MEDICAL & ANTI-DOPING REGULATIONS

Edition 2016

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A.

Anti-Doping Rules

INTRODUCTION

Preface

The FIVB Board of Administration held on 29 October 2014 in Cagliari, Italy accepted the revised World Anti-Doping Code, ed. 2015 (the “Code”). 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 principles in a global and harmonized manner, these rules are distinct in nature from criminal and civil laws, and are not intended to be subject to or limited by any national requirements and legal standards applicable to criminal or civil proceedings. 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.

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

Anti-doping programs seek to preserve what is intrinsically valuable about sport. This intrinsic value is often referred to as "the spirit of sport". It is the essence of Olympism, the pursuit of human excellence through the dedicated perfection of each person’s natural talents. It is how we play true. The spirit of sport is the celebration of the human spirit, body and mind, and is reflected in values we find in and through sport, including:

- Ethics, fair play and honesty
- Health
- 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

Doping is fundamentally contrary to the spirit of sport.

Scope of these Anti-Doping Rules

These Anti-Doping Rules shall apply to the FIVB, its *National Federations* and Confederations. They also apply to the following *Athletes*, *Athlete Support Personnel* and other *Persons*, each of whom is deemed, as a condition of his/her membership, accreditation and/or participation 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 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:

a. 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);

b. 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;

c. 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

d. *Athletes* who are not regular members of FIVB or of one of its Confederations or *National Federations* but who want to be eligible to compete in a particular *International Event*. The FIVB may include such *Athletes* in its *Registered Testing Pool* or *Testing Pool(s)* so that they are required to provide information about their whereabouts for purposes of *Testing* under these Anti-Doping Rules for at least one month prior to the *International Event* in question.

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, and appeals) shall apply to such *Athletes*:

a. *Athletes* who have competed since 1.1.2013 in at least one *FIVB Event*; and

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

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 2.10 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 each *Athlete's* personal duty to ensure that no *Prohibited Substance* enters his or her body. *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.

2.1.2 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* B *Sample* is split into two bottles and the analysis of the second bottle confirms the presence of the *Prohibited Substance* or its *Metabolites* or *Markers* found in the first bottle.

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

2.1.4 As an exception to the general rule of Article 2.1, the *Prohibited List* or *International Standards* may establish special criteria for the evaluation of *Prohibited Substances* that can also be produced endogenously.

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

2.2.1 It is each *Athlete*'s personal duty to ensure that no *Prohibited Substance* enters his or her body 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.

2.3 Evading, Refusing or Failing to Submit to *Sample* Collection

Evading *Sample* collection, or without compelling justification refusing or failing to submit to *Sample* collection after notification as authorized in these Anti-Doping Rules or other applicable anti-doping rules.

2.4 Whereabouts Failures

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

2.5 *Tampering* or *Attempted Tampering* with any part of *Doping Control*

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, intentionally interfering or attempting to interfere with a *Doping Control* official, providing fraudulent information to an *Anti-Doping Organization*, or intimidating or attempting to intimidate a potential witness.

2.6 *Possession* of a *Prohibited Substance* or a *Prohibited Method*

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.

2.7 *Trafficking* or *Attempted Trafficking* in any *Prohibited Substance* or *Prohibited Method*

2.8 *Administration* or *Attempted Administration* 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

Assisting, encouraging, aiding, abetting, conspiring, covering up or any other type of intentional complicity involving an anti-doping rule violation, *Attempted* anti-doping rule violation or violation of Article 10.12.1 by another *Person*.

2.10 Prohibited Association

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

2.10.2 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 years from the criminal, professional or disciplinary decision or the duration of the criminal, disciplinary or professional sanction imposed; or

2.10.3 Is serving as a front or intermediary for an individual described in Article 2.10.1 or 2.10.2.

In order for this provision to apply, it is necessary that the *Athlete* or other *Person* has previously been advised in writing by an *Anti-Doping Organization* with jurisdiction over the *Athlete* or other *Person*, or by *WADA*, of the *Athlete Support Person*'s disqualifying status and the potential *Consequence* of prohibited association and that the *Athlete* or other *Person* can reasonably avoid the association. The *Anti-Doping Organization* shall also use reasonable efforts to advise the *Athlete Support Person* who is the subject of the notice to the *Athlete* or other *Person* that the *Athlete Support Person* may, within 15 days, come forward to the *Anti-Doping Organization* to explain that the criteria described in Articles 2.10.1 and 2.10.2 do not apply to him or her. (Notwithstanding Article 17, this Article applies even when the *Athlete Support Person's* disqualifying conduct occurred prior to the effective date provided in Article 20.7.)

The burden shall be on the *Athlete* or other *Person* to establish that any association with *Athlete Support Personnel* described in Article 2.10.1 or 2.10.2 is not in a professional or sport-related capacity.

Anti-Doping Organizations that are aware of *Athlete Support Personnel* who meet the criteria described in Article 2.10.1, 2.10.2, or 2.10.3 shall submit that information to *WADA*.

ARTICLE 3 PROOF OF DOPING

3.1 Burdens and Standards of Proof

FIVB shall have the burden of establishing that an anti-doping rule violation has occurred. The standard of proof shall be whether 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, the standard of proof shall be by a balance of probability.

3.2 Methods of Establishing Facts and Presumptions

Facts related to anti-doping rule violations may be established by any reliable means, including admissions. 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 and which have been the subject of peer review are presumed to be scientifically valid. Any *Athlete* or other *Person* seeking 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. *CAS* on its own initiative may also inform *WADA* of any such challenge. At *WADA*'s request, the *CAS* panel shall appoint an appropriate scientific expert to assist the panel in its evaluation of the challenge. Within 10 days of *WADA*'s receipt of such notice, and *WADA*'s receipt of the *CAS* file, *WADA* shall also have the right to intervene as a party, appear amicus curiae, or otherwise provide evidence in such proceeding.

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*.

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 which did not cause an *Adverse Analytical Finding* or other anti-doping rule violation shall not invalidate such evidence or results. If the *Athlete* or other *Person* establishes a departure from another *International Standard* or other anti-doping rule or policy which could reasonably have caused an anti-doping rule violation based on an *Adverse Analytical Finding* or other anti-doping rule violation, then the FIVB shall have the burden to establish that such departure did not cause the *Adverse Analytical Finding* or the factual basis for the anti-doping rule violation.

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*. The FIVB will make the current *Prohibited List* available to each *National Federation and its members and constituents* through the FIVB official website (www.fivb.com). The *Prohibited List* in force is also available on *WADA*'s website at www.wada-ama.org.

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

4.2.1 *Prohibited Substances* and *Prohibited Methods*

Unless provided otherwise in the *Prohibited List* and/or a revision, the *Prohibited List* and revisions shall go into effect under these Anti-Doping Rules three months after publication by *WADA*, without requiring any further action by the FIVB 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 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.

4.2.2 *Specified Substances*

For purposes of the application of Article 10, all *Prohibited Substances* shall be *Specified Substances* except substances in the classes of anabolic agents and hormones and those stimulants and hormone antagonists and modulators so identified on the *Prohibited List*. The category of *Specified Substances* shall not include *Prohibited Methods*.

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*, and the classification of a substance as prohibited at all times or *In-Competition* only, is final and shall not be subject to challenge by an *Athlete* or other *Person* 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 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 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 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, the *TUE* becomes invalid for any purpose when the 21-day review deadline expires.

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 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 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 *Competitio*n as well when the 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 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*. The FIVB Medical Commission President shall appoint a panel of physicians to consider requests for *TUE*s (the *"TUE Committee"*). Upon FIVB's receipt of a *TUE* request, the Chair of the *TUE Committee* shall appoint one or more members of the *TUE Committee* (which may include the Chair) to consider such request. 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. Subject to Article 4.4.6 of these Rules, its decision shall be the final decision of 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.

4.4.4.1. 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 7.2 of any subsequent *Adverse Analytical Finding* 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* shall review any decision by the FIVB 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* shall review any decision by the FIVB 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.

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.

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 take action 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.

ARTICLE 5 *TESTING* AND INVESTIGATIONS

5.1 Purpose of *Testing* and Investigations

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

5.1.1 *Testing* shall be undertaken to obtain analytical evidence as to the *Athlete*'s compliance (or non-compliance) with the strict *Code* prohibition on the presence/*Use* of a *Prohibited Substance* or *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. 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 Investigations shall be undertaken:

5.1.2.1 in relation to *Atypical Findings*, Atypical Passport Findings and *Adverse Passport Findings*, in accordance with Articles 7.4 and 7.5 respectively, gathering intelligence or evidence (including, in particular, analytical evidence) in order to determine whether an anti-doping rule violation has occurred under Article 2.1 and/or Article 2.2; and

5.1.2.2 in relation to other indications of potential anti-doping rule violations, in accordance with Articles 7.6 and 7.7, gathering intelligence or evidence (including, in particular, non-analytical evidence) in order to determine whether an anti-doping rule violation has occurred under any of Articles 2.2 to 2.10.

5.1.3 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 conduct *Testing*

5.2.1 Subject to the jurisdictional limitations for *Event Testing* set out in Article 5.3 of the *Code*, 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 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.

5.2.3 *WADA* shall have *In-Competition* and *Out-of-Competition Testing* authority as set out in Article 20.7.8 of the *Code*.

5.2.4 If 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 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, 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 provided in Article 5.3 of the *Code*, only a single organization should be responsible for initiating and directing *Testing* at *Event Venues* during an *Event Period*. At *International Events*, the collection of *Samples* shall be initiated and directed by FIVB for *FIVB Events* (or any other international organization which is the ruling body for other *Events*). At the request of FIVB for *FIVB Events* (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 FIVB for *FIVB Events* (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 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 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*.

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 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 Specific Competition Regulations 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).

5.4.3. In *Competitions* organised under the exclusive responsibility of the Confederations, other than world and official *Competitions* (e.g. continental club cups, regional championships, etc.), or by *National Federations*, *Testing* is the responsibility of the respective Confederation or *National Federation*. The FIVB and *WADA* shall be informed immediately of the results of such controls through *ADAMS*.

5.4.4 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* or another system approved by *WADA* 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 FIVB shall identify a *Registered Testing Pool* of those *Athletes* who are required to comply with the whereabouts requirements of Annex I to the International Standard for Testing and Investigations, and shall make available through *ADAMS,* a list which identifies those *Athlete*s included in its *Registered Testing Pool* either by name or by clearly defined, specific criteria. FIVB shall coordinate with *National Anti-Doping Organizations* the identification of such *Athlete*s and the collection of their whereabouts information. FIVB shall review and update as necessary its criteria for including *Athletes* in its *Registered Testing Pool*, and shall revise the membership of its *Registered Testing Pool* from time to time as appropriate in accordance with the set criteria. *Athletes* shall be notified before they are included in a *Registered Testing Pool* and when they are removed from that pool. Each *Athlete* in the *Registered Testing Pool* shall do the following, in each case in accordance with Annex I to the International Standard for Testing and Investigations: (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.

5.6.1.1 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 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*.

5.6.2 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 the International Standard for Testing and Investigations) where the conditions set forth in the International

Standard for Testing and Investigations for declaring a filing failure or missed test are met.

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

5.6.4 Whereabouts information relating to an *Athlete* shall be shared (through *ADAMS*) with *WADA* and other *Anti-Doping Organizations* having authority to test that *Athlete*, shall be maintained in strict confidence at all times, shall be used exclusively for the purposes set out in Article 5.6 of the *Code*, and shall be destroyed in accordance with the International Standard for the Protection of Privacy and Personal Information once it is no longer relevant for these purposes.

5.7 Retired *Athletes* Returning to *Competition*

5.7.1 An *Athlete* in the FIVB's *Registered Testing Pool* who has given notice of retirement to FIVB may not resume competing in *International Events* or *National Events* until he/she has given the FIVB written notice of his/her intent to resume competing and has made him/herself available for *Testing* for a period of six months before returning to *Competition*, including (if requested) complying with the whereabouts requirements of Annex I to the International Standard for Testing and Investigations. *WADA*, in consultation with the FIVB and the *Athlete's National Anti-Doping Organization*, may grant an exemption to the six-month written notice rule where the strict application of that rule would be manifestly unfair to an *Athlete*. This decision may be appealed under Article 13. Any competitive results obtained in violation of this Article 5.7.1 shall be *Disqualified*.

5.7.2 If an *Athlete* retires from sport while subject to a period of *Ineligibility*, the *Athlete* shall not resume competing in *International Events* or *National Events* until the *Athlete* has given six 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 months) to the FIVB and to his/her *National Anti-Doping Organization* of his/her intent to resume competing and has made him/herself available for *Testing* for that notice period, including (if requested) complying with the whereabouts requirements of Annex I to the International Standard for Testing and Investigations.

5.7.3 An *Athlete* who is not in the FIVB's *Registered Testing Pool* who has given notice of retirement to the FIVB may not resume competing unless he/she notifies the FIVB and his/her *National Anti-Doping Organization* at least six months before he/she wishes to return to *Competition* and makes him/herself available for unannounced *Out-of-Competition Testing*, including (if requested) complying with the whereabouts requirements of Annex I to the International Standard for Testing and Investigations, during the period before actual return to *Competition*.

5.7.4 *National Federations* shall (directly or through their *National Anti-Doping Organizations)* establish similar requirements for retirement and returning to *Competition* for *Athletes* in the national *Registered Testing Pool*, as provided for in the *Code*.

5.8 Selection of *Athletes* to be *Tested*

5.8.1 For Beach Volleyball *Competitions*, *Testing* should be performed according to a schedule 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, 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, 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 *Testing* at any time during the tournament. This *Testing* includes *Athletes* withdrawing from *Competition* because of injury or for other reasons.

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 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 a drawing of lots. 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 control.

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 his discretion or as per FIVB's instructions In any case, the selected *Athlete* has right to finish his training session provided that he 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*

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 and Approved Laboratories

For purposes of Article 2.1, *Samples* shall be analyzed only in laboratories accredited or 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.

6.2 Purpose of Analysis of *Samples*

6.2.1 *Samples* shall be analyzed to detect *Prohibited Substances* and *Prohibited Methods* 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 DNA or genomic profiling; or for any other legitimate anti-doping purpose. *Samples* may be collected and stored for future analysis.

6.2.2 FIVB shall ask laboratories to analyze *Samples* in conformity with Article 6.4 of the *Code* and Article 4.7 of the International Standard for Testing and Investigations.

6.3 Research on *Samples*

No *Sample* may be used for research without the *Athlete's* written consent. *Samples* used for purposes other than Article 6.2 shall have any means of identification removed such that they cannot be traced back to a particular *Athlete*.

6.4 Standards for *Sample* Analysis and Reporting

Laboratories shall analyze *Samples* and report results in conformity with the International Standard for Laboratories. To ensure effective *Testing*, the Technical Document referenced at Article 5.4.1 of the *Code* will establish risk assessment-based *Sample* analysis menus appropriate for particular sports and sport disciplines, and laboratories shall analyze *Samples* in conformity with those menus, except as follows:

6.4.1 The FIVB may request that laboratories analyze its *Samples* using more extensive menus than those described in the Technical Document.

6.4.2 The FIVB may request that laboratories analyze its *Samples* using less extensive menus than those described in the Technical Document only if it has satisfied *WADA* that, because of the particular circumstances of its sport, as set out in its test distribution plan, less extensive analysis would be appropriate.

6.4.3 As provided in the International Standard for Laboratories, laboratories at their own initiative and expense may analyze *Samples* for *Prohibited Substances* or *Prohibited Methods* not included on the *Sample* analysis menu described in the Technical Document or specified by the *Testing* authority. Results from any such analysis shall be reported and have the same validity and consequence as any other analytical result.

6.5 Further Analysis of *Samples*

Any *Sample* may be stored and subsequently subjected to further analysis for the purposes set out in Article 6.2: (a) by *WADA* at any time; and/or (b) by the FIVB at any time before both the A and B *Sample* analytical results (or A *Sample* result where B *Sample* analysis has been waived or will not be performed) have been communicated by the FIVB to the *Athlete* as the asserted basis for an Article 2.1 anti-doping rule violation. Such further analysis of *Samples* shall conform with the requirements of the International Standard for Laboratories and the International Standard for Testing and Investigations.

ARTICLE 7 RESULTS MANAGEMENT

7.1 Responsibility for Conducting Results Management

7.1.1 The circumstances under which the FIVB shall take responsibility for conducting results management in respect of anti-doping rule violations involving

Athletes and other *Persons* under its jurisdiction shall be determined by reference to and in accordance with Article 7 of the *Code*.

7.2 Review of *Adverse Analytical Findings* From Tests Initiated by the FIVB

Results management with respect to the results of *Testing* initiated by the FIVB (including tests performed by *WADA* pursuant to agreement with the FIVB) or in connection with *FIVB Events* shall proceed as follows:

7.2.1 The results from all analyses must be sent to FIVB in encoded form, in a report signed by an authorized representative of the laboratory. All communication must be conducted confidentially and in conformity with *ADAMS*.

7.2.2 Upon receipt of an *Adverse Analytical Finding*, the FIVB Anti-Doping Manager in consultation with the FIVB Medical Commission President shall conduct a review to determine whether: (a) an applicable *TUE* has been granted or will be granted as provided in the International Standard for Therapeutic Use Exemptions, or (b) there is any apparent departure from the International Standard for Testing and Investigations or International Standard for Laboratories that caused the *Adverse Analytical Finding*.

7.2.3 If the review of an *Adverse Analytical Finding* under Article 7.2.2 reveals an applicable *TUE* or departure from the International Standard for Testing and Investigations or the International Standard for Laboratories that caused the *Adverse Analytical Finding*, the entire test shall be considered negative and the *Athlete*, the *Athlete*'s *National Anti-Doping Organization* and *WADA* shall be so informed.

7.3 Notification After Review Regarding *Adverse Analytical Findings*

7.3.1 If the review of an *Adverse Analytical Finding* under Article 7.2.2 does not reveal an applicable *TUE* or entitlement to a *TUE* as provided in the International Standard for Therapeutic Use Exemptions, or departure from the International Standard for *Testing* and Investigations or the International Standard for Laboratories that caused the *Adverse Analytical Finding*, the FIVB shall promptly notify the *Athlete*, and simultaneously the *Athlete's National Anti-Doping Organization* and *WADA*, in the manner set out in Article 14.1, of: (a) the *Adverse Analytical Finding*; (b) the anti-doping rule violated; (c) the *Athlete*'s right to promptly request the analysis of the B *Sample* or, failing such request, that the B *Sample* analysis may be deemed waived; (d) the scheduled date, time and place for the B *Sample* analysis if the *Athlete* or FIVB chooses to request an analysis of the B *Sample*; (e) the opportunity for the *Athlete* and/or the *Athlete*'s representative to attend the B *Sample* opening and analysis in accordance with the International Standard for Laboratories if such analysis is requested; and (f) the *Athlete*'s right to request copies of the A and B *Sample* laboratory documentation package which includes information as required by the International Standard for Laboratories. If FIVB decides not to bring forward the *Adverse Analytical Finding* as an anti-doping rule violation, it shall so notify the *Athlete*, the *Athlete*'s *National Anti-Doping Organization* and *WADA*.

7.3.2 Where requested by the *Athlete* or the FIVB, arrangements shall be made to analyze the B *Sample* in accordance with the International Standard for Laboratories. An *Athlete* may accept the A *Sample* analytical results by waiving the requirement for B *Sample* analysis. FIVB may nonetheless elect to proceed with the B *Sample* analysis.

7.3.3 The *Athlete* and/or his representative shall be allowed to be present at the analysis of the B *Sample*. Also, a representative of the FIVB as well as a representative of the *Athlete*'s *National Federation* shall be allowed to be present.

7.3.4 If the B *Sample* analysis does not confirm the A *Sample* analysis, then (unless the FIVB takes the case forward as an anti-doping rule violation under Article 2.2) the entire test shall be considered negative and the *Athlete*, the *Athlete*'s *National Anti-Doping Organization* and *WADA* shall be so informed.

7.3.5 If the B *Sample* analysis confirms the A *Sample* analysis, the findings shall be reported to the *Athlete*, the *Athlete*'s *National Anti-Doping Organization* and to *WADA*.

7.4 Review of *Atypical Findings*

7.4.1 As provided in the International Standard for Laboratories, in some circumstances, laboratories are directed to report the presence of *Prohibited Substances*, which may also be produced endogenously, as *Atypical Findings*, i.e., as findings that are subject to further investigation.

7.4.2 Upon receipt of an *Atypical Finding*, the FIVB Anti-Doping Manager in consultation with the FIVB Medical Commission President shall conduct a review to determine whether: (a) an applicable *TUE* has been granted or will be granted as provided in the International Standard for Therapeutic Use Exemptions, or (b) there is any apparent departure from the International Standard for Testing and Investigations or International Standard for Laboratories that caused the *Atypical Finding.*

7.4.3 If the review of an *Atypical Finding* under Article 7.4.2 reveals an applicable *TUE* or a departure from the International Standard for Testing and Investigations or the International Standard for Laboratories that caused the *Atypical Finding*, the entire test shall be considered negative and the *Athlete*, the *Athlete*'s *National Anti-Doping Organization* and *WADA* shall be so informed.

7.4.4 If that review does not reveal an applicable *TUE* or a departure from the International Standard for Testing and Investigations or the *International Standard* for Laboratories that caused the *Atypical Finding*, the FIVB shall conduct the required follow-up investigation or cause it to be conducted. After the investigation is completed, either the *Atypical Finding* will be brought forward as an *Adverse Analytical Finding*, in accordance with Article 7.3.1, or else the *Athlete,* the *Athlete*'s *National Anti-Doping Organization* and *WADA* shall be notified that the *Atypical Finding* will not be brought forward as an *Adverse Analytical Finding*.

7.4.5 FIVB will not provide notice of an *Atypical Finding* until it has completed its investigation and has decided whether it will bring the *Atypical Finding* forward as an *Adverse Analytical Finding* unless one of the following circumstances exists:

7.4.5.1 If the FIVB determines the B *Sample* should be analyzed prior to the conclusion of its investigation, it may conduct the B *Sample* analysis after notifying the *Athlete*, with such notice to include a description of the *Atypical Finding* and the information described in Article 7.3.1(d)-(f).

7.4.5.2 If FIVB is asked (a) by a *Major Event Organization* shortly before one of its *International Events*, or (b) by a sport organization responsible for meeting an imminent deadline for selecting team members for an *International Event*, to disclose whether any *Athlete* identified on a list provided by the *Major Event Organization* or sport organization has a pending *Atypical Finding*, the FIVB shall so advise the *Major Event Organization* or sports organization after first providing notice of the *Atypical Finding* to the *Athlete.*

7.5 Review of *Atypical Passport Findings* and *Adverse Passport Findings*

Review of *Atypical Passport Findings* and *Adverse Passport Findings* shall take place as provided in the *International Standard* for Testing and Investigations and *International Standard* for Laboratories. At such time as the FIVB is satisfied that an anti-doping rule violation has occurred, it shall promptly give the *Athlete* (and simultaneously the *Athlete's National Anti-Doping Organization* and *WADA*) notice of the anti-doping rule violation asserted and the basis of that assertion.

7.6 Review of Whereabouts Failures

FIVB shall review potential filing failures and missed tests, as defined in the International Standard for Testing and Investigations, in respect of *Athletes* who file their whereabouts information with the FIVB, in accordance with Annex I to the International Standard for Testing and Investigations. At such time as the FIVB is satisfied that an Article 2.4 anti-doping rule violation has occurred, it shall promptly give the *Athlete* (and simultaneously the *Athlete's National Anti-Doping Organization* and *WADA*) notice that it is asserting a violation of Article 2.4 and the basis of that assertion.

7.7 Review of Other Anti-Doping Rule Violations Not Covered by Articles 7.2–7.6

FIVB shall conduct any follow-up investigation required into a possible anti-doping rule violation not covered by Articles 7.2- 7.6. At such time as the FIVB is satisfied that an anti-doping rule violation has occurred, it shall promptly give the *Athlete* or other *Person* (and simultaneously the *Athlete's* or other *Person's National Anti-Doping Organization* and *WADA*) notice of the anti-doping rule violation asserted and the basis of that assertion.

7.8 Identification of Prior Anti-Doping Rule Violations

Before giving an *Athlete* or other *Person* notice of an asserted anti-doping rule violation as provided above, or at the latest prior to closing the procedure before the FIVB Disciplinary Panel and provided that the *Athlete* is given reasonable time to prepare his/her defence,

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.

7.9 *Provisional Suspensions*

7.9.1 Mandatory *Provisional Suspension*: If analysis of an A *Sample* has resulted in an *Adverse Analytical Finding* for a *Prohibited Substance* that is not a *Specified Substance*, or for a *Prohibited Method*, and a review in accordance with Article 7.2.2 does not reveal an applicable *TUE* or departure from the International Standard for Testing and Investigations or the *International Standard* for Laboratories that caused the *Adverse Analytical Finding*, a *Provisional Suspension* shall be imposed upon or promptly after the notification described in Articles 7.2, 7.3 or 7.5.

7.9.2 Optional *Provisional Suspension*: In case of an *Adverse Analytical Finding* for a *Specified Substance*, or in the case of any other anti-doping rule violations not covered by Article 7.9.1, the FIVB President, after consultation with the FIVB Anti-Doping Manager and the FIVB Medical Commission President, may impose a *Provisional Suspension* on the *Athlete* or other *Person* against whom the anti-doping rule violation is asserted at any time after the review and notification described in Articles 7.2–7.7 and prior to the final hearing as described in Article 8.

7.9.3 Where a *Provisional Suspension* is imposed pursuant to Article 7.9.1 or Article 7.9.2, the *Athlete* or other *Person* shall be given either: (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 final hearing in accordance with Article 8 on a timely basis after imposition of the *Provisional Suspension.* Furthermore, the *Athlete* or other *Person* has a right to appeal from the *Provisional Suspension* in accordance with Article 13.2 (save as set out in Article 7.9.3.1). *National Federations* shall impose *Provisional Suspensions* in accordance with the principles set forth in this Article.

7.9.3.1 The *Provisional Suspension* imposed as per Article 7.9.1 may be lifted if the *Athlete* demonstrates to the FIVB or to the FIVB Disciplinary Panel that the violation is likely to have involved a *Contaminated Product*. The FIVB's or the FIVB Disciplinary Panel's decision not to lift a mandatory *Provisional Suspension* on account of the *Athlete's* assertion regarding a *Contaminated Product* or to lift an optional Provisional Suspension imposed as per Article 7.9.2 shall not be appealable.

7.9.4 If a *Provisional Suspension* is imposed based on an A *Sample Adverse Analytical Finding* and subsequent analysis of the B *Sample* 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 a *Competition* or *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 *Competition* or *Event*, the *Athlete* or team may continue to take part in the *Competition* or *Event*.

7.9.5 In all cases where an *Athlete* or other *Person* has been notified of an anti-doping rule violation but a *Provisional Suspension* has not been imposed on him or her, the *Athlete* or other *Person* shall be offered the opportunity to accept a *Provisional Suspension* voluntarily pending the resolution of the matter.

7.10 Resolution Without a Hearing

7.10.1 An *Athlete* or other *Person* against whom an anti-doping rule violation is asserted may admit that violation at any time, waive a hearing, and accept the *Consequences* that are mandated by these Anti-Doping Rules or (where some discretion as to *Consequences* exists under these Anti-Doping Rules) that have been offered by the FIVB.

7.10.2 Alternatively, if the *Athlete* or other *Person* against whom an anti-doping rule violation is asserted fails to dispute that assertion within the deadline specified in the notice sent by the FIVB asserting the violation, then he/she shall be deemed to have admitted the violation, to have waived a hearing, and to have accepted the *Consequences* that are mandated by these Anti-Doping Rules or (where some discretion as to *Consequences* exists under these Anti-Doping Rules) that have been offered by the FIVB.

7.10.3 In cases where Article 7.10.1 or Article 7.10.2 applies, a hearing before a hearing panel shall not be required. Instead, the FIVB shall promptly issue a written decision confirming the commission of the anti-doping rule violation and the *Consequences* imposed as a result, and setting out the full reasons for any period of *Ineligibility* imposed, including (if applicable) a justification for why the maximum potential period of *Ineligibility* was not imposed. FIVB shall send copies of that decision to other *Anti-Doping Organizations* with a right to appeal under Article 13.2.3, and shall *Publicly Disclose* that decision in accordance with Article 14.3.2.

7.11 Notification of Results Management Decisions

In all cases where FIVB has asserted the commission of an anti-doping rule violation, withdrawn the assertion of an anti-doping rule violation, imposed a *Provisional Suspension*, or agreed with an *Athlete* or other *Person* on the imposition of *Consequences* without a hearing, the FIVB shall give notice thereof in accordance with Article 14.2.1 to other *Anti-Doping Organizations* with a right to appeal under Article 13.2.3.

7.12 Retirement from Sport

If an *Athlete* or other *Person* retires while the FIVB is conducting the results management process, the FIVB retains jurisdiction 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 in respect of that anti-doping rule violation.

ARTICLE 8 RIGHT TO A FAIR HEARING

8.1 Principles for a Fair Hearing

8.1.1 When FIVB sends a notice to an *Athlete* or other *Person* asserting an anti-doping rule violation, and the *Athlete* or other *Person* does not waive a hearing in accordance with Article 7.10.1 or Article 7.10.2, then the case shall be referred to the FIVB Disciplinary Panel for hearing and adjudication.

8.1.2 A FIVB Disciplinary Panel with three members shall be appointed to hear each case. The Chairperson of the FIVB Disciplinary Panel shall appoint two members from the FIVB Disciplinary Panel (which may include the Chairperson). One of these members shall chair the Panel. The President of the FIVB Medical Commission shall appoint a physician from the FIVB Medical Commission as the third member. The appointed members 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.

8.1.3 Hearings shall be scheduled and completed within a reasonable time.

8.1.3.1 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 Appeals Sub-Committee, which shall include the Medical Delegate if he or she is of neutral nationality). 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.

8.1.3 The FIVB Disciplinary Panel shall determine the procedure to be followed at the hearing, in accordance with the FIVB Disciplinary Regulations.

8.1.4 *WADA* and the *National Federation* 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.

8.1.5 The FIVB Disciplinary Panel shall act in a fair and impartial manner towards all parties at all times.

8.2 Decisions

8.2.1 At the end of the hearing, or on a timely basis thereafter, the FIVB Disciplinary Panel shall issue a written decision that 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 decision may be appealed to the *CAS* as provided in Article 13. Copies of the decision shall be provided to the *Athlete* or other *Person* and to other *Anti-Doping Organizations* with a right to appeal under Article 13.2.3.

8.2.3 If no appeal is brought against the decision, then (a) if the decision is that an anti-doping rule violation was committed, the decision shall be *Publicly Disclosed* as provided in Article 14.3.2; but (b) if the decision is that no anti-doping rule violation was committed, then the decision shall only be *Publicly Disclosed* with the consent of the *Athlete* or other *Person* who is the subject of the decision. 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.

The principles contained at Article 14.3.6 shall be applied in cases involving a *Minor*.

8.3 Single Hearing Before *CAS*

Cases asserting anti-doping rule violations may be heard directly at *CAS*, with no requirement for a prior hearing, with the consent of the *Athlete*, the FIVB, *WADA*, and any other *Anti-Doping Organization* that would have had a right to appeal a first instance hearing decision to *CAS*.

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

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. However, if the *Athlete* establishes that he or she bears *No Fault or Negligence* for the violation, the *Athlete's* individual results in the other *Competition*s shall not be *Disqualified*, unless the *Athlete's* results in *Competition*s 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.

For all other matters relating to *Disqualification*, refer to Article 11.

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 reduction or suspension pursuant to Articles 10.4, 10.5 or 10.6:

10.2.1 The period of *Ineligibility* shall be four years where:

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

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

10.2.2 If Article 10.2.1 does not apply, the period of *Ineligibility* shall be two years.

10.2.3 As used in Articles 10.2 and 10.3, the term "intentional" is meant to identify those *Athletes* who cheat. The term therefore requires that the *Athlete* or other *Person* engaged in conduct which he or she 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.

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 10.5 or 10.6 are applicable:

10.3.1 For violations of Article 2.3 or Article 2.5, the period of *Ineligibility* shall be four years unless, in the case of failing to submit to *Sample* collection, the *Athlete* can establish that the commission of the anti-doping rule violation was not intentional (as defined in Article 10.2.3), in which case the period of *Ineligibility* shall be two years.

10.3.2 For violations of Article 2.4, the period of *Ineligibility* shall be two years, subject to reduction down to a minimum of one year, depending on the *Athlete*'s degree of *Fault*. The flexibility between two years and one 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 years up to lifetime *Ineligibility*, depending on the seriousness of the violation. An Article 2.7 or Article 2.8 violation involving a *Minor* 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 *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.

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

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

10.4 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.

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

10.5.1 Reduction of Sanctions for *Specified Substances* or *Contaminated Products* for Violations of Article 2.1, 2.2 or 2.6.

10.5.1.1 *Specified Substances*

Where the anti-doping rule violation involves a *Specified Substance*, 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 years of *Ineligibility*, depending on the *Athlete*'s or other *Person*'s degree of *Fault*.

10.5.1.2 *Contaminated Products*

In cases where the *Athlete* or other *Person* can establish *No Significant Fault or Negligence* and that the detected *Prohibited Substance* 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 years *Ineligibility*, depending on the *Athlete*'s or other *Person*'s degree of *Fault*.

10.5.2 Application of *No Significant Fault or Negligence* beyond the Application of Article 10.5.1

If an *Athlete* or other *Person* establishes in an individual case where Article 10.5.1 is not applicable that he or she bears *No Significant Fault or Negligence*, then, subject to further reduction or elimination as provided in Article 10.6, 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 years.

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

10.6.1 *Substantial Assistance* in Discovering or Establishing Anti-Doping Rule Violations

10.6.1.1 FIVB may, prior to a final appellate decision under Article 13 or the expiration of the time to appeal, suspend a part of the period of *Ineligibility* imposed in an individual case in which it has results management authority 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. After a final appellate decision under Article 13 or the expiration of time to appeal, the FIVB may only suspend a part of the otherwise applicable period of *Ineligibility* with the approval of *WADA*. 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. 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 years. 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 the period of *Ineligibility* was based, the FIVB shall reinstate the original period of *Ineligibility*. If the FIVB decides to reinstate a suspended period of *Ineligibility* or decides not to reinstate a suspended period of *Ineligibility*, that decision may be appealed by any *Person* entitled to appeal under Article 13.

10.6.1.2 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, *WADA* may agree at any stage of the results management process, including after a final 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*, and/or no return of prize money or payment of fines or costs. *WADA*'s approval shall be subject to reinstatement of sanction, as otherwise provided in this Article.

Notwithstanding Article 13, *WADA*'s decisions in the context of this Article may not be appealed by any other *Anti-Doping Organization*.

10.6.1.3 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.

10.6.2 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.

10.6.3 Prompt Admission of an Anti-Doping Rule Violation after being Confronted with a Violation Sanctionable under Article 10.2.1 or Article 10.3.1

An *Athlete* or other *Person* potentially subject to a four-year sanction under Article 10.2.1 or 10.3.1 (for evading or refusing *Sample Collection* or *Tampering* with *Sample Collection*), by promptly admitting the asserted anti-doping rule violation after being confronted by the FIVB, and also upon the approval and at the discretion of both *WADA* and the FIVB, may receive a reduction in the period of *Ineligibility* down to a minimum of two years, depending on the seriousness of the violation and the *Athlete* or other *Person's* degree of *Fault*.

10.6.4 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 10.4, 10.5 or 10.6, before applying any reduction or suspension under Article 10.6, the otherwise applicable period of *Ineligibility* shall be determined in accordance with Articles 10.2, 10.3, 10.4, and 10.5. If the *Athlete* or other *Person* establishes entitlement to a reduction or suspension of the period of *Ineligibility* under Article 10.6, then the period of *Ineligibility* may be reduced or suspended, but not below one-fourth of the otherwise applicable period of *Ineligibility*.

10.7 Multiple Violations

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

(a) six months;

(b) one-half of the period of *Ineligibility* imposed for the first anti-doping rule violation without taking into account any reduction under Article 10.6; or

(c) twice the period of *Ineligibility* otherwise applicable to the second anti-doping rule violation treated as if it were a first violation, without taking into account any reduction under Article 10.6.

The period of *Ineligibility* established above may then be further reduced by the application of Article 10.6.

10.7.2 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 10.4 or 10.5, or involves a violation of Article 2.4. In these particular cases, the period of *Ineligibility* shall be from eight years to lifetime *Ineligibility*.

10.7.3 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.

10.7.4 Additional Rules for Certain Potential Multiple Violations

10.7.4.1 For purposes of imposing sanctions under Article 10.7, 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 second 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.

10.7.4.2 If, after the imposition of a sanction for a first anti-doping rule violation, the FIVB discovers facts involving an anti-doping rule violation by the *Athlete* or other *Person* which occurred prior to notification regarding the first violation, then the FIVB shall impose an additional sanction based on the sanction that could have been imposed if the two violations had been adjudicated at the same time. Results in all *Competitions* dating back to the earlier anti-doping rule violation will be *Disqualified* as provided in Article 10.8.

10.7.5 Multiple Anti-Doping Rule Violations during Ten-Year Period

For purposes of Article 10.7, each anti-doping rule violation must take place within the same ten-year period in order to be considered multiple violations.

10.8 *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 10.1, 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.

10.9 Allocation of *CAS* Cost Awards and Forfeited Prize Money

The priority for repayment of *CAS* cost awards and forfeited prize money shall be: first, payment of costs awarded by *CAS*; second, reallocation of forfeited prize money to other *Athletes*; and third, reimbursement of the expenses of FIVB.

10.10 Financial Consequences

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.

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 or the *Code*.

10.11 Commencement of *Ineligibility* Period

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.

10.11.1 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* not attributable to the *Athlete* or other *Person*, the FIVB 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*.

10.11.2 Timely Admission

Where the *Athlete* or other *Person* promptly (which, in all events, for an *Athlete* means before the *Athlete* competes again) admits the anti-doping rule violation after being confronted with the anti-doping rule violation, 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 period of *Ineligibility* going forward from the date the *Athlete* or other *Person* accepted the imposition of a sanction, the date of a hearing decision imposing a sanction, or the date the sanction is otherwise imposed. This Article shall not apply where the period of *Ineligibility* has already been reduced under Article 10.6.3.

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

10.11.3.1 If a *Provisional Suspension* is imposed and 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 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.

10.11.3.2 If an *Athlete* or other *Person* voluntarily accepts a *Provisional Suspension* in writing 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 *Perso*n's voluntary acceptance of a *Provisional Suspension* shall be provided promptly to each party entitled to receive notice of an asserted anti-doping rule violation under Article 14.1.

10.11.3.3 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 his or her team.

10.11.3.4 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.

10.12 Status During *Ineligibility*

10.12.1 Prohibition Against Participation During *Ineligibility*

No *Athlete* or other *Person* who has been declared *Ineligible* may, during the period of *Ineligibility*, 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 years may, after completing four years of the period of *Ineligibility*, participate as an *Athlete* in local sport events not sanctioned or otherwise under the jurisdiction 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 *Minors*.

An *Athlete* or other *Person* subject to a period of *Ineligibility* shall remain subject to *Testing*.

10.12.2 Return to Training

As an exception to Article 10.12.1, 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.

10.12.3 Violation of the Prohibition of Participation During *Ineligibility*

Where an *Athlete* or other *Person* who has been declared *Ineligible* violates the prohibition against participation during *Ineligibility* described in Article 10.12.1, the results of such participation shall be *Disqualified* and a new period of *Ineligibility* equal in length up to the original period of *Ineligibility* shall be added to the end of the original period of *Ineligibility*. The new 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.

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

10.12.4 Withholding of Financial Support during *Ineligibility*

In addition, for any anti-doping rule violation not involving a reduced sanction as described in Article 10.4 or 10.5, 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*.

10.13 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 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 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 AND COSTS ASSESSED AGAINST SPORTING BODIES

12.1 The FIVB Executive Committee has the authority to withhold some or all funding or other non-financial support to *National Federations* that are not in compliance with these Anti-Doping Rules.

12.2 *National Federations* shall be obligated 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 *National Federation*.

12.3 FIVB may elect to take additional disciplinary action against *National Federations* with respect to recognition, the eligibility of its officials and *Athletes* to participate in International Events and fines based on the following:

12.3.1 Four or more violations of these Anti-Doping Rules (other than violations involving Article 2.4) are committed by *Athletes* or other *Persons* affiliated with a *National Federation* within a 12-month period in *Testing* conducted by the FIVB or *Anti-Doping Organizations* other than the *National Federation* or its *National Anti-Doping Organization*. 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 CHF200,000 (For purposes of this Rule, any fine paid pursuant to Rule 12.3.2 shall be credited against any fine assessed.)

12.3.1.1 If four 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 12.3.1 by *Athletes* or other *Persons* affiliated with a *National Federation* within a 12-month period in *Testing* conducted by the FIVB or *Anti-Doping Organizations* other than the *National Federation* or its *National Anti-Doping Organization,* then the FIVB may suspend that *National Federation's* membership and/or participation in *FIVB Events* for a period of up to 4 years.

12.3.2 More than one *Athlete* or other *Person* from a *National Federation* commits an *Anti-Doping Rule* violation during an *International Event.* In such event, the FIVB may fine that *National Federation* in an amount up to CHF 100,000.

12.3.3 A *National Federation* 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, the FIVB may fine the *National Federation* in an amount up to CHF 20,000 per *Athlete* in addition to all of the FIVB's costs incurred in *Testing* that *National Federation's Athletes*.

ARTICLE 13 APPEALS

13.1 Decisions Subject to Appeal

Decisions made under these Anti-Doping Rules may be appealed as set forth below in Article 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. Before an appeal is commenced, any post-decision review provided in the *Anti-Doping Organization*'s rules must be exhausted, provided that such review respects the principles set forth in Article 13.2.2 below (except as provided in Article 13.1.3).

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.

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

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

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.

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

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 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 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 under Article 7.7; a decision to impose a *Provisional Suspension* as a result of a *Provisional Hearing*; the FIVB's failure to comply with Article 7.9; a decision that the FIVB lacks jurisdiction to rule on an alleged anti-doping rule violation or its *Consequences*; a decision to suspend, or not suspend, a period of *Ineligibility* or to reinstate, or not reinstate, a suspended period of *Ineligibility* under Article 10.6.1; a decision under Article 10.12.3; and a decision by the FIVB not to recognize another *Anti-Doping Organization*'s decision under Article 15, may be appealed exclusively as provided in Articles 13.2 – 13.7.

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*.

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 a national-level appeal body, being an independent and impartial body established in accordance with rules adopted by the *National Anti-Doping Organization* having jurisdiction over the *Athlete* or other *Person*. The rules for such appeal shall respect the following principles: a timely hearing; a fair and impartial hearing panel; the right to be represented by counsel at the *Person*'s own expense; and a timely, written, reasoned decision. If the *National Anti-Doping Organization* has not established such a body, the decision may be appealed to *CAS* in accordance with the provisions applicable before such court.

13.2.3 *Persons* Entitled to Appeal

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 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*.

In cases under Article 13.2.2, the parties having the right to appeal to the national-level appeal 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; (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 national-level appeal 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.

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

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.

13.3 Failure to Render a Timely Decision

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 FIVB.

13.3.2 Where, in a particular case, a *National Federation* or *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 FIVB, FIVB may elect to appeal directly to *CAS* as if the *National Federation* or *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 FIVB acted reasonably in electing to appeal directly to *CAS*, then FIVB's costs and attorney fees in prosecuting the appeal shall be reimbursed to FIVB by the *National Federation* or *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

Any *Anti-Doping Organization* that is a party to an appeal 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 Appeal from Decisions Pursuant to Article 12

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

13.7 Time for Filing Appeals

13.7.1 Appeals to *CAS*

The time to file an appeal to *CAS* shall be twenty-one 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 from the body that issued the decision;

b) If such a request is made within the fifteen-day period, then the party making such request shall have twenty-one 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 days after the last day on which any other party in the case could have appealed; or

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

13.7.2 Appeals Under Article 13.2.2

The time to file an appeal to an independent and impartial body established at national level 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 or intervention filed by *WADA* or FIVB shall be the later of:

(a) Twenty-one days after the last day on which any other party in the case could have appealed, or

(b) Twenty-one days after *WADA*'s or 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 of these Anti-Doping Rules. 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*.

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 of these Anti-Doping Rules, simultaneously with the notice to the *Athlete* or other *Person*.

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 Testing and Investigations.

Notice 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 notice of an anti-doping rule violation pursuant to Article 14.1.1, *National Anti-Doping Organization*s 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* or has failed to make *Public Disclosure* as required in Article 14.3.

14.1.6 The FIVB shall take all reasonable measures to 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.

14.2 Notice of Anti-Doping Rule Violation Decisions and Request for Files

14.2.1 Anti-doping rule violation decisions rendered pursuant to Article 7.11, 8.2, 10.4, 10.5, 10.6, 10.12.3 or 13.5 shall include the full reasons for the decision, including, if applicable, a justification for why the greatest possible *Consequences* were 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 days of receipt, request a copy of the full case file pertaining to the decision.

14.3 *Public Disclosure*

14.3.1 The identity of any *Athlete* or other *Person* who is asserted by the FIVB to have committed an anti-doping rule violation may be *Publicly Disclose*d by the FIVB only after notice has been provided to the *Athlete* or other *Person* in accordance with Article 7.3, 7.4, 7.5, 7.6 or 7.7 and simultaneously to *WADA* and the *National Anti-Doping* Organization of *the* Athlete or other *Person* in accordance with Article 14.1.2.

14.3.2 No later than twenty days after it has been determined in a final 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, the FIVB must *Publicly Report* the disposition of the 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 Report* within twenty days the results of final appeal decisions concerning anti-doping rule violations, including the information described above.

14.3.3 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 decision may be *Publicly Disclosed* only with the consent of the *Athlete* or other *Person* who is the subject of the decision. FIVB shall use reasonable efforts to obtain such consent. If consent is obtained, the FIVB shall *Publicly Disclose* the decision in its entirety or in such redacted form as the *Athlete* or other *Person* may approve.

14.3.4 Publication shall be accomplished at a minimum by placing the required information on the FIVB's website www.fivb.com or publishing it through other means and leaving the information up for the longer of one month or the duration of any period of *Ineligibility*.

14.3.5 Neither the FIVB, nor its *National Federations*, nor any official of either 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 the *Athlete* or other *Person* against whom an anti-doping rule violation is asserted, or their representatives.

14.3.6 The mandatory *Public Reporting* 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*. Any optional *Public Reporting* in a case involving a *Minor* shall be proportionate to the facts and circumstances of the case.

14.4 Statistical Reporting

14.4.1 *Confederations* and *National Federations* shall report all results of all *Testing* within their jurisdiction to the FIVB at the end of every year sorted by *Athlete* and identifying each date on which the *Athlete* was tested, the entity conducting the test, and whether the test was *In-Competition* or *Out-of-Competition*. Non-compliance with this rule may be sanctioned by FIVB as a minor offence in accordance with the FIVB Disciplinary Regulations. FIVB may periodically publish *Testing* data received from the *National Federations* as well as comparable data from *Testing* under FIVB jurisdiction.

14.4.2 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 Clearinghouse

14.5.1 To facilitate coordinated test distribution planning and to avoid unnecessary duplication in *Testing* by the various *Anti-Doping Organization*s, FIVB shall report all *In-Competition* and *Out-of-Competition* tests on such *Athlete*s to the *WADA* clearinghouse, using *ADAMS*, as soon as possible after such tests have been conducted. This information 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*.

14.5.2 When a *National Federation* has received an *Adverse Analytical Finding* in relation to an *Athlete*, it shall report the following information to the FIVB and *WADA* within fourteen (14) days of the process described in Articles 7.2.2 and 7.2.3: the *Athlete*'s name, country, sport and discipline within the sport, whether the test was *In-Competition* or *Out-of-Competition*, the date of *Sample* collection and the analytical result reported by the laboratory. The *National Federation* shall also regularly update the FIVB and *WADA* on the status and findings of any review or proceedings conducted pursuant to Article 7, Article 8 or Article 13 of the *Code*, and comparable information shall be provided to FIVB and *WADA* within 14 days of the notification described in Article 7, with respect to other violations of these Anti-Doping Rules. In any case in which the period of *Ineligibility* is eliminated or reduced under Article 10, the FIVB and *WADA* shall be provided with a written reasoned decision explaining the basis for the elimination or reduction. Neither the FIVB nor *WADA* shall disclose this information beyond those persons within their organizations with a need to know until the *National Federation* has made public disclosure or has failed to make public disclosure as required in Article 14.3 above.

14.6 Data Privacy

14.6.1 FIVB may collect, store, process or disclose personal information relating to *Athlete*s and other *Persons* where necessary and appropriate to conduct their 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.

14.6.2 Any *Participant* who submits information including personal data to any *Person* in accordance with these Anti-Doping Rules shall be deemed to have agreed, pursuant to applicable data protection laws and otherwise, that such information may be collected, processed, disclosed and used by such *Person* for the purposes of the implementation of these Anti-Doping Rules, in accordance with the International Standard for the Protection of Privacy and Personal Information and otherwise as required to implement these Anti-Doping Rules.

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 APPLICATION AND RECOGNITION OF DECISIONS

15.1 Subject to the right to appeal provided in Article 13, *Testing*, hearing results or other final adjudications of any *Signatory* which are consistent with the *Code* and are within that *Signatory's* authority shall be applicable worldwide and shall be recognized and respected by the FIVB and all its *National Federations*.

15.2 FIVB and its *National Federations* shall recognize the measures taken by other bodies which have not accepted the *Code* if the rules of those bodies are otherwise consistent with the *Code*.

15.3 Subject to the right to appeal provided in Article 13, any decision of the FIVB regarding a violation of these Anti-Doping Rules (or regarding a *National Federation*'s – which is not a *Signatory* – decision being consistent with the *Code*) shall be recognized by all *National Federation*s, which shall take all necessary action to render such decision effective.

ARTICLE 16 INCORPORATION OF FIVB ANTI-DOPING RULES AND OBLIGATIONS OF *NATIONAL FEDERATIONS*

16.1 All *National Federation*s and their members shall comply with these Anti-Doping Rules. All *National Federation*s and other members shall include in their regulations the provisions necessary to ensure that the FIVB may enforce these Anti-Doping Rules directly as against *Athletes* under their anti-doping jurisdiction (including *National-Level Athletes*). These Anti-Doping Rules shall also be deemed to be incorporated either directly or by reference into each *National Federation's* rules so that the *National Federation* may enforce them itself directly as against *Athletes* under its anti-doping jurisdiction (including *National-Level Athletes*). All *National Federations* shall include in their regulations the procedural rules necessary to effectively implement these Anti-Doping Rules.

16.2 All *National Federation*s shall establish rules requiring all *Athlete*s and each *Athlete Support Personnel* who participates as coach, trainer, manager, team staff, official, medical or paramedical personnel in a *Competition* or activity authorized or organized by a *National Federation* or one of its member organizations to agree to be bound by these Anti-Doping Rules and to submit to the results management authority of the *Anti-Doping Organization* responsible under the *Code* as a condition of such participation. Notwithstanding whether or not the required agreement has been signed, the Rules of each *National Federation* shall specifically provide that all *Athletes*, *Athlete Support Personnel* and other *Persons* under the jurisdiction of the *National Federation* shall be bound by these Anti-Doping Rules.

16.3 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 Organization*s, and shall cooperate with investigations conducted by any *Anti-Doping Organization* with authority to conduct the investigation.

16.4 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 jurisdiction of the FIVB or the *National Federation*.

16.5 All *National Federations* shall be required to conduct anti-doping education in coordination with their *National Anti-Doping Organizations.*

ARTICLE 17 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 years from the date the violation is asserted to have occurred.

ARTICLE 18 FIVB COMPLIANCE REPORTS TO *WADA*

FIVB will report to *WADA* on the FIVB's compliance with the *Code* in accordance with Article 23.5.2 of the *Code*.

ARTICLE 19 EDUCATION

FIVB shall plan, implement, evaluate and monitor information, education and prevention programs for doping-free sport on at least the issues listed at Article 18.2 of the *Code*, and shall support active participation by *Athlete*s and *Athlete Support Personnel* in such programs.

ARTICLE 20 AMENDMENT AND INTERPRETATION OF ANTI-DOPING RULES

20.1 These Anti-Doping Rules may be amended from time to time by the FIVB Board of Administration.

20.2 Except as provided in Article 20.5 below, these Anti-Doping Rules shall be interpreted as an independent and autonomous text and not by reference to existing law or statutes.

20.3 The headings used for the various Parts and Articles of these Anti-Doping Rules are for convenience only and shall not be deemed part of the substance of these Anti-Doping Rules or to affect in any way the language of the provisions to which they refer.

20.4 The *Code* and the *International Standards* shall be considered integral parts of these Anti-Doping Rules and shall prevail in case of conflict.

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

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

20.7 The comments annotating various provisions of the *Code* are incorporated by reference into these Anti-Doping Rules, shall be treated as if set out in full herein, and shall be used to interpret these Anti-Doping Rules.

20.8 These Anti-Doping and Medical Rules were approved by the FIVB Board of Administration on 30 May 2015 and come into full force and effect on 1 January 2016 (the “Effective Date”). They shall not apply retroactively to matters pending before the Effective Date; provided, however, that:

20.8.1 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.

20.8.2 The retrospective periods in which prior violations can be considered for purposes of multiple violations under Article 10.7.5 and the statute of limitations set forth in Article 17 are procedural rules and should be applied retroactively; provided, however, that Article 17 shall only be applied retroactively if the statute of limitations period has not already expired by the Effective Date. Otherwise, with respect to 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, the case shall be governed by the substantive anti-doping rules in effect at the time the alleged anti-doping rule violation occurred unless the panel hearing the case determines the principle of “lex mitior” appropriately applies under the circumstances of the case.

20.8.3 Any Article 2.4 whereabouts failure (whether a Filing Failure or a Missed Test, as those terms are defined in the International Standard for Testing and Investigations) prior to the Effective Date shall be carried forward and may be relied upon, prior to expiry, in accordance with the International Standard for Testing and Investigation, but it shall be deemed to have expired twelve months after it occurred.

20.8.4 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 *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.

20.8.5 For purposes of assessing the period of *Ineligibility* for a second violation under Article 10.7.1, 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.

ARTICLE 21 INTERPRETATION OF THE *CODE*

21.1 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.

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

21.3 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.

21.4 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.

21.5 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.

21.6 The Purpose, Scope and Organization of the World Anti-Doping Program and the *Code* and Appendix 1, Definitions, and Appendix 2, Examples of the Application of Article 10, shall be considered integral parts of the *Code*.

ARTICLE 22 ADDITIONAL ROLES AND RESPONSIBILITIES OF *ATHLETES* AND OTHER *PERSONS*

22.1 Roles and Responsibilities of *Athlete*s

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

22.1.2 To be available for *Sample* collection at all times.

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

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

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

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

22.1.7 Failure by any *Athlete* to cooperate in full with *Anti-Doping Organizations* investigating anti-doping rule violations may be sanctioned as a major offence in accordance with the FIVB Disciplinary Regulations.

22.2 Roles and Responsibilities of *Athlete Support Personnel*

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

22.2.2 To cooperate with the *Athlete Testing* program.

22.2.3 To use his or her influence on *Athlete* values and behavior to foster anti-doping attitudes.

22.2.4 To disclose to his or her *National Anti-Doping Organization* and to the FIVB any decision by a non-*Signatory* finding that he or she committed an anti-doping rule violation within the previous ten years.

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

22.2.6 Failure by any *Athlete Support Personnel* to cooperate in full with *Anti-Doping Organizations* investigating anti-doping rule violations may be sanctioned as a major offence in accordance with the FIVB Disciplinary Regulations

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

22.2.8 *Use* or *Possession* of a *Prohibited Substance* or *Prohibited Method* by an *Athlete Support Personnel* without valid justification may be sanctioned as a major offence in accordance with the FIVB Disciplinary Regulations, unless such conduct falls within the scope of Article 2 herein.

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 and candidates must submit a completed Health Certificate for Referees (M-4) to the FIVB Medical Department by the 15th of October each year.

1.2 FIVB-accredited referees and candidates with conditions that are incompatible with refereeing in FIVB competitions must 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.

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.

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:

For Volleyball : 2 matches per day at random will be controlled

For Beach Volleyball : the afternoon sessions will be controlled

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 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.

1. DOPING CONTROL

1.1. Well before the start of the *Competition*, and after receiving the pre-competition report (if a pre-competition inspection took place), the assigned Medical Delegate, in cooperation with the event organizers, should contact the local anti-doping authority and agree upon a schedule for performing *Doping Controls*.

1.2. 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.

1.3. 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 Form) issued not earlier than two months prior to the start of the *Competition*. For the World League and World Grand Prix, the M-3 Form is valid for the duration of the competition period, including the finals. For Beach Volleyball, the M-3 Form is valid for one year.

2. The M-3 form should be signed by the player and by the medical doctor trained in sports medicine.

3. 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.

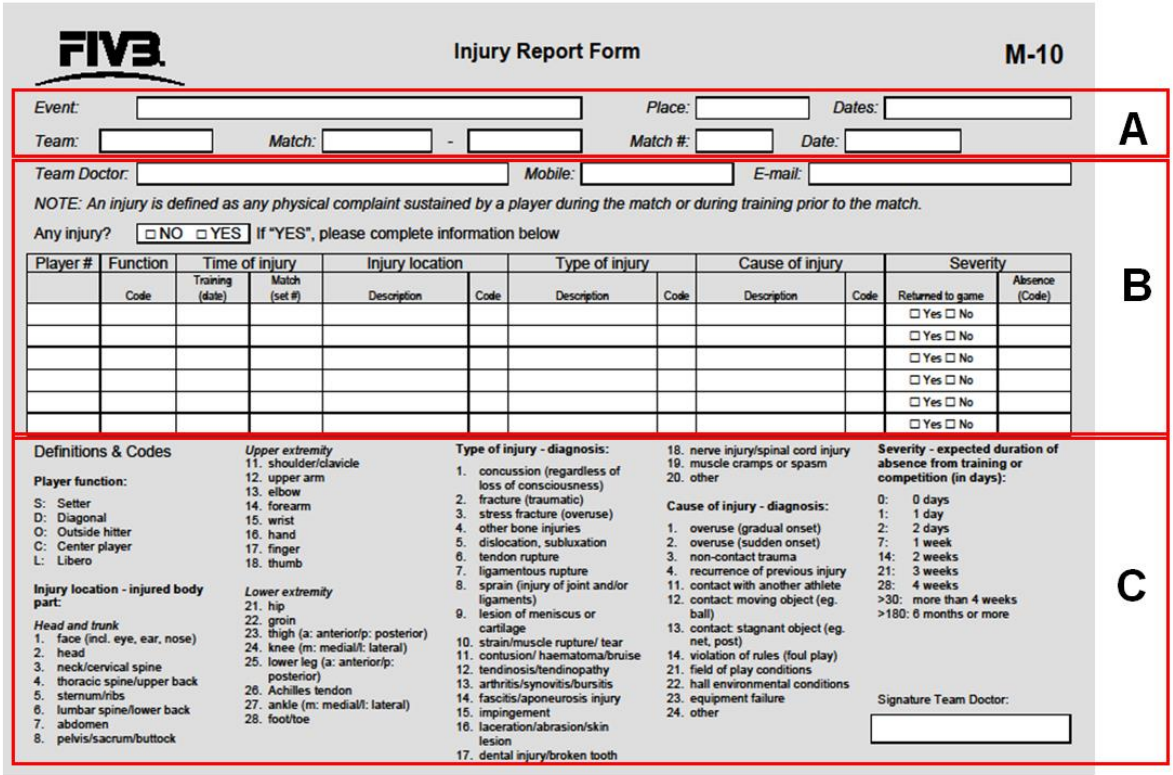
In case a Confederation has established an accreditation process in accordance with the provisions of this article, the holder of such accreditation is entitled to the equivalent FIVB accreditation upon filing his application together with a passport sized picture.

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

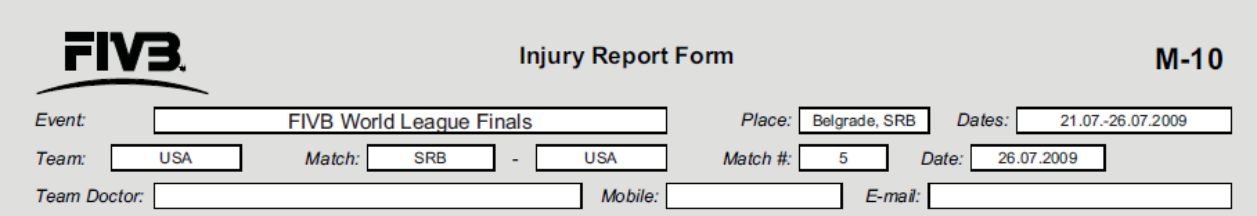
On a daily basis, all team physicians should receive from FIVB Medical Delegate feedback on the completeness of their reports to increase their compliance with the study.

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.
e) Gloves are not accepted, except in case of medical necessity especially in the case of skin disease.

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

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 and related Technical Documents, identifies in a *Sample* the presence of a *Prohibited Substance* or its *Metabolites* or *Markers* (including elevated quantities of endogenous substances) 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*.

Anti-Doping Organization: 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*, *WADA*, 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 authority who competes below the international or national level, then the *Consequences* set forth in the *Code* (except Article 14.3.2) 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*.

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.

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 10.12.1; (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 or Public Reporting* 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.

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 including all steps and processes in between such as provision of whereabouts information, *Sample* collection and handling, laboratory analysis, *TUEs*, results management and hearings.

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

> *FIVB Events*: for volleyball, all the FIVB, World and Official *Competitions* as defined in the FIVB Sports Regulations (see Article 2 of 2014 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 Chapter 1.C of 2014 ed.) applicable at the time of the respective *Event*, except for National Tours.

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

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

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

> For *FIVB Events:* the period that starts 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 World League, FIVB Volleyball World Grand Prix, FIVB Beach Volleyball World Tour), in which case the *Event Period* is determined in relation to the first and last game of a *Competition (e.g. the weekly 2-games-in-3-days of the FIVB Volleyball World League, a Pool of FIVB Volleyball World Grand Prix, a Tournament of the FIVB Beach Volleyball World Tour)*.

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* 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 *Minor*, 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 his or her career, or the timing of the sporting calendar, would not be relevant factors to be considered in reducing the period of *Ineligibility* under Article 10.5.1 or 10.5.2.

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

In-Competition: "*In-Competition*" means the period commencing twenty four hours 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, under the supervision of *WADA*, who observe and provide guidance on the *Doping Control* process at certain *Events* and report on their observations.

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

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

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.

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. *Internationa*l *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.

Minor: A natural *Person* who has not reached the age of eighteen 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*, the management of test results, and the conduct of hearings at the national level. If this 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*, for any violation of Article 2.1, the *Athlete* must also establish how the *Prohibited Substance* entered his or her system.

No Significant Fault or Negligence: The *Athlete* or other *Person's* establishing that his or her *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*, for any violation of Article 2.1, the *Athlete* must also establish how the *Prohibited Substance* entered his or her system.

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.

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*.

Provisional Hearing: For purposes of Article 7.9, 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.

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

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

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 5.6 of the *Code* and the International Standard for Testing and Investigations.

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

Signatories: Those entities signing the *Code* and agreeing to comply with the *Code*, as provided in Article 23 of the *Code*.

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.

Substantial Assistance: For purposes of Article 10.6.1, a *Person* providing *Substantial Assistance* must: (1) fully disclose in a signed written statement all information he or she possesses in relation to anti-doping rule violations, and (2) fully cooperate with the investigation and adjudication of any case 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 which is initiated or, if no case is initiated, must have provided a sufficient basis on which a case could have been brought.

Tampering: Altering for an improper purpose or in an improper way; bringing improper influence to bear; interfering improperly; obstructing, misleading or engaging in any fraudulent conduct to alter results or prevent normal procedures from occurring.

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*.

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

Testing Pool(s): One or more *Testing* pools, other than the *Registered Testing Pool*, established by FIVB and including Athletes who have to submit whereabouts information as determined by FIVB.

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 jurisdiction 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* 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.

TUE: Therapeutic Use Exemption, as described in Article 4.4.

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.

APPENDIX 2 - LIST OF PROHIBITED SUBSTANCES

The List of *Prohibited Substances* is published on an annual basis by *WADA*. Note that this list is not exhaustive and is intended to serve only as an example of the types of substances and methods that are restricted. 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 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.org/EN/Medical)