

IBA ORGANISATIONAL REGULATIONS





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INTRODUCTION

The Constitution provides that the Board of Directors (“**Board**”) has the authority to adopt Regulations, notably in order to implement several provisions of the Constitution. The purpose of these Organisational Regulations is to (i) define the composition, organisation and roles of the committees established by the Board in accordance with article 30.1 (q) of the Constitution and (ii) define the selection process to be followed to appoint a Secretary General & CEO in accordance with article 30.1 (w) of the Constitution.

1. INTERPRETATION

- 1.1 Capitalised terms used in these Organisational Regulations shall have the meaning ascribed to them in the Constitution.
- 1.2 The following terms – used in these Organisational Regulations only – have the meanings ascribed to them in this article:

“**Ad hoc Committee**” means a committee established by the Board to perform specific tasks on an “as needed” basis;

“**Boxing Independent Integrity Unit**” or “**BIIU**” means the independent integrity unit established in accordance with article 36 of the Constitution;

“**BIIU Nomination Unit**” means the nomination unit, being part of BIIU, mentioned in article 36.3(b) of the Constitution;

“**Coach**” means any individual who organises, supervises and/or conducts the training of Boxers in order for them to reach their best potential;

“**Committee**” means a committee established by the Board which is not a Corporate Governance Committee;

“**Constitution**” means the IBA Constitution adopted by the Congress together with all subsequent amendments;

“**Corporate Governance Committee**” means a Corporate Governance committee regulated by article 37 of the Constitution and any specific Regulation applicable to it;

“**Organisational Regulations**” mean these Organisational Regulations;

“**R&J**” means a referee and judge;

“**Technical and Management Committees**” means a committee established by the Board





in accordance with article 2.1;

1.3 In these Organisational Regulations, unless otherwise specified:

- a) references to articles are references to articles in these Organisational Regulations;
- b) references to a “person” shall be construed so as to include any individual, firm, company, corporation, body corporate, government, state, or agency of a state, local or municipal authority or government body or any joint venture, association, federation, confederation or partnership (whether or not having separate legal personality);
- c) a reference to any of the regulations, or to any provision or provisions in a regulation, shall be construed, unless the context otherwise requires, as including a reference to any amendment or replacement made to the same from time to time; and
- d) in the event of any inconsistency between these Organisational Regulations and the Constitution, the Constitution shall prevail.

1.4 All headings and titles in these Organisational Regulations have been inserted for ease of reference only and may not be considered as an aid to its interpretation.

SECTION A – REGULATIONS GOVERNING THE COMMITTEES ESTABLISHED BY THE BOARD

2. TECHNICAL AND MANAGEMENT COMMITTEES

2.1 Pursuant to article 30.1 (q) of the Constitution, the Board has established the following committees to serve as Technical and Management Committees:

- (a) the Marketing Committee;
- (b) the Competitions Committee;
- (c) the Refereeing and Judging Committee;
- (d) the Coaches Committee;
- (e) the Professional Boxing Committee;





- (f) the Champions and Veterans Committee;
- (g) the Diversity Committee;
- (h) the Medical Committee; and
- (i) the Member Federations Committee.

2.2 For the avoidance of doubt, these Organisational Regulations do not regulate the Corporate Governance Committees established by article 37 of the Constitution. The relevant articles in that article, together with specific regulations, shall govern each of the Corporate Governance Committees.

2.3 The Committees have advisory functions and shall report their recommendations directly to the Board. They may also be empowered to implement decisions taken by the Board within their areas of competence.

3. AD HOC COMMITTEES

3.1 Pursuant to article 30.1 (q) of the Constitution, the Board may create additional committees in order to perform specific tasks on an “as needed” basis. Such Ad hoc Committees shall be governed by these Organisational Regulations as well as by specific decisions and/or regulations adopted by the Board.

4. GENERAL RULES GOVERNING THE COMPOSITION OF COMMITTEES

4.1 Save as may otherwise be provided, the Board shall appoint all members of each Committee following a transparent call for candidates and an application procedure in a format to be approved by the Board. National Federations, Confederations, the members of the Board, as well as the existing members of each Committee shall be entitled to offer candidates to the Board. However, the candidates are not required to be national or affiliated to a National Federation affiliated with IBA.

4.2 Save as may otherwise be provided, there shall be at least 1 (one) member of the Athletes’ Committee at each Technical and Management Committee. This requirement does not apply for Marketing, Medical and Professional Boxing Committees.

4.3 Fair representation of the Confederations in each Technical and Management Committee





shall be achieved.

4.4 No call for a candidate is required when a Director (or if applicable the Legal Counsel, or the Secretary General & CEO) is appointed at a Committee.

4.5 Where appropriate, the Board has the power to dismiss a member of a Committee.

5. ELIGIBILITY

5.1 To be eligible to be appointed as a member of a Committee, a candidate must:

- (a) Be at least 18 (eighteen) years old at the moment of their election;
- (b) meet the high standards of conduct, reputation and integrity required of a member of a Committee;
- (c) has been and is in full compliance with the IBA Conflict of Interest Policy and is free of any actual major Conflict of Interest;
- (d) does not hold any position in any international boxing organization other than IBA or a Confederation, which could be prejudicial to his position as member of a Committee at IBA or could cause a Conflict of Interest.

5.2 The criteria to be used to assess if a candidate meets the criteria listed under article 5.1 above shall include, without limitation, whether the person:

- (a) is or has been convicted of a criminal offence, is or has been sanctioned for a breach of the Constitution, the Regulations, the IOC's Code of Ethics, anti-doping regulations adopted pursuant to the World Anti-Doping Code or any of its national derivatives, or is the subject of a current or pending prosecution or proceedings for the commission of such an offence or breach, provided however that such conviction or sanction is likely to result in adverse findings being made about the person's credibility, integrity, honesty or reputation. Any criminal record must not be more than 3 (three) months old as of the date of application;
- (b) is or has been a bankrupt or otherwise insolvent under the law of the candidate's place of domicile;
- (c) is barred from conducting business in any country or worldwide;
- (d) has his/ her credibility, integrity, honesty or reputation undermined or having been brought into disrepute, resulting in the risk that his or her association with IBA, or





continued association, has or is likely to affect the reputation or the interests of the sport of boxing or of IBA; or

(e) is unwilling or unable to deal with any potential or actual Conflict of Interest.

5.3 Before being appointed as the Chairperson and Vice-Chairperson of each Committee, all candidates must have successfully passed the integrity check as per the mechanism described in articles 27.4 to 27.9 of the Constitution. Those who passed the integrity check within 1 (one) year before an appointment as the Chairperson and Vice-Chairperson of each Committee, shall be exempt from the integrity check.

5.4 Before being appointed as a member of the Committee (other than the Chairperson and Vice-Chairperson), the candidates shall be invited to confirm in writing that they meet all above eligibility requirements and shall be invited to disclose any potential conflict of interests.

5.5 Members of the Committees shall at all-time be bound by the Constitution and all Regulations.

5.6 Any dispute or issue relating to the eligibility of a member of a Committee, or of a candidate to become a member of a Committee, shall be referred to the BIU Nomination Unit.

6. INCOMPATIBILITY

6.1 In accordance with article 47.2 of the Constitution, no Director may be a member of any Committee where the principal purpose of the Committee is to regulate technical and competition issues associated with boxing. This includes, but is not limited to, the following Committees:

- (a) the Competitions Committee;
- (b) the Refereeing and Judging Committee;
- (c) the Coaches Committee; and
- (d) Professional Boxing Committee.

6.2 If a Committee includes a Director amongst its members, such Committee cannot deal with any issue relating to technical and competition issues associated with boxing.

6.3 The rules specified in articles 6.1 and 6.2 above shall be implemented by each Confederation into its Regulations.

7. GENDER EQUALITY





7.1 Except for the Diversity Committee, it is IBA's intention that the same number of men and women shall serve on each Committee in order to achieve gender equality within Committees.

7.2 To the extent an absolute gender equality cannot be reached, at least 25% (twenty-five) of the members of each Committee shall be women and at least 25% (twenty-five) of the members of each Committee shall be men.

8. VACANCY

8.1 If a member of a Committee:

- (a) dies whilst in office as a member of such Committee;
- (b) resigns his or her office as a member of such Committee;
- (c) is removed as a member of such Committee in accordance with article 4.5; or
- (d) is otherwise unwilling or unable to perform the duties of his or her office as a member of such Committee for whatever reason;

then the Board shall appoint such other person as it deems appropriately qualified to fill the vacant office on such Committee in accordance with article 4.1.

9. TERM OF OFFICE

9.1 The term of office of each member of a Technical and Management Committee shall:

- (a) commence on the day of his/her appointment on such Committee by the Board; and
- (b) end at the day of appointment of new Committee at the Board meeting taking place within 4 (four) months following the conclusion of each Election Congress Meeting.

9.2 Save as may otherwise be provided, no member of any Technical and Management Committee may serve more than 2 (two) consecutive terms of office on such Committee.

10. CHAIRPERSON

10.1 Save as may otherwise be provided, the Board shall appoint the Chairperson and Vice-Chairperson of each Committee subject to the integrity check as per article 5.3.

10.2 The Chairperson of each Committee shall:





- (a) with the assistance of the IBA Head Office, take all steps which may be necessary in preparation for meetings of such Committee;
- (b) chair the meetings of such Committee, save as provided by article 10.3;
- (c) lead the discussion and ensure a smooth running of the meetings of such Committee;
- (d) review the draft minutes before they are circulated for approval to the members of the Committee in accordance with article 13.3;
- (e) inform the members of such Committee about any special matter that falls within the scope of the Committee's role; and
- (f) act as spokesperson and report to the Board on the activities of the Committee.

10.3 In the event that the Chairperson of a Committee cannot perform his or her duties, the Vice-Chairperson shall act as Chairperson of such Committee. In the event that both the Chairperson and the Vice-Chairperson cannot perform their duties, the members of the Committee shall appoint an acting Chairperson from amongst their own number. An acting Chairperson of the meeting shall then exercise the duties referred to in article 10.2. To become a permanent Chairperson, an acting Chairperson shall pass the integrity check as per article 5.3 and be appointed by the Board on this position.

11. OFFICIAL LANGUAGES

11.1 As provided by article 6.2 of the Constitution, English is the official working language at all meetings of Committees. All minutes, correspondence, announcements, and decisions of such Committees shall be in English. Each member of a Committee is responsible for acquiring, where possible with the assistance of the IBA Head Office, translations of Committee documents from English into his or her language if required.

12. MEETINGS

12.1 The Committees shall meet whenever necessary but, in the absence of extraordinary circumstances and save as may otherwise be provided, Technical and Management Committees must meet at least once every year.

12.2 Committees meetings may be conducted:

- (a) in person, or/and
- (b) by means of telecommunications. A telecommunications meeting may be held by





telephone or by audio-visual link.

If in person meeting requires a traveling and other expenses to be covered by IBA, such meeting shall be decided after consultations with the President or Secretary General & CEO in case and only if such expenses confirmed.

- 12.3 Attendance at a meeting of a Committee is mandatory for all its members. If a member is unavailable to attend a meeting, they must inform the Chairperson and IBA Head Office in advance, providing a valid reason. The respective Committee will strive to schedule meetings when all or a majority of members are available, especially in urgent situations. Repeated failures to attend meetings without valid reasons, or missing 3 (three) meetings of the respective Committee during a term of office, may result in removal from office by the Board in accordance with article 4.5.
- 12.4 A quorum for a meeting of a Committee shall be constituted by the attendance at such meeting of not less than half plus one of such Committee's members.
- 12.5 A meeting of a Committee:
- (a) may be convened by the Chairperson of such Committee of his or her own motion if he or she considers that such a meeting is necessary or desirable;
 - (b) must be convened by the Chairperson of the Committee or the Secretary General & CEO in response to a request by the President or by the Board, or if not less than one third plus one of such Committee's members request such a meeting.
- 12.6 All Committees members shall be entitled to vote on all matters put to a vote at meetings of any Committee; save only that any Committee member with a conflict of interest regarding such matter shall not be entitled to vote on the same.
- 12.7 The Committee may, at the discretion of the Chairperson with support from the IBA Head Office, or at the discretion of the IBA Head Office itself, be called upon to make decisions via email vote. The Chairperson reserves the right to delegate this responsibility to the Secretary General & CEO or the Liaison Person.
- 12.8 Save as provided by article 12.9, the deliberations of Committees' meetings shall be and remain confidential. For the avoidance of doubt, this shall not prevent communications between each Committee and the Board.
- 12.9 Members of a Committee may, by a majority vote of those present at any of such Committee's meetings, direct that:





- (a) the minutes of the meeting, or a part or parts thereof;
- (b) a report of the deliberations of the Committee at such meeting; and/or
- (c) a note of any recommendation taken by the Committee at such meeting;

be made public.

- 12.10 Members of each Committee must attend its meetings in person. Except for interpreters, accompanying persons or substitutes are not admitted to such meetings unless authorised by the Chairperson of the Committee. The Chairperson of the Committee and/or the Secretary General & CEO and/or the Liaison Person may invite interested parties to attend the meeting if deemed necessary.
- 12.11 Decisions of Committees shall be taken by majority votes of those present at the meetings of such Committees.

13. ADMINISTRATION

- 13.1 The IBA Head Office shall be responsible for supporting the work of the Committees, including by assisting with the organisation of Committee meetings and with the drafting of Committee minutes where appropriate. The President or Secretary General & CEO may appoint a person from the IBA Head Office responsible to assist the Committee (“**Liaison Person**”), and such person shall be present at each Committee meeting.
- 13.2 The IBA Head Office or the Chairperson of each Committee shall send an invitation, together with a draft agenda approved by the Chairperson, to the members of such Committee at least 2 (two) weeks in advance of the Committee’s meetings save in the case of urgent meetings. The members of such Committee shall then have 5 (five) days to suggest additional items to be placed on the agenda. A final agenda shall be sent, together with all necessary meeting documents, to Committee members where possible at least 5 (five) days in advance of each such meeting. If necessary, mentioned deadlines may be reduced by the Chairperson of relevant Committee.
- 13.3 Minutes of Committee meetings shall be sent to the members of the Committee concerned where possible within 2 (two) weeks following each such meeting. Members of such Committee shall then be invited to make further comments in order for the minutes to be approved by the members of the Committee (by email vote) within two weeks following their circulation to the members.





13.4 Minutes of Committee meetings shall be signed by the Chairperson of the Committee concerned (or by his or her replacement where necessary) and by the person who drafted the minutes.

14. TRAVEL AND ACCOMMODATION EXPENSES

14.1 The IBA Financial Regulations shall apply regarding travel and accommodation costs, and/or payment of *per diem* amounts, in relation to meetings of Committees. No *per diem* shall be paid for online participation at the meeting.

14.2 The Board may decide to pay additional monies to the members of Committees, or to allocate a budget to a Committee, in cases of exceptional work or workload required of such members.

15. THE MARKETING COMMITTEE

15.1 The Marketing Committee shall consist of the following 4 (four) or more members:

- (a) 2 (two) members of the Board who, where possible, possess marketing and/or commercial expertise; and
- (b) at least 2 (two) independent members possessing marketing and/or commercial expertise.

15.2 The requirement provided in article 4.2 that there shall be at least 1 (one) member of the Athletes' Committee in each Technical and Management Committee does not apply to the Marketing Committee.

15.3 The role of the Marketing Committee shall be to:

- (a) deal with all issues related to the general marketing strategy of IBA and advise the Board accordingly;
- (b) provide the Board and IBA Head Office with expertise and knowledge in the field of marketing; and





- (c) cooperate with IBA commercial and marketing partners;
- (d) assist IBA in finding new commercial and marketing partners.

16. THE COMPETITIONS COMMITTEE

16.1 The Competitions Committee shall consist of the following 6 (six) or more members:

- (a) at least 2 (two) persons possessing expertise in the organisation of boxing competitions;
- (b) at least 1 (one) former Boxer, proposed by the Athletes' Committee;
- (c) at least 1 (one) former Coach; and
- (d) at least 2 (two) persons who has served in the past as Competition Official.

16.2 No member of the Competition Committee may be an active Competition Official, a Boxer or a Coach. Furthermore, no member of the Competition Committee may be at the same time a member of an organising committee of an IBA Competition or play any active role in the organisation of an IBA Competition. The rules specified in this article 16.2 shall be implemented by each Confederation into its Regulations.

16.3 The role of the Competitions Committee shall be to:

- (a) develop the IBA Technical & Competition Rules applicable to boxing;
- (b) propose new rules and/or amendments to existing rules;
- (c) implement the IBA Scoring System;
- (d) propose the drawing up of the calendar for IBA Competitions;
- (e) review the sporting aspects of all IBA Competitions and propose all measures deemed necessary or relevant on this matter;
- (f) make proposals for the development of new formats of IBA Competitions;
- (g) encourage the development of IBA Competitions that contribute to the promotion of boxing as a universal sport worldwide, including youth and junior boxing and/or women boxing;
- (h) deal with issues concerning boxing equipment and competition uniforms;





- (i) help implementing the R&J and Coaching management systems;
- (j) ensure that a sufficient number of Ringside Doctors are available for all IBA Competitions following the recommendations from the Medical Committee;
- (k) arrange various training programs, and provide educational materials leading to a sustainable high quality of Ringside Doctors following the recommendations from the Medical Committee; and
- (l) participate in appointment of the Competition Officials as per Rule 25 of the Technical and Competition Rules.

16.4 The above-mentioned obligations shall be extended to professional competitions sanctioned by IBA, and collaboration with the Professional Boxing Committee is required for these endeavours.

17. THE REFEREEING AND JUDGING COMMITTEE

17.1 The Refereeing and Judging Committee shall consist of the following 6 (six) or more members:

- (a) at least 3 (three) persons who have served in the past as R&J, with at least 1 (one) of them having been classified at the highest possible ranking as R&J;
- (b) at least 1 (one) former Boxer, proposed by the Athletes Committee;
- (c) at least 1 (one) former Coach; and
- (d) at least 1 (one) independent member possessing expertise in a combat sport, preferable governed by an international federation recognised by the International Olympic Committee.

17.2 No member of the Refereeing and Judging Committee may be an active R&J, a Boxer or a Coach. Furthermore, no member of the Refereeing and Judging Committee may be a former Competition Official having served on the occasion of an IBA Competition where judging has been subject to serious controversies. The rules specified in this article 17.2 shall be implemented by each Confederation into its Regulations.

17.3 The role of the Refereeing and Judging Committee shall be to:





- (a) develop the IBA Referee and Judges Regulations;
- (b) deal with issues related to R&Js;
- (c) develop and implement the IBA R&J Management System that caters for the development, education, certification and evaluation of R&Js;
- (d) ensure that R&Js appointed to IBA Competitions are suitably qualified, and to secure sufficient numbers of appropriately accredited R&Js for international, regional and national competitions by creating teaching tools, tutorial and career paths that will sustain the quality of R&Js;
- (e) identify and recommend R&Js for IBA Competitions;
- (f) undertake such steps as it may consider necessary or desirable to improve the quality of referring and judging.
- (g) develop and implement a system for filing and processing complaints (including complaints from whistle-blowers) in relation to boxing bouts and/or poor or suspect performances by R&Js during boxing competitions;
- (h) evaluate the performance of R&Js during boxing competitions, including by reviewing video footages of competitions and implementing further steps to monitor the quality of R&Js on an ongoing basis;
- (i) investigate of its own motion the performance of R&Js in boxing competitions where deemed necessary or otherwise appropriate;
- (j) following the processing of complaints made to it and/or the completion of its own investigations, refer a case file regarding suspicious behaviour on the part of R&Js to the competent body within IBA to further investigate and/or prosecute a possible offence; and
- (k) where appropriate, provide assistance and support to the Disciplinary Committee or any other body within IBA to investigating and/or prosecuting a possible offence in proceedings taken against R&Js;
- (l) participate in appointment of the R&Js and, when applicable other Competition Officials, as per Rule 25 of the Technical and Competition Rules.





18. THE COACHES COMMITTEE

18.1 The Coaches Committee shall consist of shall consist of the following 4 (four) or more members:

- (a) at least 2 (two) persons possessing expertise in coaching of Boxers and who have successfully completed the highest level of courses organised by IBA or Continental Confederation for Coaches
- (b) at least 1 (one) representative of the Athletes Committee; and
- (c) at least 1 (one) R&J or former R&J.

18.2 The role of the Coaches Committee shall be to:

- (a) ensure representation, protection and promotion of the interests of the Coaches;
- (b) develop any Regulations within IBA that apply to Coaches;
- (c) develop and implement the IBA Coaching Management System;
- (d) improve access to new training information technologies for Coaches; and
- (e) develop education and train system for Coaches, produce tools to comprehensively educate and train Coaches over the world by means of a universal integrated teaching system for Coaches.

19. PROFESSIONAL BOXING COMMITTEE

19.1 The Professional Boxing Committee shall consist at least of the following 7 (seven) members:

- (a) At least, 1 (one) active or former Boxer who has participated both in amateur and in professional boxing;
- (b) At least, 1 (one) active or former Coach who has participated both in amateur and in professional boxing;
- (c) At least, 1 (one) active or former Technical Delegate, and/or Official who has participated both in amateur and in professional boxing;
- (d) At least, 1 (one) active or former promoter with a promoter license or a matchmaker,





or a boxing manager with experience in professional boxing;

19.2 The role of the Professional Boxing Committee shall be to:

- (a) Provide support to the current IBA Champions' Night programme;
- (b) Provide expertise in the professional boxing domain, offering guidance, particularly within the area of 'matchmaking';
- (c) Oversee and design technical and competition rules, ensuring regular updates and alignment with recognized changes, with a specific focus on the boxers' health and wellbeing (change management as required);
- (d) Supervise new projects, including the establishment of IBA promoters liaison within each continent with respective 'Subject Matter Expertise' SME;
- (e) Undertake any other roles assigned to the Committee based on common-sense considerations, approach and the context of the matter at hand.

19.3 The obligations mentioned above shall be carried out in close cooperation with both the Competitions and Referee and Judges Committees whenever they are relevant.

20. THE CHAMPIONS AND VETERANS COMMITTEE

20.1 The Champions and Veterans Committee shall consist of the following 10 (ten) or more members:

- (a) At least 7 (seven) Boxers, consisting of, at least:
 - 2 (two) Boxers having achieved outstanding results in boxing competitions such as (A)IBA/IBA Men/Women World Championship and/or Olympics;
 - 1 (one) Boxer from each of the AFBC, the AMBC, the ASBC, the EUBC and the OCBC, preferable having won their respective Continental Championship (with fair representation of both genders);
- (b) At least 2 (two) former Boxers who have achieved outstanding results in the course of their career as Boxers, including being World, Olympic or Continental Champion, having taking part in numerous competitions, having had an extraordinary long career, etc





- (c) At least 1 (one) other person, who have had a particularly long and successful career within IBA, a Continental Confederation or National Federation, not as a Boxer, but as Competition Official, Official, Coach, doctor, etc.
- (d) All persons who have been conferred an IBA Distinguished Service Award in accordance with article 41 of the Constitution.

20.2 In addition to the gender balance guaranteed by article 7 above, the Board shall ensure that there is a proper balance between continents, large and small countries and weight categories when appointing the members of the Champions and Veterans Committee.

20.3 Any candidature by a Boxer to serve on the Champions and Veterans Committee shall first be reviewed and approved by the Athletes' Committee.

20.4 Both the Chairperson and Vice-Chairperson of the Champions and Veterans Committee shall be a Boxer or a former Boxer having achieved outstanding results in IBA Competitions.

20.5 The role of the Champions and Veterans Committee shall be to:

- (a) contribute to the image of IBA and boxing by ensuring that current and/or former Boxers with an impressive career or other achievements are present and exercise representative functions on the occasion of IBA Competitions and other activities organised by IBA;
- (b) enhance the attractiveness of competitions and events organised by Continental Confederations and National Federations by allowing that current and/or former Boxers with an impressive career be present at such events or competitions, upon invitation of Continental Confederations or National Federations;
- (c) promote boxing and IBA by having current and/or former Boxers taking part in social activities, such as master classes, charity auction, development programmes;
- (d) help contributing to the success of IBA Competitions by ensuring that the best Boxers take part in such competitions;
- (e) where appropriate, appoint Boxers to act as ambassadors for IBA toward other international sporting organisations including the International Olympic Committee
- (f) take part in promotional activities organised by IBA, including on its website or on social medias; and





(g) organise, where appropriate, specific events for former Boxers.

20.6 In view of the specific composition, role and functions of the Champions and Veterans Committee, as well as the large number of its members, the following provisions of the Organisational regulations do not apply to the Champions and Veterans Committee:

- (a) Article 5.1(c) (prohibition to hold any position in any international boxing organization other than IBA or a Continental Confederation.)
- (b) Article 9.2 (maximum number of terms of office)
- (c) Article 12.1 (requirement to hold a meeting once a year at least)
- (d) Article 12.3 (obligation to attend Committee's meetings)
- (e) Article 12.4 (quorum)

21. THE DIVERSITY COMMITTEE

21.1 The Diversity Committee shall consist of the following 5 (five) or more members:

- (a) the female member of the Athletes' Committee serving on the Board;
- (b) 2 (two) members of the Board, with interest in diversity issues, as well as communication and legal skills, with at least one female;
- (c) at least 2 (two) additional members, who shall be either a Boxer or former Boxer, with at least half of such members being female.

21.2 The role of the Diversity Committee shall be to:

- (a) deal with specific issues related to the practice, development and promotion of boxing within an inclusive environment, without any discrimination of any kind, such as race, colour, gender, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status;
- (b) encourage the grassroots development of women's boxing, as well as of women R&Js, Coaches, ITOs and Officials
- (c) promote women's boxing in order that such boxing, with its specified weight categories, be included in international multisport events, including the Olympic Games;





- (d) support equity and diversity within all aspects of IBA and of the sport of boxing;
- (e) allow the realisation and development of social works through activities that help to spread the Olympic values through boxing.

22. THE MEDICAL COMMITTEE

22.1 The Medical Committee shall consist of the following 5 (five) or more members:

- (a) at least 2 (two) medical doctors possessing expertise in medical issues relating to boxing or who are active ringside doctors;
- (b) at least 1 (one) medical doctor possessing expertise in sports medicine;
- (c) at least 1 (one) medical doctor or other medical practitioner possessing expertise in emergency medical services;
- (d) at least 1 (one) medical doctor possessing expertise in gender issues and endocrinology.

22.2 The requirement provided in article 4.2 that there shall be at least 1 (one) member of the Athletes' Committee in each Technical and Management Committees does not apply to the Medical Committee.

22.3 The role of the Medical Committee shall be to:

- (a) deal with all medical issues relating to boxing, and in particular issues relating to the health and safety of Boxers;
- (b) provide a high level of expertise, knowledge and advice with respect to the care and follow-up treatment of Boxers in different environments, including at the ringside and out-of-competition, and with respect to fitness to box, performance and improvement issues;
- (c) provide a high level of expertise, knowledge and advice to the Competitions Committee concerning the number of Ringside Doctors available for all IBA Competitions;
- (d) provide a high level of expertise, knowledge and advice to the Competitions Committee concerning training programs and educational materials for Ringside





Doctors;

- (e) contribute to all IBA projects with a medical dimension in order to promote the safety of boxing; and
- (f) support IBA with respect to transgender athletes and athletes with disorders of sexual differentiation.

23. THE MEMBER FEDERATIONS COMMITTEE

23.1 The Member Federations Committee shall consist of the following 8 (eight) or more members:

- (a) 2 (two) members of the Board with communication and legal skills;
- (b) 1 (one) person, who acts in an official function within each of the AFBC, the AMBC, the ASBC, the EUBC and the OCBC (Continental Advisor for the Board);
- (c) at least 1 (one) representative of the Athletes' Committee.

23.2 The role of the Member Federations Committee shall be to:

- (a) deal with relations between IBA and its National Federations;
- (b) draw up proposals for an optimal cooperation between National Federations and IBA;
- (c) monitor the evolution of the statutes and regulations of the Confederations and National Federations and report any problem to IBA;
- (d) develop best practice for National Federations; and
- (e) contribute to the organization of educational and development programs with National Federations.

SECTION B – REGULATIONS GOVERNING THE SELECTION PROCESS OF THE SECRETARY GENERAL

24. APPOINTMENT OF A SELECTION COMMITTEE

24.1 Whenever a Secretary General & CEO needs to be appointed, the Board shall appoint a Selection Committee consisting of the following 5 (five) or more members:

- (a) The President, who shall be the Chairperson of the Selection Committee;





(b) At least 4 (four) other Directors, one of whom shall be Vice-Chairperson.

24.2 The role of the Selection Committee shall be to:

- (a) Oversee the selection process of the Secretary General & CEO, in accordance with these Organisational Regulations;
- (b) Ensure that candidates from all continents have a fair chance to take part in the selection process to become Secretary General & CEO;
- (c) Ensure a gender balance on the lists of candidates to be prepared in the course of the selection process;
- (d) Perform all necessary tasks provided for by the Organisational Regulations in the course of the selection process of the Secretary General & CEO in accordance with article 25 below.

24.3 The Selection Committee shall be an Ad hoc Committee, which shall function until the conclusion of the selection process of the Secretary General & CEO. A new Selection Committee shall be appointed for each appointment of a new Secretary General & CEO.

25. PROCEDURE FOR THE APPOINTMENT OF THE SECRETARY GENERAL

25.1 Once constituted, the Selection Committee shall lead recruitment process with the support of IBA Head Office.

25.2 The selection process of the Secretary General & CEO shall be conducted in accordance with the following steps:

- (a) The Selection Committee shall establish the criteria (experience, skills, reputation, etc) to be met by candidates and fix the remuneration and other benefits that can be offered to the Secretary General & CEO, in compliance with the budget;
- (b) A vacancy advertisement for the recruitment of the Secretary General & CEO shall be prepared by IBA Head Office and approved by the Selection Committee;
- (c) The publication of the vacancy advertisement shall occur as decided by the Selection Committee with the support of IBA Head Office. In any case, the vacancy advertisement shall be published on the IBA website, and the National Federations





shall be informed that a call for candidates as Secretary General & CEO is taking place.

- (d) The Selection Committee shall review the candidacies in order to select a maximum of 5 (five) candidates, who shall be invited to take part in the following steps (interviews etc.) of the recruitment process. This final list of maximum 5 (five) candidates shall be subject by an integrity check in the same method of a Board Member pursuant to articles 27.7, 27.8 and 27.9 of the Constitution.
- (e) After having completed the appropriate steps to evaluate the candidatures of the selected candidates (by conducting interviews, integrity check, etc), the Selection Committee shall establish a final list of at least 2 (two) candidates to be presented to the Board.
- (f) The Selection Committee shall prepare a confidential report on the candidates to be presented to the Board, which may include a recommendation with a ranking by preference.
- (g) The Board shall appoint the Secretary General & CEO in accordance with article 30.1 (w) of the Constitution.

25.3 The full selection process shall be conducted swiftly and shall in principle be completed within 2 (two) months as from appointment of the Selection Committee.

25.4 In the absence of the Secretary General & CEO or if the latter is temporarily unable or unwilling to exercise his/her powers, the Board may appoint the Interim Secretary General & CEO for a period up to 3 (three) months without application of selection process in accordance with this article 25.

SECTION C – MISCELLANEOUS

26. TRANSITIONAL PROVISIONS

26.1 Any reference in these Organisational Regulations to a person having been conferred an IBA Distinguished Service Award in accordance with article 41 of the Constitution shall be deemed to also include anyone who has been conferred an “honorary position” in accordance with the AIBA Statutes in force until 13 December 2020.





27. FINAL PROVISIONS

- 27.1 In the event these Organisational Regulations are translated into a different language or languages, the English version shall prevail.
- 27.2 These Organisational Regulations have been adopted by the Board on 4 May 2024. They come into force with immediate effect and replace the Organisational Regulations of 8 December 2023.

