CONSTITUTION

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Article 1
Preamble

1.1 DEFINITIONS

For the purposes of the present Constitution and of the related legal instruments, the terms herein used have the following meaning, unless otherwise stipulated in the text:

“Board" (of Administration)
means the Board of Administration of the FIVB, the governing institution responsible to supervise the Executive Committee’s and the President’s management of the FIVB. It is composed of thirty-two (32) members, including the President.

“Commission”
means a permanent working group of specialists appointed by the Board of Administration with the responsibility of fulfilling certain duties as defined by the General Regulations.

“Confederation”
means one of five groups of NFs affiliated to the FIVB, assembled in conformity with this Constitution on the basis of the NFs’ geographical proximity.

“Congress”
means the assembly of all affiliated National Federations, in good standing with the FIVB, duly and statutorily convened by the competent authority. The Congress constitutes the supreme governing institution of the FIVB.

“Council”
means a group of experts appointed by the Board of Administration to administer specific aspects of Volleyball activities.

“Executive authority”
means the powers vested by this Constitution and the Congress in both the Executive Committee, when in session, and the President, outside the sessions of the Executive Committee.

“Executive Committee”
means the Executive Committee of the FIVB, the governing institution responsible for the overall management of the FIVB, within the framework of the decisions of the Board of Administration and Congress. It is composed of thirteen (13) members, including the President, and optionally up to four (4) co-opted members.

“FIVB”
means the International Volleyball Federation, an international non-governmental non-profit organization, composed of its affiliated National Federations which have freely and voluntarily joined it in order to administer and govern the sport of Volleyball and all its disciplines (including notably Beach Volleyball and Park Volley) worldwide for male and female players.

“Governing institution”
means an institution of the FIVB with specific responsibilities and decisive competence in the conduct of the affairs of the FIVB.

"NF(s)"
means the National Federation(s), the national body(ies) legally recognized in their country or territory as the sole national body authorized to administer and govern all forms of Volleyball, structured and organized according to the spirit and provisions of the FIVB Constitution.

"Regional member"
means a local association governing Volleyball in a distant territory that falls within the authority of an affiliated NF.

"Supporting institution"
means an institution of the FIVB with an advising, counseling, controlling or guiding role in the affairs of the FIVB.

"Volleyball"
means a sport played between two or more players of two teams, hitting to each other, over a net, a ball which should not touch the ground. The term "Volleyball" is meant to include all forms of the sport (notably Beach Volleyball and Park Volley), played in all parts of the world at all levels of competition by male and female players, whether played indoor or outdoor, on a hard, soft or sandy surface.

"Zonal Association"
means the regional grouping of NFs within specific areas under the jurisdiction of a Confederation and recognized by the FIVB and the Confederation concerned.

1.2 FOUNDATION

1.2.1 The International Volleyball Federation (FIVB), the supreme authority for Volleyball, was founded on 20 April 1947 in Paris, France, as a non-profit organization. The founding NFs of the FIVB are Belgium, Brazil, Czechoslovakia, Egypt, France, Hungary, Italy, Netherlands, Poland, Portugal, Romania, United States of America, Uruguay and Yugoslavia.

1.2.2 Since 1984, the FIVB has been officially recognized in the Canton de Vaud, Switzerland as a legal international institution serving the public interest under the Swiss legal form of an association.

1.3 HEADQUARTERS

The headquarters of the FIVB are in Lausanne, Switzerland.

1.4 OBJECTIVES

The FIVB shall encourage the development and growth of the sport of Volleyball in all of its forms worldwide and promote the creation of NFs. The FIVB shall promote, coordinate, publicize, regulate, organize, supervise, control, manage and govern the sport of Volleyball throughout the world. In particular, and without restricting the extent of the general principles stated above, the FIVB shall:

a) Establish and modify the Official Volleyball Rules, the official standards and specifications for Volleyball equipment and facilities, and all internal operational regulations which must be applied, without exception, on all occasions, particularly at international or world competitions, including the Olympic Games for which the FIVB shall also establish the competition and qualification system;
b) Administer and govern Volleyball in all its forms, professional and amateur, including the control of all its competitions and disciplines;
c) Control and govern the appointment of international referees;
d) Regulate the eligibility and transfer of players;

e) Promote the welfare of the NFs, as well as the mutual respect and cooperation among themselves and assist the NFs in the development of their technical expertise;
f) Take specific measures to maintain the authority, autonomy and exclusive competence of the NFs to administer and govern Volleyball activities in their respective countries;
g) Take all appropriate measures directly and indirectly related to the practice of Volleyball and in the best interest of the sport of Volleyball.

1.5 FUNDAMENTAL PRINCIPLES

1.5.1 FIVB mission
The mission of the FIVB is to govern, manage and develop all forms of Volleyball worldwide. Through professional planning, world-class organization, marketing and promotional activities, the FIVB aims to promote Volleyball as a major world media and entertainment sport as well as a tool for sustainable development.

1.5.2 Worldwide competence and composition
The FIVB is the sole organization competent to administer and govern the sport of Volleyball worldwide for male and female players. Its constituents are the NFs legally recognized as the sole entities competent to administer and govern Volleyball in their respective countries or territories. All international Volleyball and Beach Volleyball competitions shall be conducted in accordance with the Official Rules of Volleyball and Beach Volleyball and the FIVB Sports Regulations unless otherwise specified in the competition's regulations prepared by the FIVB and/or the competent Confederation.

1.5.3 Direct affiliation
The NFs are the basic constituents of the FIVB and, as such, are affiliated to the FIVB directly and not through any other institutions.

1.5.4 No discrimination
The FIVB shall not discriminate between individuals or between nations and shall refrain from any involvement in political, religious, philosophical or racial matters.

1.5.5 Disciplinary power and right of defense
All violations of the FIVB Constitution and Regulations are subject to sanctions provided for in this Constitution and the Disciplinary Regulations. The right to be heard is guaranteed by this Constitution.

1.5.6 Prevalent language
In case of any conflict or dispute regarding the interpretation of the FIVB Constitution, Regulations, Official Rules and/or decisions, the English version shall prevail.

1.5.7 Exclusive internal jurisdiction
Subject to Articles 2.3.2.3 and 2.7.5 of this Constitution, FIVB institutions and persons under FIVB jurisdiction (*see* Article 2.1.2) shall refrain from seeking recourse to any civil, judicial or sports authorities foreign to their NF, Confederation or the FIVB against decisions of whatever nature concerning them, and in particular against decisions resulting from their participation, possible participation or responsibilities in FIVB official or recognized competitions or in Volleyball activities hosted by their NF, their Confederation or the FIVB itself.

1.6 OFFICIAL AND WORKING LANGUAGES

1.6.1 Official languages
The official languages of the FIVB are English, French, Spanish, Arabic, Portuguese and Russian.

1.6.2 Working languages

The working languages of the FIVB are English and French. The various institutions of the FIVB may choose either one as their working language. Unless decided otherwise by the respective institution, working papers will be provided in English.

1.6.3 Working languages of certain institution members
Members of the FIVB Board of Administration, Executive Committee, Councils and Commissions shall speak one of the working languages, preferably English.

Article 2
Institutions and members of the FIVB

2.1 GENERAL PROVISIONS

2.1.1 FIVB members

The FIVB members are the founding NFs and all other subsequently affiliated NFs.

2.1.2 FIVB institutions and persons under FIVB's jurisdiction

2.1.2.1 The FIVB is managed by governing institutions which are assisted by supporting institutions. They are:
a) The FIVB governing institutions: Congress, Board of Administration, Executive Committee and President;
b) The FIVB supporting institutions: Confederations, Zonal Associations, NFs, Councils and Commissions;

2.1.2.2 Persons under FIVB's jurisdiction are:
a) Persons elected or appointed to a position in any FIVB governing institution other than the Congress;
b) Persons elected or nominated to a position in any FIVB supporting institution;
c) Organizing Committees of FIVB competitions;
d) FIVB officials and referees; and
e) National leagues, clubs, teams and their administrators, team managers, players, coaches, technical and support personnel, agents and referees affiliated to a NF.

2.1.3 FIVB Judicial Bodies

The FIVB Judicial Bodies are independent dispute resolution bodies, which have been created in accordance with Articles 2.7.1 to 2.7.4 of this Constitution.

2.1.4 Age limit of FIVB Officials

a. Candidates for the FIVB President shall not exceed the age of 70 years old during the civil year in which they would be elected by the FIVB in order to be eligible for election as FIVB President.

b. Candidates for the FIVB Board of Administration, including Confederation Presidents, shall not exceed the age of 72 years old during the civil year in which they would be elected or appointed by the FIVB in order to be eligible for election or appointment as an FIVB Board of Administration member.

c. An age limit of 72 years shall apply to all officials of the FIVB elected or appointed to any position of responsibility at the FIVB and continental level. Such age limit shall become effective on 31 December of the civil year during which they reach the age limit or at the latest at the end of their term of office during the following Congress.

2.1.5 Gender Balance

The FIVB shall endeavour to be gender balanced both on and off the field of play and take measures to accomplish this goal. The FIVB shall constitute its Board of Administration and Executive Committee ensuring that its total membership shall consist of representation of at least twenty percent (20%) of each gender.

2.2 THE NATIONAL FEDERATIONS (NFs)

2.2.1 National recognition

The NFs must be legally constituted and recognized by the sports authorities of their countries or territories, as the case may be, as the sole entity competent to administer and govern the sport of Volleyball at national level.

2.2.2 Mutual recognition between NFs

The NFs affiliated to the FIVB mutually recognize one another as the sole Volleyball authorities in their respective countries or territories.

2.2.3 Respect for FIVB Regulations and decisions

The NFs shall respect and implement the FIVB Constitution, Regulations, Official Rules and decisions. The NFs' own constitution must reflect the provisions of the FIVB Constitution and Regulations which shall be considered an integral part of their constitution. In case of conflict or contradiction, the FIVB Constitution and Regulations shall prevail.

2.2.4 Players' and Clubs' adhesion to FIVB Regulations

The NFs shall ensure that their Players and Clubs adhere to and comply with the FIVB Constitution and Regulations, through the signature of the registration forms for national and international competitions.

2.2.5 Legal status

The NFs have to arrange their legal status in their country in such a way that their constitution and regulations are not in conflict with the FIVB Constitution and Regulations.In the event of a governance dispute within an NF, the FIVB may assist with the administration and/or governance of the NF to ensure the continuation of Volleyball activities in accordance with the FIVB Constitution, Regulations, Official Rules and decisions for the duration of the governance dispute, while also respecting the general principle of the NF's autonomy.

2.2.6 NFs equality of rights and obligations

All NFs affiliated to the FIVB shall have the same rights and duties.

2.2.7 Affiliation

2.2.7.1 The affiliation of an NF to the FIVB is granted at its own request and by decision of the Congress. The Board of Administration may accept an affiliation on a provisional basis pending ratification by the Congress.

2.2.7.2 The Congress shall define the conditions and procedures governing applications for affiliation. In the event that an NF ceases to fulfill any of the conditions for affiliation, such NF shall, even if provisionally affiliated, lose all of its rights until such time as the conditions of affiliation are met.

2.2.7.3 Each NF shall pay an annual fee, the amount and conditions of which are established by the Board of Administration and ratified by the Congress.

2.2.7.4 Regional members do not have the right to a direct affiliation to the FIVB.

2.3 THE CONGRESS

2.3.1 Composition and quorum

2.3.1.1 The Congress is the supreme authority of the FIVB. It shall meet at least every two (2) years, in even years ~~the year of the Summer Olympic Games and in the year of the World Championships~~. The year of the Congress may exceptionally be adjusted by the FIVB Board of Administration only in the event of just cause, i.e. an unforeseeable event creating significant risks to the smooth running of the Congress or the safety of its participants.

2.3.1.2 The Congress is composed of all affiliated NFs which have fulfilled their financial commitments. Each affiliated NF may be represented by a maximum of two (2) delegates, duly accredited for that purpose, who shall
a) either be members of the board of the NF or hold an official position in the NF, except as provided in Article 2.3.1.3;
b) be nationals or permanent residents of the country concerned, except as provided in Article 2.3.1.3; and
c) not be members of the current or the next FIVB Board of Administration.

2.3.1.3 An affiliated NF may be represented by another affiliated NF's accredited delegates. Such accredited delegates cannot represent more than one other affiliated NF.

2.3.1.4 Only those NFs in good standing shall be entitled to attend with the right to vote and be counted in order to determine if the quorum is reached. The delegates of an NF under suspension, for any reason whatsoever, may attend the Congress as observers, but the NF shall not be counted for the purpose of the quorum.

2.3.1.5 The Congress may open if at least one-third (1/3) of NFs with the right to vote, as established by Article 2.3.1.4, are present or represented except as otherwise stipulated herein.

2.3.2 Competence

2.3.2.1 The Congress has the sole and exclusive competence to:
a) Amend the Constitution and the Rules of Procedure of the Congress;
b) Amend the Official Rules of Volleyball (playing and scoring), Beach Volleyball, Park Volley, and other forms of Volleyball;

c) Adopt the FIVB budget and define its implementation and the financial controls;
d) Define the procedures for affiliation and expulsion of an NF;
e) Decide upon the affiliation and expulsion of an NF;
f) Elect the gender-in-minority members of the Board of Administration, in accordance with Articles 2.3.6.2 and 2.4 of this Constitution;
g) Elect the President of the FIVB.
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2.3.2.2 The Congress has the competence to oversee the adoption of the Regulations derived from this Constitution, the execution of its decisions or the decisions of the other institutions of the FIVB and, in general, all activities pertaining to the FIVB.

2.3.2.3 The decisions of the Congress are binding on all persons mentioned in article 2.1.2. When such decisions are not made in conformity with the FIVB Constitution and Regulations, they may be appealed directly and exclusively before the Court of Arbitration for Sport (CAS).

2.3.3 Accreditation

2.3.3.1 The Credentials Verification Commission shall be composed of three (3) members: the Commission President who is the Secretary of the FIVB Congress and two (2) members of the FIVB Secretariat appointed by the Secretary of the FIVB Congress.

2.3.3.2 The Credentials Verification Commission examines the conditions and requirements of validity of both the credentials and powers of representation and determines the acceptability of such documents.

2.3.4 Agenda

2.3.4.1 The President shall prepare the agenda for each Congress, as defined in the Rules of Procedure of the Congress. In all cases, this agenda shall include, among others, the following items:
a) Amendments to the Constitution and Rules of Procedure of the Congress as required;
b) Changes in the Official Rules of Volleyball, Beach Volleyball, Park Volley, etc. as required;
c) Presentation and approval of the FIVB President's report;
d) Presentation and approval of the financial report;
e) Presentation and approval of the consolidated biennial accounts for the last two (2) years;
f) Adoption of the budget;
g) Appointment of internal auditors and external auditors;
h) Election of the gender-in-minority members of the Board of Administration members as required;
i) Election of the FIVB President, as required.

2.3.4.2 At a Congress, only those items on the agenda may be discussed. Upon proposal of the President, the Executive Committee or the Board of Administration, items not included on the agenda may be debated, provided that the Congress agrees to their addition to the agenda by a two-thirds (2/3) majority of the NFs accredited and with a right to vote in the Congress.

2.3.5 Decisions

2.3.5.1 Except as otherwise provided in this Constitution (see 2.3.4.2, 4.1 and 5.3) or the Regulations, the decisions of the Congress shall be taken by a simple majority of the NFs accredited and with a right to vote in the Congress.

2.3.5.2 Only an affirmative exercising of a vote, either in favour or against a resolution, shall be counted towards all majorities (e.g. simple, two-thirds and three-quarters) under the FIVB Constitution or the Rules of Procedure of the FIVB Congress. For the avoidance of doubt, non-votes, such as abstentions or blank votes, or invalid votes shall not be used for purposes of calculating all majorities required under the FIVB Constitution or the Rules of Procedure of the FIVB Congress.

2.3.5.3 Except as otherwise provided in this Constitution or unless decided otherwise by the Congress, the decisions of the Congress shall enter into force three (3) months after the closing of the Congress.

2.3.6 Election of the President and of the Board of Administration

2.3.6.1 Election of the President

2.3.6.1.1 The President shall be elected by the Congress at its assembly held during the year of the Summer Olympic Games for a term of eight (8) years and may be re-elected once for a term of four (4) years. In the event that the President becomes definitively unable to hold office, Article 2.6.1.3 shall apply.

2.3.6.1.2 The following persons are eligible to become President:
a) the outgoing President; and
b) members of the FIVB Board of Administration at the time that the candidatures are submitted to the FIVB.

Candidatures for the position of the President shall be submitted to the FIVB Secretariat by the candidate no later than four (4) months prior to the opening of the FIVB Congress.

2.3.6.1.3 All candidates must comply with all prerequisites established in the FIVB Constitution and FIVB Regulations and are subject to an integrity check and scrutiny conducted by the FIVB Ethics Panel.

2.3.6.1.4 The election of the President shall be held by secret ballot. If there is only one candidate, the election can be made by acclamation.

2.3.6.2 Election of the Board of Administration

2.3.6.2.1 Subject to the specific provisions for the election of the President (see paragraph d. below), the members of the Board of Administration shall be elected for a four (4)-year term, starting immediately after the closure of the Congress held during the year of the Summer Olympic Games, as follows:

a) twenty-four (24) members, including a minimum of one member from each gender from each Confederation who will be elected by the Congress from candidates selected by the General

Assembly of the respective Confederation in accordance with the quota provided for in Article 2.4.1.4;

b) two (2) members of the gender in minority in the Board of Administration shall be elected by the Congress from among candidates submitted by the Confederations.

2.3.6.2.2 The election of members of the FIVB Board of Administration shall be held by secret ballot. The election may be conducted by block voting. Confederations shall select two (2) substitute members and/or replacement candidates in addition to the seats provided in the quota in Article 2.4.1.4 to be submitted to the FIVB Congress for election; however, these substitute and/or replacement candidates will only take office in the event that a vacancy must be filled in accordance with Article 2.3.6.2.3 below.

2.3.6.2.3 Vacancies on the Board of Administration, other than the FIVB President, which shall be filed in accordance with Article 2.3.6.1 above, can be filled for the remainder of the term of office:

a) for gender-in-minority positions by the FIVB Congress and
b) for positions of members of the Board of Administration defined in Article 2.3.6.2.1.a above, either:
   1) by a substitute and/or replacement candidate elected by the FIVB Congress defined in Article 2.3.6.2.4 or
   2) if no substitute and/or replacement candidates elected by the FIVB Congress remain, by the FIVB President, in accordance with the quota defined in Article 2.3.6.2.1.a above subject to the candidate prerequisites and integrity check to be ratified by the FIVB Congress at its next meeting.

2.3.7 Special Provisions

2.3.7.1 The Congress shall determine the dates and the place of its next assembly. In the event that any changes need to be made to the date or place of the next assembly within the same year after the Congress' decision or no applications are received to host the next assembly by the time of the Congress, the authority to determine the dates and place of the next assembly shall be delegated to the Board of Administration. In any event, the dates and the place must be communicated in a notice to the affiliated NFs at least eight (8) months in advance of such Congress.

2.3.7.2 The Congress may be conducted in person, by video conference, telephone conference or by other means of communication. In the event that a Congress is not held in person, the dates of such Congress shall be communicated in a notice to the affiliated NFs at least four (4) months in advance of such Congress. When a Congress is held by telephone conference, video conference or by another means of communication, voting by correspondence and/or online is permitted.

2.3.7.3 An extraordinary Congress is held pursuant to a decision of the Board of Administration or at the request of at least thirty (30) NFs including no less than five (5) NFs from each Confederation.

2.3.7.4 On the recommendation of the Board of Administration, the Congress may grant honorary titles, corresponding to positions previously held, to persons who have rendered outstanding services to the FIVB.

2.3.7.5 The Rules of Procedure of the Congress shall be drafted by the Board of Administration and approved by the Congress.

2.4 THE BOARD OF ADMINISTRATION

2.4.1 Composition and term

2.4.1.1 The Board of Administration shall be composed of at least thirty-two (32) members and up to thirty-six (36) members, comprising the President, the five (5) Confederation Presidents, twenty-four (24) members defined in Article 2.3.6.2.1.a above and two (2) members of the gender in minority elected by the FIVB Congress. Additionally, the FIVB President shall have the right to appoint up to four (4) additional members.

All members of the Board of Administration, except for the FIVB President and the Confederation Presidents, shall serve a term of four (4) years starting from the closure of the Congress held during the year of the Summer Olympic Games until the start of the Congress held in the year of the subsequent Summer Olympic Games and may serve for a total of three (3) terms, whether consecutive or not. The FIVB President shall be subject to the specific term limit defined in Article 2.3.6.1.1 above for the duration of his/her presidency, and any terms served as FIVB President shall be excluded from the calculation of terms of members of the FIVB Board of Administration for purposes of the term limit defined therein. The Confederation Presidents shall be subject to the specific term limits defined in the respective Statutes and Regulations of their Confederation.

All candidates must satisfy the following conditions based on the position for which they shall be elected or appointed:

a) Candidatures for the position of the FIVB Board of Administration member to be elected by the FIVB Congress, and Confederation Presidents, shall be submitted to the FIVB Secretariat through the respective Confederation no later than six (6) months prior to the opening of the FIVB Congress. Each Confederation is entitled to submit to the FIVB Secretariat one (1) candidate for the gender in minority. All candidates for election, except for the FIVB President, shall come from different NFs.

b) Candidatures for the appointed members of the FIVB Board of Administration, if appointed, shall be submitted directly to the FIVB Secretariat by the FIVB President no later than two (2) months prior to their appointment.

c) All members, including the FIVB President, Confederation Presidents, gender-in-minority members, members based on the constitutional quota and appointed members, of the FIVB Board of Administration must comply with all prerequisites established in the FIVB Constitution and FIVB Regulations and are subject to an integrity check and scrutiny by the FIVB Ethics Panel.

2.4.1.2 In the event that a member or candidate fails to meet the prerequisites or pass the integrity check, the Confederation shall be informed immediately and may provide a replacement candidate within thirty (30) days. For the avoidance of doubt, the replacement candidate must also comply with all prerequisites and pass an integrity check and scrutiny conducted by the FIVB Ethics Panel.

2.4.1.3 In the year of the Summer Olympic Games and between three (3) months and four (4) months prior to the Congress, Confederations shall hold their General Assembly in order to select candidates submitted by the respective NFs for election by the Congress.

2.4.1.4 A total of twenty-four (24) members shall be elected by the Congress in accordance with the following quotas:

Africa	3 members (at least 1 gender-in-minority)
Asia	6 members (at least 1 gender-in-minority)
Europe	8 members (at least 1 gender-in-minority)
NORCECA	4 members (at least 1 gender-in-minority)
South America	3 members (at least 1 gender-in-minority)

2.4.1.5 Appointed Members

2.4.1.5.1 The President may appoint up to four (4) additional members to the FIVB Board of Administration as follows:

a) At least one (1) appointed member must be an athlete from the Athletes Commission chosen by the Athletes Commission amongst its members (including external experts),

b) At least one (1) appointed member must be from the gender-in-minority,

c) One (1) appointed member selected from the FIVB Secretariat shall be the Director in Charge responsible for representing the FIVB Secretariat within the FIVB Board of Administration and

d) At least one (1) independent appointed member.

2.4.1.5.2 The appointed members shall:

a) be presented to the FIVB Congress at its next meeting;
b) shall come from a different NF from the other appointed members and
c) have the same rights and obligations, including term limits, of the elected members of the FIVB Board of Administration.

2.4.1.6 During their four (4)-year term, Board of Administration members may only be removed from office:

a) by decision of the Board of Administration or of the Congress, for just cause; or
b) automatically, when their respective Confederation's General Assembly withdraws its endorsement (not applicable to the President and the two members of the gender in minority, who have been elected by the FIVB Congress).

2.4.1.7 The Board of Administration shall meet at least once a year, summoned on the President’s initiative or at the request of at least ten (10) of its members. Two-thirds (2/3) of the total Board of Administration members shall constitute the quorum. Upon request of the President, the Board of Administration may vote by correspondence also.

2.4.2 Competence

2.4.2.1 The Board of Administration is responsible to supervise the Executive Committee's and the President's management of the FIVB.

2.4.2.2 The Board of Administration is competent to amend and adopt all Regulations derived from this Constitution, with the exception of the Rules of Procedure of the Congress.

2.4.2.3 The Board of Administration is competent to create Councils and Commissions (with the exception of the Ethics Panel) and to appoint officials to, or discharge them from such institutions. The Board of Administration shall establish the powers, responsibilities and functions of each Council and Commission.

2.4.2.4 The decisions of the Board of Administration, derived from the competence vested in it by this Constitution, are binding on all FIVB members and on all persons mentioned in article 2.1.2.

2.4.2.5 The Board of Administration may appoint lawyers to defend the interests of the FIVB and its institutions before the CAS or any other court or tribunal.

2.4.2.6 On the proposal of the Executive Committee, the Board of Administration may grant annual awards.

2.4.2.7 The Board of Administration is empowered to apply sanctions as provided for in the FIVB Disciplinary Regulations.

2.5 THE EXECUTIVE COMMITTEE

2.5.1 Composition and Selection

2.5.1.1 Immediately following its formation, the Board of Administration shall proceed with the appointment, from among its members, of the Executive Committee as provided in Article 2.5.1.2.

2.5.1.2 The Executive Committee shall be composed of thirteen (13) members as follows:

a) The President;

b) The five (5) Continental Confederation Presidents;

c) Five (5) members of the Board of Administration proposed by the President, each from a different Confederation. The Board of Administration may refuse the President's proposal, in which case the President must make another proposal and

d) The two (2) members of the gender in minority elected by the Congress to the Board of Administration.

2.5.1.3 The members listed under (b), (c) and (d) above will have the title of Executive Vice-President. The members listed under (e) above will have the title of Executive Member with no voting rights.

2.5.1.4 In the event of a vacancy in the Executive Committee, the FIVB Board of Administration, upon proposal of the President, may appoint for the remainder of the term of office another Board of Administration member from the respective Confederation. If a position as per Article 2.5.1.2.d above is vacant, it shall be filled at any Congress.

2.5.1.5 The Executive Committee shall meet at least twice a year, summoned on the President's initiative or at the request of at least four (4) of its members. Seven (7) Executive Committee members from Article 2.5.1.2 a, b, c and d above shall constitute the quorum. Upon request of the President, the Executive Committee may hold a meeting by video- or telephone-conference or vote by correspondence.

2.5.2 Competence

2.5.2.1 Jointly with the President, the Executive Committee shall be responsible for the overall management of the FIVB, within the framework of the decisions of the Congress and the Board of Administration. The members of the Executive Committee shall assume this responsibility individually, according to their specific duties.

2.5.2.2 The Executive Committee is empowered to apply sanctions as provided for in the FIVB Disciplinary Regulations.

2.5.3 Specific competence of the members

2.5.3.1 At its first meeting, the President shall appoint, from among the Executive Vice-Presidents, a First Executive Vice-President, a Second Executive Vice-President and a Treasurer/Executive Vice-President.

2.5.3.2 In the performance of his/her executive duties, the President shall assign specific responsibilities to individual members of the Executive Committee and/or of the Board of Administration, as defined in the General Regulations.

2.5.3.3 During their four (4)-year term, Executive Committee members may only be removed from office
a) by decision of the Board of Administration or of the Congress, for just cause; or
b) by decision of their respective Confederation's General Assembly in accordance with Article 2.4.1.3.b.

2.6 THE PRESIDENT

2.6.1 Fulfillment of the duties

2.6.1.1 The President shall carry out the functions and responsibilities vested in him in this Constitution and the FIVB Regulations.

2.6.1.2 Should the President be temporarily unable to carry out his/her official functions, he shall be replaced by the First Executive Vice-President, failing which he shall be replaced by the Second Executive Vice-President or, if the latter is unable to accept the duties, by the most senior Executive Vice-President by age.

2.6.1.3 Should the President be definitively unable, for any reason whatsoever to hold office, he shall be replaced in accordance with the order of succession

established in Article 2.6.1.2, until a new President is elected at an extraordinary Congress solely for the purpose of electing a new President called within six (6) months of the replacement of the President.This new President is elected for a term of eight (8) years and may be re-elected once for a term of four (4) years.

2.6.2 Competence and responsibilities

2.6.2.1 Jointly with the Executive Committee, the President shall be responsible for executing the decisions of the Congress and the Board of Administration.

2.6.2.2 When the Executive Committee and/or the Board of Administration are not in session, the President shall have the competence to take all actions and/or decisions within the areas of responsibilities defined in this Article 2.6, in the general interest of the FIVB. Any decision or action that is within the competence of the Board of Administration may be submitted by the President for vote by correspondence as defined in Article 2.4.1.7 above.

2.6.2.3 The President and/or directors/heads of departments within the FIVB Secretariat shall have full legal powers to represent the FIVB. The President shall chair the sessions of the Congress, the meetings of the Board of Administration and the Executive Committee and has the prerogative of chairing all other meetings of the FIVB institutions.

2.6.2.4 In his/her capacity as Chairperson of a meeting, the President shall have the casting vote.

2.6.2.5 The President shall be responsible for the on-going administration and management of the FIVB. He shall be responsible for ensuring that all contracts and other legally binding documents are signed in accordance with the signature policy defined by the FIVB Board of Administration.

2.6.2.6 Subject to prior approval of the Board of Administration and within the parameters established nationally and internationally for non-profit organizations, the President may undertake negotiations on behalf of the FIVB with a view to ownership by the FIVB.

2.6.2.7 The President shall propose the members of the Commissions and Councils for appointment by the Board of Administration, chosen from among, but not limited to, the candidatures presented by the NFs, and including external experts when considered necessary.

2.7 FIVB JUDICIAL BODIES AND THE COURT OF ARBITRATION FOR SPORT (CAS)

2.7.1 The Disciplinary Panel shall be empowered to decide on disciplinary matters as provided for in the FIVB Constitution and Regulations. It shall be composed of one (1) Chairperson, one (1) Vice-Chairperson and three (3) members appointed by the Board of Administration. All Confederations shall be represented on the Disciplinary Panel.

2.7.2 The Appeals Panel shall be empowered to decide on appeals as provided for in the FIVB Constitution and Regulations. It shall be composed of one (1) Chairperson, one (1) Vice-Chairperson and three (3) members appointed by the Board of Administration. All Confederations shall be represented on the Appeals Panel.

2.7.3 The Ethics Panel shall be empowered to decide on ethical matters provided for in the FIVB Constitution and Regulations and scrutinise the integrity of candidates for official

positions within the FIVB. It shall be composed of one (1) Chairperson, one (1) Vice-Chairperson and three (3) members, who are all appointed by the Congress. All Confederations shall be represented on the Ethics Panel.

2.7.4 The FIVB Tribunal shall be empowered to decide on financial disputes between players, coaches and clubs as provided for in the FIVB Regulations. It shall be composed of one (1) Chairperson, one (1) Vice-Chairperson and three (3) members appointed by the Board of Administration. All Confederations shall be represented on the FIVB Tribunal.

2.7.5 Any dispute arising from the Constitution, the Regulations and the decisions of the FIVB and of its judicial bodies shall be submitted exclusively to the CAS and be definitively settled by a tribunal constituted in accordance with the Code of Sports-related Arbitration (CAS Code). Subject to Article 2.3.2.3, recourse may be made to CAS only after all FIVB-internal remedies have been exhausted. The parties concerned shall undertake to comply with the CAS Code and to accept and enforce CAS decisions in good faith.

2.8 THE COUNCILS

2.8.1 Creation
The Board of Administration may create Councils with direct responsibilities for specific activities of the FIVB.

2.8.2 Structure and subordination
Such Councils may be structured independently from other institutions of the FIVB, but shall always be subordinate to the FIVB administrative and judiciary structures.

2.8.3 Establishment of their regulations
The Board of Administration shall establish the limits of powers, responsibilities and functions of each Council through regulations.

2.8.4 Removal
During their term, Council members may only be removed from office by decision of the Board of Administration
a) for just cause; or
b) when their respective Confederation's board withdraws its endorsement (not applicable to external experts proposed by the President).

2.9 THE COMMISSIONS

2.9.1 Creation
The Board of Administration may establish Commissions in order to facilitate implementation of the objectives of the FIVB and, if required, the Board of Administration may also establish ad hoc Commissions.

2.9.2 Composition
2.9.2.1 The Commissions shall be composed of a minimum of five (5) members and one (1) President.
2.9.2.1.1 Candidatures to the Commissions shall be submitted to the President by the NFs, with a copy to their respective Confederations, no later than six (6) months prior to the opening of the Congress.
2.9.2.1.2 For their appointment, excluding the Athletes' Commission, the President proposes the Commission members to the Board of Administration. For the Athletes' Commission, its membership shall

be appointed based on a procedure defined in the FIVB General Regulations.

2.9.2.1.3 The President may propose external experts as members to all commissions.

2.9.2.2 An affiliated NF shall have only one (1) member per Commission.

2.9.3 Role

The primary role of the Commissions is to make proposals to the Board of Administration and the Executive Committee on matters of a highly technical or specialised nature.

2.9.4 Establishment of their regulations

The Board of Administration shall establish the limits of powers, responsibilities and functions of each Commission through regulations.

2.9.5 Removal

During their term, Commission members may only be removed from office by decision of the Board of Administration:

a) for just cause; or
b) when their respective Confederation's board withdraws its endorsement (not applicable to external experts proposed by the President).

2.10 THE CONFEDERATIONS

2.10.1 Composition

2.10.1.1 The FIVB Board of Administration shall submit the grouping of affiliated NFs into Confederations, on the basis of the NFs' geographical proximity, for approval by the Congress.

2.10.1.2 The five (5) Confederations shall be the following:

- African Confederation (CAVB)
- Asian Confederation (AVC)
- European Confederation (CEV)
- North, Central American and Caribbean Confederation (NORCECA)
- South American Confederation (CSV)

2.10.1.3 The bodies of the Confederations shall be:

- General Assembly/ Congress
- Board/ Executive Committee
- Commissions
- Continental Secretariat

2.10.1.4 The Statutes and Regulations of the Confederations shall follow the general principles and provisions of the FIVB Constitution and will enter into force at the time of their approval by the FIVB.

2.10.1.5 The Confederations shall constitute their Board/ Executive Committee with members of different genders (male and female) with at least two (2) members being of the gender in minority.

2.10.2 Competence

2.10.2.1 After the Congress, the Board of Administration and the Executive Committee of the FIVB, the Confederations are the most representative institutions of the FIVB in implementing all executive responsibilities assigned to them by the FIVB Board of Administration in their geographical areas.

2.10.2.2 The Confederations may obtain legal status for the purpose of facilitating their administrative operations in the country where their headquarters are established. This prerogative shall not be construed as authorization to adhere to or be part of any other sports organization or entity or to take any action beyond the limits of this Constitution.

2.10.2.3 The Confederations shall have broad autonomy within the FIVB, provided that they abide by the FIVB Constitution, Regulations and decisions.

2.10.2.4 The Confederations cannot oppose their legal personality or statutory conditions due to the law of the country hosting them to confront situations emanating from the FIVB Constitution, Regulations and decisions.

2.10.2.5 The competence of the FIVB institutions should apply *mutatis mutandis* to the equivalent institutions of the Confederations. The decisions of the Confederations shall not conflict with those of the FIVB.

2.10.2.6 The Confederations shall be responsible, in their geographical area, for:
a) Ensuring the respect of the FIVB Constitution, Regulations, Official Rules and decisions in order to protect the image of the FIVB;
b) Providing technical support and expertise to their NFs by all available means for the implementation of continental and FIVB programmes;
c) Organizing Continental competitions and other tournaments or activities related to Volleyball.
d) Approving the zonal competition calendars and regulations.

2.10.3 General provisions

2.10.3.1 A group of NFs, on the proposal of the corresponding Confederation and with the approval of the FIVB Board of Administration, may create a Zonal Association responsible, within their respective zone, for:
a) Spreading the practice of local, national and regional Volleyball competitions;
b) Encouraging the creation of NFs and their affiliation to the FIVB;
c) Ensuring the respect of the FIVB Constitution, Regulations, Official Rules and decisions and those of the relevant Confederation;
d) Organizing zonal championships;
e) Drawing up an annual calendar of activities including international competitions and submitting it to the relevant Confederation and to the corresponding FIVB institutions; and
f) Presenting an annual administrative report to the FIVB and to the respective Confederation, comprising, in particular, the sports results of international competitions.

2.10.3.2 The FIVB Board of Administration may order the restructuring or dissolution of a Zonal Association, after consultation with the respective Confederation.

2.10.3.3 Regional members shall be assigned to the corresponding Confederation governing the geographical area and shall have all privileges and obligations of the NFs, except participation in the Olympic Games and competitions that qualify to the Olympic Games and voting in Congress.

2.10.4 Special provisions

2.10.4.1 The FIVB Board of Administration may revise all or part of a decision taken by the Confederations if, in its judgment, such decision is contrary to the Constitution, Regulations, Official Rules, FIVB decisions and general interest of the FIVB.

2.10.4.2 The Confederations are empowered to apply sanctions in connection with competitions under their authority and as provided in the FIVB Disciplinary Regulations.

Article 3
Financial Provisions

3.1 FISCAL YEAR

The FIVB fiscal year shall be the calendar year.

3.2 FINANCIAL RESOURCES

The FIVB financial resources shall consist of:
a) Annual fees of the affiliated NFs;
b) Revenue from marketing and television rights' agreements;
c) Recognition fees for sports competitions;
d) Fines;
e) Revenue from Olympic Games' television and marketing rights;
f) Any other sources of funding approved by the Board of Administration.

3.3 BUDGET

3.3.1 Approval
On the proposal of the Board of Administration, the Congress shall adopt the biennial budgets.

3.3.2 Modifications
The Executive Committee or the Board of Administration may adapt the budgets to newly arising needs; they shall justify the same to the Congress.

3.4 ANNUAL ACCOUNTS

3.4.1 Approval of Profit and Loss Statement and of Balance Sheet
The Board of Administration has the exclusive competence to approve the profit and loss statement and balance sheet of each fiscal year and shall discharge the President and the Treasurer.

3.4.2 Biennial Accounts
The Board of Administration shall submit the biennial accounts of the last two (2) years to the Congress for its approval and final discharge of the Board of Administration.

3.5 THE TREASURER

The treasurer is responsible for:
a) Preparation of the budget;

b) Accounting control of income and expenditures.

3.6 AUDITORS

3.6.1 External Auditors

The FIVB accounts shall be controlled by an auditing body, which shall be appointed by the Congress for a period of four (4) years. The monitoring procedure will be determined according to the provisions of Article 69b of the Swiss Civil Code.

3.6.2 Internal Auditors

3.6.2.1 Two (2) internal auditors and one (1) substitute auditor are elected by the Congress for a period of four (4) years.

3.6.2.2 The internal auditors shall report to the Board of Administration and the Congress on the auditing of:

a) the profit and loss statement and balance sheet of the two previous fiscal years;
b) the revenue and expenditure results of the two (2) previous fiscal years;
c) the budget; and
d) any other financial matter that they consider necessary.

3.7 THE FIVB CONTROLLER

3.7.1 Appointment

The FIVB Controller shall be appointed by the Board of Administration for a period of four (4) years.

3.7.2 Role

The role of the Controller is to secure the strict respect of the accounting controls and of the legal, administrative and financial procedures as well as all financial operations authorized by the President and/or the Treasurer. The FIVB Controller must have access to all accounts in order to give a quarterly report to the FIVB President.

3.8 FINANCIAL REGULATIONS

3.8.1 Operational requirements and control mechanisms

All the financial requirements for the operations of the FIVB including, but not limited to, the resources, authorizations, expenditures and control mechanisms defined in the Financial Regulations, adopted by the Board of Administration.

3.8.2 Access to documents

The Treasurer, the President of the Finance Commission, the external and internal Auditors and the Controller have access to all accounting documents for the purposes of their respective duties.

Article 4
Special Provisions

4.1 DISSOLUTION

The FIVB may only be dissolved at an Extraordinary Congress, at which at least eighty percent (80%) of the affiliated NFs are accredited, by a three-quarters (3/4) majority of the NFs accredited and with a right to vote in the Congress.

Article 5
Entry into force and Amendments

5.1 ENTRY INTO FORCE

This Constitution and any amendments were approved by the Congress in ~~ Porto~~Arnhem, Portugal, ~~Netherlands~~ on 15 November 2024~~24 September 2022~~ and shall enter into force on 16 February 2025~~25 December 2022~~ in accordance with Article 2.3.5.3 of this Constitution.

5.2 ABROGATION OF PREVIOUS TEXTS

This Constitution supersedes all previous Constitutions and amendments thereto, which are hereby abrogated.

5.3 MODIFICATIONS

This Constitution and the Rules of Procedure of the Congress shall be modified only by the Congress. Proposals for amendments must be presented by the Board of Administration or by five (5) NFs, which must submit them to the FIVB Secretariat at least three (3) months prior to the opening of the Congress, for distribution to the NFs. To be adopted, an amendment requires a two-thirds (2/3) majority of the NFs accredited and with a right to vote in the Congress at which at least sixty percent (60%) of the affiliated NFs accredited are present at the vote.