*.

The following constitute anti-doping rule violations:

2.1 Presence of a *Prohibited Substance* or its *Metabolites* or *Markers* in an *Athlete's Sample*

2.1.1 It is the *Athletes'* personal duty to ensure that no *Prohibited Substance* enters their bodies. *Athletes* are responsible for any *Prohibited Substance* or its *Metabolites* or *Markers* found to be present in their *Samples*. Accordingly, it is not necessary that intent, *Fault*, *Negligence* or knowing *Use* on the *Athlete's* part be demonstrated in order to establish an anti-doping rule violation under Article 2.1.[2]

2.1.2 Sufficient proof of an anti-doping rule violation under Article 2.1 is established by any of the following: presence of a *Prohibited Substance* or its *Metabolites* or *Markers* in the *Athlete's* A *Sample* where the *Athlete* waives analysis of the B *Sample* and the B *Sample* is not analyzed; or, where the *Athlete's* B *Sample* is analyzed and the analysis of the *Athlete's* B *Sample* confirms the presence of the *Prohibited Substance* or its *Metabolites* or *Markers* found in the *Athlete's* A *Sample*; or, where the *Athlete's* A or B *Sample* is split into two (2) parts and the analysis of the confirmation part of the split *Sample* confirms the presence of the *Prohibited Substance* or its *Metabolites* or *Markers* found in the first part of the split *Sample* or the *Athlete* waives the analysis of the confirmation part of the split *Sample*.[3]

2.1.3 Excepting those substances for which a *Decision Limit* is specifically identified in the *Prohibited List* or a *Technical Document*, the presence of any reported quantity of a *Prohibited Substance* or its *Metabolites* or *Markers* in an *Athlete's Sample* shall constitute an anti-doping rule violation.

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[2] *[Comment to Article 2.1.1: An anti-doping rule violation is committed under this Article without regard to an Athlete's Fault. This rule has been referred to in various CAS decisions as "Strict Liability". An Athlete's Fault is taken into consideration in determining the Consequences of this anti-doping rule violation under Article 10. This principle has consistently been upheld by CAS.]*

[3] *[Comment to Article 2.1.2: The Anti-Doping Organization with Results Management responsibility may, at its discretion, choose to have the B Sample analyzed even if the Athlete does not request the analysis of the B Sample.]*

2.1.4 As an exception to the general rule of Article 2.1, the *Prohibited List,* International *Standards* or *Technical Documents* may establish special criteria for reporting or the evaluation of certain *Prohibited Substances*.

2.2 *Use* or *Attempted Use* by an *Athlete* of a *Prohibited Substance* or a *Prohibited Method*[4]

2.2.1 It is the *Athletes*' personal duty to ensure that no *Prohibited Substance* enters their bodies and that no *Prohibited Method* is *Used*. Accordingly, it is not necessary that intent, *Fault*, *Negligence* or knowing *Use* on the *Athlete*'s part be demonstrated in order to establish an anti-doping rule violation for *Use* of a *Prohibited Substance* or a *Prohibited Method*.

2.2.2 The success or failure of the *Use* or *Attempted Use* of a *Prohibited Substance* or *Prohibited Method* is not material. It is sufficient that the *Prohibited Substance* or *Prohibited Method* was *Used* or *Attempted* to be *Used* for an anti-doping rule violation to be committed.[5]

2.3 Evading, Refusing or Failing to Submit to *Sample* Collection by an *Athlete*

Evading *Sample* collection, or refusing or failing to submit to *Sample* collection without compelling justification after notification by a duly authorized *Person.*[6]

2.4 Whereabouts Failures by an *Athlete*

Any combination of three (3) missed tests and/or filing failures, as defined in the *International Standard* for *Results Management*, within a twelve (12) month period by an *Athlete* in *a Registered Testing Pool.*

2.5 *Tampering* or *Attempted Tampering* with any part of *Doping Control* by an *Athlete* or other *Person*

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[4] *[Comment to Article 2.2: It has always been the case that Use or Attempted Use of a Prohibited Substance or Prohibited Method may be established by any reliable means. As noted in the Comment to Article 3.2, unlike the proof required to establish an anti-doping rule violation under Article 2.1, Use or Attempted Use may also be established by other reliable means such as admissions by the Athlete, witness statements, documentary evidence, conclusions drawn from longitudinal profiling, including data collected as part of the Athlete Biological Passport, or other analytical information which does not otherwise satisfy all the requirements to establish "Presence" of a Prohibited Substance under Article 2.1.*

For example, Use may be established based upon reliable analytical data from the analysis of an A Sample (without confirmation from an analysis of a B Sample) or from the analysis of a B Sample alone where the Anti-Doping Organization provides a satisfactory explanation for the lack of confirmation in the other Sample.]

[5] *[Comment to Article 2.2.2: Demonstrating the "Attempted Use" of a Prohibited Substance or a Prohibited Method requires proof of intent on the Athlete's part. The fact that intent may be required to prove this particular anti-doping rule violation does not undermine the Strict Liability principle established for violations of Article 2.1 and violations of Article 2.2 in respect of Use of a Prohibited Substance or Prohibited Method.*

An Athlete's Use of a Prohibited Substance constitutes an anti-doping rule violation unless such Substance is not prohibited Out-of-Competition and the Athlete's Use takes place Out-of-Competition. (However, the presence of a Prohibited Substance or its Metabolites or Markers in a Sample collected In-Competition is a violation of Article 2.1 regardless of when that Substance might have been administered.)]

[6] *[Comment to Article 2.3:* ***Error! Main Document Only.****For example, it would be an anti-doping rule violation of "evading Sample collection" if it were established that an Athlete was deliberately avoiding a Doping Control official to evade notification or Testing. A violation of "failing to submit to Sample collection" may be based on either intentional or negligent conduct of the Athlete, while "evading" or "refusing" Sample collection contemplates intentional conduct by the Athlete.]*

2.6 *Possession* of a *Prohibited Substance* or a *Prohibited Method* by an *Athlete* or *Athlete Support Person*

2.6.1 *Possession* by an *Athlete In-Competition* of any *Prohibited Substance* or any *Prohibited Method*, or *Possession* by an *Athlete Out-of-Competition* of any *Prohibited Substance* or any *Prohibited Method* which is prohibited *Out-of-Competition* unless the *Athlete* establishes that the *Possession* is consistent with a Therapeutic Use Exemption ("*TUE*") granted in accordance with Article 4.4 or other acceptable justification.

2.6.2 *Possession* by an *Athlete Support Person In-Competition* of any *Prohibited Substance* or any *Prohibited Method*, or *Possession* by an *Athlete Support Person Out-of-Competition* of any *Prohibited Substance* or any *Prohibited Method* which is prohibited *Out-of-Competition* in connection with an *Athlete*, *Competition* or training, unless the *Athlete Support Person* establishes that the *Possession* is consistent with a *TUE* granted to an *Athlete* in accordance with Article 4.4 or other acceptable justification.[7]

2.7 *Trafficking* or *Attempted Trafficking* in any *Prohibited Substance* or *Prohibited Method* by an *Athlete* or Other *Person*

2.8 *Administration* or *Attempted Administration* by an *Athlete* or Other *Person* to any *Athlete In-Competition* of any *Prohibited Substance or Prohibited Method,* or *Administration* or *Attempted Administration* to any *Athlete Out-of-Competition* of any *Prohibited Substance* or any *Prohibited Method* that is prohibited *Out-of-Competition*

2.9 Complicity or *Attempted Complicity* by an *Athlete* or Other *Person*

Assisting, encouraging, aiding, abetting, conspiring, covering up or any other type of intentional complicity or *Attempted* complicity involving an anti-doping rule violation, *Attempted* anti-doping rule violation or violation of Article 10.14.1 by another *Person*.[8]

2.10 Prohibited Association by an *Athlete* or Other *Person*

2.10.1 Association by an *Athlete* or other *Person* subject to the authority of an *Anti-Doping Organization* in a professional or sport-related capacity with any *Athlete Support Person* who:

2.10.1.1 If subject to the authority of an *Anti-Doping Organization*, is serving a period of *Ineligibility*; or

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7 *[Comment to Articles 2.6.1 and 2.6.2: Acceptable justification would not include, for example, buying or Possessing a Prohibited Substance for purposes of giving it to a friend or relative, except under justifiable medical circumstances where that Person had a physician's prescription, e.g., buying Insulin for a diabetic child.]*

[Comment to Article 2.6.1 and 2.6.2: Acceptable justification may include, for example, (a) an Athlete or a team doctor carrying Prohibited Substances or Prohibited Methods for dealing with acute and emergency situations (e.g., an epinephrine auto-injector), or (b) an Athlete Possessing a Prohibited Substance or Prohibited Method for therapeutic reasons shortly prior to applying for and receiving a determination on a TUE.]

8 *[Comment to Article 2.9: Complicity or Attempted Complicity may include either physical or psychological assistance.]*

2.10.1.2 If not subject to the authority of an *Anti-Doping Organization* and where *Ineligibility* has not been addressed in a *Results Management* process pursuant to the *Code*, has been convicted or found in a criminal, disciplinary or professional proceeding to have engaged in conduct which would have constituted a violation of anti-doping rules if *Code*-compliant rules had been applicable to such *Person.* The disqualifying status of such *Person* shall be in force for the longer of six (6) years from the criminal, professional or disciplinary decision or the duration of the criminal, disciplinary or professional sanction imposed; or

2.10.1.3 Is serving as a front or intermediary for an individual described in Article 2.10.1.1 or 2.10.1.2.

2.10.2 To establish a violation of Article 2.10, an *Anti-Doping Organization* must establish that the *Athlete* or other *Person* knew of the *Athlete Support Person's* disqualifying status.

The burden shall be on the *Athlete* or other *Person* to establish that any association with an *Athlete Support Person* described in Article 2.10.1.1 or 2.10.1.2 is not in a professional or sport-related capacity and/or that such association could not have been reasonably avoided.

Anti-Doping Organizations that are aware of *Athlete Support Personnel* who meet the criteria described in Article 2.10.1.1, 2.10.1.2, or 2.10.1.3 shall submit that information to *WADA*.[9]

2.11 Acts by an *Athlete* or Other *Person* to Discourage or Retaliate Against Reporting to Authorities

Where such conduct does not otherwise constitute a violation of Article 2.5:

2.11.1 Any act which threatens or seeks to intimidate another *Person* with the intent of discouraging the *Person* from the good-faith reporting of information that relates to an alleged anti-doping rule violation or alleged non-compliance with the *Code* to *WADA*, an *Anti-Doping Organization*, law enforcement, regulatory or professional disciplinary body, hearing body or *Person* conducting an investigation for *WADA* or an *Anti-Doping Organization*.

2.11.2 Retaliation against a *Person* who, in good faith, has provided evidence or information that relates to an alleged anti-doping rule violation or alleged non-compliance with the *Code* to *WADA*, an *Anti-Doping Organization*, law

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9 *[Comment to Article 2.10: Athletes and other Persons must not work with coaches, trainers, physicians or other Athlete Support Personnel who are Ineligible on account of an anti-doping rule violation or who have been criminally convicted or professionally disciplined in relation to doping. This also prohibits association with any other Athlete who is acting as a coach or Athlete Support Person while serving a period of Ineligibility. Some examples of the types of association which are prohibited include: obtaining training, strategy, technique, nutrition or medical advice; obtaining therapy, treatment or prescriptions; providing any bodily products for analysis; or allowing the Athlete Support Person to serve as an agent or representative. Prohibited association need not involve any form of compensation.*

While Article 2.10 does not require the Anti-Doping Organization to notify the Athlete or other Person about the Athlete Support Person's disqualifying status, such notice, if provided, would be important evidence to establish that the Athlete or other Person knew about the disqualifying status of the Athlete Support Person.]

enforcement, regulatory or professional disciplinary body, hearing body or *Person* conducting an investigation for *WADA* or an *Anti-Doping Organization*.

For purposes of Article 2.11, retaliation, threatening and intimidation include an act taken against such *Person* either because the act lacks a good faith basis or is a disproportionate response.[10]

Article 3
Proof of Doping

3.1 Burdens and Standards of Proof

The FIVB shall have the burden of establishing that an anti-doping rule violation has occurred. The standard of proof shall be whether the FIVB has established an anti-doping rule violation to the comfortable satisfaction of the hearing panel bearing in mind the seriousness of the allegation which is made. This standard of proof in all cases is greater than a mere balance of probability but less than proof beyond a reasonable doubt. Where these Anti-Doping Rules place the burden of proof upon the *Athlete* or other *Person* alleged to have committed an anti-doping rule violation to rebut a presumption or establish specified facts or circumstances, except as provided in Articles 3.2.2 and 3.2.3, the standard of proof shall be by a balance of probability.[11]

3.2 Methods of Establishing Facts and Presumptions

Facts related to anti-doping rule violations may be established by any reliable means, including admissions.[12] The following rules of proof shall be applicable in doping cases:

3.2.1 Analytical methods or *Decision Limits* approved by *WADA* after consultation within the relevant scientific community or which have been the subject of peer review are presumed to be scientifically valid. Any *Athlete* or other *Person* seeking to challenge whether the conditions for such presumption have been met or to rebut this presumption of scientific validity shall, as a condition precedent to any such challenge, first notify *WADA* of the challenge and the basis of the challenge. The initial hearing body, appellate body or *CAS,* on its own initiative, may also inform *WADA* of any such challenge. Within ten (10) days of *WADA*'s receipt of such notice and the case file related to such challenge, *WADA* shall also have the right to intervene as a party, appear as amicus curiae, or otherwise provide evidence in such proceeding. . In cases before *CAS*, at *WADA*'s request, the *CAS* panel shall

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10 *[Comment to Article 2.11.2: This Article is intended to protect Persons who make good faith reports, and does not protect Persons who knowingly make false reports.]*

[Comment to Article 2.11.2: Retaliation would include, for example, actions that threaten the physical or mental well-being or economic interests of the reporting Persons, their families or associates. Retaliation would not include an Anti-Doping Organization asserting in good faith an anti-doping rule violation against the reporting Person. For purposes of Article 2.11, a report is not made in good faith where the Person making the report knows the report to be false.]

11 *[Comment to Article 3.1: This standard of proof required to be met by the FIVB is comparable to the standard which is applied in most countries to cases involving professional misconduct.]*

12 *[Comment to Article 3.2: For example, the FIVB may establish an anti-doping rule violation under Article 2.2 based on the Athlete's admissions, the credible testimony of third Persons, reliable documentary evidence, reliable analytical data from either an A or B Sample as provided in the Comments to Article 2.2, or conclusions drawn from the profile of a series of the Athlete's blood or urine Samples, such as data from the Athlete Biological Passport.]*

appoint an appropriate scientific expert to assist the panel in its evaluation of the challenge.[13]

3.2.2 *WADA*-accredited laboratories, and other laboratories approved by *WADA*, are presumed to have conducted *Sample* analysis and custodial procedures in accordance with the *International Standard* for Laboratories. The *Athlete* or other *Person* may rebut this presumption by establishing that a departure from the International Standard for Laboratories occurred which could reasonably have caused the *Adverse Analytical Finding*.

If the *Athlete* or other *Person* rebuts the preceding presumption by showing that a departure from the *International Standard* for Laboratories occurred which could reasonably have caused the *Adverse Analytical Finding*, then the FIVB shall have the burden to establish that such departure did not cause the *Adverse Analytical Finding*.[14]

3.2.3 Departures from any other *International Standard* or other anti-doping rule or policy set forth in the *Code* or these Anti-Doping Rules shall not invalidate analytical results or other evidence of an anti-doping rule violation, and shall not constitute a defense to an anti-doping rule violation;[15] provided, however, if the *Athlete* or other *Person* establishes that a departure from one of the specific *International Standard* provisions listed below could reasonably have caused an anti-doping rule violation based on an *Adverse Analytical Finding* or whereabouts failure, then the FIVB shall have the burden to establish that such departure did not cause the *Adverse Analytical Finding* or the whereabouts failure:

(i) a departure from the *International Standard* for *Testing* and Investigations related to *Sample* collection or *Sample* handling which could reasonably have caused an anti-doping rule violation based on an *Adverse Analytical Finding*, in which case the FIVB shall have the burden to establish that such departure did not cause the *Adverse Analytical Finding*;

(ii) a departure from the *International Standard* for *Results Management* or *International Standard* for *Testing* and Investigations

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13 *[Comment to Article 3.2.1: For certain Prohibited Substances, WADA may instruct WADA-accredited laboratories not to report Samples as an Adverse Analytical Finding if the estimated concentration of the Prohibited Substance or its Metabolites or Markers is below a Minimum Reporting Level. WADA's decision in determining that Minimum Reporting Level or in determining which Prohibited Substances should be subject to Minimum Reporting Levels shall not be subject to challenge. Further, the laboratory's estimated concentration of such Prohibited Substance in a Sample may only be an estimate. In no event shall the possibility that the exact concentration of the Prohibited Substance in the Sample may be below the Minimum Reporting Level constitute a defense to an anti-doping rule violation based on the presence of that Prohibited Substance in the Sample.]*

14 *[Comment to Article 3.2.2:* ***Error! Main Document Only.****The burden is on the Athlete or other Person to establish, by a balance of probability, a departure from the International Standard for Laboratories that could reasonably have caused the Adverse Analytical Finding. Thus, once the Athlete or other Person establishes the departure by a balance of probability, the Athlete or other Person's burden on causation is the somewhat lower standard of proof – "could reasonably have caused." If the Athlete or other Person satisfies these standards, the burden shifts to the FIVB to prove to the comfortable satisfaction of the hearing panel that the departure did not cause the Adverse Analytical Finding.]*

15 *[Comment to Article 3.2.3: Departures from an International Standard or other rule unrelated to Sample collection or handling, Adverse Passport Finding, or Athlete notification relating to whereabouts failure or B Sample opening – e.g., the International Standard for Education, International Standard for the Protection of Privacy and Personal Information or International Standard for Therapeutic Use Exemptions – may result in compliance proceedings by WADA but are not a defense in an anti-doping rule violation proceeding and are not relevant on the issue of whether the Athlete committed an anti-doping rule violation. Similarly, the FIVB's violation of the document referenced in Article 20.7.7 of the Code shall not constitute a defense to an anti-doping rule violation.]*

related to an *Adverse Passport Finding* which could reasonably have caused an anti-doping rule violation, in which case the FIVB shall have the burden to establish that such departure did not cause the anti-doping rule violation;

(iii) a departure from the *International Standard* for *Results Management* related to the requirement to provide notice to the *Athlete* of the B *Sample* opening which could reasonably have caused an anti-doping rule violation based on an *Adverse Analytical Finding*, in which case the FIVB shall have the burden to establish that such departure did not cause the *Adverse Analytical Finding*;[16]

(iv) a departure from the *International Standard* for *Results Management* related to *Athlete* notification which could reasonably have caused an anti-doping rule violation based on a whereabouts failure, in which case the FIVB shall have the burden to establish that such departure did not cause the whereabouts failure.

3.2.4 The facts established by a decision of a court or professional disciplinary tribunal of competent jurisdiction which is not the subject of a pending appeal shall be irrebuttable evidence against the *Athlete* or other *Person* to whom the decision pertained of those facts unless the *Athlete* or other *Person* establishes that the decision violated principles of natural justice.

3.2.5 The hearing panel in a hearing on an anti-doping rule violation may draw an inference adverse to the *Athlete* or other *Person* who is asserted to have committed an anti-doping rule violation based on the ***Athlete's*** or other *Person*'s refusal, after a request made in a reasonable time in advance of the hearing, to appear at the hearing (either in person or telephonically as directed by the hearing panel) and to answer questions from the hearing panel or the FIVB.

Article 4
The Prohibited List

4.1 Incorporation of the *Prohibited List*

These Anti-Doping Rules incorporate the *Prohibited List*, which is published and revised by *WADA* as described in Article 4.1 of the *Code*.

Unless provided otherwise in the *Prohibited List* or a revision, the *Prohibited List* and revisions shall go into effect under these Anti-Doping Rules three (3) months after publication by *WADA*, without requiring any further action by the FIVB, its Confederations or its *National Federations.* All *Athletes* and other *Persons* shall be bound by the *Prohibited List*, and any revisions thereto, from the date they go into effect, without further formality. It is the responsibility of all *Athletes* and other *Persons* to familiarize themselves with the most up-to-date version of the *Prohibited List* and all revisions thereto. The FIVB

[16] *[Comment to Article 3.2.3 (iii): the FIVB would meet its burden to establish that such departure did not cause the Adverse Analytical Finding by showing that, for example, the B Sample opening and analysis were observed by an independent witness and no irregularities were observed.]*

may request that *WADA* expand the *Prohibited List* for the sport of Volleyball in general or for any of its disciplines. The FIVB may also request that *WADA* include additional substances or methods, which have the potential for abuse in the sport of volleyball. *WADA* shall make the final decision on such requests by the FIVB.

The FIVB will make the most recent version of the *Prohibited List* available to each *National Federation* and its members and constituents through the FIVB official website (www.fivb.com). Each *National Federation* shall in turn ensure that its members, and the constituents of its members, are also provided with the most recent version of the *Prohibited List*.[17]

4.2 *Prohibited Substances* and *Prohibited Methods* Identified on the *Prohibited List*

4.2.1 *Prohibited Substances* and *Prohibited Methods*

The *Prohibited List* shall identify those *Prohibited Substances* and *Prohibited Methods* which are prohibited as doping at all times (both *In-Competition* and *Out-of-Competition*) because of their potential to enhance performance in future *Competitions* or their masking potential, and those substances and methods which are prohibited *In-Competition* only. The *Prohibited List* may be expanded by *WADA* for a particular sport. *Prohibited Substance*s and *Prohibited Methods* may be included in the *Prohibited List* by general category (e.g., anabolic agents) or by specific reference to a particular substance or method.[18]

4.2.2 *Specified Substances or Specified Methods*

For purposes of the application of Article 10, all *Prohibited Substances* shall be *Specified Substances* except as identified on the *Prohibited List*. No *Prohibited Method* shall be a *Specified Method* unless it is specifically identified as a *Specified Method* on the *Prohibited List*.[19]

4.2.3 *Substances of Abuse*

For purposes of applying Article 10, *Substances of Abuse* shall include those *Prohibited Substances* which are specifically identified as *Substances of Abuse* on the *Prohibited List* because they are frequently abused in society outside of the context of sport.

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[17] *[Comment to Article 4.1: The current Prohibited List is available on WADA's website at https://www.wada-ama.org. The Prohibited List will be revised and published on an expedited basis whenever the need arises. However, for the sake of predictability, a new Prohibited List will be published every year whether or not changes have been made.]*

[18] *[Comment to Article 4.2.1: Out-of-Competition Use of a Substance which is only prohibited In-Competition is not an anti-doping rule violation unless an Adverse Analytical Finding for the Substance or its Metabolites or Markers is reported for a Sample collected In-Competition.]*

[19] *[Comment to Article 4.2.2: The Specified Substances and Methods identified in Article 4.2.2 should not in any way be considered less important or less dangerous than other doping Substances or Methods. Rather, they are simply Substances and Methods which are more likely to have been consumed or used by an Athlete for a purpose other than the enhancement of sport performance.]*

4.3 *WADA*'s Determination of the *Prohibited List*

WADA's determination of the *Prohibited Substances* and *Prohibited Methods* that will be included on the *Prohibited List*, the classification of substances into categories on the *Prohibited List*, the classification of a substance as prohibited at all times or *In-Competition* only, the classification of a substance or method as a *Specified Substance*, *Specified Method* or *Substance of Abuse* is final and shall not be subject to any challenge by an *Athlete* or other *Person* including, but not limited to, any challenge based on an argument that the substance or method was not a masking agent or did not have the potential to enhance performance, represent a health risk or violate the spirit of sport.

4.4 Therapeutic Use Exemptions ("*TUEs*")

4.4.1 The presence of a *Prohibited Substance* or its *Metabolites* or *Markers*, and/or the *Use* or *Attempted Use*, *Possession* or *Administration* or *Attempted Administration* of a *Prohibited Substance* or *Prohibited Method*, shall not be considered an anti-doping rule violation if it is consistent with the provisions of a *TUE* granted in accordance with the *International Standard* for *Therapeutic Use Exemptions*.

4.4.2 TUE Applications and Recognition[20]

If an *International-Level Athlete* is using a *Prohibited Substance* or a *Prohibited Method* for therapeutic reasons:

4.4.2.1 Where the *Athlete* already has a *TUE* granted by his or her *National Anti-Doping Organization* for the substance or method in question, that *TUE* is not automatically valid for international-level *Competition.* However, the *Athlete* may apply to the FIVB to recognize that *TUE*, in accordance with Article 7 of the *International Standard* for *Therapeutic Use Exemptions.* If that *TUE* meets the criteria set out in the *International Standard* for *Therapeutic Use Exemptions*, then the FIVB shall recognize it for purposes of international-level *Competition* as well. If the FIVB considers that the *TUE* does not meet those criteria and so refuses to recognize it, the FIVB shall notify the *Athlete* and his or her *National Anti-Doping Organization* promptly, with reasons. The *Athlete* and the *National Anti-Doping Organization* shall have twenty-one (21) days from such notification to refer the matter to *WADA* for review in accordance with Article 4.4.6. If the matter is referred to *WADA* for review, the *TUE* granted by the *National Anti-Doping Organization* remains valid for national-level *Competition* and *Out-of-Competition Testing* (but is not valid for international-level *Competition*) pending *WADA*'s decision. If the matter is not referred to *WADA* for review, within the twenty-one (21) day deadline, the *Athlete's National Anti-Doping Organization* must determine whether the original TUE granted by that *National Anti-Doping Organization* should nevertheless remain valid for national-level *Competition* and *Out-of-Competition Testing* (provided that

[20] *[Comment to Article 4.4.2: If the FIVB refuses to recognize a TUE granted by a National Anti-Doping Organization only because medical records or other information are missing that are needed to demonstrate satisfaction with the criteria in the International Standard for Therapeutic Use Exemptions, the matter should not be referred to WADA. Instead, the file should be completed and re-submitted to the FIVB.]*

[Comment to Article 4.4.2: the FIVB may agree with a National Anti-Doping Organization that the National Anti-Doping Organization will consider TUE applications on behalf of the FIVB.]

the Athlete ceases to be an *International-Level Athlete* and does not participate in international-level *Competition*). Pending the *National Anti-Doping Organization's* decision, the TUE remains valid for national-level *Competition* and *Out-of-Competition Testing* (but is not valid for international-level *Competition*).

4.4.2.2 If the *Athlete* does not already have a *TUE* granted by his/her *National Anti-Doping Organization* for the substance or method in question, the *Athlete* must apply directly to the FIVB for a *TUE* in accordance with the process set out in the *International Standard* for *Therapeutic Use Exemptions*, using the form posted on the FIVB's website at http://www.fivb.com. If the FIVB denies the *Athlete*'s application, it must notify the *Athlete* promptly, with reasons. If the FIVB grants the *Athlete*'s application, it shall notify not only the *Athlete* but also his/her *National Anti-Doping Organization*. If the *National Anti-Doping Organization* considers that the *TUE* granted by the FIVB does not meet the criteria set out in the *International Standard* for *Therapeutic Use Exemptions*, it has twenty-one (21) days from such notification to refer the matter to *WADA* for review in accordance with Article 4.4.6. If the *National Anti-Doping Organization* refers the matter to *WADA* for review, the *TUE* granted by the FIVB remains valid for international-level *Competition* and *Out-of-Competition Testing* (but is not valid for national-level *Competition*) pending *WADA*'s decision. If the *National Anti-Doping Organization* does not refer the matter to *WADA* for review, the *TUE* granted by the FIVB becomes valid for national-level *Competition* as well when the twenty-one (21) day review deadline expires.

4.4.3 If the FIVB chooses to test an *Athlete* who is not an *International-Level Athlete*, the FIVB shall recognize a *TUE* granted to that *Athlete* by his or her *National Anti-Doping Organization*. If the FIVB chooses to test an *Athlete* who is not an *International-Level* or a *National-Level Athlete*, the FIVB shall permit that *Athlete* to apply for a retroactive *TUE* for any *Prohibited Substance* or *Prohibited Method* that he/she is using for therapeutic reasons.

4.4.4 An application to the FIVB for grant or recognition of a *TUE* must be made as soon as the need arises and in any event (save in emergency or exceptional situations or where Article 4.3 of the *International Standard* for *Therapeutic Use Exemptions* applies) at least 30 days before the *Athlete's* next *Competition*.[21]

4.4.4.1 The FIVB Medical Commission President shall appoint a panel of physicians to consider requests for *TUE*s (the *"TUE Committee"*). The TUE Committee shall consist of a minimum of five (5) members with experience in the care and treatment of *Athletes* and sound knowledge of clinical, sports and exercise medicine. Each appointed member should serve a term of four (4) years which is renewable.

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[21] *[Comment to Article 4.4.4: The submission of falsified documents to a TUE Committee or the FIVB, offering or accepting a bribe to a Person to perform or fail to perform an act, procuring false testimony from any witness, or committing any other fraudulent act or any other similar intentional interference or Attempted interference with any aspect of the TUE process shall result in a charge of Tampering or Attempted Tampering under Article 2.5.*

An Athlete should not assume that their application for the grant or recognition of a TUE (or for renewal of a TUE) will be granted. Any Use or Possession or Administration of a Prohibited Substance or Prohibited Method before an application has been granted is entirely at the Athlete's own risk.]

Before serving as a member of the TUE Committee, each member must sign a conflict of interest and confidentiality declaration. The appointed members shall not be employees of the FIVB.

4.4.4.2 Upon the FIVB's receipt of a *TUE* request, the Chair of the *TUE Committee* shall appoint three (3) members of the *TUE Committee* (which may include the Chair) to consider such request. Before considering a *TUE* application, each member shall disclose any circumstances likely to affect their impartiality with respect to the Athlete making the application. If a member is unwilling or unable to assess the Athlete's *TUE* application, for any reason, the Chair or the FIVB shall appoint a replacement from the pool of members appointed. The Chair cannot serve as a member of the TUEC if there are any circumstances which are likely to affect the impartiality of the *TUE* decision.

4.4.4.3 The *TUE Committee* shall promptly evaluate and decide upon the application in accordance with the relevant provisions of the *International Standard* for *Therapeutic Use Exemptions* and the specific FIVB's protocols posted on its website http://www.fivb.com and usually (i.e., unless exceptional circumstances apply) within no more than twenty-one (21) days of receipt of a complete application. Where the application is made in a reasonable time prior to an *Event*, the *TUE Committee* must use its best endeavors to issue its decision before the start of the *Event*.

4.4.4.4 Subject to Article 4.4.6 of these Rules, its decision shall be the final decision of the FIVB and shall be reported to *WADA* and other relevant *Anti-Doping Organizations*, including the *Athlete*'s *National Anti-Doping Organization*, through *ADAMS*, in accordance with the *International Standard* for *Therapeutic Use Exemptions*.

~~**4.4.4.5** In cases in which a medical condition occurs during an *FIVB Event* and an *Athlete* needs to apply for a *TUE*, the FIVB Medical Delegate can approve an expedited *TUE* which shall be valid for the duration of such *Event* only. This provision applies mutatis mutandis for Confederation *Competitions*.~~

4.4.5 Expiration, Cancellation, Withdrawal or Reversal of a *TUE*

4.4.5.1 A *TUE* granted pursuant to these Anti-Doping Rules: (a) shall expire automatically at the end of any term for which it was granted, without the need for any further notice or other formality; (b) may be cancelled if the *Athlete* does not promptly comply with any requirements or conditions imposed by the *TUE Committee* upon grant of the *TUE*; (c) may be withdrawn by the *TUE Committee* if it is subsequently determined that the criteria for grant of a *TUE* are not in fact met; or (d) may be reversed on review by *WADA* or on appeal.

4.4.5.2 In such event, the *Athlete* shall not be subject to any *Consequences* based on his/her *Use* or *Possession* or *Administration* of the *Prohibited Substance* or *Prohibited Method* in question in accordance with the *TUE* prior to the effective date of expiry, cancellation, withdrawal or reversal of the *TUE*. The review pursuant to Article 5.1.1.1 of the *International Standard* for

Results Management of an *Adverse Analytical Finding,* reported shortly after the *TUE* expiry, withdrawal or reversal, shall include consideration of whether such finding is consistent with *Use* of the *Prohibited Substance* or *Prohibited Method* prior to that date, in which event no anti-doping rule violation shall be asserted.

4.4.6 Reviews and Appeals of *TUE* Decisions

4.4.6.1 *WADA* must review the FIVB's decision not to recognize a *TUE* granted by the *National Anti-Doping Organization* that is referred *to WADA* by the *Athlete* or the *Athlete's National Anti-Doping Organization.* In addition, *WADA* must review the FIVB's decision to grant a *TUE* that is referred *to WADA* by the *Athlete's National Anti-Doping Organization*. *WADA* may review any other *TUE* decisions at any time, whether upon request by those affected or on its own initiative. If the *TUE* decision being reviewed meets the criteria set out in the International Standard for Therapeutic Use Exemptions, *WADA* will not interfere with it. If the *TUE* decision does not meet those criteria, *WADA* will reverse it.[22]

4.4.6.2 Any *TUE* decision by the FIVB (or by a *National Anti-Doping Organization* where it has agreed to consider the application on behalf of the FIVB) that is not reviewed by *WADA*, or that is reviewed by *WADA* but is not reversed upon review, may be appealed by the *Athlete* and/or the *Athlete's National Anti-Doping Organization* exclusively to *CAS*, in accordance with Article 13.[23]

4.4.6.3 A decision by *WADA* to reverse a *TUE* decision may be appealed by the *Athlete,* the *National Anti-Doping Organization* and/or FIVB exclusively to *CAS*, in accordance with Article 13.

4.4.6.4 A failure to render a decision within a reasonable time on a properly submitted application for grant or recognition of a *TUE* or for review of a *TUE* decision shall be considered a denial of the application thus triggering the applicable rights of review/appeal.

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[22] *[Comment to Article 4.4.6.1: WADA shall be entitled to charge a fee to cover the costs of: (a) any review it is required to conduct in accordance with Article 4.4.6; and (b) any review it chooses to conduct, where the decision being reviewed is reversed.]*

[23] *[Comment to Article 4.4.6.2: In such cases, the decision being appealed is the FIVB's TUE decision, not WADA's decision not to review the TUE decision or (having reviewed it) not to reverse the TUE decision. However, the time to appeal the TUE decision does not begin to run until the date that WADA communicates its decision. In any event, whether the decision has been reviewed by WADA or not, WADA shall be given notice of the appeal so that it may participate if it sees fit.]*

Article 5
Testing and Investigations

5.1 Purpose of *Testing* and Investigations[24]

Testing and investigations may be undertaken for any anti-doping purpose. They shall be conducted in conformity with the provisions of the *International Standard* for *Testing* and Investigations and the specific protocols of the FIVB supplementing that *International Standard*.

5.1.1 *Testing* shall be undertaken to obtain analytical evidence as to whether the *Athlete* has violated Article 2.1 (Presence of a *Prohibited Substance* or its *Metabolites* or *Markers* in an *Athlete*'s *Sample*) or Article 2.2 (*Use* or *Attempted Use* by an *Athlete* of a *Prohibited Substance* or a *Prohibited Method*). Test distribution planning, *Testing*, post-*Testing* activity and all related activities conducted by the FIVB shall be in conformity with the *International Standard* for *Testing* and Investigations. The FIVB shall determine the number of finishing placement tests, random tests and target tests to be performed, in accordance with the criteria established by the *International Standard* for *Testing* and Investigations. All provisions of the *International Standard* for *Testing* and Investigations shall apply automatically in respect of all such *Testing.*

5.1.2 The FIVB may obtain, assess and process anti-doping intelligence from all available sources, to inform the development of an effective, intelligent and proportionate test distribution plan, to plan *Target Testing*, and/or to form the basis of an investigation into a possible anti-doping rule violation(s).

5.2 Authority to Test

5.2.1 Subject to the limitations for *Event Testing* set out in Article 5.3 , the FIVB shall have *In-Competition* and *Out-of-Competition Testing* authority over all of the *Athletes* specified in the Introduction to these Anti-Doping Rules (under the heading "Scope").

5.2.2 The FIVB may require any *Athlete* over whom it has *Testing* authority (including any *Athlete* serving a period of *Ineligibility*) to provide a *Sample* at any time and at any place.[25]

5.2.3 *WADA* shall have *In-Competition* and *Out-of-Competition Testing* authority as set out in Article 20.7.10 of the *Code*.

5.2.4 If the FIVB delegates or contracts any part of *Testing* – except for *Testing* during an *Event Period*, for which Article 5.3.2 below applies – to a *National Anti-Doping*

[24] *[Comment to Article 5.1: Where Testing is conducted for anti-doping purposes, the analytical results and data may be used for other legitimate purposes under the Anti-Doping Organization's rules. See, e.g., Comment to Article 23.2.2 of the Code.]*

[25] *[Comment to Article 5.2.2: the FIVB may obtain additional authority to conduct Testing by means of bilateral or multilateral agreements with other Signatories. Unless the Athlete has identified a sixty (60) minute Testing window between the hours of 11:00 p.m. and 6:00 a.m., or has otherwise consented to Testing during that period, The FIVB will not test an Athlete during that period unless it has a serious and specific suspicion that the Athlete may be engaged in doping. A challenge to whether the FIVB had sufficient suspicion for Testing during this time period shall not be a defense to an anti-doping rule violation based on such test or attempted test.]*

Organization (directly or through a *National Federation*), that *National Anti-Doping Organization* may collect additional *Samples* or direct the laboratory to perform additional types of analysis at the *National Anti-Doping Organization*'s expense. If additional *Samples* are collected or additional types of analysis are performed, the FIVB shall be notified at least twenty-four hours in advance of each additional *Sample* collection or additional type of analysis.

5.3 Event Testing

5.3.1 Except as otherwise provided below, only a single organization shall have authority to conduct *Testing* at *Event Venues* during an *Event Period*. At *International Events*, the collection of *Samples* shall be initiated and directed by the FIVB for *FIVB Events* (or any other international organization which is the ruling body for other *Events*). At *National Events*, the *National Anti-Doping Organization* of that country shall have authority to conduct *Testing*. At the request of the FIVB (or any other international organization which is the ruling body for other Events), any Testing during the Event Period outside of the Event Venues shall be coordinated with the FIVB (or the relevant ruling body of other Events).

5.3.2 If an *Anti-Doping Organization* which would otherwise have *Testing* authority but is not responsible for initiating and directing *Testing* at an *Event* desires to conduct *Testing* of *Athletes* at the *Event Venues* during the *Event Period*, the *Anti-Doping Organization* shall first confer with the FIVB (or any other international organization which is the ruling body of the Event) to obtain permission to conduct and coordinate such *Testing*. If the *Anti-Doping Organization* is not satisfied with the response from the FIVB (or any other international organization which is the ruling body of the *Event*), the *Anti-Doping Organization* may ask *WADA* for permission to conduct *Testing* and to determine how to coordinate such *Testing*, in accordance with the procedures set out in the International Standard for Testing and Investigations. *WADA* shall not grant approval for such *Testing* before consulting with and informing FIVB (or any other international organization which is the ruling body for the *Event*). *WADA*'s decision shall be final and not subject to appeal. Unless otherwise provided in the authorization to conduct Testing, such tests shall be considered Out-of-Competition tests. Results Management for any such test shall be the responsibility of the Anti-Doping Organization initiating the test unless provided otherwise in the rules of the ruling body of the Event. [26]

5.4 Test Distribution Planning

Consistent with the International Standard for Testing and Investigations, and in coordination with other *Anti-Doping Organization*s conducting *Testing* on the same *Athlete*s, the FIVB Medical Commission shall be responsible for overseeing all *Testing* conducted by developing and implementing an effective, intelligent and proportionate test distribution plan for the sport of Volleyball (in all its disciplines) that prioritizes appropriately between disciplines, categories of *Athletes*, types of *Testing*, types of *Samples* collected, and types of *Sample* analysis, all in compliance with the requirements of the International

[26] *[Comment to Article 5.3.2: Before giving approval to a National Anti-Doping Organization to initiate and conduct Testing at an International Event, WADA shall consult with the international organization which is the ruling body for the Event. Before giving approval to an International Federation to initiate and conduct Testing at a National Event, WADA shall consult with the National Anti-Doping Organization of the country where the Event takes place. The Anti-Doping Organization "initiating and directing Testing" may, if it chooses, enter into agreements with a Delegated Third Party to which it delegates responsibility for Sample collection or other aspects of the Doping Control process.]*

Standard for Testing and Investigations. *Testing* may be conducted by qualified *Persons* so authorized by the FIVB. The FIVB shall provide *WADA* upon request with a copy of its current test distribution plan.

5.4.1 Testing may be performed during any or all *FIVB Events*.

~~**5.4.2** The minimum number of controls to be performed shall be determined in the Handbook for the specific competition in question according to the decision of the FIVB Board of Administration, upon recommendation of the FIVB Medical Commission President. Additional *Testing* can be performed at other times, either at the request of the FIVB, or the Control Committee (or FIVB Delegate, as applicable).~~

5.4.2~~3~~ For the avoidance of doubt, FIVB remains the sole results management authority for all anti-doping rule violations arising from or in connection with a *FIVB Event,* for any *Out-of-Competition Testing* conducted by the FIVB, a Confederation and *WADA* on any *Athlete*.

5.5 Coordination of *Testing*

Where reasonably feasible, *Testing* shall be coordinated through *ADAMS* in order to maximize the effectiveness of the combined *Testing* effort and to avoid unnecessary repetitive *Testing*.

5.6 *Athlete* Whereabouts Information

5.6.1 The FIVB may establish a *Registered Testing Pool* of those *Athletes* who are required to provide whereabouts information in the manner specified in the *International Standard* for *Testing* and Investigations and who shall be subject to *Consequences* for Article 2.4 violations as provided in Article 10.3.2. The FIVB shall coordinate with *National Anti-Doping Organizations* to identify such *Athlete*s and to collect their whereabouts information.

5.6.2 The FIVB shall make available through *ADAMS* a list which identifies those *Athlete*s included in its *Registered Testing Pool* by name. The FIVB shall regularly review and update as necessary its criteria for including *Athletes* in its *Registered Testing Pool*, and shall periodically (but not less than quarterly) review the list of *Athletes* in its *Registered Testing Pool* to ensure that each listed *Athlete* continues to meet the relevant criteria. *Athletes* shall be notified before they are included in a *Registered Testing Pool* and when they are removed from that pool. The notification shall contain the information set out in the *International Standard* for *Testing* and Investigations.

5.6.2.1 The FIVB may include in its *Testing Pool(s)* any *Athlete* not included in the *Registered Testing Pool* and require such *Athlete* to provide and update, either directly or through his club or *National Federation*, specific whereabouts information requested by the FIVB. Failure to comply with the FIVB's requirements, in addition to possible *Consequences* under these Anti-Doping Rules, may lead to (a) a sanction for a minor offence in accordance with the FIVB Disciplinary Regulations; (b) the *Athlete*'s inclusion in the *Registered Testing Pool*.

5.6.3 Where an *Athlete* is included in an international *Registered Testing Pool* by the FIVB and in a national *Registered Testing Pool* by their *National Anti-Doping Organization*, the *National Anti-Doping Organization* and the FIVB shall agree between themselves which of them shall accept that *Athlete's* whereabouts filings; in no case shall an *Athlete* be required to make whereabouts filings to more than one of them.

5.6.4 In accordance with the *International Standard* for *Testing* and Investigations, each *Athlete* in the *Registered Testing Pool* shall do the following: (a) advise the FIVB of his/her whereabouts on a quarterly basis; (b) update that information as necessary so that it remains accurate and complete at all times; and (c) make him/herself available for *Testing* at such whereabouts.

5.6.5 For purposes of Article 2.4, an *Athlete's* failure to comply with the requirements of the *International Standard* for *Testing* and Investigations shall be deemed a filing failure or a missed test, as defined in Annex B of the *International Standard* for *Results Management*, where the conditions set forth in Annex B are met.

5.6.6 An *Athlete* in the FIVB's *Registered Testing Pool* shall continue to be subject to the obligation to comply with the whereabouts requirements set in the *International Standard* for *Testing* and Investigations unless and until (a) the *Athlete* gives written notice to the FIVB that he/she has retired or (b) the FIVB has informed him or her that he/she no longer satisfies the criteria for inclusion in the FIVB's *Registered Testing Pool*.

5.6.7 Whereabouts information provided by an *Athlete* while in the *Registered Testing Pool* will be accessible through *ADAMS* to *WADA* and to other *Anti-Doping Organizations* having authority to test that *Athlete* as provided in Article 5.2. Whereabouts information shall be maintained in strict confidence at all times; it shall be used exclusively for the purposes of planning, coordinating or conducting *Doping Control*, providing information relevant to the *Athlete Biological Passport* or other analytical results, to support an investigation into a potential anti-doping rule violation, or to support proceedings alleging an anti-doping rule violation; and shall be destroyed after it is no longer relevant for these purposes in accordance with the *International Standard* for the Protection of Privacy and Personal Information.

5.6.8 The FIVB may, in accordance with the *International Standard* for *Testing* and Investigations, collect whereabouts information from *Athletes* who are not included within a *Registered Testing Pool*. If it chooses to do so, an *Athlete's* failure to provide requested whereabouts information on or before the date required by the FIVB or the *Athlete's* failure to provide accurate whereabouts information may result in consequences defined in Article 5.6.12 below.

5.6.9 In accordance with the *International Standard* for *Testing* and Investigations, the FIVB may establish a *Testing Pool*, which includes *Athletes* who are subject to less stringent whereabouts requirements than *Athletes* included in the FIVB's *Registered Testing Pool*.

5.6.10 The FIVB shall notify *Athletes* before they are included in the *Testing Pool* and when they are removed. Such notification shall include the whereabouts

requirements and the consequences that apply in case of non-compliance, as indicated in Articles 5.6.11 and 5.6.12.

5.6.11 *Athletes* included in the *Testing Pool* shall provide the FIVB at least with the following whereabouts information so that they may be located and subjected to *Testing*:

(a) An overnight address;
(b) Competition / Event schedule; and
(c) Regular training activities.

Such whereabouts information should be filed in *ADAMS* to enable better *Testing* coordination with other *Anti-Doping Organizations*.

5.6.12 An *Athlete*'s failure to provide whereabouts information on or before the date required by the FIVB or the *Athlete*'s failure to provide accurate whereabouts information may result in the FIVB elevating the *Athlete* to the FIVB's *Registered Testing Pool* and a sanction for a minor offence in accordance with the FIVB Disciplinary Regulations.

5.7 Retired *Athletes* Returning to *Competition*

5.7.1 If an *International-Level Athlete* or *National-Level Athlete* in the FIVB's *Registered Testing Pool* retires and then wishes to return to active participation in sport, the *Athlete* shall not compete in *International Events* or *National Events* until the *Athlete* has made him/herself available for *Testing,* by giving six (6) months prior written notice to the FIVB and their *National Anti-Doping Organization*.

WADA, in consultation with the FIVB and the *Athlete's National Anti-Doping Organization*, may grant an exemption to the six (6) month written notice rule where the strict application of that rule would be unfair to the *Athlete*. This decision may be appealed under Article 13.[27]

Any competitive results obtained in violation of this Article 5.7.1 shall be *Disqualified* unless the *Athlete* can establish that he or she could not have reasonably known that this was an *International Event* or a *National Event*.

5.7.2 If an *Athlete* retires from sport while subject to a period of *Ineligibility*, the *Athlete* must notify the *Anti-Doping Organization* that imposed the period of *Ineligibility* in writing of such retirement. If the *Athlete* then wishes to return to active competition in sport, the *Athlete* shall not compete in *International Events* or *National Events* until the *Athlete* has made himself or herself available for Testing by giving six (6) months prior written notice (or notice equivalent to the period of *Ineligibility* remaining as of the date the *Athlete* retired, if that period was longer than six (6) months) to the FIVB and to their *National Anti-Doping Organization*.

[27] *[Comment to Article 5.7.1: WADA has developed a protocol and exemption application form that Athletes must use to make such requests, and a decision template that the International Federations must use. Both documents are available on WADA's website at https://www.wada-ama.org.]*

5.8 Selection of *Athletes* to be *Tested*

5.8.1 For Beach Volleyball *Competitions*, *Testing* should be performed according to a schedule pre-determined by the FIVB, by either a drawing of lots or the selection of specific Athletes. ~~that is agreed upon by the Medical Delegate and the Technical Supervisor.~~

~~If only one *Athlete* on the team is to be tested from a given match, t~~The routine selection should be performed ~~by the drawing of lots~~ at the scorer's table immediately upon conclusion of the match, usually by the team captain. ~~However,~~If ~~the~~a drawing of lots is used, the drawing of lots may also be undertaken by the Medical Delegate or by the *Doping Control* team. *Athletes* are not allowed to leave the court area until the draw has been completed. The result of the draw should be recorded on the form M-1.

~~The Medical Delegate can decide to submit one or several *Athletes* for *Target Testing* at any time during the tournament. This~~ *Target Testing* includes *Athletes* withdrawing from *Competition* because of injury or for other reasons. *Target Testing* shall be made a priority.

Athletes are normally only tested after their last match of the day. However, *Athletes* may be selected for *Sample* collection at any time, and in exceptional circumstances may even be tested between matches on the same day.

5.8.2 For Volleyball *Competitions*, *Testing* should be performed according to a schedule that is pre-determined by the FIVB~~agreed upon by the Medical Delegate and the Control Committee~~ in accordance with the Specific Competition Regulations (see Article 5.4.2).

Before each match, the person in charge of the team must proceed to the Jury table with:

- Identification papers of the players (accreditations, ID Cards, or passports).

The routine selection of *Athletes* for *Testing* for a given match is performed by either a drawing of lots or the selection of specific Athletes. In the event of a drawing of lots, ~~.~~ ~~T~~the draw should take place immediately upon conclusion of the match in the presence of representatives from the competing teams, a Control Committee member and the Medical Delegate (if present).

All *Athletes* recorded on the score sheet are eligible for the draw, regardless whether they participated in the match or not. This also includes *Athletes* withdrawing from the game because of injury or for other reasons. *Athletes* are not allowed to leave the court area until the draw has been completed, except to receive emergency medical treatment and only after receiving permission by the Control Committee chair.

The Control Committee member responsible for the draw should place chips corresponding to the uniform numbers of each of the eligible *Athletes* into neutral boxes. The team representative draws the number of chips corresponding to the

number of tests to be performed on the team. The result of the draw should be recorded on the form M-1.

~~The Control Committee member(s) on duty at a given match, after consultation with the Medical Delegate, may decide to subject one or more additional *Athletes* to *Target Testing.*~~ *Target Testing* shall be made a priority and shall follow instructions issued by the FIVB.~~.~~

Athletes are normally only tested after their last match of the day. However, *Athletes* may be selected for *Testing* at any time and, in exceptional circumstances, may even be tested between matches on the same day.

5.8.3 An *Athlete* may be subject to *Testing* on more than one occasion during an *Event* or *Competition*.

5.8.4 *Athletes* selected for *Testing* through Article 5.8.1 (for Beach Volleyball) or Article 5.8.2 (for Volleyball) shall immediately report for *Sample* collection and deliver a *Sample* according to the sampling procedure described in the International Standard for Testing and Investigations.

5.8.5 For *Out-of-Competition Testing*, the *Doping Control* officer can decide to organize a drawing of lots between all *Athletes* present or pick out specific *Athletes* at their discretion or as per FIVB's instructions for *Target Testing*. In any case, the selected *Athlete* has right to finish their training session provided that they can remain constantly chaperoned during that period of time. The sampling procedure is the same as for *In-Competition Testing*.

5.9 *Independent Observer Program*

The FIVB and the organizing committees for *FIVB Events*, as well as the *National Federations* and the organizing committees for *National Events,* shall authorize and facilitate the *Independent Observer Program* at such *Events*.

ARTICLE 6
ANALYSIS OF *SAMPLES*

Samples shall be analyzed in accordance with the following principles:

6.1 Use of Accredited, Approved Laboratories and Other Laboratories

6.1.1 For purposes of directly establishing an *Adverse Analytical Finding* Article 2.1, *Samples* shall be analyzed only in *WADA*-accredited laboratories or laboratories otherwise approved by *WADA*. The choice of the *WADA*-accredited or *WADA*-approved laboratory used for the *Sample* analysis shall be determined exclusively by the FIVB.[28]

[28] *[Comment to Article 6.1: Violations of Article 2.1 may be established only by Sample analysis performed by a WADA-accredited laboratory or another laboratory approved by WADA. Violations of other Articles may be established using analytical results from other laboratories so long as the results are reliable.]*

6.1.2 As provided in Article 3.2, facts related to anti-doping rule violations may be established by any reliable means. This would include, for example, reliable laboratory or other forensic testing conducted outside of *WADA*-accredited or approved laboratories.

6.2 Purpose of Analysis of *Samples* and Data

Samples and related analytical data or *Doping Control* information shall be analyzed to detect *Prohibited Substances* and *Prohibited Methods* identified on the *Prohibited List* and other substances as may be directed by *WADA* pursuant to the monitoring program described in Article 4.5 of the *Code*; or to assist the FIVB in profiling relevant parameters in an *Athlete*'s urine, blood or other matrix, including for DNA or genomic profiling; or for any other legitimate anti-doping purpose.[29]

6.3 Research on *Samples* and Data

Samples, related analytical data and *Doping Control* information may be used for anti-doping research purposes, although no *Sample* may be used for research without the *Athlete's* written consent. *Samples* and related analytical data or *Doping Control* information used for research purposes shall first be processed in such a manner as to prevent *Samples* and related analytical data or *Doping Control* information being traced back to a particular *Athlete*. Any research involving *Samples* and related analytical data or *Doping Control* information shall adhere to the principles set out in Article 19 of the *Code*.[30]

6.4 Standards for *Sample* Analysis and Reporting

In accordance with Article 6.4 of the *Code*, the FIVB shall ask laboratories to analyze *Samples* in conformity with the *International Standard* for Laboratories and Article 4.7 of the *International Standard* for *Testing* and Investigations

Laboratories at their own initiative and expense may analyze *Samples* for *Prohibited Substances* or *Prohibited Methods* not included on the standard *Sample* analysis menu, or as requested by the FIVB. Results from any such analysis shall be reported and have the same validity and consequence as any other analytical result.[31]

6.5 Further Analysis of *Sample Prior to or During Results Management*

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[29] *[Comment to Article 6.2: For example, relevant Doping Control-related information could be used to direct Target Testing or to support an anti-doping rule violation proceeding under Article 2.2, or both.]*

[30] *[Comment to Article 6.3: As is the case in most medical or scientific contexts, use of Samples and related information for quality assurance, quality improvement, method improvement and development or to establish reference populations is not considered research. Samples and related information used for such permitted non-research purposes must also first be processed in such a manner as to prevent them from being traced back to the particular Athlete, having due regard to the principles set out in Article 19 of the Code, as well as the requirements of the International Standard for Laboratories and International Standard for the Protection of Privacy and Personal Information.]*

[31] *[Comment to Article 6.4: The objective of this Article is to extend the principle of "Intelligent Testing" to the Sample analysis menu so as to most effectively and efficiently detect doping. It is recognized that the resources available to fight doping are limited and that increasing the Sample analysis menu may, in some sports and countries, reduce the number of Samples which can be analyzed.]*

There shall be no limitation on the authority of a laboratory to conduct repeat or additional analysis on a *Sample* prior to the time the FIVB notifies an *Athlete* that the *Sample* is the basis for an Article 2.1 anti-doping rule violation charge. If after such notification the FIVB wishes to conduct additional analysis on that *Sample*, it may do so with the consent of the *Athlete* or approval from a hearing body.

6.6 Further Analysis of a *Sample* After it has been Reported as Negative or has Otherwise not Resulted in an Anti-Doping Rule Violation Charge

After a laboratory has reported a *Sample* as negative, or the *Sample* has not otherwise resulted in an anti-doping rule violation charge, it may be stored and subjected to further analyses for the purpose of Article 6.2 at any time exclusively at the direction of either the *Anti-Doping Organization* that initiated and directed *Sample* collection or *WADA*. Any other *Anti-Doping Organization* with authority to test the *Athlete* that wishes to conduct further analysis on a stored *Sample* may do so with the permission of the *Anti-Doping Organization* that initiated and directed *Sample* collection or *WADA*, and shall be responsible for any follow-up *Results Management*. Any *Sample* storage or further analysis initiated by *WADA* or another *Anti-Doping Organization* shall be at *WADA*'s or that organization's expense. Further analysis of *Samples* shall conform with the requirements of the *International Standard* for Laboratories.

6.7 Split of A or B *Sample*

Where *WADA*, an *Anti-Doping Organization* with *Results Management* authority, and/or a *WADA*-accredited laboratory (with approval from *WADA* or the *Anti-Doping Organization* with *Results Management* authority) wishes to split an A or B *Sample* for the purpose of using the first part of the split *Sample* for an A *Sample* analysis and the second part of the split *Sample* for confirmation, then the procedures set forth in the *International Standard* for Laboratories shall be followed.

6.8 *WADA*'s Right to Take Possession of *Samples* and Data

WADA may, in its sole discretion at any time, with or without prior notice, take physical possession of any *Sample* and related analytical data or information in the possession of a laboratory or *Anti-Doping Organization*. Upon request by *WADA*, the laboratory or *Anti-Doping Organization* in possession of the *Sample* or data shall immediately grant access to and enable *WADA* to take physical possession of the *Sample* or data. If *WADA* has not provided prior notice to the laboratory or *Anti-Doping Organization* before taking possession of a *Sample* or data, it shall provide such notice to the laboratory and each *Anti-Doping Organization* whose *Samples* or data have been taken by *WADA* within a reasonable time after taking possession. After analysis and any investigation of a seized *Sample* or data, *WADA* may direct another *Anti-Doping Organization* with authority to test the *Athlete* to assume *Results Management* responsibility for the *Sample* or data if a potential anti-doping rule violation is discovered.[32]

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[32] *[Comment to Article 6.8: Resistance or refusal to WADA taking physical possession of Samples or data could constitute Tampering, Complicity or an act of non-compliance as provided in the International Standard for Code Compliance by Signatories, and could also constitute a violation of the International Standard for Laboratories. Where necessary, the laboratory and/or the Anti-Doping Organization shall assist WADA in ensuring that the seized Sample or data are not delayed in exiting the applicable country.*

WADA would not, of course, unilaterally take possession of Samples or analytical data without good cause related to a potential anti-doping rule violation, non-compliance by a Signatory or doping activities by another Person. However, the decision as to

Article 7
Results Management: Responsibility, Initial Review, Notice and *Provisional Suspensions*

Results Management under these Anti-Doping Rules establishes a process designed to resolve anti-doping rule violation matters in a fair, expeditious and efficient manner.

7.1 Responsibility for Conducting Results Management

7.1.1 Except as otherwise provided in Articles 6.6., 6.8 and *Code* Article 7.1, *Results Management* shall be the responsibility of, and shall be governed by, the procedural rules of the *Anti-Doping Organization* that initiated and directed *Sample* collection (or, if no *Sample* collection is involved, the *Anti-Doping Organization* which first provides notice to an *Athlete* or other Person of a potential anti-doping rule violation and then diligently pursues that anti-doping rule violation).

7.1.2 In circumstances where the rules of a *National Anti-Doping Organization* do not give the *National Anti-Doping Organization* authority over an *Athlete* or other *Person* who is not a national, resident, license holder, or member of a sport organization of that country, or the *National Anti-Doping Organization* declines to exercise such authority, *Results Management* shall be conducted by the applicable International Federation or by a third party with authority over the *Athlete* or other *Person* as directed by the rules of the applicable International Federation.

7.1.3 In the event the *Major Event Organization* assumes only limited *Results Management* responsibility relating to a *Sample* initiated and taken during an *Event* conducted by a *Major Event Organization*, or an anti-doping rule violation occurring during such *Event*, the case shall be referred by the *Major Event Organization* to the applicable International Federation for completion of *Results Management*.

7.1.4 *Results Management* in relation to a potential whereabouts failure (a filing failure or a missed test) shall be administered by the FIVB or the *National Anti-Doping Organization* with whom the *Athlete* in question files whereabouts information, as provided in the *International Standard* for *Results Management*. If the FIVB determines a filing failure or a missed test, it shall submit that information to *WADA* through *ADAMS*, where it will be made available to other relevant *Anti-Doping Organizations*.

7.1.5 Other circumstances in which the FIVB shall take responsibility for conducting *Results Management* in respect of anti-doping rule violations involving *Athletes* and other *Persons* under its authority shall be determined by reference to and in accordance with Article 7 of the *Code*.

7.1.6 *WADA* may direct the FIVB to conduct *Results Management* in particular circumstances. If the FIVB refuses to conduct *Results Management* within a reasonable deadline set by *WADA*, such refusal shall be considered an act of non-

whether good cause exists is for WADA to make in its discretion and shall not be subject to challenge. In particular, whether there is good cause or not shall not be a defense against an anti-doping rule violation or its Consequences.]

compliance, and *WADA* may direct another *Anti-Doping Organization* with authority over the *Athlete* or other *Person*, that is willing to do so, to take *Results Management* responsibility in place of the FIVB or, if there is no such *Anti-Doping Organization*, any other *Anti-Doping Organization* that is willing to do so. In such case, the FIVB shall reimburse the costs and attorney's fees of conducting *Results Management* to the other *Anti-Doping Organization* designated by *WADA,* and a failure to reimburse costs and attorney's fees shall be considered an act of non-compliance.

7.2 Review and Notification Regarding Potential Anti-Doping Rule Violations

The FIVB shall carry out the review and notification with respect to any potential anti-doping rule violation in accordance with the *International Standard* for *Results Management*.

7.3 Identification of Prior Anti-Doping Rule Violations

Before giving an *Athlete* or other *Person* notice of a potential anti-doping rule violation as provided above, the FIVB shall refer to *ADAMS* and contact *WADA* and other relevant *Anti-Doping Organizations* to determine whether any prior anti-doping rule violation exists.

7.4 *Provisional Suspensions* [33]

7.4.1 Mandatory *Provisional Suspension* after an *Adverse Analytical Finding* or *Adverse Passport Finding*

If the FIVB receives an *Adverse Analytical Finding* or an *Adverse Passport Finding* (upon completion of the *Adverse Passport Finding* review process) for a *Prohibited Substance* or a *Prohibited Method* that is not a *Specified Substance* or a *Specified Method*, the FIVB shall impose a *Provisional Suspension* on the *Athlete* promptly upon or after the review and notification required by Article 7.2.

A mandatory *Provisional Suspension* may be eliminated if: (i) the *Athlete* demonstrates to the FIVB Disciplinary Panel that the violation is likely to have involved a *Contaminated Product,* or (ii) the violation involves a *Substance of Abuse* and the *Athlete* establishes entitlement to a reduced period of *Ineligibility* under Article 10.2.4.1.

The FIVB Disciplinary Panel's decision not to eliminate a mandatory *Provisional Suspension* on account of the *Athlete's* assertion regarding a *Contaminated Product* shall not be appealable.

7.4.2 Optional *Provisional Suspension* Based on an *Adverse Analytical Finding* for *Specified Substances*, *Specified Methods, Contaminated Products*, or Other Anti-Doping Rule Violations

The FIVB may impose a *Provisional Suspension* for anti-doping rule violations not covered by Article 7.4.1 prior to the analysis of the *Athlete's* B *Sample* or final hearing as described in Article 8.

[33] *[Comment to Article 7.4: Before a Provisional Suspension can be unilaterally imposed by the FIVB, the internal review specified in these Anti-Doping Rules and the International Standard* for *Results Management must first be completed.]*

An optional *Provisional Suspension* may be lifted at the discretion of the FIVB at any time prior to the FIVB Disciplinary Panel's decision under Article 8, unless provided otherwise in the *International Standard* for *Results Management*.

7.4.3 Opportunity for Hearing or Appeal

Notwithstanding Articles 7.4.1 and 7.4.2, a *Provisional Suspension* may not be imposed unless the *Athlete* or other *Person* is given: (a) an opportunity for a *Provisional Hearing*, either before or on a timely basis after imposition of the *Provisional Suspension*; or (b) an opportunity for an expedited hearing in accordance with Article 8 on a timely basis after imposition of the *Provisional Suspension.*

The imposition of a *Provisional Suspension*, or the decision not to impose a *Provisional Suspension,* may be appealed in an expedited process in accordance with Article 13.2.

7.4.4 Voluntary Acceptance of *Provisional Suspension*

Athletes on their own initiative may voluntarily accept a *Provisional Suspension* if done so prior to the later of: (i) the expiration of ten (10) days from the report of the B *Sample* (or waiver of the B *Sample*) or ten (10) days from the notice of any other anti-doping rule violation, or (ii) the date on which the *Athlete* first competes after such report or notice.

Other *Persons* on their own initiative may voluntarily accept a *Provisional Suspension* if done so within ten (10) days from the notice of the anti-doping rule violation.

Upon such voluntary acceptance, the *Provisional Suspension* shall have the full effect and be treated in the same manner as if the *Provisional Suspension* had been imposed under Article 7.4.1 or 7.4.2; provided, however, at any time after voluntarily accepting a *Provisional Suspension*, the *Athlete* or other *Person* may withdraw such acceptance, in which event the *Athlete* or other *Person* shall not receive any credit for time previously served during the *Provisional Suspension*.

7.4.5 If a *Provisional Suspension* is imposed based on an A *Sample Adverse Analytical Finding* and a subsequent B *Sample* analysis (if requested by the *Athlete* or the FIVB) does not confirm the A *Sample* analysis, then the *Athlete* shall not be subject to any further *Provisional Suspension* on account of a violation of Article 2.1. In circumstances where the *Athlete* (or the *Athlete's* team) has been removed from an *Event* based on a violation of Article 2.1 and the subsequent B *Sample* analysis does not confirm the A *Sample* finding, then, if it is still possible for the *Athlete* or team to be reinserted, without otherwise affecting the *Event*, the *Athlete* or team may continue to take part in the *Event.*

7.5 *Results Management* Decisions

Results Management decisions or adjudications by the FIVB must not purport to be limited to a particular geographic area or the FIVB's sport and shall address and determine without limitation the following issues: (i) whether an anti-doping rule violation was committed or a *Provisional Suspension* should be imposed, the factual basis for such determination, and the

specific Articles that have been violated, and (ii) all *Consequences* flowing from the anti-doping rule violation(s), including applicable *Disqualifications* under Articles 9 and 10.10, any forfeiture of medals or prizes, any period of *Ineligibility* (and the date it begins to run) and any *Financial Consequences*.[34]

7.6 Notification of *Results Management* Decisions

The FIVB shall notify *Athletes*, other *Persons*, *Signatories* and *WADA* of *Results Management* decisions as provided in Article 14 and in the *International Standard* for *Results Management*.

7.7 Retirement from Sport

If an *Athlete* or other *Person* retires while the FIVB's *Results Management* process is underway, the FIVB retains authority to complete its *Results Management* process. If an *Athlete* or other *Person* retires before any *Results Management* process has begun, and the FIVB would have had *Results Management* authority over the *Athlete* or other *Person* at the time the *Athlete* or other *Person* committed an anti-doping rule violation, the FIVB has authority to conduct *Results Management*.

Article 8
Results Management: Right to a Fair Hearing and Notice of Hearing Decision

For any *Person* who is asserted to have committed an anti-doping rule violation, the FIVB shall provide a fair hearing within a reasonable time by a fair, impartial and *Operationally Independent* hearing panel in compliance with the *Code* and the *International Standard* for *Results Management*.

8.1 Fair Hearings

8.1.1 Fair, Impartial and *Operationally Independent* Hearing Panel

8.1.1.1 The FIVB has established the FIVB Disciplinary Panel to hear and determine whether an *Athlete* or other *Person*, subject to these Anti-Doping Rules, has committed an anti-doping rule violation and, if applicable, to impose relevant *Consequences*. It shall act in a fair and impartial manner towards all parties at all times.

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[34] *[Comment to Article 7.5: Results Management decisions include Provisional Suspensions.*

Each decision by the FIVB should address whether an anti-doping rule violation was committed and all Consequences flowing from the violation, including any Disqualifications other than Disqualification under Article 10.1 (which is left to the ruling body for an Event). Pursuant to Article 15, such decision and its imposition of Consequences shall have automatic effect in every sport in every country. For example, for a determination that an Athlete committed an anti-doping rule violation based on an Adverse Analytical Finding for a Sample taken In-Competition, the Athlete's results obtained in the Competition would be Disqualified under Article 9 and all other competitive results obtained by the Athlete from the date the Sample was collected through the duration of the period of Ineligibility are also Disqualified under Article 10.10; if the Adverse Analytical Finding resulted from Testing at an Event, it would be the Major Event Organization's responsibility to decide whether the Athlete's other individual results in the Event prior to Sample collection are also Disqualified under Article 10.1.]

8.1.1.2 The FIVB shall ensure that the FIVB Disciplinary Panel is free of conflict of interest and that its composition, term of office, professional experience, *Operational Independence* and adequate financing comply with the requirements of the *International Standard* for *Results Management*. In particular, the appointed members of the FIVB Disciplinary Panel shall have had no prior involvement with the case and shall not have the same nationality as the *Athlete* or other *Person* alleged to have violated these Anti-Doping Rules.

8.1.1.3 Board members, staff members, commission members, consultants and officials of the FIVB or its affiliates (e.g. *National Federations* or confederation), as well as any *Person* involved in the investigation and pre-adjudication of the matter, cannot be appointed as members and/or clerks (to the extent that such clerk is involved in the deliberation process and/or drafting of any decision) of the FIVB Disciplinary Panel. In particular, no member shall have previously considered any *TUE* application, *Results Management* decision, or appeals in the same given case.

8.1.1.4 The FIVB Disciplinary Panel shall consist of an independent Chair (as defined in this provision) and two (2) other independent members which shall be appointed to hear each case, except for expedited process defined in Article 8.1.2.4 below. The Chairperson of the FIVB Disciplinary Panel shall appoint two members from the FIVB Disciplinary Panel who are lawyers that satisfy the independence requirements of the *International Standard* for *Results Management* (which may include the Chairperson). One of these members shall chair the Panel. The FIVB Disciplinary Panel Chairperson shall also appoint a medical expert, who is not a member of the FIVB Medical Commission, is a qualified medical practitioner and satisfies the independence requirements of the *International Standard for Results Management*, as the third member.

If a member is unavailable or prevented from sitting on a case or appointing members for any reason, the procedure outlined in Article 15.2 of the FIVB Disciplinary Regulations shall apply.

8.1.1.5 Each member shall be appointed by taking into consideration their requisite anti-doping experience including their legal, sports, medical and/or scientific expertise. Each member shall be appointed to sit on the FIVB Disciplinary Panel for a once renewable term of four (4) years.

8.1.1.6 The FIVB Disciplinary Panel shall be in a position to conduct the hearing and decision-making process without interference from the FIVB or any third party.

8.1.2 Hearing Process

8.1.2.1 When the FIVB sends a notice to an *Athlete* or other *Person* notifying them of a potential anti-doping rule violation, and the *Athlete* or other *Person* does not waive a hearing in accordance with Article 8.3.1 or Article 8.3.2, then the case shall be referred to the FIVB Disciplinary Panel for hearing and adjudication, which shall be conducted in accordance with the

principles described in Articles 8 and 9 of the *International Standard* for *Results Management*.

8.1.2.3 Upon appointment by the Chair as a member of the FIVB Disciplinary Panel, each member must also sign a declaration that there are no facts or circumstances known to him or her which might call into question their impartiality in the eyes of any of the parties, other than those circumstances disclosed in the declaration.

8.1.2.4 Hearings held in connection with *Event*s that are subject to these Anti-Doping Rules may be conducted by an expedited process where permitted by the competent hearing panel (in the case of *FIVB Events*, the FIVB Disciplinary Panel Sub-Committee). The matter shall be referred to the FIVB Disciplinary Panel for in relation to *Consequences* beyond exclusion from the *Event*, *Disqualification* of *Event* results, forfeiture of any medals, points, or prizes from the *Event*, or recovery of costs applicable to the anti-doping rule violation.[35]

8.1.2.5 *WADA* and the *National Federation* and the *National Anti-Doping Organization* of the *Athlete* or other *Person* may attend the hearing as observers. In any event, the FIVB shall keep *WADA* fully apprised as to the status of pending cases and the result of all hearings.

8.2 Notice of Decisions

8.2.1 At the end of the hearing, or promptly thereafter, the FIVB Disciplinary Panel shall issue a written decision that conforms with Article 9 of the *International Standard* for *Results Management,* and which includes the full reasons for the decision and for any period of *Ineligibility* imposed, including (if applicable) a justification for why the greatest potential *Consequences* were not imposed.

8.2.2 The FIVB shall notify that decision to the *Athlete* or other *Person* and to other *Anti-Doping Organizations* with a right to appeal under Article 13.2.3, and shall promptly report it into *ADAMS*. The decision may be appealed as provided in Article 13.

8.3 Waiver of Hearing

8.3.1 An *Athlete* or other *Person* against whom an anti-doping violation is asserted may waive a hearing expressly and agree with the *Consequences* proposed by the FIVB.

8.3.2 However, if the *Athlete* or other *Person* against whom an anti-doping rule violation is asserted fails to dispute that assertion within twenty (20) days or the deadline otherwise specified in the notice sent by the FIVB asserting the violation, then they shall be deemed to have waived a hearing, to have admitted the violation, and to have accepted the proposed *Consequences*.

[35] *[Comment to Article 8.1.2.4: For example, a hearing could be expedited on the eve of a major Event where the resolution of the anti-doping rule violation is necessary to determine the Athlete's eligibility to participate in the Event, or during an Event where the resolution of the case will affect the validity of the Athlete's results or continued participation in the Event.]*

8.3.3 In cases where Article 8.3.1 or 8.3.2 applies, a hearing before the FIVB Disciplinary Panel shall not be required. Instead, the FIVB shall promptly issue a written decision that conforms with Article 9 of the *International Standard* for *Results Management,* and which includes the full reasons for the decision, the period of *Ineligibility* imposed, the *Disqualification* of results under Article 10.10 and, if applicable, a justification for why the greatest potential *Consequences* were not imposed.

8.3.4 The FIVB shall notify that decision to the *Athlete* or other *Person* and to other *Anti-Doping Organizations* with a right to appeal under Article 13.2.3, and shall promptly report it into *ADAMS*. The FIVB shall *Publicly Disclose* that decision in accordance with Article 14.3.2.

8.4 Single Hearing Before *CAS*

Anti-doping rule violations asserted against *International-Level Athletes*, *National-Level Athletes* or other *Persons* may, with the consent of the *Athlete* or other *Person*, the FIVB (where it has *Results Management* responsibility in accordance with Article 7) and *WADA*, be heard in a single hearing directly at *CAS.* [36]

Article 9
Intentionally Left Blank

Article 10
Sanctions on Individuals

10.1 *Disqualification* of Results in the *Event* during which an Anti-Doping Rule Violation Occurs

10.1.1 An anti-doping rule violation occurring during or in connection with an *Event* may, upon the decision of the ruling body of the *Event*, lead to *Disqualification* of all of the *Athlete's* individual results (e.g. best spiker award) obtained in that *Event* with all *Consequences*, including forfeiture of all medals, points and prizes except as provided in Article 10.1.2. Factors to be included in considering whether to *Disqualify* other results in an *Event* might include, for example, the seriousness of the *Athlete's* anti-doping rule violation and whether the *Athlete* tested negative in the other *Competitions*.[37]

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[36] *[Comment to Article 8.4: In some cases, the combined cost of holding a hearing in the first instance at the international or national level, then rehearing the case de novo before CAS can be very substantial. Where all of the parties identified in this Article are satisfied that their interests will be adequately protected in a single hearing, there is no need for the Athlete or Anti-Doping Organizations to incur the extra expense of two (2) hearings. An Anti-Doping Organization may participate in the CAS hearing as an observer. Nothing set out in Article 8.4 precludes the Athlete or other Person and the FIVB (where it has Results Management responsibility) to waive their right to appeal by agreement. Such waiver, however, only binds the parties to such agreement and not any other entity with a right of appeal under the Code.]*

[37] *[Comment to Article 10.1.1: Whereas Article 9 Disqualifies the result in a single Competition in which the Athlete tested positive (e.g., the 100 meter backstroke), this Article may lead to Disqualification of all results in all races during the Event (e.g., the swimming World Championships).]*

10.1.2 If the *Athlete* establishes that he or she bears *No Fault or Negligence* for the violation, the *Athlete's* individual results in the other *Competitions* shall not be *Disqualified*, unless the *Athlete's* results in *Competitions* other than the *Competition* in which the anti-doping rule violation occurred were likely to have been affected by the *Athlete's* anti-doping rule violation.

10.2 *Ineligibility* for Presence, *Use* or *Attempted Use*, or *Possession* of a *Prohibited Substance* or *Prohibited Method*

The period of *Ineligibility* for a violation of Articles 2.1, 2.2 or 2.6 shall be as follows, subject to potential elimination, reduction or suspension pursuant to Articles 10.5 or 10.6 or 10.7:

10.2.1 The period of *Ineligibility*, subject to Article 10.2.4, shall be four (4) years where:

10.2.1.1 The anti-doping rule violation does not involve a *Specified Substance* or a *Specified Method*, unless the *Athlete* or other *Person* can establish that the anti-doping rule violation was not intentional.[38]

10.2.1.2 The anti-doping rule violation involves a *Specified Substance* or a *Specified Method* and the FIVB can establish that the anti-doping rule violation was intentional.

10.2.2 If Article 10.2.1 does not apply, subject to Article 10.2.4.1, the period of *Ineligibility* shall be two (2) years.

10.2.3 As used in Article 10.2, the term "intentional" is meant to identify those *Athletes* or other *Persons* who engage in conduct which they knew constituted an anti-doping rule violation or knew that there was a significant risk that the conduct might constitute or result in an anti-doping rule violation and manifestly disregarded that risk. An anti-doping rule violation resulting from an *Adverse Analytical Finding* for a substance which is only prohibited *In-Competition* shall be rebuttably presumed to be not "intentional" if the substance is a *Specified Substance and* the *Athlete* can establish that the *Prohibited Substance* was *Used Out-of-Competition*. An anti-doping rule violation resulting from an *Adverse Analytical Finding* for a substance which is only prohibited *In-Competition* shall not be considered "intentional" if the substance is not a *Specified Substance* and the *Athlete* can establish that the *Prohibited Substance* was *Used Out-of-Competition* in a context unrelated to sport performance. [39]

10.2.4 Notwithstanding any other provision in Article 10.2, where the anti-doping rule violation involves a *Substance of Abuse*:

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[38] *[Comment to Article 10.2.1.1: While it is theoretically possible for an Athlete or other Person to establish that the anti-doping rule violation was not intentional without showing how the Prohibited Substance entered one's system, it is highly unlikely that in a doping case under Article 2.1 an Athlete will be successful in proving that the Athlete acted unintentionally without establishing the source of the Prohibited Substance.]*

[39] *[Comment to Article 10.2.3: Article 10.2.3 provides a special definition of "intentional" which is to be applied solely for purposes of Article 10.2.]*

10.2.4.1 If the *Athlete* can establish that any ingestion or *Use* occurred *Out-of-Competition* and was unrelated to sport performance, then the period of *Ineligibility* shall be three (3) months *Ineligibility*.

In addition, the period of *Ineligibility* calculated under this Article 10.2.4.1 may be reduced to one (1) month if the *Athlete* or other *Person* satisfactorily completes a *Substance of Abuse* treatment program approved by the FIVB. The period of *Ineligibility* established in this Article 10.2.4.1 is not subject to any reduction based on any provision in Article 10.6.[40]

10.2.4.2 If the ingestion, *Use* or *Possession* occurred *In-Competition*, and the *Athlete* can establish that the context of the ingestion, *Use* or *Possession* was unrelated to sport performance, then the ingestion, *Use* or *Possession* shall not be considered intentional for purposes of Article 10.2.1 and shall not provide a basis for a finding of *Aggravating Circumstances* under Article 10.4.

10.3 *Ineligibility* for Other Anti-Doping Rule Violations

The period of *Ineligibility* for anti-doping rule violations other than as provided in Article 10.2 shall be as follows, unless Articles 10.6 or 10.7 are applicable:

10.3.1 For violations of Article 2.3 or Article 2.5, the period of *Ineligibility* shall be four (4) years except: (i) in the case of failing to submit to *Sample* collection, if the *Athlete* can establish that the commission of the anti-doping rule violation was not intentional the period of *Ineligibility* shall be two (2) years; (ii) in all other cases, if the *Athlete* or other *Person* can establish exceptional circumstances that justify a reduction of the period of *Ineligibility*, the period of *Ineligibility* shall be in a range from two (2) years to four (4) years depending on the *Athlete* or other *Person*'s degree of *Fault*; or (iii) in a case involving a *Protected Person* or *Recreational Athlete*, the period of *Ineligibility* shall be in a range between a maximum of two (2) years and, at a minimum, a reprimand and no period of *Ineligibility*, depending on the *Protected Person* or *Recreational Athlete*'s degree of *Fault*.

10.3.2 For violations of Article 2.4, the period of *Ineligibility* shall be two (2) years, subject to reduction down to a minimum of one (1) year, depending on the *Athlete*'s degree of *Fault*. The flexibility between two (2) years and one (1) year of *Ineligibility* in this Article is not available to *Athletes* where a pattern of last-minute whereabouts changes or other conduct raises a serious suspicion that the *Athlete* was trying to avoid being available for *Testing*.

10.3.3 For violations of Article 2.7 or 2.8, the period of *Ineligibility* shall be a minimum of four (4) years up to lifetime *Ineligibility*, depending on the seriousness of the violation. An Article 2.7 or Article 2.8 violation involving a *Protected Person* shall be considered a particularly serious violation and, if committed by *Athlete Support Personnel* for violations other than for *Specified Substances*, shall result in lifetime

[40] *[Comment to Article 10.2.4.1: The determinations as to whether the treatment program is approved and whether the Athlete or other Person has satisfactorily completed the program shall be made in the sole discretion of the FIVB. This Article is intended to give the FIVB the leeway to apply their own judgment to identify and approve legitimate and reputable, as opposed to "sham", treatment programs. It is anticipated, however, that the characteristics of legitimate treatment programs may vary widely and change over time such that it would not be practical for WADA to develop mandatory criteria for acceptable treatment programs.]*

Ineligibility for *Athlete Support Personnel*. In addition, significant violations of Article 2.7 or 2.8 which may also violate non-sporting laws and regulations, shall be reported to the competent administrative, professional or judicial authorities.[41]

10.3.4 For violations of Article 2.9, the period of *Ineligibility* imposed shall be a minimum of two (2) years, up to lifetime *Ineligibility*, depending on the seriousness of the violation.

10.3.5 For violations of Article 2.10, the period of *Ineligibility* shall be two (2) years, subject to reduction down to a minimum of one (1) year, depending on the *Athlete* or other *Person*'s degree of *Fault* and other circumstances of the case.[42]

10.3.6 For violations of Article 2.11, the period of *Ineligibility* shall be a minimum of two (2) years, up to lifetime *Ineligibility*, depending on the seriousness of the violation by the *Athlete* or other *Person*.[43]

10.4 *Aggravating Circumstances* which may Increase the Period of *Ineligibility*

If the FIVB establishes in an individual case involving an anti-doping rule violation other than violations under Article 2.7 (*Trafficking* or *Attempted Trafficking*), 2.8 (*Administration* or *Attempted Administration*), 2.9 (Complicity or *Attempted* Complicity) or 2.11 (Acts by an *Athlete* or Other *Person* to Discourage or Retaliate Against Reporting) that *Aggravating Circumstances* are present which justify the imposition of a period of *Ineligibility* greater than the standard sanction, then the period of *Ineligibility* otherwise applicable shall be increased by an additional period of *Ineligibility* of up to two (2) years depending on the seriousness of the violation and the nature of the *Aggravating Circumstances*, unless the *Athlete* or other *Person* can establish that he or she did not knowingly commit the anti-doping rule violation.[44]

10.5 Elimination of the Period of *Ineligibility* where there is *No Fault or Negligence*

If an *Athlete* or other *Person* establishes in an individual case that he or she bears *No Fault or Negligence*, then the otherwise applicable period of *Ineligibility* shall be eliminated.[45]

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[41] *[Comment to Article 10.3.3: Those who are involved in doping Athletes or covering up doping should be subject to sanctions which are more severe than the Athletes who test positive. Since the authority of sport organizations is generally limited to Ineligibility for accreditation, membership and other sport benefits, reporting Athlete Support Personnel to competent authorities is an important step in the deterrence of doping.]*

[42] *[Comment to Article 10.3.5: Where the "other Person" referenced in Article 2.10 is an entity and not an individual, that entity may be disciplined as provided in Article 12.]*

[43] *[Comment to Article 10.3.6: Conduct that is found to violate both Article 2.5 (Tampering) and Article 2.11 (Acts by an Athlete or Other Person to Discourage or Retaliate Against Reporting to Authorities) shall be sanctioned based on the violation that carries the more severe sanction.]*

[44] *[Comment to Article 10.4: Violations under Articles 2.7 (Trafficking or Attempted Trafficking), 2.8 (Administration or Attempted Administration), 2.9 (Complicity or Attempted Complicity) and 2.11 (Acts by an Athlete or Other Person to Discourage or Retaliate Against Reporting to Authorities) are not included in the application of Article 10.4 because the sanctions for these violations already build in sufficient discretion up to a lifetime ban to allow consideration of any Aggravating Circumstance.]*

[45] *[Comment to Article 10.5: This Article and Article 10.6.2 apply only to the imposition of sanctions; they are not applicable to the determination of whether an anti-doping rule violation has occurred. They will only apply in exceptional circumstances, for example, where an Athlete could prove that, despite all due care, he or she was sabotaged by a competitor. Conversely, No Fault or Negligence would not apply in the following circumstances: (a) a positive test resulting from a mislabeled or contaminated vitamin or nutritional supplement (Athletes are responsible for what they ingest (Article 2.1) and have been warned against the possibility*

10.6 Reduction of the Period of *Ineligibility* based on *No Significant Fault or Negligence*

10.6.1 Reduction of Sanctions in Particular Circumstances for Violations of Article 2.1, 2.2 or 2.6.

All reductions under Article 10.6.1 are mutually exclusive and not cumulative.

10.6.1.1 *Specified Substances* or *Specified Methods*

Where the anti-doping rule violation involves a *Specified Substance* (other than a *Substance of Abuse*) or *Specified Method*, and the *Athlete* or other *Person* can establish *No Significant Fault or Negligence*, then the period of *Ineligibility* shall be, at a minimum, a reprimand and no period of *Ineligibility*, and at a maximum, two (2) years of *Ineligibility*, depending on the *Athlete*'s or other *Person*'s degree of *Fault*.

10.6.1.2 *Contaminated Products*

In cases where the *Athlete* or other *Person* can establish both *No Significant Fault or Negligence* and that the detected *Prohibited Substance* (other than a *Substance of Abuse*) came from a *Contaminated Product*, then the period of *Ineligibility* shall be, at a minimum, a reprimand and no period of *Ineligibility*, and at a maximum, two (2) years *Ineligibility*, depending on the *Athlete*'s or other *Person*'s degree of *Fault*.[46]

10.6.1.3 *Protected Persons* or *Recreational Athletes*

Where the anti-doping rule violation not involving a *Substance of Abuse* is committed by a *Protected Person* or *Recreational Athlete*, and the *Protected Person* or *Recreational Athlete* can establish *No Significant Fault* or *Negligence*, then the period of *Ineligibility* shall be, at a minimum, a reprimand and no period of *Ineligibility*, and at

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of supplement contamination); (b) the Administration of a Prohibited Substance by the Athlete's personal physician or trainer without disclosure to the Athlete (Athletes are responsible for their choice of medical personnel and for advising medical personnel that they cannot be given any Prohibited Substance); and (c) sabotage of the Athlete's food or drink by a spouse, coach or other Person within the Athlete's circle of associates (Athletes are responsible for what they ingest and for the conduct of those Persons to whom they entrust access to their food and drink). However, depending on the unique facts of a particular case, any of the referenced illustrations could result in a reduced sanction under Article 10.6 based on No Significant Fault or Negligence.]

[46] *[Comment to Article 10.6.1.2: In order to receive the benefit of this Article, the Athlete or other Person must establish not only that the detected Prohibited Substance came from a Contaminated Product, but must also separately establish No Significant Fault or Negligence. It should be further noted that Athletes are on notice that they take nutritional supplements at their own risk. The sanction reduction based on No Significant Fault or Negligence has rarely been applied in Contaminated Product cases unless the Athlete has exercised a high level of caution before taking the Contaminated Product. In assessing whether the Athlete can establish the source of the Prohibited Substance, it would, for example, be significant for purposes of establishing whether the Athlete actually Used the Contaminated Product, whether the Athlete had declared the product which was subsequently determined to be contaminated on the Doping Control form.*

This Article should not be extended beyond products that have gone through some process of manufacturing. Where an Adverse Analytical Finding results from environment contamination of a "non-product" such as tap water or lake water in circumstances where no reasonable person would expect any risk of an anti-doping rule violation, typically there would be No Fault or Negligence under Article 10.5.]

a maximum, two (2) years *Ineligibility*, depending on the *Protected Person* or *Recreational Athlete*'s degree of *Fault*.

10.6.2 Application of *No Significant Fault or Negligence* beyond the Application of Article 10.6.1

If an *Athlete* or other *Person* establishes in an individual case where Article 10.6.1 is not applicable that he or she bears *No Significant Fault or Negligence*, then, subject to further reduction or elimination as provided in Article 10.7, the otherwise applicable period of *Ineligibility* may be reduced based on the *Athlete* or other *Person's* degree of *Fault*, but the reduced period of *Ineligibility* may not be less than one-half of the period of *Ineligibility* otherwise applicable. If the otherwise applicable period of *Ineligibility* is a lifetime, the reduced period under this Article may be no less than eight (8) years.[47]

10.7 Elimination, Reduction, or Suspension of Period of *Ineligibility* or other *Consequences* for Reasons Other than *Fault*

10.7.1 *Substantial Assistance* in Discovering or Establishing Anti-Doping Rule Violations[48]

10.7.1.1 The FIVB may, prior to a final appellate decision under Article 13 or the expiration of the time to appeal, suspend a part of the *Consequences* (other than *Disqualification* and mandatory *Public Disclosure*) imposed in an individual case where the *Athlete* or other *Person* has provided *Substantial Assistance* to an *Anti-Doping Organization*, criminal authority or professional disciplinary body which results in: (i) the *Anti-Doping Organization* discovering or bringing forward an anti-doping rule violation by another *Person*, or (ii) which results in a criminal or disciplinary body discovering or bringing forward a criminal offense or the breach of professional rules committed by another *Person* and the information provided by the *Person* providing *Substantial Assistance* is made available to the FIVB or other *Anti-Doping Organization* with *Results Management* responsibility; or (iii) which results in *WADA* initiating a proceeding against a *Signatory*, *WADA*-accredited laboratory, or *Athlete* passport management unit (as defined in the *International Standard* for Laboratories) for non-compliance with the *Code*, *International Standard* or *Technical Document*; or (iv) with the approval by *WADA*, which results in a criminal or disciplinary body bringing forward a criminal offense or the breach of professional or sport rules arising out of a sport integrity violation other than doping. After an appellate decision under Article 13 or the expiration of time to appeal, the FIVB may only suspend a part of the otherwise applicable *Consequences* with the approval of *WADA*.

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[47] *[Comment to Article 10.6.2: Article 10.6.2 may be applied to any anti-doping rule violation except those Articles where intent is an element of the anti-doping rule violation (e.g., Article 2.5, 2.7, 2.8, 2.9 or 2.11) or an element of a particular sanction (e.g., Article 10.2.1) or a range of Ineligibility is already provided in an Article based on the Athlete or other Person's degree of Fault.]*

[48] *[Comment to Article 10.7.1: The cooperation of Athletes, Athlete Support Personnel and other Persons who acknowledge their mistakes and are willing to bring other anti-doping rule violations to light is important to clean sport.]*

The extent to which the otherwise applicable period of *Ineligibility* may be suspended shall be based on the seriousness of the anti-doping rule violation committed by the *Athlete* or other *Person* and the significance of the *Substantial Assistance* provided by the *Athlete* or other *Person* to the effort to eliminate doping in sport, non-compliance with the *Code* and/or sport integrity violations. No more than three-quarters of the otherwise applicable period of *Ineligibility* may be suspended. If the otherwise applicable period of *Ineligibility* is a lifetime, the non-suspended period under this Article must be no less than eight (8) years. For purposes of this paragraph, the otherwise applicable period of *Ineligibility* shall not include any period of *Ineligibility* that could be added under Article 10.9.3.2 of these Anti-Doping Rules.

If so requested by an *Athlete* or other *Person* who seeks to provide *Substantial Assistance*, the FIVB shall allow the *Athlete* or other *Person* to provide the information to it subject to a *Without Prejudice Agreement*.

If the *Athlete* or other *Person* fails to continue to cooperate and to provide the complete and credible *Substantial Assistance* upon which a suspension of *Consequences* was based, the FIVB shall reinstate the original *Consequences*. If the FIVB decides to reinstate suspended *Consequences* or decides not to reinstate suspended *Consequences,* that decision may be appealed by any *Person* entitled to appeal under Article 13.

10.7.1.2 To further encourage *Athletes* and other *Persons* to provide *Substantial Assistance* to *Anti-Doping Organizations*, at the request of the FIVB or at the request of the *Athlete* or other *Person* who has, or has been asserted to have, committed an anti-doping rule violation, or other violation of the *Code WADA* may agree at any stage of the *Results Management* process, including after an appellate decision under Article 13, to what it considers to be an appropriate suspension of the otherwise-applicable period of *Ineligibility* and other *Consequences*. In exceptional circumstances, *WADA* may agree to suspensions of the period of *Ineligibility* and other *Consequences* for *Substantial Assistance* greater than those otherwise provided in this Article, or even no period of *Ineligibility*, no mandatory *Public Disclosure* and/or no return of prize money or payment of fines or costs. *WADA*'s approval shall be subject to reinstatement of *Consequences*, as otherwise provided in this Article. Notwithstanding Article 13, *WADA*'s decisions in the context of this Article 10.7.1.2 may not be appealed.

10.7.1.3 If the FIVB suspends any part of an otherwise applicable sanction because of *Substantial Assistance*, then notice providing justification for the decision shall be provided to the other *Anti-Doping Organizations* with a right to appeal under Article 13.2.3 as provided in Article 14.2. In unique circumstances where *WADA* determines that it would be in the best interest of anti-doping,

WADA may authorize the FIVB to enter into appropriate confidentiality agreements limiting or delaying the disclosure of the *Substantial Assistance* agreement or the nature of *Substantial Assistance* being provided.

10.7.2 Admission of an Anti-Doping Rule Violation in the Absence of Other Evidence

Where an *Athlete* or other *Person* voluntarily admits the commission of an anti-doping rule violation before having received notice of a *Sample* collection which could establish an anti-doping rule violation (or, in the case of an anti-doping rule violation other than Article 2.1, before receiving first notice of the admitted violation pursuant to Article 7) and that admission is the only reliable evidence of the violation at the time of admission, then the period of *Ineligibility* may be reduced, but not below one-half of the period of *Ineligibility* otherwise applicable.[49]

10.7.3 Application of Multiple Grounds for Reduction of a Sanction

Where an *Athlete* or other *Person* establishes entitlement to reduction in sanction under more than one provision of Article 10.5, 10.6 or 10.7, before applying any reduction or suspension under Article 10.7, the otherwise applicable period of *Ineligibility* shall be determined in accordance with Articles 10.2, 10.3, 10.5, and 10.6. If the *Athlete* or other *Person* establishes entitlement to a reduction or suspension of the period of *Ineligibility* under Article 10.7, then the period of *Ineligibility* may be reduced or suspended, but not below one-fourth of the otherwise applicable period of *Ineligibility*.

10.8 *Results Management* Agreements

10.8.1 One (1) Year Reduction for Certain Anti-Doping Rule Violations Based on Early Admission and Acceptance of Sanction

Where an *Athlete* or other *Person*, after being notified by the FIVB of a potential anti-doping rule violation that carries an asserted period of *Ineligibility* of four (4) or more years (including any period of *Ineligibility* asserted under Article 10.4), admits the violation and accepts the asserted period of *Ineligibility* no later than twenty (20) days after receiving notice of an anti-doping rule violation charge, the *Athlete* or other *Person* may receive a one (1) year reduction in the period of *Ineligibility* asserted by the FIVB. Where the *Athlete* or other *Person* receives the one (1) year reduction in the asserted period of *Ineligibility* under this Article 10.8.1, no further reduction in the asserted period of *Ineligibility* shall be allowed under any other Article.[50]

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[49] *[Comment to Article 10.7.2: This Article is intended to apply when an Athlete or other Person comes forward and admits to an anti-doping rule violation in circumstances where no Anti-Doping Organization is aware that an anti-doping rule violation might have been committed. It is not intended to apply to circumstances where the admission occurs after the Athlete or other Person believes he or she is about to be caught. The amount by which Ineligibility is reduced should be based on the likelihood that the Athlete or other Person would have been caught had he or she not come forward voluntarily.]*

[50] *[Comment to Article 10.8.1: For example, if the FIVB alleges that an Athlete has violated Article 2.1 for Use of an anabolic steroid and asserts the applicable period of Ineligibility is four (4) years, then the Athlete may unilaterally reduce the period of Ineligibility to three (3) years by admitting the violation and accepting the three (3) year period of Ineligibility within the time specified in this Article, with no further reduction allowed. This resolves the case without any need for a hearing.]*

10.8.2 Case Resolution Agreement

Where the *Athlete* or other *Person* admits an anti-doping rule violation after being confronted with the anti-doping rule violation by the FIVB and agrees to *Consequences* acceptable to the FIVB and *WADA*, at their sole discretion, then: (a) the *Athlete* or other *Person* may receive a reduction in the period of *Ineligibility* based on an assessment by the FIVB and *WADA* of the application of Articles 10.1 through 10.7 to the asserted anti-doping rule violation, the seriousness of the violation, the *Athlete* or other *Person*'s degree of *Fault* and how promptly the *Athlete* or other *Person* admitted the violation; and (b) the period of *Ineligibility* may start as early as the date of *Sample* collection or the date on which another anti-doping rule violation last occurred. In each case, however, where this Article is applied, the *Athlete* or other *Person* shall serve at least one-half of the agreed-upon period of *Ineligibility* going forward from the earlier of the date the *Athlete* or other *Person* accepted the imposition of a sanction or a *Provisional Suspension* which was subsequently respected by the *Athlete* or other *Person*. The decision by *WADA* and the FIVB to enter or not enter into a case resolution agreement, and the amount of the reduction to, and the starting date of, the period of *Ineligibility* are not matters for determination or review by a hearing body and are not subject to appeal under Article 13.

If so requested by an *Athlete* or other *Person* who seeks to enter into a case resolution agreement under this Article, the FIVB shall allow the *Athlete* or other *Person* to discuss an admission of the anti-doping rule violation with it subject to a *Without Prejudice Agreement*.[51]

10.9 Multiple Violations

10.9.1 Second or Third Anti-Doping Rule Violation

10.9.1.1 For an *Athlete* or other *Person*'s second anti-doping rule violation, the period of *Ineligibility* shall be the greater of:

(a) A six (6) month period of *Ineligibility*; or

(b) A period of *Ineligibility* in the range between:

i. the sum of the period of *Ineligibility* imposed for the first anti-doping rule violation plus the period of *Ineligibility* otherwise applicable to the second anti-doping rule violation treated as if it were a first violation, and

ii. twice the period of *Ineligibility* otherwise applicable to the second anti-doping rule violation treated as if it were a first violation.

The period of *Ineligibility* within this range shall be determined based on the entirety of the circumstances and the *Athlete* or other *Person*'s degree of *Fault* with respect to the second violation.

[51] *[Comment to Article 10.8: Any mitigating or aggravating factors set forth in this Article 10 shall be considered in arriving at the Consequences set forth in the case resolution agreement, and shall not be applicable beyond the terms of that agreement.]*

10.9.1.2 A third anti-doping rule violation will always result in a lifetime period of *Ineligibility*, except if the third violation fulfills the condition for elimination or reduction of the period of *Ineligibility* under Article 10.5 or 10.6, or involves a violation of Article 2.4. In these particular cases, the period of *Ineligibility* shall be from eight (8) years to lifetime *Ineligibility*.

10.9.1.3 The period of *Ineligibility* established in Articles 10.9.1.1 and 10.9.1.2 may then be further reduced by the application of Article 10.7.

10.9.2 An anti-doping rule violation for which an *Athlete* or other *Person* has established *No Fault or Negligence* shall not be considered a prior violation for purposes of this Article 10.9. In addition, an anti-doping rule violation sanctioned under Article 10.2.4.1 shall not be considered a violation for purposes of Article 10.9.

10.9.3 Additional Rules for Certain Potential Multiple Violations

10.9.3.1 For purposes of imposing sanctions under Article 10.9, except as provided in Articles 10.9.3.2 and 10.9.3.3, an anti-doping rule violation will only be considered a second violation if the FIVB can establish that the *Athlete* or other *Person* committed the additional anti-doping rule violation after the *Athlete* or other *Person* received notice pursuant to Article 7, or after the FIVB made reasonable efforts to give notice of the first anti-doping rule violation. If the FIVB cannot establish this, the violations shall be considered together as one single first violation, and the sanction imposed shall be based on the violation that carries the more severe sanction, including the application of *Aggravating Circumstances*. Results in all *Competitions* dating back to the earlier anti-doping rule violation will be *Disqualified* as provided in Article 10.10.[52]

10.9.3.2 If the FIVB establishes that an *Athlete* or other *Person* committed an additional anti-doping rule violation prior to notification, and that the additional violation occurred twelve (12) months or more before or after the first-noticed violation, then the period of Ineligibility for the additional violation shall be calculated as if the additional violation were a stand-alone first violation and this period of *Ineligibility* is served consecutively, rather than concurrently, with the period of *Ineligibility* imposed for the earlier-noticed violation. Where this Article 10.9.3.2 applies, the violations taken together shall constitute a single violation for purposes of Article 10.9.1.

10.9.3.3 If the FIVB establishes that an *Athlete* or other *Person* committed a violation of Article 2.5 in connection with the *Doping Control* process for an underlying asserted anti-doping rule violation, the violation of

[52] *[Comment to Article 10.9.3.1: The same rule applies where, after the imposition of a sanction, the FIVB discovers facts involving an anti-doping rule violation that occurred prior to notification for a first anti-doping rule violation – e.g., the FIVB shall impose a sanction based on the sanction that could have been imposed if the two (2) violations had been adjudicated at the same time, including the application of Aggravating Circumstances.]*

Article 2.5 shall be treated as a stand-alone first violation and the period of *Ineligibility* for such violation shall be served consecutively, rather than concurrently, with the period of *Ineligibility*, if any, imposed for the underlying anti-doping rule violation. Where this Article 10.9.3.3 is applied, the violations taken together shall constitute a single violation for purposes of Article 10.9.1.

10.9.3.4 If the FIVB establishes that an *Athlete* or other *Person* has committed a second or third anti-doping rule violation during a period of *Ineligibility*, the periods of *Ineligibility* for the multiple violations shall run consecutively, rather than concurrently.

10.9.4 Multiple Anti-Doping Rule Violations during Ten (10) Year Period

For purposes of Article 10.9, each anti-doping rule violation must take place within the same ten (10) year period in order to be considered multiple violations.

10.10 *Disqualification* of Results in *Competitions* Subsequent to *Sample* Collection or Commission of an Anti-Doping Rule Violation

In addition to the automatic *Disqualification* of the results in the *Competition* which produced the positive *Sample* under Article 9, all other competitive results of the *Athlete* obtained from the date a positive *Sample* was collected (whether *In-Competition* or *Out-of-Competition*), or other anti-doping rule violation occurred, through the commencement of any *Provisional Suspension* or *Ineligibility* period, shall, unless fairness requires otherwise, be *Disqualified* with all of the resulting *Consequences* including forfeiture of any medals, points and prizes.[53]

10.11 Forfeited Prize Money

If the FIVB recovers prize money forfeited as a result of an anti-doping rule violation, it shall take reasonable measures to allocate and distribute this prize money to the *Athletes* who would have been entitled to it had the forfeiting *Athlete* not competed.[54]

10.12 Financial Consequences

10.12.1 Where an *Athlete* or other *Person* commits an anti-doping rule violation, the FIVB may, in its discretion and subject to the principle of proportionality, elect to a) recover from the *Athlete* or other *Person* costs associated with the anti-doping rule violation, regardless of the period of *Ineligibility* imposed and/or b) fine the *Athlete* or other *Person* in an amount up to CHF 50,000, only in cases where the maximum period of *Ineligibility* otherwise applicable has already been imposed.

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[53] *[Comment to Article 10.10: Nothing in these Anti-Doping Rules precludes clean Athletes or other Persons who have been damaged by the actions of a Person who has committed an anti-doping rule violation from pursuing any right which they would otherwise have to seek damages from such Person.]*

[54] *[Comment to Article 10.11: This Article is not intended to impose an affirmative duty on the FIVB to take any action to collect forfeited prize money. If the FIVB elects not to take any action to collect forfeited prize money, it may assign its right to recover such money to the Athlete(s) who should have otherwise received the money. "Reasonable measures to allocate and distribute this prize money" could include using collected forfeited prize money as agreed upon by the FIVB and its Athletes.]*

10.12.2 The imposition of a financial sanction or the FIVB's recovery of costs shall not be considered a basis for reducing the *Ineligibility* or other sanction which would otherwise be applicable under these Anti-Doping Rules.

10.13 Commencement of *Ineligibility* Period

Where an *Athlete* is already serving a period of *Ineligibility* for an anti-doping rule violation, any new period of *Ineligibility* shall commence on the first day after the current period of *Ineligibility* has been served. Otherwise, except as provided below, the period of *Ineligibility* shall start on the date of the final hearing decision providing for *Ineligibility* or, if the hearing is waived or there is no hearing, on the date *Ineligibility* is accepted or otherwise imposed.

10.13.1 Delays Not Attributable to the *Athlete* or other *Person*

Where there have been substantial delays in the hearing process or other aspects of *Doping Control*, and the *Athlete* or other *Person* can establish that such delays are not attributable to the *Athlete* or other *Person*, the FIVB or the FIVB Disciplinary Panel, if applicable, may start the period of *Ineligibility* at an earlier date commencing as early as the date of *Sample* collection or the date on which another anti-doping rule violation last occurred. All competitive results achieved by the *Athlete* alone during the period of *Ineligibility*, including retroactive *Ineligibility*, shall be *Disqualified*.[55]

10.13.2 Credit for *Provisional Suspension* or Period of *Ineligibility* Served

10.13.2.1 If a *Provisional Suspension* is respected by the *Athlete* or other *Person*, then the *Athlete* or other *Person* shall receive a credit for such period of *Provisional Suspension* against any period of *Ineligibility* which may ultimately be imposed. If the *Athlete* or other *Person* does not respect a *Provisional Suspension*, then the *Athlete* or other *Person* shall receive no credit for any period of *Provisional Suspension* served. If a period of *Ineligibility* is served pursuant to a decision that is subsequently appealed, then the *Athlete* or other *Person* shall receive a credit for such period of *Ineligibility* served against any period of *Ineligibility* which may ultimately be imposed on appeal.

10.13.2.2 If an *Athlete* or other *Person* voluntarily accepts a *Provisional Suspension* in writing from the FIVB and thereafter respects the *Provisional Suspension*, the *Athlete* or other *Person* shall receive a credit for such period of voluntary *Provisional Suspension* against any period of *Ineligibility* which may ultimately be imposed. A copy of the *Athlete* or other *Person*'s voluntary acceptance of a

[55] *[Comment to Article 10.13.1: In cases of anti-doping rule violations other than under Article 2.1, the time required for an Anti-Doping Organization to discover and develop facts sufficient to establish an anti-doping rule violation may be lengthy, particularly where the Athlete or other Person has taken affirmative action to avoid detection. In these circumstances, the flexibility provided in this Article to start the sanction at an earlier date should not be used.]*

Provisional Suspension shall be provided promptly to each party entitled to receive notice of an asserted anti-doping rule violation under Article 14.1.[56]

10.13.2.3 No credit against a period of *Ineligibility* shall be given for any time period before the effective date of the *Provisional Suspension* or voluntary *Provisional Suspension* regardless of whether the *Athlete* elected not to compete or was suspended by a team.

10.13.2.4 In *Team* Sports, where a period of *Ineligibility* is imposed upon a team, unless fairness requires otherwise, the period of *Ineligibility* shall start on the date of the final hearing decision providing for *Ineligibility* or, if the hearing is waived, on the date *Ineligibility* is accepted or otherwise imposed. Any period of team *Provisional Suspension* (whether imposed or voluntarily accepted) shall be credited against the total period of *Ineligibility* to be served.

10.14 Status During *Ineligibility* or *Provisional Suspension*

10.14.1 Prohibition Against Participation During *Ineligibility* or *Provisional Suspension*

No *Athlete* or other *Person* who has been declared *Ineligible* or is subject to a *Provisional Suspension* may, during the period of *Ineligibility* or *Provisional Suspension*, participate in any capacity in a *Competition* or activity (other than authorized anti-doping *Education* or rehabilitation programs) authorized or organized by any *Signatory*, *Signatory*'s member organization, or a club or other member organization of a *Signatory*'s member organization, or in *Competitions* authorized or organized by any professional league, an academic institution or any international or national level *Event* organization or any elite or national-level sporting activity funded by a governmental agency.

An *Athlete* or other *Person* subject to a period of *Ineligibility* longer than four (4) years may, after completing four (4) years of the period of *Ineligibility*, participate as an *Athlete* in local sport events not sanctioned or otherwise under the authority of a *Code Signatory* or member of a *Code Signatory*, but only so long as the local sport event is not at a level that could otherwise qualify such *Athlete* or other *Person* directly or indirectly to compete in (or accumulate points toward) a national championship or *International Event*, and does not involve the *Athlete* or other *Person* working in any capacity with *Protected Persons*.

[56] *[Comment to Article 10.13.2.2: An Athlete's voluntary acceptance of a Provisional Suspension is not an admission by the Athlete and shall not be used in any way to draw an adverse inference against the Athlete.]*

An *Athlete* or other *Person* subject to a period of *Ineligibility* shall remain subject to *Testing* and any requirement by the FIVB to provide whereabouts information.[57]

10.14.2 Return to Training

As an exception to Article 10.14.1, an *Athlete* may return to train with a team or to use the facilities of a club or other member organization of the FIVB, of a Confederation or of a *National Federation* during the shorter of: (1) the last two months of the *Athlete's* period of *Ineligibility*, or (2) the last one-quarter of the period of *Ineligibility* imposed.[58]

10.14.3 Violation of the Prohibition of Participation During *Ineligibility or Provisional Suspension*

Where an *Athlete* or other *Person* who has been declared *Ineligible* violates the prohibition against participation during *Ineligibility* described in Article 10.14.1, the results of such participation shall be *Disqualified* and a new period of *Ineligibility* equal in length to the original period of *Ineligibility* shall be added to the end of the original period of *Ineligibility*. The new period of *Ineligibility*, including a reprimand and no period of *Ineligibility*, may be adjusted based on the *Athlete* or other *Person*'s degree of *Fault* and other circumstances of the case. The determination of whether an *Athlete* or other *Person* has violated the prohibition against participation, and whether an adjustment is appropriate, shall be made by the *Anti-Doping Organization* whose *Results Management* led to the imposition of the initial period of *Ineligibility*. This decision may be appealed under Article 13.

An *Athlete* or other *Person* who violates the prohibition against participation during a *Provisional Suspension* described in Article 10.14.1 shall receive no credit for any period of *Provisional Suspension* served and the results of such participation shall be *Disqualified*.

Where an *Athlete Support Person* or other *Person* assists a *Person* in violating the prohibition against participation during *Ineligibility* or a *Provisional Suspension*, the FIVB shall impose sanctions for a violation of Article 2.9 for such assistance.

10.14.4 Withholding of Financial Support during *Ineligibility*

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[57] *[Comment to Article 10.14.1: For example, subject to Article 10.14.2 below, Ineligible Athletes cannot participate in a training camp, exhibition or practice organized by their National Federation or a club which is a member of that National Federation or which is funded by a governmental agency. Further, an Ineligible Athlete may not compete in a non-Signatory professional league (e.g., National Volleyball League), Events organized by a non-Signatory International Event organization or a non-Signatory national-level Event organization without triggering the Consequences set forth in Article 10.14.3. The term "activity" also includes, for example, administrative activities, such as serving as an official, director, officer, employee, or volunteer of the organization described in this Article. Ineligibility imposed in one sport shall also be recognized by other sports (see Article 15.1, Automatic Binding Effect of Decisions). An Athlete or other Person serving a period of Ineligibility is prohibited from coaching or serving as an Athlete Support Person in any other capacity at any time during the period of Ineligibility, and doing so could also result in a violation of Article 2.10 by another Athlete. Any performance standard accomplished during a period of Ineligibility shall not be recognized by the FIVB or its National Federations for any purpose.]*

[58] *[Comment to Article 10.14.2: In many Team Sports and some individual sports (e.g., ski jumping and gymnastics), Athletes cannot effectively train on their own so as to be ready to compete at the end of the Athlete's period of Ineligibility. During the training period described in this Article, an Ineligible Athlete may not compete or engage in any activity described in Article 10.14.1 other than training.]*

In addition, for any anti-doping rule violation not involving a reduced sanction as described in Article 10.5 or 10.6, some or all sport-related financial support or other sport-related benefits received by such *Person* will be withheld by the FIVB and its *National Federations*.

10.15 Automatic Publication of Sanction

A mandatory part of each sanction shall include automatic publication, as provided in Article 14.3.

Article 11
Consequences to Teams

11.1 Volleyball

Where one (1) member of a volleyball team has been notified of an anti-doping rule violation under Article 7 during an *Event Period*, the ruling body for the *Event* a) shall conduct appropriate *Target Testing* of the team during the *Event Period*; and b) may decide that the team shall be subject to *Disqualification* from the *Event* or other disciplinary action, including forfeit of game(s) or of any medals and prizes, in addition to any *Consequences* imposed upon the individual *Athlete(*s) committing the anti-doping rule violation.

Factors to be included in considering whether to impose any sanction on a volleyball team under this Article might include, for example, the seriousness of the *Athlete*'s anti-doping rule violation, whether the *Athlete* tested negative in other games of the same *Event,* the extent to which the team's result(s) in the game and/or *Event* in which the anti-doping rule violation occurred were likely to have been affected by the *Athlete's* anti-doping rule violation etc.

11.2 Beach Volleyball

Where one (1) member of a beach volleyball team has been notified of an anti-doping rule violation under Article 7 during an *Event Period*, the ruling body for the *Event* a) shall conduct appropriate *Target Testing* of all members of the team during the *Event Period*; and b) shall decide that the team shall lose the game, as well as any medals and prizes, by forfeit; and c) shall decide that the team shall be *Disqualified* from the *Event*, in addition to any *Consequences* imposed upon the individual *Athlete(*s) committing the anti-doping rule violation.

11.3 *No Fault or Negligence*

If the *Athlete* establishes that he or she bears *No Fault or Negligence* for the violation, the *Athlete's* team shall not be *Disqualified* from the *Event*, unless the team's results in the *Event* in which the anti-doping rule violation occurred were likely to have been affected by the *Athlete's* anti-doping rule violation.

Article 12
Sanctions by the FIVB against Sporting Bodies

When the FIVB becomes aware that a *National Federation* or any other sporting body over which it has authority has failed to comply with, implement, uphold, and enforce these Anti-Doping Rules within that organization's or body's area of competence, the FIVB has the authority and may take the following additional disciplinary actions:

12.1 Exclude all, or some group of, members of that organization or body from specified future *Events* or all *Events* conducted within a specified period of time.

12.2 Take additional disciplinary action with respect to that organization's or body's recognition, the eligibility of their members to participate in the FIVB's activities, and/or fine that organization or body based on the following:

12.2.1 Four (4) or more violations of these Anti-Doping Rules (other than violations involving Article 2.4) are committed by *Athletes* or other *Persons* affiliated with that organization or body during a twelve (12) month period. In such event, the FIVB may in its discretion elect to: (a) ban all officials from that *National Federation* for participation in any FIVB activities for a period of up to two years and/or (b) fine the *National Federation* in an amount up to CHF 200,000 (For purposes of this Rule, any fine paid pursuant to Rule 12.3.2 shall be credited against any fine assessed.)

12.2.2 Four (4) or more violations of these Anti-Doping Rules (other than violations involving Articles 2.4) are committed in addition to the violations described in Article 12.2.1 by *Athletes* or other *Persons* affiliated with that organization or body during a twelve (12) month period. In such event, that organization or body may be suspended and/or its participation in *FIVB Events* suspended for a period of up to four (4) years.

12.2.3 More than one *Athlete* or other *Person* affiliated with that organization or body commits an anti-doping rule violation during an *International Event.* In such event, that organization or body may be fined in an amount up to CHF 100,000.

12.2.4 That organization or body has failed to make diligent efforts to keep the FIVB informed about an *Athlete's* whereabouts after receiving a request for that information from the FIVB. In such event, that organization or body may be fined in an amount up to CHF 20,000 per *Athlete* in addition to a reimbursement of all of the FIVB's costs incurred in *Testing* that organization or body's *Athletes*.

12.3 Withhold some or all funding or other financial and non-financial support to that organization or body.

12.4 Oblige that organization or body to reimburse the FIVB for all costs (including but not limited to laboratory fees, hearing expenses and travel) related to a violation of these Anti-Doping Rules committed by an *Athlete* or other *Person* affiliated with that organization or body.

Article 13
Results Management: Appeals[59]

13.1 Decisions Subject to Appeal

Decisions made under the *Code* or these Anti-Doping Rules may be appealed as set forth below in Articles 13.2 through 13.7 or as otherwise provided in these Anti-Doping Rules, the *Code* or the *International Standards*. Such decisions shall remain in effect while under appeal unless the appellate body orders otherwise.

13.1.1 Scope of Review Not Limited

The scope of review on appeal includes all issues relevant to the matter and is expressly not limited to the issues or scope of review before the initial decision maker. Any party to the appeal may submit evidence, legal arguments and claims that were not raised in the first instance hearing so long as they arise from the same cause of action or same general facts or circumstances raised or addressed in the first instance hearing.[60]

13.1.2 *CAS* Shall Not Defer to the Findings Being Appealed

In making its decision, *CAS* shall not give deference to the discretion exercised by the body whose decision is being appealed. [61]

13.1.3 *WADA* Not Required to Exhaust Internal Remedies

Where *WADA* has a right to appeal under Article 13 and no other party has appealed a final decision within the FIVB's process, *WADA* may appeal such decision directly to *CAS* without having to exhaust other remedies (if any) in the FIVB's process. [62]

13.2 Appeals from Decisions Regarding Anti-Doping Rule Violations, *Consequences*, *Provisional Suspensions,* Implementation of Decisions and Authority

A decision that an anti-doping rule violation was committed, a decision imposing *Consequences* or not imposing *Consequences* for an anti-doping rule violation, or a

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[59] *[Comment to Article 13: The object of the Code is to have anti-doping matters resolved through fair and transparent internal processes with a final appeal. Anti-doping decisions by Anti-Doping Organizations are made transparent in Article 14. Specified Persons and organizations, including WADA, are then given the opportunity to appeal those decisions. Note that the definition of interested Persons and organizations with a right to appeal under Article 13 does not include Athletes, or their National Federations, who might benefit from having another competitor Disqualified.]*

[60] *[Comment to Article 13.1.1: The revised language is not intended to make a substantive change to the 2015 Code, but rather for clarification. For example, where an Athlete was charged in the first instance hearing only with Tampering but the same conduct could also constitute Complicity, an appealing party could pursue both Tampering and Complicity charges against the Athlete in the appeal.]*

[61] *[Comment to Article 13.1.2: CAS proceedings are de novo. Prior proceedings do not limit the evidence or carry weight in the hearing before CAS.]*

[62] *[Comment to Article 13.1.3: Where a decision has been rendered before the final stage of the FIVB's process (for example, a first hearing) and no party elects to appeal that decision to the next level of the FIVB's process (e.g., the Managing Board), then WADA may bypass the remaining steps in the FIVB's internal process and appeal directly to CAS.]*

decision that no anti-doping rule violation was committed; a decision that an anti-doping rule violation proceeding cannot go forward for procedural reasons (including, for example, prescription); a decision by *WADA* not to grant an exception to the six (6) months' notice requirement for a retired *Athlete* to return to competition under Article 5.7.1; a decision by *WADA* assigning *Results Management* under Article 7.1 of the *Code*; a decision by the FIVB not to bring forward an *Adverse Analytical Finding* or an *Atypical Finding* as an anti-doping rule violation, or a decision not to go forward with an anti-doping rule violation after an investigation in accordance with the *International Standard* for *Results Management* ; a decision to impose, or lift, a *Provisional Suspension* as a result of a *Provisional Hearing*; the FIVB's failure to comply with Article 7.4; a decision that the FIVB lacks authority to rule on an alleged anti-doping rule violation or its *Consequences*; a decision to suspend, or not suspend, *Consequences* or to reinstate, or not reinstate, *Consequences* under Article 10.7.1; ; failure to comply with Articles 7.1.4 and 7.1.5 of the *Code*; failure to comply with Article 10.8.1; a decision under Article 10.14.3; a decision by the FIVB not to implement another *Anti-Doping Organization*'s decision under Article 15; and a decision under Article 27.3 of the *Code* may be appealed exclusively as provided in this Article 13.2.

13.2.1 Appeals Involving *International-Level Athletes* or *International Events*

In cases arising from participation in an *International Event* or in cases involving *International-Level Athletes*, the decision may be appealed exclusively to *CAS*.[63]

13.2.2 Appeals Involving Other *Athletes* or Other *Persons*

In cases where Article 13.2.1 is not applicable, the decision may be appealed to an appellate body, in accordance with rules adopted by the *National Anti-Doping Organization* having authority over the *Athlete* or other *Person*.

The rules for such appeal shall respect the following principles: a timely hearing; a fair, impartial *Operationally Independent* and *Institutionally Independent* hearing panel; the right to be represented by counsel at the *Person*'s own expense; and a timely, written, reasoned decision.

If no such body as described above is in place and available at the time of the appeal, the decision may be appealed to *CAS* in accordance with the applicable procedural rules.

13.2.3 *Persons* Entitled to Appeal

13.2.3.1 Appeals Involving *International-Level Athletes* or *International Events*

In cases under Article 13.2.1, the following parties shall have the right to appeal to *CAS*: (a) the *Athlete* or other *Person* who is the subject of the decision being appealed; (b) the other party to the case in which the decision was rendered; (c) the FIVB; (d) the *National Anti-Doping Organization* of the *Person's* country of residence or countries where the *Person* is a national or license

[63] *[Comment to Article 13.2.1: CAS decisions are final and binding except for any review required by law applicable to the annulment or enforcement of arbitral awards.]*

holder; (e) the International Olympic Committee or International Paralympic Committee, as applicable, where the decision may have an effect in relation to the Olympic Games or Paralympic Games, including decisions affecting eligibility for the Olympic Games or Paralympic Games; and (f) *WADA*.

13.2.3.2 Appeals Involving Other *Athletes* or Other *Persons*

In cases under Article 13.2.2, the parties having the right to appeal to the appellate body shall be as provided in the *National Anti-Doping Organization*'s rules but, at a minimum, shall include the following parties: (a) the *Athlete* or other *Person* who is the subject of the decision being appealed; (b) the other party to the case in which the decision was rendered; (c) the FIVB; (d) the *National Anti-Doping Organization* of the *Person*'s country of residence or countries where the *Person* is a national or license holder; (e) the International Olympic Committee or International Paralympic Committee, as applicable, where the decision may have an effect in relation to the Olympic Games or Paralympic Games, including decisions affecting eligibility for the Olympic Games or Paralympic Games; and (f) *WADA*.

For cases under Article 13.2.2, *WADA*, the International Olympic Committee, the International Paralympic Committee, and the FIVB shall also have the right to appeal to *CAS* with respect to the decision of the appellate body.

Any party filing an appeal shall be entitled to assistance from *CAS* to obtain all relevant information from the *Anti-Doping Organization* whose decision is being appealed and the information shall be provided if *CAS* so directs.

13.2.3.3 Duty to Notify

All parties to any *CAS* appeal must ensure that *WADA* and all other parties with a right to appeal have been given timely notice of the appeal.

13.2.3.4 Appeal from Imposition of *Provisional Suspension*

Notwithstanding any other provision herein, the only *Person* who may appeal from the imposition of a *Provisional Suspension* is the *Athlete* or other *Person* upon whom the *Provisional Suspension* is imposed.

13.2.3.5 Appeal from Decisions under Article 12

Decisions by the FIVB pursuant to Article 12 may be appealed exclusively to *CAS* by the *National Federation* or other body.

13.2.4 Cross Appeals and other Subsequent Appeals Allowed

Cross appeals and other subsequent appeals by any respondent named in cases brought to *CAS* under the *Code* are specifically permitted. Any party with a right to appeal under this Article 13 must file a cross appeal or subsequent appeal at the latest with the party's answer.[64]

13.3 Failure to Render a Timely Decision by the FIVB

13.3.1 Where, in a particular case, the FIVB fails to render a decision with respect to whether an anti-doping rule violation was committed within a reasonable deadline set by *WADA*, *WADA* may elect to appeal directly to *CAS* as if the FIVB had rendered a decision finding no anti-doping rule violation. If the *CAS* hearing panel determines that an anti-doping rule violation was committed and that *WADA* acted reasonably in electing to appeal directly to *CAS*, then *WADA*'s costs and attorney fees in prosecuting the appeal shall be reimbursed to *WADA* by the FIVB.[65]

13.3.2 Where, in a particular case, a *National Anti-Doping Organization* fails to render a decision with respect to whether an anti-doping rule violation was committed by an *International-Level Athlete* within a reasonable deadline set by the FIVB, the FIVB may elect to appeal directly to *CAS* as if the *National Anti-Doping Organization* had rendered a decision finding no anti-doping rule violation. If the *CAS* hearing panel determines that an anti-doping rule violation was committed and that the FIVB acted reasonably in electing to appeal directly to *CAS*, then the FIVB's costs and attorney fees in prosecuting the appeal shall be reimbursed to the FIVB by the *National Anti-Doping Organization*.

13.4 Appeals Relating to *TUEs*

TUE decisions may be appealed exclusively as provided in Article 4.4.

13.5 Notification of Appeal Decisions

The FIVB shall promptly provide the appeal decision to the *Athlete* or other *Person* and to the other *Anti-Doping Organizations* that would have been entitled to appeal under Article 13.2.3 as provided under Article 14.2.

13.6 Time for Filing Appeals[66]

13.6.1 Appeals to *CAS*

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[64] *[Comment to Article 13.2.4: This provision is necessary because since 2011, CAS rules no longer permit an Athlete the right to cross appeal when an Anti-Doping Organization appeals a decision after the Athlete's time for appeal has expired. This provision permits a full hearing for all parties.]*

[65] *[Comment to Article 13.3: Given the different circumstances of each anti-doping rule violation investigation and Results Management process, it is not feasible to establish a fixed time period for the FIVB to render a decision before WADA may intervene by appealing directly to CAS. Before taking such action, however, WADA will consult with the FIVB and give the FIVB an opportunity to explain why it has not yet rendered a decision.]*

[66] *[Comment to Article 13.6: Whether governed by CAS rules or these Anti-Doping Rules, a party's deadline to appeal does not begin running until receipt of the decision. For that reason, there can be no expiration of a party's right to appeal if the party has not received the decision.]*

The time to file an appeal to *CAS* shall be twenty-one (21) days from the date of receipt of the decision by the appealing party. The above notwithstanding, the following shall apply in connection with appeals filed by a party entitled to appeal but which was not a party to the proceedings that led to the decision being appealed:

a) Within fifteen (15) days from notice of the decision, such party/ies shall have the right to request a copy of the case file pertaining to the decision from the *Anti-Doping Organization* that had *Results Management* authority;

b) If such a request is made within the fifteen (15) day period, then the party making such request shall have twenty-one (21) days from receipt of the file to file an appeal to CAS.

The above notwithstanding, the filing deadline for an appeal filed by *WADA* shall be the later of:

a) Twenty-one (21) days after the last day on which any other party having a right to appeal could have appealed; or

b) Twenty-one (21) days after *WADA*'s receipt of the complete file relating to the decision.

13.6.2 Appeals Under Article 13.2.2

The time to file an appeal to an independent and impartial body in accordance with rules established by the *National Anti-Doping Organization* shall be indicated by the same rules of the *National Anti-Doping Organization*.

The above notwithstanding, the filing deadline for an appeal filed by *WADA* or the FIVB shall be the later of:

(a) Twenty-one (21) days after the last day on which any other party having a right to appeal could have appealed, or

(b) Twenty-one (21) days after *WADA*'s or the FIVB's (as applicable) receipt of the complete file relating to the decision.

Article 14
Confidentiality and Reporting

14.1 Information Concerning *Adverse Analytical Findings*, *Atypical Findings*, and Other Asserted Anti-Doping Rule Violations

14.1.1 Notice of Anti-Doping Rule Violations to *Athlete*s and other *Person*s

Notice to *Athletes* or other *Persons* of anti-doping rule violations asserted against them shall occur as provided under Articles 7 and 14.

If at any point during *Results Management* up until the anti-doping rule violation charge, the FIVB decides not to move forward with a matter, it must notify the *Athlete* or other *Person*, provided that the *Athlete* or other *Person* had been already informed of the ongoing *Results Management*.

Notice shall be delivered or emailed to *Athletes* or other *Persons.* If the notification takes place via the *Athlete* or other *Person's National Federation,* the *National Federation* shall confirm to the FIVB that the *Athlete* or other *Person* has been notified.

14.1.2 Notice of Anti-Doping Rule Violations to *National Anti-Doping Organizations* and *WADA*

Notice of the assertion of an anti-doping rule violation to *National Anti-Doping Organizations* and *WADA* shall occur as provided under Articles 7 and 14, simultaneously with the notice to the *Athlete* or other *Person*.

If at any point during *Results Management* up until the anti-doping rule violation charge, the FIVB decides not to move forward with a matter, it must give notice (with reasons) to the *Anti-Doping Organizations* with a right of appeal under Article 13.2.3.

Notice shall be delivered or emailed.

14.1.3 Content of an Anti-Doping Rule Violation Notice

Notification of an anti-doping rule violation under Article 2.1 shall include: the *Athlete*'s name, country, sport and discipline within the sport, the *Athlete*'s competitive level, whether the test was *In-Competition* or *Out-of-Competition*, the date of *Sample* collection, the analytical result reported by the laboratory, and other information as required by the *International Standard* for *Results Management*.

Notification of anti-doping rule violations other than under Article 2.1 shall include the rule violated and the basis of the asserted violation.

14.1.4 Status Reports

Except with respect to investigations which have not resulted in a notice of an anti-doping rule violation pursuant to Article 14.1.1, the *Athlete's* or other *Person's National Anti-Doping Organization* and *WADA* shall be regularly updated on the status and findings of any review or proceedings conducted pursuant to Article 7, 8 or 13 and shall be provided with a prompt written reasoned explanation or decision explaining the resolution of the matter.

14.1.5 Confidentiality

The recipient organizations shall not disclose this information beyond those *Person*s with a need to know (which would include the appropriate personnel at the applicable *National Olympic Committee*, *National Federation*, and team) until the FIVB has made *Public Disclosure* as permitted by in Article 14.3.

14.1.6 Protection of Confidential Information by an Employee or Agent of the FIVB

The FIVB shall ensure that information concerning *Adverse Analytical Findings*, *Atypical Findings*, and other asserted anti-doping rule violations remains confidential until such information is *Publicly Disclosed* in accordance with Article 14.3. The FIVB shall ensure that its employees (whether permanent or otherwise), contractors, agents, consultants, and *Delegated Third Parties* are subject to fully enforceable contractual duty of confidentiality and to fully enforceable procedures for the investigation and disciplining of improper and/or unauthorized disclosure of such confidential information.

14.2 Notice of Anti-Doping Rule Violation or violations of *Ineligibility* or *Provisional Suspension* Decisions and Request for Files

14.2.1 Anti-doping rule violation decisions or decisions related to violations of *Ineligibility* or *Provisional Suspension* rendered pursuant to Article 7.6, 8.2, , 10.5, 10.6, 10.7, 10.14.3 or 13.5 shall include the full reasons for the decision, including, if applicable, a justification for why the maximum potential sanction was not imposed. Where the decision is not in English or French, the FIVB shall provide a short English or French summary of the decision and the supporting reasons.

14.2.2 An *Anti-Doping Organization* having a right to appeal a decision received pursuant to Article 14.2.1 may, within fifteen (15) days of receipt, request a copy of the full case file pertaining to the decision.

14.3 *Public Disclosure*

14.3.1 After notice has been provided to the *Athlete* or other *Person* in accordance with the *International Standard* for *Results Management*, and to the applicable *Anti-Doping Organizations* in accordance with Article 14.1.2, the identity of any *Athlete* or other *Person* who is notified of a potential anti-doping rule violation, the *Prohibited Substance* or *Prohibited Method* and the nature of the violation involved, and whether the *Athlete* or other *Person* is subject to a *Provisional Suspension* may be *Publicly Disclose*d by the FIVB

14.3.2 No later than twenty (20) days after it has been determined in an appellate decision under Article 13.2.1 or 13.2.2, or such appeal has been waived, or a hearing in accordance with Article 8 has been waived, or the assertion of an anti-doping rule violation has not been timely challenged, or the matter has been resolved under Article 10.8, or a new period of *Ineligibility*, or reprimand, has been imposed under Article 10.14.3, the FIVB must *Publicly Disclose* the disposition of the anti-doping matter, including the sport, the anti-doping rule violated, the name of the *Athlete* or other *Person* committing the violation, the *Prohibited Substance* or *Prohibited Method* involved (if any), and the *Consequences* imposed. The FIVB must also *Publicly Disclose* within twenty (20) days the results of appellate decisions concerning anti-doping rule violations, including the information described above.[67]

[67] *[Comment to Article 14.3.2: Where Public Disclosure as required by Article 14.3.2 would result in a breach of other applicable laws, the FIVB's failure to make the Public Disclosure will not result in a determination of non-compliance with Code as set forth in Article 4.1 of the International Standard for the Protection of Privacy and Personal Information.]*

14.3.3 After an anti-doping rule violation has been determined to have been committed in an appellate decision under Article 13.2.1 or 13.2.2 or such appeal has been waived, or in a hearing in accordance with Article 8 or where such hearing has been waived, or the assertion of an anti-doping rule violation has not otherwise been timely challenged, or the matter has been resolved under Article 10.8, the FIVB may make public such determination or decision and may comment publicly on the matter.

14.3.4 In any case where it is determined, after a hearing or appeal, that the *Athlete* or other *Person* did not commit an anti-doping rule violation, the fact that the decision has been appealed may be *Publicly Disclosed.* However, the decision itself and the underlying facts may not be *Publicly Disclosed* except with the consent of the *Athlete* or other *Person* who is the subject of the decision. The FIVB shall use reasonable efforts to obtain such consent, and If consent is obtained, shall *Publicly Disclose* the decision in its entirety or in such redacted form as the *Athlete* or other *Person* may approve.

14.3.5 Publication shall be accomplished at a minimum by placing the required information on the FIVB's website www.fivb.com and leaving the information up for the longer of one (1) month or the duration of any period of *Ineligibility*. It will be removed immediately after the expiry of the indicated time periods.

14.3.6 Except as provided in Articles 14.3.1 and 14.3.3, no *Anti-Doping Organization*, *National Federation*, or *WADA*-accredited laboratory, or any official of any such body, shall publicly comment on the specific facts of any pending case (as opposed to general description of process and science) except in response to public comments attributed to, or based on information provided by, the *Athlete,* other *Person* or their entourage or other representatives.

14.3.7 The mandatory *Public Disclosure* required in Article 14.3.2 shall not be required where the *Athlete* or other *Person* who has been found to have committed an anti-doping rule violation is a *Minor, Protected Person* or *Recreational Athlete*. Any optional *Public Disclosure* in a case involving a *Minor, Protected Person* or *Recreational Athlete* shall be proportionate to the facts and circumstances of the case.

14.4 Statistical Reporting

14.4.1 The FIVB shall publish at least annually a general statistical report of its *Doping Control* activities, with a copy provided to *WADA*. The FIVB may also publish reports showing the name of each *Athlete* tested and the date of each *Testing*.

14.5 *Doping Control* Information Database and Monitoring of Compliance

To enable *WADA* to perform its compliance monitoring role and to ensure the effective use of resources and sharing of applicable *Doping Control* information among *Anti-Doping Organizations*, the FIVB shall report to *WADA* through *ADAMS Doping Control*-related information, including, in particular:

(a) *Athlete Biological Passport* data for *International-Level Athletes* and *National-Level Athletes*,

(b) Whereabouts information for *Athletes* including those in *Registered Testing Pools*,

(c) *TUE* decisions, and
(d) *Results Management* decisions,

as required under the applicable *International Standard(s)*.

14.5.1 To facilitate coordinated test distribution planning, avoid unnecessary duplication in *Testing* by the various *Anti-Doping Organization*s, and to ensure that *Athlete Biological Passport* profiles are updated, the FIVB shall report all *In-Competition* and *Out-of-Competition* tests to WADA by entering the *Doping Control* forms into *ADAMS* in accordance with the requirements and timelines contained in the *International Standard* for *Testing* and Investigations.

14.5.2 To facilitate *WADA*'s oversight and appeal rights for *TUEs*, the FIVB shall report all *TUE* applications, decisions and supporting documentation using *ADAMS* in accordance with the requirements and timelines contained in the *International Standard* for *Therapeutic Use Exemptions*.

14.5.3 To facilitate *WADA*'s oversight and appeal rights for *Results Management*, the FIVB shall report the following information into *ADAMS* in accordance with the requirements and timelines outlined in the *International Standard* for *Results Management*: (a) notifications of anti-doping rule violations and related decisions for *Adverse Analytical Findings*; (b) notifications and related decisions for other anti-doping rule violations that are not *Adverse Analytical Findings*; (c) whereabouts failures; and (d) any decision imposing, lifting or reinstating a *Provisional Suspension*.

14.5.4 The information described in this Article will be made accessible, where appropriate and in accordance with the applicable rules, to the *Athlete*, the *Athlete*'s *National Anti-Doping Organization*, and any other *Anti-Doping Organizations* with *Testing* authority over the *Athlete*.

14.6 Data Privacy

14.6.1 The FIVB may collect, store, process or disclose personal information relating to *Athlete*s and other *Persons* where necessary and appropriate to conduct its *Anti-Doping Activities* under the *Code*, the *International Standards* (including specifically the *International Standard* for the Protection of Privacy and Personal Information) and these Anti-Doping Rules, and in compliance with applicable law.

14.6.2 Without limiting the foregoing, the FIVB shall:

(a) Only process personal information in accordance with a valid legal ground;
(b) Notify any *Participant* or *Person* subject to these Anti-Doping Rules, in a manner and form that complies with applicable laws and the *International Standard* for the Protection of Privacy and Personal Information that their personal information may be processed by the FIVB and other *Persons* for the purpose of the implementation of these Anti-Doping Rules;
(c) Ensure that any third-party agents (including any *Delegated Third Party*) with whom the FIVB shares the personal information of any *Participant*

or *Person* is subject to appropriate technical and contractual controls to protect the confidentiality and privacy of such information.

14.7 Delivery of Notice to *Athletes* or other *Persons*

Notice to an *Athlete* or other *Person* who is a member of a *National Federation* may be accomplished by delivery of the notice to the *National Federation*.

Article 15
Implementation of Decisions

15.1 Automatic Binding Effect of Decisions by *Signatory Anti-Doping Organizations*

15.1.1 A decision of an anti-doping rule violation made by a *Signatory Anti-Doping Organization*, an appellate body (Article 13.2.2 of the *Code*) or *CAS* shall, after the parties to the proceeding are notified, automatically be binding beyond the parties to the proceeding upon the FIVB and its *National Federations*, as well as every *Signatory* in every sport with the effects described below:

15.1.1.1 A decision by any of the above-described bodies imposing a *Provisional Suspension* (after a *Provisional Hearing* has occurred or the *Athlete* or other *Person* has either accepted the *Provisional Suspension* or has waived the right to a *Provisional Hearing*, expedited hearing or expedited appeal offered in accordance with Article 7.4.3) automatically prohibits the *Athlete* or other *Person* from participation (as described in Article 10.14.1) in all sports within the authority of any *Signatory* during the *Provisional Suspension*.

15.1.1.2 A decision by any of the above-described bodies imposing a period of *Ineligibility* (after a hearing has occurred or been waived) automatically prohibits the *Athlete* or other *Person* from participation (as described in Article 10.14.1) in all sports within the authority of any *Signatory* for the period of *Ineligibility*.

15.1.1.3 A decision by any of the above-described bodies accepting an anti-doping rule violation automatically binds all *Signatories*.

15.1.1.4 A decision by any of the above-described bodies to *Disqualify* results under Article 10.10 for a specified period automatically *Disqualifies* all results obtained within the authority of any *Signatory* during the specified period.

15.1.2 The FIVB and its *National Federations* shall recognize and implement a decision and its effects as required by Article 15.1.1, without any further action required, on the earlier of the date the FIVB receives actual notice of the decision or the date the decision is placed by *WADA* into *ADAMS*.

15.1.3 A decision by an *Anti-Doping Organization*, a national appellate body or *CAS* to suspend, or lift, *Consequences* shall be binding upon the FIVB and its *National Federations* without any further action required, on the earlier of the date the FIVB

receives actual notice of the decision or the date the decision is placed into *ADAMS*.

15.1.4 Notwithstanding any provision in Article 15.1.1, however, a decision of an anti-doping rule violation by a *Major Event Organization* made in an expedited process during an *Event* shall not be binding on the FIVB or its *National Federations* unless the rules of the *Major Event Organization* provide the *Athlete* or other *Person* with an opportunity to an appeal under non-expedited procedures.[68]

15.2 Implementation of Other Decisions by *Anti-Doping Organizations*

The FIVB and its *National Federations* may decide to implement other anti-doping decisions rendered by *Anti-Doping Organizations* not described in Article 15.1.1 above, such as a *Provisional Suspension* prior to a *Provisional Hearing* or acceptance by the *Athlete* or other *Person*.[69]

15.3 Implementation of Decisions by Body that is not a *Signatory*

An anti-doping decision by a body that is not a *Signatory* to the *Code* shall be implemented by the FIVB and its *National Federations*, if the FIVB finds that the decision purports to be within the authority of that body and the anti-doping rules of that body are otherwise consistent with the *Code*.[70]

Article 16
Statute of Limitations

No anti-doping rule violation proceeding may be commenced against an *Athlete* or other *Person* unless he or she has been notified of the anti-doping rule violation as provided in Article 7, or notification has been reasonably attempted, within ten (10) years from the date the violation is asserted to have occurred.

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[68] ***[Comment to Article 15.1.4: By way of example, where the rules of the Major Event Organization give the Athlete or other Person the option of choosing an expedited CAS appeal or a CAS appeal under normal CAS procedure, the final decision or adjudication by the Major Event Organization is binding on other Signatories regardless of whether the Athlete or other Person chooses the expedited appeal option.]***

[69] ***[Comment to Articles 15.1 and 15.2: Anti-Doping Organization decisions under Article 15.1 are implemented automatically by other Signatories without the requirement of any decision or further action on the Signatories' part. For example, when a National Anti- Doping Organization decides to Provisionally Suspend an Athlete, that decision is given automatic effect at the International Federation level. To be clear, the "decision" is the one made by the National Anti-Doping Organization, there is not a separate decision to be made by the International Federation. Thus, any claim by the Athlete that the Provisional Suspension was improperly imposed can only be asserted against the National Anti-Doping Organization. Implementation of Anti-Doping Organizations' decisions under Article 15.2 is subject to each Signatory's discretion. A Signatory's implementation of a decision under Article 15.1 or Article 15.2 is not appealable separately from any appeal of the underlying decision. The extent of recognition of TUE decisions of other Anti-Doping Organizations shall be determined by Article 4.4 and the International Standard for Therapeutic Use Exemptions.]***

[70] *[Comment to Article 15.3: Where the decision of a body that has not accepted the Code is in some respects Code compliant and in other respects not Code compliant, the FIVB, other Signatories and National Federations should attempt to apply the decision in harmony with the principles of the Code. For example, if in a process consistent with the Code a non-Signatory has found an Athlete to have committed an anti-doping rule violation on account of the presence of a Prohibited Substance in the Athlete's body but the period of Ineligibility applied is shorter than the period provided for in the Code, then the FIVB and all other Signatories should recognize the finding of an anti-doping rule violation and the Athlete's National Anti-Doping Organization should conduct a hearing consistent with Article 8 to determine whether the longer period of Ineligibility provided in the Code should be imposed. The FIVB or other Signatory's implementation of a decision, or their decision not to implement a decision under Article 15.3, is appealable under Article 13.]*

Article 17
Education

The FIVB shall plan, implement, evaluate and promote *Education* in line with the requirements of Article 18.2 of the *Code* and the *International Standard* for *Education*.

The FIVB may decide to request that *Athletes* complete *Educational* activities before and/or during their participation in selected *Events* (e.g: Youth World Championships) as a condition of such participation. The list of *Events* for which *Athletes* will be required to complete *Educational* activities as a condition of participation will be published on the FIVB's website.

Failure by the *Athlete* to complete *Educational* activities as requested by the FIVB may result in the imposition of sanction under the FIVB's disciplinary rules, unless the *Athlete* provides to the FIVB a justification for such failure, which shall be assessed by the FIVB on a case by case basis.

Article 18
Additional Roles and Responsibilities of *National Federations*

18.1 All *National Federation*s and their members shall comply with the *Code, International Standards*, and these Anti-Doping Rules. All *National Federation*s and other members shall include in their policies, rules and programs the provisions necessary to ensure that the FIVB may enforce these Anti-Doping Rules (including carrying out *Testing*) directly in respect of *Athletes* (including *National-Level Athletes*) and other *Persons* under their anti-doping authority as specified in the Introduction to these Anti-Doping Rules (Section "Scope of these Anti-Doping Rules").

18.2 Each *National Federation* shall incorporate these Anti-Doping Rules either directly or by reference into its governing documents, constitution and/or rules as part of the rules of sport that bind their members so that the *National Federation* may enforce them itself directly in respect of *Athletes* (including *National-Level Athletes*) and other *Persons* under its anti-doping authority .

18.3 By adopting these Anti-Doping Rules, and incorporating them into their governing documents and rules of sport, *National Federations* shall cooperate with and support the FIVB in that function. They shall also recognize, abide by and implement the decisions made pursuant to these Anti-Doping Rules, including the decisions imposing sanctions on *Persons* under their authority.

18.4 All *National Federations* shall take appropriate action to enforce compliance with the *Code*, *International Standards*, and these Anti-Doping Rules by *inter alia*:

i. conducting *Testing* only under the documented authority of the FIVB and using their *National Anti-Doping Organization* or other *Sample* collection authority to collect *Samples* in compliance with the *International Standard* for *Testing* and Investigations;

ii. recognizing the authority of the *National Anti-Doping Organization* in their country in accordance with Article 5.2.1 of the *Code* and assisting as appropriate with the *National Anti-Doping Organization's* implementation of the national *Testing* program for their sport;

iii. analyzing all *Samples* collected using a *WADA*-accredited or *WADA*-approved laboratory in accordance with Article 6.1; and

iv. ensuring that any national level anti-doping rule violation cases discovered by *National Federations* are adjudicated by an *Operationally Independent* hearing panel in accordance with Article 8.1 and the *International Standard* for *Results Management*.

18.5 All *National Federation*s shall establish rules requiring all *Athlete*s preparing for or participating in a *Competition* or activity authorized or organized by a *National Federation* or one of its member organizations, and all *Athlete Support Personnel* associated with such *Athletes*, to agree to be bound by these Anti-Doping Rules and to submit to the *Results Management* authority of the *Anti-Doping Organization* in conformity with the *Code* as a condition of such participation.

18.6 All *National Federation*s shall report any information suggesting or relating to an anti-doping rule violation to the FIVB and to their *National Anti-Doping Organizations*, and shall cooperate with investigations conducted by any *Anti-Doping Organization* with authority to conduct the investigation.

18.7 All *National Federation*s shall have disciplinary rules in place to prevent *Athlete Support Personnel* who are *Using Prohibited Substances* or *Prohibited Methods* without valid justification from providing support to *Athletes* under the authority of the FIVB or the *National Federation*.

18.8 All *National Federations* shall conduct anti-doping *Education* in coordination with their *National Anti-Doping Organizations.*

Article 19
Additional Roles and Responsibilities of the FIVB

19.1 In addition to the roles and responsibilities described in Article 20.3 of the *Code* for International Federations, the FIVB shall report to *WADA* on the FIVB's compliance with the *Code* and the *International Standards* in accordance with Article 24.1.2 of the *Code*.

19.2 Subject to applicable law, and in accordance with Article 20.3.4 of the *Code*, all FIVB board members, directors, officers, employees and appointed *Delegated Third Parties* who are involved in any aspect of *Doping Control*, must sign a form provided by the FIVB, agreeing to be bound by these Anti-Doping Rules as *Persons* in conformity with the *Code* for direct and intentional misconduct.

19.3 Subject to applicable law, and in accordance with Article 20.3.5 of the *Code*, any FIVB employee who is involved in *Doping Control* (other than authorized anti-doping *Education* or rehabilitation programs) must sign a statement provided by the FIVB confirming that they are not *Provisionally Suspended* or serving a period of *Ineligibility* and have not been directly or intentionally engaged in conduct within the previous six (6) years which would have constituted a violation of anti-doping rules if *Code*-compliant rules had been applicable to them.

Article 20
Additional Roles and Responsibilities of *Athletes*

20.1 To be knowledgeable of and comply with these Anti-Doping Rules.

20.2 To be available for *Sample* collection at all times.[71]

20.3 To take responsibility, in the context of anti-doping, for what they ingest and *Use*.

20.4 To inform medical personnel of their obligation not to *Use Prohibited Substance*s and *Prohibited Methods* and to take responsibility to make sure that any medical treatment received does not violate these Anti-Doping Rules.

20.5 To disclose to the FIVB and their *National Anti-Doping Organization* any decision by a non-*Signatory* finding that the *Athlete* committed an anti-doping rule violation within the previous ten (10) years.

20.6 To cooperate with *Anti-Doping Organizations* investigating anti-doping rule violations.

Failure by any *Athlete* to cooperate in full with *Anti-Doping Organizations* investigating anti-doping rule violations may result in a charge of misconduct under the FIVB Disciplinary Regulations.

20.7 To disclose the identity of their *Athlete Support Personnel* upon request by the FIVB or a *National Federation*, or any other *Anti-Doping Organization* with authority over the *Athlete*.

20.8 Offensive conduct towards a *Doping Control* official or other *Person* involved in *Doping Control* by an *Athlete*, which does not otherwise constitute *Tampering*, may result in a charge of misconduct under the FIVB Disciplinary Regulations.

Article 21
Additional Roles and Responsibilities of *Athlete Support Personnel*

21.1 To be knowledgeable of and comply with these Anti-Doping Rules.

21.2 To cooperate with the *Athlete Testing* program.

21.3 To use their influence on *Athlete* values and behavior to foster anti-doping attitudes.

21.4 To disclose to the FIVB and their *National Anti-Doping Organization* any decision by a non-*Signatory* finding that they committed an anti-doping rule violation within the previous ten (10) years.

21.5 To cooperate with *Anti-Doping Organizations* investigating anti-doping rule violations.

[71] *[Comment to Article 20.2: With due regard to an Athlete's human rights and privacy, legitimate anti-doping considerations sometimes require Sample collection late at night or early in the morning. For example, it is known that some Athletes Use low doses of EPO during these hours so that it will be undetectable in the morning.]*

Failure by any *Athlete Support Personnel* to cooperate in full with *Anti-Doping Organizations* investigating anti-doping rule violations may result in a charge of misconduct under the FIVB Disciplinary Regulations.

21.6 *Athlete Support Personnel* shall not *Use* or *Possess* any *Prohibited Substance* or *Prohibited Method* without valid justification.

Any such *Use* or *Possession* may result in a charge of misconduct under the FIVB Disciplinary Regulations.

21.7 Offensive conduct towards a *Doping Control* official or other *Person* involved in *Doping Control* by *Athlete Support Personnel*, which does not otherwise constitute *Tampering*, may result in a charge of misconduct under the FIVB Disciplinary Regulations.

Article 22
Additional Roles and Responsibilities of Other *Persons* Subject to these Anti-Doping Rules

22.1 To be knowledgeable of and comply with these Anti-Doping Rules.

22.2 To disclose to the FIVB and their *National Anti-Doping Organization* any decision by a non-*Signatory* finding that they committed an anti-doping rule violation within the previous ten (10) years.

22.3 To cooperate with *Anti-Doping Organizations* investigating anti-doping rule violations.

Failure by any other *Person* subject to these Anti-Doping Rules to cooperate in full with *Anti-Doping Organizations* investigating anti-doping rule violations may result in a charge of misconduct under the FIVB Disciplinary Regulations.

22.4 Not to *Use* or *Possess* any *Prohibited Substance* or *Prohibited Method* without valid justification.

22.5 Offensive conduct towards a *Doping Control* official or other *Person* involved in *Doping Control* by a *Person*, which does not otherwise constitute *Tampering*, may result in a charge of misconduct under the FIVB Disciplinary Regulations.

Article 23
Interpretation of the *Code*

23.1 The official text of the *Code* shall be maintained by *WADA* and shall be published in English and French. In the event of any conflict between the English and French versions, the English version shall prevail.

23.2 The comments annotating various provisions of the *Code* shall be used to interpret the *Code*.

23.3 The *Code* shall be interpreted as an independent and autonomous text and not by reference to the existing law or statutes of the *Signatories* or governments.

23.4 The headings used for the various Parts and Articles of the *Code* are for convenience only and shall not be deemed part of the substance of the *Code* or to affect in any way the language of the provisions to which they refer.

23.5 Where the term “days” is used in the *Code* or an *International Standard*, it shall mean calendar days unless otherwise specified.

23.6 The *Code* shall not apply retroactively to matters pending before the date the *Code* is accepted by a *Signatory* and implemented in its rules. However, pre-*Code* anti-doping rule violations would continue to count as "First violations" or "Second violations" for purposes of determining sanctions under Article 10 for subsequent post-*Code* violations.

23.7 The Purpose, Scope and Organization of the World Anti-Doping Program and the *Code* and Appendix 1, Definitions, shall be considered integral parts of the *Code*.

Article 24
Final Provisions

24.1 Where the term “days” is used in these FIVB Medical and Anti-Doping Regulations, it shall mean calendar days unless otherwise specified.

24.2 These Anti-Doping Rules shall be interpreted as an independent and autonomous text and not by reference to existing law or statutes.

24.3 These Anti-Doping Rules have been adopted pursuant to the applicable provisions of the *Code and the International Standards* and shall be interpreted in a manner that is consistent with applicable provisions of the *Code* and the *International Standards*. The Code and the *International Standards* shall be considered an integral part of these Anti-Doping Rules and shall prevail in case of conflict.

24.4 The INTRODUCTION and Appendix 1 DEFINITIONS shall be considered an integral part of these Anti-Doping Rules.

24.5 The comments annotating various provisions of these Anti-Doping Rules shall be used to interpret these Anti-Doping Rules.

24.6 These Anti-Doping Rules were approved by the FIVB Board of Administration on 31 December 2020 and ~~shall~~ entered into force on 1 January 2021 (the “Effective Date”). They have been amended on 23 June 2023 and ~~T~~they repeal previous versions of the FIVB’s Anti-Doping Rules.

24.7 These Anti-Doping Rules shall not apply retroactively to matters pending before the Effective Date. However:

24.7.1 Anti-doping rule violations taking place prior to the Effective Date count as "first violations" or "second violations" for purposes of determining sanctions under Article 10 for violations taking place after the Effective Date.

24.7.2 Any anti-doping rule violation case which is pending as of the Effective Date and any anti-doping rule violation case brought after the Effective Date based on an anti-doping rule violation which occurred prior to the Effective Date, shall be

governed by the substantive anti-doping rules in effect at the time the alleged anti-doping rule violation occurred, and not by the substantive anti-doping rules set out in these Anti-Doping Rules, unless the panel hearing the case determines the principle of "lex mitior" appropriately applies under the circumstances of the case. For these purposes, the retrospective periods in which prior violations can be considered for purposes of multiple violations under Article 10.9.4 and the statute of limitations set forth in Article 16 are procedural rules, not substantive rules, and should be applied retroactively along with all of the other procedural rules in these Anti-Doping Rules (provided, however, that Article 16 shall only be applied retroactively if the statute of limitation period has not already expired by the Effective Date).

24.7.3 Any Article 2.4 whereabouts failure (whether a filing failure or a missed test, as those terms are defined in the *International Standard* for *Results Management*) prior to the Effective Date shall be carried forward and may be relied upon, prior to expiry, in accordance with the *International Standard* for *Results Management* , but it shall be deemed to have expired twelve (12) months after it occurred.

24.7.4 With respect to cases where a final decision finding an anti-doping rule violation has been rendered prior to the Effective Date, but the *Athlete* or other *Person* is still serving the period of *Ineligibility* as of the Effective Date, the *Athlete* or other *Person* may apply to the FIVB or the *Anti-Doping Organization* which had *Results Management* responsibility for the anti-doping rule violation to consider a reduction in the period of *Ineligibility* in light of these Anti-Doping Rules. Such application must be made before the period of *Ineligibility* has expired. The decision rendered may be appealed pursuant to Article 13.2. These Anti-Doping Rules shall have no application to any case where a final decision finding an anti-doping rule violation has been rendered and the period of *Ineligibility* has expired.

24.7.5 For purposes of assessing the period of *Ineligibility* for a second violation under Article 10.9.1, where the sanction for the first violation was determined based on rules in force prior to the Effective Date, the period of *Ineligibility* which would have been assessed for that first violation had these Anti-Doping Rules been applicable, shall be applied. [72]

24.7.6 Changes to the *Prohibited List* and *Technical Documents* relating to substances or methods on the *Prohibited List* shall not, unless they specifically provide otherwise, be applied retroactively. As an exception, however, when a *Prohibited Substance* or a *Prohibited Method* has been removed from the *Prohibited List*, an *Athlete* or other *Person* currently serving a period of *Ineligibility* on account of the formerly *Prohibited Substance* or *Prohibited Method* may apply to the FIVB or other *Anti-Doping Organization* which had *Results Management* responsibility for the anti-doping rule violation to consider a reduction in the period of *Ineligibility* in light of the removal of the substance or method from the *Prohibited List*.

[72] *[Comment to Article 24.7.5: Other than the situation described in Article 24.7.5, where a final decision finding an anti-doping rule violation has been rendered prior to the Effective Date and the period of Ineligibility imposed has been completely served, these Anti-Doping Rules may not be used to re-characterize the prior violation.]*

B.
Anti-Doping Education

1. FIVB's Anti-Doping programme seeks to preserve the “spirit of sport”. With doping being fundamentally contrary to the spirit of sport, the aim of the FIVB Anti-Doping education programme is to prevent the intentional or unintentional use of *Prohibited Substances* and *Prohibited Methods* in Volleyball and Beach Volleyball. Preventing doping involves raising awareness of the pertinent issues, disseminating relevant and accurate information, and positively influencing beliefs, attitudes and behaviours.

2. FIVB believes that it is vital that its *Athletes* are aware of their rights when it comes to Anti-Doping. Therefore the FIVB develops, maintains and distributes its Anti-Doping education programme, an interactive online learning tool that educates Volleyball and Beach Volleyball *Athletes* on their rights and responsibilities as well as guiding them towards a healthy lifestyle preventing them from doping. *Athletes* who successfully run through this education system will be awarded with an Anti-Doping certificate.

3. Prior to entering in Volleyball and Beach Volleyball FIVB competitions (such as, but not limited to: World Championships -including Youth and Junior-, World Tour, World League, World Grand Prix, World Cup, Club World Championships and Olympic Qualification tournaments) all *Athletes* and accredited team personnel have to successfully complete the FIVB Anti-Doping education programme.

C.
Medical Controls for Referees

1. HEALTH CERTIFICATE FOR INTERNATIONAL REFEREES (REF. FORM M-4)

1.1 All FIVB-accredited referees in categories A-B1-B2-C and candidates must submit a completed Health Certificate for Referees (M-4) to the VIS system by the 15th of October each year. International referees and referees in Category A are required to complete an ergonometric test, following the parameters established in the M-4 form.

1.2 FIVB-accredited referees and candidates with conditions that are incompatible with refereeing in FIVB, World or Official Competitions must be included in the Health Management Programme (HMP) and develop a health management plan in consultation with his/her personal physician, to be submitted to the Medical Commission for approval. This plan must include specific goals to be met according to a time schedule to be approved. Follow-up reports from the personal physician documenting adequate progress according to the plan must be submitted at regular intervals to remain on or re-enter the list of active International and FIVB referees. The inclusion of referees or candidates in the HMP shall only prevent them from being nominated as a referee, subject to a case-by-case analysis, if the medical condition prevents them from being able to adequately perform their duties.

2. ILLNESSES THAT ARE INCOMPATIBLE WITH REFEREEING IN FIVB COMPETITIONS

This list is not intended to be comprehensive, and the list may be continuously refined or updated. It is presented as a guide only, and it should be understood that each case will be considered independently, on its own merits.

2.1 Respiratory ailments

- Acute or chronic infectious pneumopathy
- Chronic respiratory insufficiency

2.2 Cardiovascular disease

- Complicated systemic hypertension
- Recent myocardial infarction or ischemic cardiomyopathy
- Acute or chronic cardiac insufficiency

2.3 Diseases of the digestive system

- Acute bleeding gastroduodenal ulcer
- Haemorrhagic rectocolitis

2.4 Diseases of the nervous system

- Untreated epilepsy
- Untreated psychiatric problems
- Acute or chronic alcoholism

- Stroke

2.5 ENT disease

- Significant hearing loss
- Vertiginous syndromes

2.6 Ophthalmologic disease

- Visual acuity on either eye of >0.80 with correction
- Uncorrected strabismus
- No visual field deficit
- Untreated glaucoma
- Other acute or chronic visual disturbances or conditions as identified by the specialist

2.7 Metabolic disease

- Diabetes with degenerative complications
- Untreated metabolic disease
- Body mass index >30 or abdominal circumference of >102 cm for males and >88 cm for females

2.8 Pregnancy

- From 6 months after gestation

3. MEDICAL CONTROL DURING COMPETITIONS

3.1 Prior to participating in international FIVB-sanctioned *Competitions*, the referees must present evidence of adequate health and fitness to permit completion of their assigned duties. The referee must therefore submit the appropriate form verifying their state of health, as determined by their physician, once annually. (Health Certificate for Referees M-4).

3.2 In all FIVB events, before starting the *Competition*, the Medical Delegate should supervise a medical check (history, blood pressure, visual acuity, visual field, color blindness, height and weight (to calculate body mass index), abdominal circumference). The medical examination should take place as early as possible after arrival at the *Event*. The results of this examination should be recorded on a report form (Referee Health Control Form M-6), which should be sealed and sent to the FIVB Medical Department at the conclusion of the event. The recommendations based on the medical examination as to the suitability of each of the referees should be communicated to the president of the Control Committee for volleyball events and the Technical Supervisor for beach volleyball events, who are the only persons, entitled to exclude a referee from a competition after the report of the Medical Delegate. The details of the health examination should be kept confidential.

3.3. Prior to world, official and FIVB competitions, the first and second referee, and the alternate referee, line judges and scorers may be asked to undergo a breath analysis to ensure they are not intoxicated. Such random testing should be arranged by the local medical staff, and should be performed in the presence of the FIVB Medical Delegate and/or the FIVB Referee Delegate, as follows:

a) For Volleyball: two (2) matches per day selected randomly.
b) For Beach Volleyball: match(es) played in the afternoon sessions.

3.4 The FIVB Medical Delegate must ratify the alcohol control procedure before it is undertaken, to ensure that it is reproducible, sensitive, and that the user's breath alcohol content is reported in appropriate units to permit comparison with the FIVB standard.

3.5 Procedures:
a) Forty-five minutes before the start of the match, the designated referees must be present in the control room. They should be instructed to not consume anything by mouth for 15 minutes prior to undergoing breath analysis.
b) The highest level of alcohol permitted is 0.1 promille (mg/L).
c) In the case of a positive reaction, a second test will be conducted after fifteen minutes.
d) If the second test is also positive, the referee must then be replaced by the FIVB Referee Delegate.
e) If the referee, whose alcohol breath test proved positive contests the results, he or she may request a confirmatory blood test to be performed.
f) The results of this examination should be recorded on a report form (Alcohol Test testimonial M-2).
g) The FIVB Refereeing Commission will decide on the appropriate sanctions in the case of a positive alcohol control.

D.
Medical Services to be Provided During FIVB Sanctioned Competitions

The FIVB Board of Administration in its meeting of 17-19 March 2012 decided to adopt the Medical Code of the Olympic Movement for the purposes of all FIVB, World and official *Competitions*.

Prior to the actual *Competition*, the proposed venue(s) and associated facilities should be inspected to ensure the services outlined in the following checklist are available (*see* Operational Manual Check List Template, H Medical Room, Anti-Doping Facilities).

Checklist:

1. Confirm the availability of a *WADA*-accredited doping laboratory, and the availability of trained personnel and the necessary *Doping Control* equipment.
2. Confirm the availability of suitable rooms for the collection of urine samples in accordance with FIVB *Doping Control* Regulations.
3. Confirm the availability of breath alcohol analysis equipment.
4. Confirm the availability of appropriate space to permit referee medical controls. This medical room must be equipped with a calibrated weight scale, height rod, Snellen chart and blood pressure monitor. The referee examinations to be conducted by a physician from the organizers who is licensed to practise medicine in the organizing country.
5. Assess the adequacy of rooms designated for the Player's Medical Area and for Spectator First Aid, confirm the availability of medical equipment and personnel to staff the medical areas at the competition and training venues.
6. Discuss with the organiser the daily menu for the players, to ensure that the meal planning is in accordance with FIVB Medical & Anti-Doping Regulations.
7. Designate hospitals for possible emergency medical service for both athletes and spectators, and determine if there is an adequate mechanism for securing timely medical assistance in the hotels where the participants will be accommodated.
8. Assess the adequacy of necessary medical services, and verify the identity of:

   - The local Medical Director;
   - *Doping Control* teams:
     - medical doctor - responsible for *Doping Control*;
     - 1-2 Doping Control Officers (DCOs)
     - 2-4 persons for the escort of selected players;
   - one medical doctor, and (if indicated) one additional health care provider for the First Aid area;
   - one health care provider assigned to cover the training venue;
   - the availability of urgent care on an as-needed basis at the players' hotel, in addition to on-site emergency medical services at the playing venue(s).
   - an ambulance in front of the sports hall: resuscitation equipment and specialized medical staff to be compulsory in sports halls during competitions. An ambulance is highly recommended. In any case, the time to get an ambulance should be less than 10 minutes.

9. Following the pre-competition inspection a complete written report should be prepared, which, in turn, should be forwarded to the Medical Delegate assigned to the *Competition* in question.

10. Upon arrival at the *Competition*, the Medical Delegate should confirm that all items in the above checklist are indeed adequately addressed and provided for**.**

E.
Nutrition of Players During Competitions

INTRODUCTION:

The Nutritional Goal is to provide athletes with adequate amounts of food and fluids to maintain energy levels and health. The recommended amount and type of food will vary depending on what stage of competition the athlete is at when they have time to eat. These stages include pre-competition, during competition and post-competition (recovery). In some events, athletes from different teams may be in different stages at the same time, so it may be necessary to have food choices appropriate to each of the stages available on the same buffet table.

In most circumstances, a buffet table with several food choices is the best option for supplying all of the competitors with optimal nutrition. There should be at least two options from each category of the necessary food choices available for athletes at each meal. The organizer should provide at least one hot meal per day, preferably two hot meals if possible. It is also important to make every effort to supply food choices that athletes enjoy eating. They will only be able to replenish their nutritional stores if they actually consume the food and fluids. It may be necessary to consider food options that may appeal to athletes from different geographic regions, ethnicities, and religious preferences in preparing buffet menu options.

Male athletes may be expected to consume between 4500 and 5200 calories daily during competition; while women may be expected to consume 3700 to 4200 calories daily. Foods should be consumed in the following distribution to satisfy metabolic demands:

- Carbohydrates: 60-65%
- Fats: 18-20%
- Proteins: 15-18%

Calories should be consumed throughout the day, divided into four or more meals daily in accordance with the schedule of the matches. Ample time in the dining room should be allowed to meet the needs of the competing athletes. Avoid serving the same dishes repeatedly. Alternate types of meat (beef, pork, poultry, fish), as well as menu items from other food groups.

The buffet menu should be available to the FIVB Medical Delegate at the time of his or her initial inspection, prior to the start of the *Competition*.

The FIVB Medical Delegate has the right and the obligation to assess the adequacy and quality of nutrition provided to *Athletes* in FIVB-sanctioned *Events*.

ESSENTIAL COMPONENTS OF NUTRITION FOR COMPETITION

Fluids

Adequate fluid intake is important to compensate for body water loss during exercise. Greater amounts may be needed during prolonged competition, or competition in hot climates. Water, fruit juices and other non-caffeinated beverages are the best choices for the buffet line to quench thirst and prevent dehydration. An unlimited supply of water and a fluid replacement drink containing electrolytes and 6-8% carbohydrate and electrolytes should be available to all athletes at all times during training and competition. Allow for athletes to drink small quantities frequently. For beach volleyball competition, provide enough fluid for each athlete to be able to consume 4 liters of water *and* fluid replacement drink each day, so that athletes may be free to choose one or the other.

This will be enough fluid to compensate for losses on hot humid days when athletes may have multiple matches. For indoor volleyball, provide 2-3 liters per competing athlete per day.

Macronutrients: Carbohydrate, Fat & Protein

The human body can metabolize energy from three dietary sources: carbohydrate, fat, and protein. Carbohydrate is the primary source of energy for all athletes. Fat is an important energy source for events that last several days. Protein is usually not used for energy, unless energy intake is less than energy expenditure. Yet, adequate amounts of dietary protein are needed for muscle building and repair after physically demanding activity.

Carbohydrate: Most athletes benefit from consuming a high carbohydrate diet. Carbohydrate-rich foods are characterized by the *Glycemic Index* (GI), which is an indicator of how rapidly blood sugar levels rise in response to the type of carbohydrate ingested. When consumed, high GI foods increase blood sugar levels rapidly, whereas medium and low GI foods take longer to digest and thus cause more gradual increases in blood sugar. Each type of carbohydrate has a place in the athlete's diet.

> ***High GI Foods*** such as sugary cereals, hard candies, juices, fruit drinks, non-diet soda pop, sport drinks, white bread, and some nutrition bars largely contain primarily simple carbohydrates, or sugars. Some of these foods are sources of quick energy but provide few or none of the essential vitamins and minerals. High GI foods, particularly sport drinks, are beneficial during intense training and competition, as well as during recovery.
>
> ***Medium & Low GI Foods*** such as brown rice and *whole grain* breads, cereals and pasta are sources of complex carbohydrates that provide energy as well as essential nutrients. Legumes (peas and lentils) and beans are rich in both carbohydrate and protein. Vegetables and fruits contain mixtures of simple and complex carbohydrates and are loaded with essential nutrients. It is important to include a variety of these foods in most, if not all, meals.

Protein: Athletes need about 250 grams of protein a day, which can be obtained by eating 5-6 servings of protein-rich foods such as 85 grams of meat, 250 mL of cottage cheese, or a glass of milk. The majority of daily protein calories should come from foods that provide high quality protein containing all of the essential amino acids.

> ***Sources of high quality protein:*** lean meats and poultry, fish (fresh and canned), egg whites, dairy products (milk, cheese, cottage cheese, yogurt), and tofu.
>
> ***Plant sources (lower quality):*** mushrooms, legumes, beans, pasta, whole grains, nuts.

Fat: Although fat is a major source of energy, excessive intakes can cause unwanted weight gain and adversely affect performance. Fats should be eaten in moderation. Fats differ in their nutritional and health values.

> ***Limit*** saturated fat found in butter, rich creamy desserts and some salad dressings, pastry, animal products (bacon, fatty meats), and deep-fried foods.
>
> ***Supply in moderation*** mono- and poly-unsaturated fats that are found in fatty fish, such as salmon, and plant-based foods, such as peanut butter, nuts, seeds, and plant oils.

F.
Duties of the FIVB Medical Delegate

The Medical Delegate is responsible for ensuring that all relevant FIVB Medical & Anti-Doping Regulations and COVID-19 protocols/guidelines/rules are followed during the *Competition*. In practice, this means making certain that all medical controls carried out during the *Competition* are performed according to schedule and adhere to the FIVB protocol. Furthermore, the Medical Delegate oversees the medical services provided during the *Competition* to assess their adequacy. To do this, he should be in contact with both the Organizing Committee and the FIVB Appeals Committee for that particular event.

Before departure: the Medical Delegate should carefully read his duties as indicated in the Operations Manual or Beach Volleyball handbook, which he should receive well before the event, and the latest FIVB Medical & Anti-Doping Regulations.

Following the pre-competition inspection (if it took place): the Medical Delegate should receive a complete written report with medical matters being described in all possible details. Based on this report, the Medical Delegate should contact the Organizer to check the medical plans and contracts (hospital, emergency, laboratories) guaranteeing the smooth running of the medical controls and medical assistance during the *Competition*.

During the Competition: The Medical Delegate is a member of the Control Committee (member of the Appeals Sub-Committee). The Medical Delegate participates in daily Control Committee meetings, General Technical Meeting, and team briefings presenting medical matters related to that event. The Medical Delegate is also responsible for organization of team doctors, physiotherapists, and local medical delegates' meeting. The purpose of the delegates' meeting is to update the team representatives and local medical delegates on the expected medical procedures during the event. It is advised to hold this meeting immediately after the General Technical Meeting.

The main responsibilities of the FIVB Medical Delegate for the particular competition are among others: anti-doping control, medical control for referees, medical assistance, athletes' nutrition, implementation of the COVID-19 protocols/guidelines/rules.

1. DOPING CONTROL

1.1. After arrival on site and before the start of the *Competition*, the Medical Delegate should check the state of readiness for the *Competition*. The duties of the Medical Delegate are, among others:

- to inspect the *Doping Control* facilities in competition halls,
- to verify the chips and bags for the drawing of lots,
- to supervise the medical staff two days before the *Competition* for all medical and technical matters involved in anti-doping control and give his final instructions and approval,
- to check the arrangements for transportation of the urine samples from the competition venues to the laboratory.

1.2. During the *Competition*, the Medical Delegate supervises the work of the *Doping Control* team, helping to ensure that samples are properly collected and processed, and that the "chain of custody" is maintained.

2. MEDICAL CONTROLS FOR REFEREES

2.1 After arrival on site and before the *Competition*, the Medical Delegate must inspect the rooms for medical control and check the equipment for alcohol tests and must give his final instructions and approval. He must also consult with the Refereeing Delegate about this.

2.2 Before starting the competition, the Medical Delegate should supervise the medical check (history, blood pressure, visual acuity, visual field, color blindness, height and weight (to calculate body mass index), abdominal circumference). The medical examination should take place as early as possible after arrival at the **Event**. The results of this examination should be recorded on a report form (Referee Health Control Form M-6), which should be sealed and sent to the FIVB Medical Department at the conclusion of the *Event*. The recommendations based on the medical examination as to the suitability of each of the referees should be communicated to the president of the Control Committee for volleyball events and the Technical Supervisor for beach volleyball events, who are the only persons entitled to exclude a referee from a competition after the report of the Medical Delegate. The details of the health examination should be kept confidential.

2.3 During the *Competition*, the Medical Delegate, if possible, supervises the work of referees' alcohol control, which should be done by a medical team in the *Event* venue. The Medical Delegate should undersign the protocol from the tests performed. The protocol should then be collected by the Refereeing Delegate.

3. MEDICAL ASSISTANCE

3.1 After arrival on site and before the start of the *Competition*, the Medical Delegate should check again and confirm with the Organizer the medical plans and contracts (hospital, emergency, laboratories) guaranteeing smooth running of medical assistance during the *Competition*. The duties of the Medical Delegate are among others:

- to contact the local medical services and check the state of readiness for the *Competition*,
- to participate in the inspections of the competition and training halls and verify the rooms and equipment for medical care of the athletes and first aid for the public,
- to check the hospital proposed by the Organizer and the medical assistance where the participants are to be accommodated,
- to verify (or make sure that other Control Committee members verify) that during the preliminary enquiry the Health Certificates (M-3 form) of all players participating in the competition, the players and Officials' Agreements (M-7 form), and the accreditation of the Team Doctors are presented.

3.2 During the *Competition*, the Medical Delegate must continue to verify and propose any adjustments required for the good functioning of medical services. He supervises medical assistance in the first-aid room, on courts, and in training halls.

4. ATHLETE`S NUTRITION

The Medical Delegate must verify that meals and refreshments are provided in appropriate quality and quantity as outlined in the FIVB Medical & Anti-Doping Regulations.

4.1 After arrival on site and before the start of the *Competition*, the Medical Delegate must inspect kitchen facilities and restaurants in the venue where the participants are accommodated. He must verify that the menu fulfils all of the criteria and requirements of the teams participating in the *Competition*.

4.2. During the *Competition*, the Medical Delegate must continue to verify and propose any adjustments required for the continued proper nutrition of athletes.

5. INJURY SURVEILLANCE PROGRAM

If decided by the FIVB Medical Commission, to prepare for and implement the FIVB Injury Surveillance Program according to the procedures outlined in Section H.

6. MEDICAL REPORTS

At the end of the *Competition*:

6.1 After the *Competition*, the Medical Delegate is obliged to prepare a report on the medical aspects of the *Competition* using the FIVB Medical Delegate Report (M-9) and forwards it to the FIVB Medical Department, and also to the President of the FIVB Medical Commission within one week after the *Competition*. He also participates in preparing the Control Committee Report before leaving the competition site.

6.2 The Medical Delegate collects the following M-Forms:

1. M-1 Form (Doping Control Form);
2. M-6 Form (Referee Health Control Form);
3. M-10 Form (Injury Report Form);

and sends them to the FIVB Medical Department **by PDF** and in a sealed envelope as confidential medical information; he can also give them to a FIVB staff going back to the Headquarters along with the results of referee medical controls.

Prior to sending the forms, the Medical Delegate must copy all forms and keep these copies in a sealed envelope for at least one month after the end of the *Competition*.

G.
Health Certificates

1. All players participating in official FIVB-sanctioned Volleyball and Beach Volleyball competitions must present Player Health Certificates (M-3 and BVB-10 forms).
2. The M-3 form, for volleyball players, shall be issued within two (2) months before the opening of the first FIVB competition in a calendar year and is valid for one (1) year from the date it was issued.
3. The BVB-10 form must be signed not earlier than 1 December of the preceding year to be valid for the upcoming event calendar year.
4. The M-3 and the BVB-10 forms must be signed by the player and by the medical doctor trained in sports medicine. Any changes in the player's medical condition shall be immediately reported to the FIVB Medical Department, which may request the submission of a new Health Certificate.
5. The Health Certificates must be presented during the Preliminary Inquiry preceding the *Competition*.

PLAYERS' HEALTH – SAFETY

The FIVB Medical Commission strongly recommends that any team that does not have a medical doctor with them should hire a local doctor to guarantee the health and safety of their own athletes and staff on the team.

PLAYING WHILE PREGNANT

Participation in any physical activity during pregnancy must always be considered on an individual basis, taking into account the personal obstetric and medical history of the woman. There is a current consensus that the benefits of exercise during pregnancy far outweigh the risks in a healthy pregnant woman provided that she has consulted her doctor.

H.
Accreditation of Team Medical Doctor and Team Therapist

Possession of FIVB accreditation as an official Team Medical Doctor/Team Therapist allows an individual to take a place on the team bench during FIVB sanctioned Volleyball matches. For Beach Volleyball such an accreditation allows the individual access to the field of play to provide medical assistance during a medical time-out.

Accreditation as a Team Medical Doctor or Team Medical Doctor will be granted by the FIVB Medical Commission (or its President, acting on behalf of the Commission) on presentation of the following documents:

1) University diploma or therapist Education
2) Medical license from appropriate national health authority
3) Letter of support from the relevant National Olympic Committee or National Volleyball Federation
4) Certificate of FIVB Anti-Doping Education programme: http://playclean.fivb.com
5) Passport sized picture (jpeg)

A Team Therapist shall be defined as an individual who has been certified as a physical therapist, athletic trainer, chiropractor or equivalent by the relevant health authorities and has a minimum a bachelor's degree (3 years of college level education).

The above mentioned documents shall be received by the FIVB Medical Department no later than 6 weeks prior to the involvement in a competition. Documents provided in a language other than English must be accompanied by a certified English translation.

The FIVB accreditation is valid also for the purposes of competitions organized by Confederations.

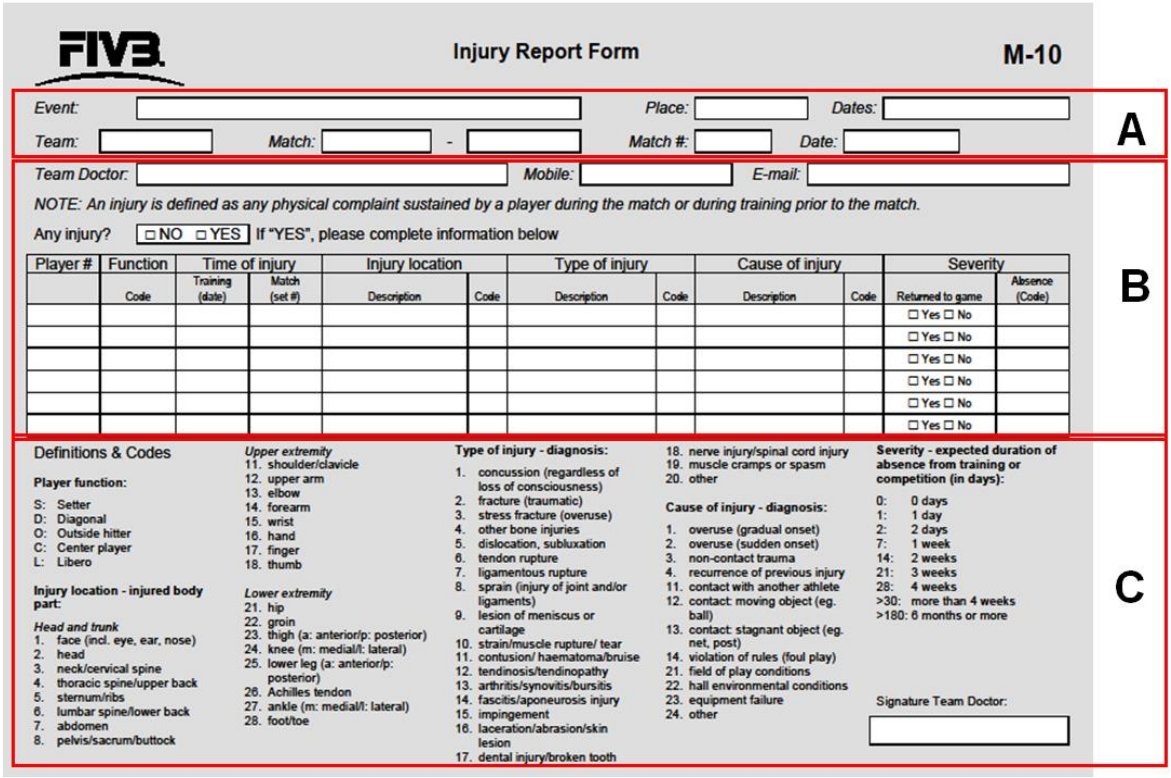
In case a Confederation has established an accreditation process in accordance with the provisions of this article, the holder of such accreditation is entitled to the equivalent FIVB accreditation upon filing his application together with a passport sized picture.

I.
FIVB Injury Surveillance Program

1. BACKGROUND

Injury surveillance during FIVB competitions aims at providing important epidemiological information about injuries in volleyball, but also directions for injury prevention and the opportunity for monitoring long-term changes in the frequency and circumstances of injury. The FIVB Injury Surveillance Program is modelled after the IOC protocols developed for the 2008 Summer Olympic Games in Beijing and 2010 Winter Olympic Games in Vancouver.

An injury report form and procedures have been created based on the IOC model to enter the data from a particular team participating in the *Competition*. The standardized report form comprises a single page containing three sections: (A) descriptive, giving information about *Event* and particular match, (B) giving the team doctor's contact information and details about injuries, and (C) definitions and codes of all variables to be documented.



FIVB

Injury Report Form **M-10**

Event: *Place:* *Dates:*

Team: *Match:* - *Match #:* *Date:*

A

Team Doctor: *Mobile:* *E-mail:*

NOTE: An injury is defined as any physical complaint sustained by a player during the match or during training prior to the match.

Any injury? ☐ NO ☐ YES If "YES", please complete information below

Player #	Function	Time of injury		Injury location		Type of injury		Cause of injury		Severity	
	Code	Training (date)	Match (set #)	Description	Code	Description	Code	Description	Code	Returned to game	Absence (Code)
										☐ Yes ☐ No	
										☐ Yes ☐ No	
										☐ Yes ☐ No	
										☐ Yes ☐ No	
										☐ Yes ☐ No	
										☐ Yes ☐ No	

B

Definitions & Codes

Player function:

S: Setter
D: Diagonal
O: Outside hitter
C: Center player
L: Libero

Injury location - injured body part:

Head and trunk
1. face (incl. eye, ear, nose)
2. head
3. neck/cervical spine
4. thoracic spine/upper back
5. sternum/ribs
6. lumbar spine/lower back
7. abdomen
8. pelvis/sacrum/buttock

Upper extremity
11. shoulder/clavicle
12. upper arm
13. elbow
14. forearm
15. wrist
16. hand
17. finger
18. thumb

Lower extremity
21. hip
22. groin
23. thigh (a: anterior/p: posterior)
24. knee (m: medial/l: lateral)
25. lower leg (a: anterior/p: posterior)
26. Achilles tendon
27. ankle (m: medial/l: lateral)
28. foot/toe

Type of injury - diagnosis:

1. concussion (regardless of loss of consciousness)
2. fracture (traumatic)
3. stress fracture (overuse)
4. other bone injuries
5. dislocation, subluxation
6. tendon rupture
7. ligamentous rupture
8. sprain (injury of joint and/or ligaments)
9. lesion of meniscus or cartilage
10. strain/muscle rupture/ tear
11. contusion/ haematoma/bruise
12. tendinosis/tendinopathy
13. arthritis/synovitis/bursitis
14. fascitis/aponeurosis injury
15. impingement
16. laceration/abrasion/skin lesion
17. dental injury/broken tooth
18. nerve injury/spinal cord injury
19. muscle cramps or spasm
20. other

Cause of injury - diagnosis:

1. overuse (gradual onset)
2. overuse (sudden onset)
3. non-contact trauma
4. recurrence of previous injury
11. contact with another athlete
12. contact: moving object (eg. ball)
13. contact: stagnant object (eg. net, post)
14. violation of rules (foul play)
21. field of play conditions
22. hall environmental conditions
23. equipment failure
24. other

Severity - expected duration of absence from training or competition (in days):

0: 0 days
1: 1 day
2: 2 days
7: 1 week
14: 2 weeks
21: 3 weeks
28: 4 weeks
>30: more than 4 weeks
>180: 6 months or more

Signature Team Doctor:

C

2. CONFIDENTIALITY

Confidentiality of all information shall be ensured.

The player number is used only to avoid duplicate reports. The identity of the player will not be entered into the injury database; all injury report forms will be stored in a locked filing cabinet and will anonymized after the end of each *Event*. All M-10 forms will be safely stored and anonymized after the tournament. All reports will be written to guarantee that no individual athlete or team can be identified.

3. IMPLEMENTATION

Implementation of the Injury Surveillance Program should consist of the following steps:

3.1. The FIVB Medical Commission decides, on an annual basis, during which FIVB *Events* the FIVB Injury Surveillance Program should be implemented.

3.2. *National Federations* and the medical representatives of all participating teams should be informed in writing about the program well before the particular *Event* (at least 30 days), with a request to participate in the study. Team medical representatives should receive a copy of the protocol, the FIVB Injury Report Form (M-10), as well as examples of how to record injuries.

3.3. The *Athlete's* informed consent to participate in the Injury Surveillance Program should be included in their registration for the tournament. During the Team Doctor's Meeting (immediately after the General Technical Meeting), the medical representatives of each team and local medical staff should be informed about the FIVB Injury Surveillance Program and instructed about how to record injuries.

3.4. During the tournament the returned injury report forms should be checked on a daily basis by the FIVB Medical Delegate, who should be available to answer questions and to provide motivation to the team physicians. Each day, all team physicians should receive feedback from the FIVB Medical Delegate on the completeness of their reports to increase their compliance with the study.

3.5. The team physicians and all participating volleyball federations should receive a formal report on the results of the surveillance program in due time after the end of the tournament.

4. PROCEDURES DURING THE TOURNAMENT

4.1. Team Doctor's Meeting

During the Team Doctor's Meeting held immediately after the General Technical Meeting with team medical representatives and local medical staff participating, all aspects of the FIVB Injury Surveillance Program should be clarified by the FIVB Medical Delegate. Further detailed instructions should be given with examples of how to report injuries. Special attention should be focused on the following points:

4.1.1 Definition of injury

Any musculoskeletal complaint newly incurred due to competition and/or training during the tournament that received medical attention regardless of the consequences with respect to absence from competition or training. The injury definition includes five aspects: (1) all injuries that received medical attention (not only time loss or reduced performance), (2) newly incurred (exclusion of pre-existing and fully rehabilitated injuries), (3) injuries occurring during competition or training, (4) injuries occurring during the period of the tournament and (5) exclusion of illness and diseases.

4.1.2 Definition of newly incurred injuries

Only injuries that have occurred during the present match or during the training period since the last match of the team should be reported. Recurrent injuries (injuries of the same location and type) should only be reported if the *Athlete* has returned to full participation after the previous injury. Pre-existing, not fully rehabilitated injuries should not be reported.

If an *Athlete* injures two body parts (e.g. an ankle sprain and an abrasion of the knee) or incurs two types of injury in one body part (a contusion and a laceration of the calf) in one incident, this is counted as one injury with two diagnoses. If the same injury of an *Athlete* is again reported with the same date of injury but a different diagnosis and/or duration of absence, this should be regarded as a corrected update of the injury report. If an *Athlete* incurs the same type of injury at the same body part more than once during a championship, this should be regarded as a recurrence and should not be counted as a new injury.

If an injury was reported for the first time during a tournament but the physician reports the cause as a "recurrence of previous injury", this injury is counted as an injury because no details about recovery from the previous injury are available, and it is assumed that the *Athlete* was able to compete at the beginning of the tournament.

Injuries should be diagnosed and reported by qualified medical personnel (team physician, physiotherapist) to ensure valid information regarding the characteristics of the injury and a comparable standard of data. In order to ensure that the information about injured athletes of teams that do not have a physician or physiotherapist is also received, injuries should also be reported using the same M-10 form by the local physician in the First Aid Area or the polyclinic of the local organizers.

4.1.3 Quality control and response check

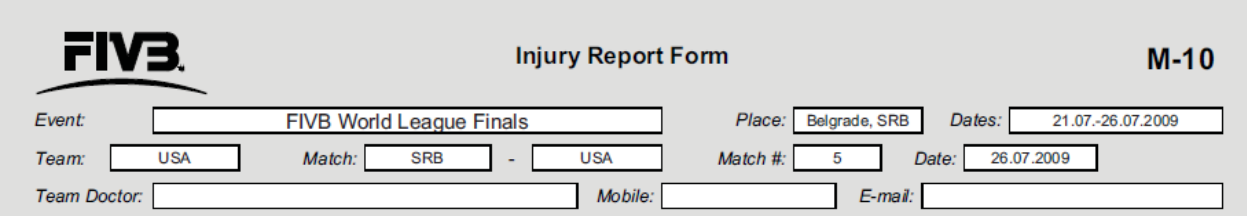
On a daily basis, all team physicians should receive from FIVB Medical Delegate feedback on the completeness of their reports to increase their compliance with the study.

The FIVB Medical Delegate should provide medical representatives of all participating teams with copies of M-10 forms with examples of how to complete information.

5. PROCEDURE FOR THE FIVB INJURY REPORT FORMS DISTRIBUTION AND COLLECTION

5.1. Implementation

The implementation of the system of distribution and collection of the M-10 forms during the tournament is the responsibility of the FIVB Medical Delegate. Before each day of the tournament, the Medical Delegate should prepare M-10 forms and complete the information on the forms (Section A, *see* example below) according to the match schedule for that particular day.


FIVB

Injury Report Form

M-10

Event: FIVB World League Finals Place: Belgrade, SRB Dates: 21.07.-26.07.2009

Team: USA Match: SRB - USA Match #: 5 Date: 26.07.2009

Team Doctor: Mobile: E-mail:

5.2 Data Collection Procedure

Well before the start of the first match of a particular day of the tournament, the Jury President designated for each competition hall should receive from the FIVB Medical Delegate M-10 forms in a sufficient number corresponding to the number of teams, according to match schedule of that day, with completed information in section A, as well as envelopes to be sealed.

The responsibility of the Jury President before each match is to give the appropriate M-10 forms to the person in charge of the team who proceeds to the jury table with the identification papers of the players. This person should be informed by the Jury President about his responsibility to return, in a sealed envelope, the M-10 forms completed by the team doctor/physiotherapist immediately upon conclusion of the match.

The responsibility of the Jury President after each match is to collect completed M-10 forms from the team manager, when he/she approaches the jury table to collect the identification papers of the players.

The responsibility of the FIVB Medical Delegate is to collect completed M-10 forms from Jury President from each competition hall (if there is more than one venue) at the end of each competition day.

The responsibility of the FIVB Medical Delegate is to review the M-10 forms each day for accuracy and completeness, store the completed forms safely and guarantee the confidentiality of all information collected throughout the tournament.

6. AT THE END OF THE TOURNAMENT

The original M-10 forms are sent under seal to the FIVB after the *Event* (which is the responsibility of the Technical Supervisor). The Medical Delegate is responsible for sending a sealed set of copies of the M-10 forms to the FIVB Medical Department.

INJURY PREVENTION DEVICES PLAYERS ARE USING

a) Compression pads are approved, but require being of the same colour design of the uniform.
b) No padding is allowed in the forearm, as it provides advantages to the players' performances.
c) Neutral colours, black or white are acceptable.
d) Teams using compression pads must be uniform in colour/design for all players who use them.
e) Gloves are not accepted, except in case of medical necessity especially in the case of skin disease.

The Injury Prevention devices must be verified during the Preliminary Enquiry.

J.
FIVB Sport Science Award

1. AIM

This award was established by the FIVB to recognize significant career contributions to the field of volleyball sports medicine and science. In general, the recipient will have established a history of contributions to the field but, in rare cases, the recipient will have established a single work that is truly ground breaking and of exceptional significance or elegance**.**

2. SELECTION

A five-person selection committee - which shall consist of two members from the Medical Commission (including the President, who shall chair the committee), and one member from each of the following FIVB Commissions: Coaching, Technical, and Development – shall select from the received nominations. In cases where a vote ends in a tie, the President of the FIVB shall cast the deciding vote.

3. AWARDING CEREMONY

The winner shall be invited to make a presentation to the Medical Commission during a dinner ceremony, where the recipient will receive a prize in the amount of $5,000 in addition to an FIVB medal.

K. APPENDICES

APPENDIX 1 - DEFINITIONS[73]

ADAMS: The Anti-Doping Administration and Management System is a Web-based database management tool for data entry, storage, sharing, and reporting designed to assist stakeholders and *WADA* in their anti-doping operations in conjunction with data protection legislation.

Administration: Providing, supplying, supervising, facilitating, or otherwise participating in the *Use* or *Attempted Use* by another *Person* of a *Prohibited Substance* or *Prohibited Method*. However, this definition shall not include the actions of bona fide medical personnel involving a *Prohibited Substance* or *Prohibited Method Used* for genuine and legal therapeutic purposes or other acceptable justification and shall not include actions involving *Prohibited Substances* which are not prohibited in *Out-of-Competition Testing* unless the circumstances as a whole demonstrate that such *Prohibited Substances* are not intended for genuine and legal therapeutic purposes or are intended to enhance sport performance.

Adverse Analytical Finding: A report from a *WADA*-accredited laboratory or other *WADA*-approved laboratory that, consistent with the *International Standard* for Laboratories, establishes in a *Sample* the presence of a *Prohibited Substance* or its *Metabolites* or *Markers* or evidence of the *Use* of a *Prohibited Method*.

Adverse Passport Finding: A report identified as an *Adverse Passport Finding* as described in the applicable *International Standards*.

Aggravating Circumstances: Circumstances involving, or actions by, an *Athlete* or other *Person* which may justify the imposition of a period of *Ineligibility* greater than the standard sanction. Such circumstances and actions shall include, but are not limited to: the *Athlete* or other *Person Used* or *Possessed* multiple *Prohibited Substances* or *Prohibited Methods*, *Used* or *Possessed* a *Prohibited Substance* or *Prohibited Method* on multiple occasions or committed multiple other anti-doping rule violations; a normal individual would be likely to enjoy the performance-enhancing effects of the anti-doping rule violation(s) beyond the otherwise applicable period of *Ineligibility*; the *Athlete* or *Person* engaged in deceptive or obstructive conduct to avoid the detection or adjudication of an anti-doping rule violation; or the *Athlete* or other *Person* engaged in *Tampering* during *Results Management*. For the avoidance of doubt, the examples of circumstances and conduct described herein are not exclusive and other similar circumstances or conduct may also justify the imposition of a longer period of *Ineligibility*.

Anti-Doping Activities: Anti-doping *Education* and information, test distribution planning, maintenance of a *Registered Testing Pool*, managing *Athlete Biological Passports*, conducting *Testing*, organizing analysis of *Samples*, gathering of intelligence and conduct of investigations, processing of *TUE* applications, *Results Management*, monitoring and enforcing compliance with any *Consequences* imposed, and all other activities related to anti-doping to be carried out by or on behalf of an *Anti-Doping Organization*, as set out in the *Code* and/or the *International Standards*.

[73] *[Comment to Definitions: Defined terms shall include their plural and possessive forms, as well as those terms used as other parts of speech.]*

Anti-Doping Organization: WADA or a *Signatory* that is responsible for adopting rules for initiating, implementing or enforcing any part of the *Doping Control* process. This includes, for example, the International Olympic Committee, the International Paralympic Committee, other *Major Event Organizations* that conduct *Testing* at their *Events*, International Federations, and *National Anti-Doping Organizations.*

Athlete: Any *Person* who competes in sport at the international level (as defined by each International Federation), or the national level (as defined by each *National Anti-Doping Organization*). An *Anti-Doping Organization* has discretion to apply anti-doping rules to an *Athlete* who is neither an *International-Level Athlete* nor a *National-Level Athlete*, and thus to bring them within the definition of "*Athlete*." In relation to *Athletes* who are neither *International-Level* nor *National-Level Athletes*, an *Anti-Doping Organization* may elect to: conduct limited *Testing* or no *Testing* at all; analyze *Samples* for less than the full menu of *Prohibited Substances*; require limited or no whereabouts information; or not require advance *TUEs*. However, if an Article 2.1, 2.3 or 2.5 anti-doping rule violation is committed by any *Athlete* over whom an *Anti-Doping Organization* has elected to exercise its authority to test and who competes below the international or national level, then the *Consequences* set forth in the *Code* must be applied. For purposes of Article 2.8 and Article 2.9 and for purposes of anti-doping information and *Education*, any *Person* who participates in sport under the authority of any *Signatory*, government, or other sports organization accepting the *Code* is an *Athlete*.[74]

Athlete Biological Passport: The program and methods of gathering and collating data as described in the *International Standard* for *Testing* and Investigations and *International Standard* for Laboratories.

Athlete Support Personnel: Any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any other *Person* working with, treating or assisting an *Athlete* participating in or preparing for sports *Competition*.

Attempt: Purposely engaging in conduct that constitutes a substantial step in a course of conduct planned to culminate in the commission of an anti-doping rule violation. Provided, however, there shall be no anti-doping rule violation based solely on an *Attempt* to commit a violation if the *Person* renounces the *Attempt* prior to it being discovered by a third party not involved in the *Attempt*.

Atypical Finding: A report from a *WADA*-accredited laboratory or other *WADA*-approved laboratory which requires further investigation as provided by the International Standard for Laboratories or related *Technical Documents* prior to the determination of an *Adverse Analytical Finding*.

Atypical Passport Finding: A report described as an *Atypical Passport Finding* as described in the applicable *International Standards*.

CAS: The Court of Arbitration for Sport.

Code: The World Anti-Doping Code.

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[74] *[Comment to Athlete: Individuals who participate in sport may fall in one of five categories: 1) International-Level Athlete, 2) National-Level Athlete, 3) individuals who are not International- or National-Level Athletes but over whom the International Federation or National Anti-Doping Organization has chosen to exercise authority, 4) Recreational Athlete, and 5) individuals over whom no International Federation or National Anti-Doping Organization has, or has chosen to, exercise authority. All International- and National-Level Athletes are subject to the anti-doping rules of the Code, with the precise definitions of international and national level sport to be set forth in the anti-doping rules of the International Federations and National Anti-Doping Organizations.]*

Competition: A single game or singular sport contest. For example, a game at the FIVB World Championships, a tournament of the FIVB Beach Volleyball World Tour, a Pool of the FIVB Volleyball World Grand Prix etc.

Consequences of Anti-Doping Rule Violations ("Consequences"): An *Athlete's* or other *Person's* violation of an anti-doping rule may result in one or more of the following: (a) *Disqualification* means the *Athlete's* results in a particular *Competition* or *Event* are invalidated, with all resulting *Consequences* including forfeiture of any medals, points and prizes; (b) *Ineligibility* means the *Athlete* or other *Person* is barred on account of an anti-doping rule violation for a specified period of time from participating in any *Competition* or other activity or funding as provided in Article 10.14; (c) *Provisional Suspension* means the *Athlete* or other *Person* is barred temporarily from participating in any *Competition* or activity prior to the final decision at a hearing conducted under Article 8; (d) *Financial Consequences* means a financial sanction imposed for an anti-doping rule violation or to recover costs associated with an anti-doping rule violation; and (e) *Public Disclosure* means the dissemination or distribution of information to the general public or *Persons* beyond those *Persons* entitled to earlier notification in accordance with Article 14. Teams may also be subject to *Consequences* as provided in Article 11 of the *Code*.

Contaminated Product: A product that contains a *Prohibited Substance* that is not disclosed on the product label or in information available in a reasonable Internet search.

Decision Limit: The value of the result for a threshold substance in a *Sample*, above which an *Adverse Analytical Finding* shall be reported, as defined in the *International Standard* for Laboratories.

Delegated Third Party: Any *Person* to which the FIVB delegates any aspect of *Doping Control* or anti-doping *Education* programs including, but not limited to, third parties or other *Anti-Doping Organizations* that conduct *Sample* collection or other *Doping Control* services or anti-doping *Educational* programs for the FIVB, or individuals serving as independent contractors who perform *Doping Control* services for the FIVB (e.g., non-employee *Doping Control* officers or chaperones). This definition does not include *CAS*.

Disqualification: See *Consequences of Anti-Doping Rule Violations* above.

Doping Control: All steps and processes from test distribution planning through to ultimate disposition of any appeal and the enforcement of *Consequences,* including all steps and processes in between, including but not limited to *Testing,* investigations, whereabouts, TUEs, *Sample* collection and handling, laboratory analysis, *Results Management,* and investigations or proceedings relating to violations of Article 10.14 (Status During *Ineligibility* or *Provisional Suspension*).

Education: The process of learning to instill values and develop behaviors that foster and protect the spirit of sport, and to prevent intentional and unintentional doping.

Event: A series of individual *Competitions* conducted together under one ruling body (e.g., the Olympic Games, World Championships of an International Federation, or Pan American Games), including the *FIVB Events*.

> *FIVB Events*: for volleyball, all the FIVB, World and Official *Competitions* as defined in the FIVB Event Regulations (see Article 1.3 and 2 of 2094 ed.) applicable at the time of the

respective *Event*; for beach volleyball, all international *Competitions* set out in the FIVB Beach Volleyball Sports Regulations (see Article 13.1 of 2019 ed.) applicable at the time of the respective *Event*, except for National Tours.

Event Period: The time between the beginning and end of an *Event*, for Sample Collection purposes~~as established by the ruling body of the *Event*~~.

For *FIVB Events:* the period that starts~~-~~at 23:59 p.m. (in the time zone of the competition) of the day before the first competition day and finishes at 23:59 p.m. (in the time zone of the competition) of the last competition day ~~twenty four hours before the start of the first game and finish twenty four hours after the end of the last game of the *Event*,~~ unless the FIVB *Event* contains rest periods longer than three days (e.g. FIVB Volleyball Nations League, ~~FIVB Beach~~ Volleyball World Beach Pro Tour, etc.), in which case the *Event Period* is determined in relation to the first and last game of a *Competition (e.g. the Pool of FIVB Volleyball Nations League, a Tournament of the ~~FIVB Beach~~ Volleyball World Beach Pro Tour, etc.)*.

Event Venues: Those venues so designated by the ruling body for the *Event*.

For *FIVB Events*: the official hotels, training venues and game venues.

Fault: *Fault* is any breach of duty or any lack of care appropriate to a particular situation. Factors to be taken into consideration in assessing an *Athlete's* or other *Person*'s degree of *Fault* include, for example, the *Athlete*'s or other *Person*'s experience, whether the *Athlete* or other *Person* is a *Protected Person*, special considerations such as impairment, the degree of risk that should have been perceived by the *Athlete* and the level of care and investigation exercised by the *Athlete* in relation to what should have been the perceived level of risk. In assessing the *Athlete's* or other *Person's* degree of *Fault*, the circumstances considered must be specific and relevant to explain the *Athlete's* or other *Person's* departure from the expected standard of behavior. Thus, for example, the fact that an *Athlete* would lose the opportunity to earn large sums of money during a period of *Ineligibility,* or the fact that the *Athlete* only has a short time left in a career, or the timing of the sporting calendar, would not be relevant factors to be considered in reducing the period of *Ineligibility* under Article 10.6.1 or 10.6.2. [75]

Financial Consequences: see *Consequences of Anti-Doping Rule Violations*, above.

In-Competition: the period commencing at 11:59 pm on the day before a *Competition* in which the *Athlete* is scheduled to participate through the end of such *Competition* and the *Sample* collection process related to such *Competition*.

Independent Observer Program: A team of observers and/or auditors, under the supervision of *WADA*, who observe and provide guidance on the *Doping Control* process prior to or during certain *Events* and report on their observations as part of WADA's compliance monitoring program.

Individual Sport: Any sport that is not a *Team Sport.*

[75] *[Comment to Fault: The criteria for assessing an Athlete's degree of Fault is the same under all Articles where Fault is to be considered. However, under Article 10.6.2, no reduction of sanction is appropriate unless, when the degree of Fault is assessed, the conclusion is that No Significant Fault or Negligence on the part of the Athlete or other Person was involved.]*

Ineligibility: See *Consequences of Anti-Doping Rule Violations* above.

Institutional Independence: Hearing panels on appeal shall be fully independent institutionally from the *Anti-Doping Organization* responsible for *Results Management*. They must therefore not in any way be administered by, connected or subject to the *Anti-Doping Organization* responsible for *Results Management*.

International Event: An *Event* or *Competition* where the International Olympic Committee, the International Paralympic Committee, an International Federation, a *Major Event Organization,* or another international sport organization is the ruling body for the *Event* or appoints the technical officials for the *Event.*

International-Level Athlete: *Athletes* who compete in sport at the international level, as defined by each International Federation, consistent with the International Standard for Testing and Investigations. For the sport of volleyball, *International-Level Athletes* are defined as set out in the Scope section of the Introduction to these Anti-Doping Rules.[76]

International Standard: A standard adopted by *WADA* in support of the *Code*. Compliance with an *International Standard* (as opposed to another alternative standard, practice or procedure) shall be sufficient to conclude that the procedures addressed by the *International Standard* were performed properly. *International Standards* shall include any *Technical Documents* issued pursuant to the *International Standard*.

Major Event Organizations: The continental associations of *National Olympic Committee*s and other international multi-sport organizations that function as the ruling body for any continental, regional or other *International Event*.

Marker: A compound, group of compounds or biological variable(s) that indicates the *Use* of a *Prohibited Substance* or *Prohibited Method.*

Metabolite: Any substance produced by a biotransformation process.

Minimum Reporting Level: The estimated concentration of a *Prohibited Substance* or its *Metabolite(s)* or *Marker(s)* in a *Sample* below which *WADA*-accredited laboratories should not report that *Sample* as an *Adverse Analytical Finding*.

Minor: A natural *Person* who has not reached the age of eighteen (18) years.

National Anti-Doping Organization: The entity(ies) designated by each country as possessing the primary authority and responsibility to adopt and implement anti-doping rules, direct the collection of *Samples*, manage test results, and conduct *Results Management* at the national level. If this

[76] *[Comment to International-Level Athlete: Consistent with the International Standard for Testing and Investigations, the FIVB is free to determine the criteria it will use to classify Athletes as International-Level Athletes, e.g., by ranking, by participation in particular International Events, by type of license, etc. However, it must publish those criteria in clear and concise form, so that Athletes are able to ascertain quickly and easily when they will become classified as International-Level Athletes. For example, if the criteria include participation in certain International Events, then the International Federation must publish a list of those International Events.]*

designation has not been made by the competent public authority(ies), the entity shall be the country's *National Olympic Committee* or its designee.

National Event: A sport *Event* or *Competition* involving *International*- or *National-Level Athletes* that is not an *International Event*.

National Federation: A national or regional entity which is a member of or is recognized by the FIVB as the entity governing the sport of volleyball (in all its disciplines) in that nation or region.

National-Level Athlete: *Athletes* who compete in sport at the national level, as defined by each *National Anti-Doping Organization,* consistent with the *International Standard* for *Testing* and Investigations.

National Olympic Committee: The organization recognized by the International Olympic Committee. The term *National Olympic Committee* shall also include the National Sport Confederation in those countries where the National Sport Confederation assumes typical *National Olympic Committee* responsibilities in the anti-doping area.

No Fault or Negligence: The *Athlete* or other *Person's* establishing that he or she did not know or suspect, and could not reasonably have known or suspected even with the exercise of utmost caution, that he or she had *Used* or been administered the *Prohibited Substance* or *Prohibited Method* or otherwise violated an anti-doping rule. Except in the case of a *Minor*, *Protected Person* or *Recreational Athlete*, for any violation of Article 2.1, the *Athlete* must also establish how the *Prohibited Substance* entered the *Athlete's* system.

No Significant Fault or Negligence: The *Athlete* or other *Person's* establishing that any *Fault* or *Negligence*, when viewed in the totality of the circumstances and taking into account the criteria for *No Fault* or *Negligence*, was not significant in relationship to the anti-doping rule violation. Except in the case of a *Minor*, *Protected* Person or *Recreational Athlete*, for any violation of Article 2.1, the *Athlete* must also establish how the *Prohibited Substance* entered the *Athlete's* system.

Operational Independence: This means that (1) board members, staff members, commission members, consultants and officials of the *Anti-Doping Organization* with responsibility for *Results Management* or its affiliates (e.g., member federation or confederation), as well as any *Person* involved in the investigation and pre-adjudication of the matter cannot be appointed as members and/or clerks (to the extent that such clerk is involved in the deliberation process and/or drafting of any decision) of hearing panels of that *Anti-Doping Organization* with responsibility for *Results Management* and (2) hearing panels shall be in a position to conduct the hearing and decision-making process without interference from the *Anti-Doping Organization* or any third party. The objective is to ensure that members of the hearing panel or individuals otherwise involved in the decision of the hearing panel, are not involved in the investigation of, or decisions to proceed with, the case.

Out-of-Competition: Any period which is not *In-Competition*.

Participant: Any *Athlete* or *Athlete Support Person*.

Person: A natural *Person* or an organization or other entity.

Possession: The actual, physical *Possession*, or the constructive *Possession* (which shall be found only if the *Person* has exclusive control or intends to exercise control over the *Prohibited*

Substance or *Prohibited Method* or the premises in which a *Prohibited Substance* or *Prohibited Method* exists); provided, however, that if the *Person* does not have exclusive control over the *Prohibited Substance* or *Prohibited Method* or the premises in which a *Prohibited Substance* or *Prohibited Method* exists, constructive *Possession* shall only be found if the *Person* knew about the presence of the *Prohibited Substance* or *Prohibited Method* and intended to exercise control over it. Provided, however, there shall be no anti-doping rule violation based solely on *Possession* if, prior to receiving notification of any kind that the *Person* has committed an anti-doping rule violation, the *Person* has taken concrete action demonstrating that the *Person* never intended to have *Possession* and has renounced *Possession* by explicitly declaring it to an *Anti-Doping Organization*. Notwithstanding anything to the contrary in this definition, the purchase (including by any electronic or other means) of a *Prohibited Substance* or *Prohibited Method* constitutes *Possession* by the *Person* who makes the purchase.[77]

Prohibited List: The list identifying the *Prohibited Substances* and *Prohibited Methods*.

Prohibited Method: Any method so described on the *Prohibited List*.

Prohibited Substance: Any substance, or class of substances, so described on the *Prohibited List*.

Protected Person: An *Athlete* or other natural *Person* who at the time of the anti-doping rule violation: (i) has not reached the age of sixteen (16) years; (ii) has not reached the age of eighteen (18) years and is not included in any *Registered Testing Pool* and has never competed in any *International Event* in an open category; or (iii) for reasons other than age has been determined to lack legal capacity under applicable national legislation.[78]

Provisional Hearing: For purposes of Article 7.4.3, an expedited abbreviated hearing occurring prior to a hearing under Article 8 that provides the *Athlete* with notice and an opportunity to be heard in either written or oral form.[79]

Provisional Suspension: See *Consequences of Anti-Doping Rule Violations* above.

Publicly Disclose: See *Consequences of Anti-Doping Rule Violations* above.

Recreational Athlete: A natural *Person* who is so defined by the relevant *National Anti-Doping Organization*; provided, however, the term shall not include any *Person* who, within the five (5)

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[77] *[Comment to Possession: Under this definition, anabolic steroids found in an Athlete's car would constitute a violation unless the Athlete establishes that someone else used the car; in that event, the FIVB must establish that, even though the Athlete did not have exclusive control over the car, the Athlete knew about the anabolic steroids and intended to have control over them. Similarly, in the example of anabolic steroids found in a home medicine cabinet under the joint control of an Athlete and spouse, the FIVB] must establish that the Athlete knew the anabolic steroids were in the cabinet and that the Athlete intended to exercise control over them. The act of purchasing a Prohibited Substance alone constitutes Possession, even where, for example, the product does not arrive, is received by someone else, or is sent to a third party address.]*

[78] *[Comment to Protected Person: The Code treats Protected Persons differently than other Athletes or Persons in certain circumstances based on the understanding that, below a certain age or intellectual capacity, an Athlete or other Person may not possess the mental capacity to understand and appreciate the prohibitions against conduct contained in the Code. This would include, for example, a Paralympic Athlete with a documented lack of legal capacity due to an intellectual impairment. The term "open category" is meant to exclude competition that is limited to junior or age group categories.]*

[79] *[Comment to Provisional Hearing: A Provisional Hearing is only a preliminary proceeding which may not involve a full review of the facts of the case. Following a Provisional Hearing, the Athlete remains entitled to a subsequent full hearing on the merits of the case. By contrast, an "expedited hearing", as that term is used in Article 7.4.3, is a full hearing on the merits conducted on an expedited time schedule.]*

years prior to committing any anti-doping rule violation, has been an *International-Level Athlete* (as defined by each International Federation consistent with the *International Standard* for *Testing* and Investigations) or *National-Level Athlete* (as defined by each *National Anti-Doping Organization* consistent with the *International Standard* for *Testing* and Investigations), has represented any country in an *International Event* in an open category or has been included within any *Registered Testing Pool* or other whereabouts information pool maintained by any International Federation or *National Anti-Doping Organization*.[80]

Regional Anti-Doping Organization: A regional entity designated by member countries to coordinate and manage delegated areas of their national anti-doping programs, which may include the adoption and implementation of anti-doping rules, the planning and collection of *Samples*, the management of results, the review of *TUEs*, the conduct of hearings, and the conduct of *Educational* programs at a regional level.

Registered Testing Pool: The pool of highest-priority *Athletes* established separately at the international level by the FIVB and at the national level by *National Anti-Doping Organizations,* who are subject to focused *In-Competition* and *Out-of-Competition Testing* as part of the FIVB's or *National Anti-Doping Organization*'s test distribution plan and therefore are required to provide whereabouts information as provided in Article 5.5 of the *Code* and the *International Standard* for *Testing* and Investigations.

Results Management: The process encompassing the timeframe between notification as per Article 5 of the *International Standard* for *Results Management*, or in certain cases (e.g., *Atypical Finding*, *Athlete Biological Passport*, whereabouts failure), such pre-notification steps expressly provided for in Article 5 of the *International Standard* for *Results Management*, through the charge until the final resolution of the matter, including the end of the hearing process at first instance or on appeal (if an appeal was lodged).

Sample or *Specimen*: Any biological material collected for the purposes of *Doping Control*.[81]

Signatories: Those entities accepting the *Code* and agreeing to implement the *Code*, as provided in Article 23 of the *Code*.

Specified Method: See Article 4.2.2.

Specified Substance: See Article 4.2.2.

Strict Liability: The rule which provides that under Article 2.1 and Article 2.2, it is not necessary that intent, *Fault*, *Negligence*, or knowing *Use* on the *Athlete's* part be demonstrated by the *Anti-Doping Organization* in order to establish an anti-doping rule violation.

Substance of Abuse: See Article 4.2.3.

Substantial Assistance: For purposes of Article 10.7.1, a *Person* providing *Substantial Assistance* must: (1) fully disclose in a signed written statement or recorded interview all information he or

[80] *[Comment to Recreational Athlete: The term "open category" is meant to exclude competition that is limited to junior or age group categories.]*

[81] *[Comment to Sample or Specimen: It has sometimes been claimed that the collection of blood Samples violates the tenets of certain religious or cultural groups. It has been determined that there is no basis for any such claim.]*

she possesses in relation to anti-doping rule violations or other proceeding described in Article 10.7.1.1, and (2) fully cooperate with the investigation and adjudication of any case or matter related to that information, including, for example, presenting testimony at a hearing if requested to do so by an *Anti-Doping Organization* or hearing panel. Further, the information provided must be credible and must comprise an important part of any case or proceeding which is initiated or, if no case or proceeding is initiated, must have provided a sufficient basis on which a case or proceeding could have been brought.

Tampering: Intentional conduct which subverts the *Doping Control* process but which would not otherwise be included in the definition of *Prohibited Methods*. *Tampering* shall include, without limitation, offering or accepting a bribe to perform or fail to perform an act, preventing the collection of a *Sample*, affecting or making impossible the analysis of a *Sample*, falsifying documents submitted to an *Anti-Doping Organization* or *TUE* committee or hearing panel, procuring false testimony from witnesses, committing any other fraudulent act upon the *Anti-Doping Organization* or hearing body to affect *Results Management* or the imposition of *Consequences*, and any other similar intentional interference or *Attempted* interference with any aspect of *Doping Control*.[82]

Target Testing: Selection of specific *Athletes* for *Testing* based on criteria set forth in the *International Standard* for *Testing* and Investigations.

Team Sport: A sport in which the substitution of players is permitted during a *Competition*.

Technical Document: A document adopted and published by *WADA* from time to time containing mandatory technical requirements on specific anti-doping topics as set forth in an *International Standard*.

Testing: The parts of the *Doping Control* process involving test distribution planning, *Sample* collection, *Sample* handling, and *Sample* transport to the laboratory.

Testing Pool: The tier below the *Registered Testing Pool* which includes *Athletes* from whom some whereabouts information is required in order to locate and *Test* the *Athlete Out-of-Competition*.

Therapeutic Use Exemption (TUE): *A Therapeutic Use Exemption* allows an *Athlete* with a medical condition to *Use a Prohibited Substance* or *Prohibited Method,* but only if the conditions set out in Article 4.4 and the *International Standard* for *Therapeutic Use Exemptions* are met.

Trafficking: Selling, giving, transporting, sending, delivering or distributing (or *Possessing* for any such purpose) a *Prohibited Substance* or *Prohibited Method* (either physically or by any electronic or other means) by an *Athlete*, *Athlete Support Person* or any other *Person* subject to the authority of an *Anti-Doping Organization* to any third party; provided, however, this definition shall not include the actions of bona fide medical personnel involving a *Prohibited Substance Used* for genuine and legal therapeutic purposes or other acceptable justification, and shall not include actions involving *Prohibited Substances* which are not prohibited in *Out-of-Competition Testing*

[82] *[Comment to Tampering: For example, this Article would prohibit altering identification numbers on a Doping Control form during Testing, breaking the B bottle at the time of B Sample analysis, altering a Sample by the addition of a foreign substance, or intimidating or attempting to intimidate a potential witness or a witness who has provided testimony or information in the Doping Control process. Tampering includes misconduct which occurs during the Results Management process. See Article 10.9.3.3. However, actions taken as part of a Person's legitimate defense to an anti-doping rule violation charge shall not be considered Tampering. Offensive conduct towards a Doping Control official or other Person involved in Doping Control which does not otherwise constitute Tampering shall be addressed in the disciplinary rules of sport organizations.]*

unless the circumstances as a whole demonstrate such *Prohibited Substances* are not intended for genuine and legal therapeutic purposes or are intended to enhance sport performance.

UNESCO Convention: The International Convention against Doping in Sport adopted by the 33rd session of the UNESCO General Conference on 19 October 2005 including any and all amendments adopted by the States Parties to the Convention and the Conference of Parties to the International Convention against Doping in Sport.

Use: The utilization, application, ingestion, injection or consumption by any means whatsoever of any *Prohibited Substance* or *Prohibited Method*.

WADA: The World Anti-Doping Agency.

Without Prejudice Agreement: For purposes of Articles 10.7.1.1 and 10.8.2, a written agreement between an *Anti-Doping Organization* and an *Athlete* or other *Person* that allows the *Athlete* or other *Person* to provide information to the *Anti-Doping Organization* in a defined time-limited setting with the understanding that, if an agreement for *Substantial Assistance* or a case resolution agreement is not finalized, the information provided by the *Athlete* or other *Person* in this particular setting may not be used by the *Anti-Doping Organization* against the *Athlete* or other *Person* in any *Results Management* proceeding under the *Code*, and that the information provided by the *Anti-Doping Organization* in this particular setting may not be used by the *Athlete* or other *Person* against the *Anti-Doping Organization* in any *Results Management* proceeding under the *Code*. Such an agreement shall not preclude the *Anti-Doping Organization*, *Athlete* or other *Person* from using any information or evidence gathered from any source other than during the specific time-limited setting described in the agreement.

APPENDIX 2 - LIST OF PROHIBITED SUBSTANCES

The List of *Prohibited Substances* is published on an annual basis by *WADA*. Any modification brought to this list by *WADA* after its publication in the FIVB Medical & Anti-Doping Regulations shall become effective for all FIVB purposes three (3) months after the publication of the *Prohibited List* by *WADA* without requiring any further action by the FIVB. The *Prohibited List* in force is available online at the *WADA* website (www.wada-ama.org) and on the FIVB website (www.fivb.com/en/Medical)