



CONGRESS PACKAGE

XXXII ITU CONGRESS

LAUSANNE , 29 AUGUST 2019

PROPOSED AGENDA

1. Welcome
2. Roll-call of NFs⁽¹⁾
3. Admission of new member NFs⁽¹⁾ – American Samoa
4. Appointment of three (3) scrutineers⁽¹⁾
5. Appointment of three (3) tellers⁽¹⁾
6. Minutes of the last Congress⁽¹⁾
7. President's Report
8. Secretary General Report
9. Report of the Audit Committee and external auditors⁽¹⁾.
10. Adoption of the Vice President's Financial Report, the Annual Budget and the audited Financial Statements⁽¹⁾
11. Report on World Championships and World Cups
12. Resolutions from the Executive Board
 - a. Changes on ITU Constitution. Constitution Committee report.
 - b. Other Resolutions
13. Reports from Committees, Commissions and Arbitration Tribunal
14. Resolutions from member NFs
15. Elections
16. Appeals
17. Old Business
18. New Business
19. Adjournment

Note⁽¹⁾ These agenda items will apply to either both the ITU Congress and the Annual General Assembly of the ITU Canadian Entity or only the Canadian Entity.



Dear member of the triathlon family,

A very warm welcome to Lausanne for the 2019 International Triathlon Union Congress. I am delighted that you are part of this important annual meeting of ITU members as we take another in-depth look at the current status of our sport and see how, as triathlon's world governing body, we have been working to grow and develop it around the world.

Lausanne is the Olympic capital, so it is particularly appropriate that we gather here now, less than a year away from the opening fanfare of Tokyo 2020, where we will see the Mixed Relay make its Olympic debut and two more categories take part in the Paralympics than at Rio 2016.

These important signs of the robust health of our sport should not be underestimated. The fact that we will host a whole new Olympic event on Super Saturday is a great achievement that reflects the work and dedication of everyone involved in triathlon. That includes the tireless efforts of National Federations, athletes, Age-Groupers, coaches, the LOCs and volunteers at our events, our staff and the fans and followers sharing their support on Social Media, and I believe that this Triathlon Family has never been stronger.

It is also fitting that we are here in the Olympic capital as we mark the 30-year anniversary of ITU and welcome the latest inductees to the ITU Hall of Fame. The occasion gives us another valuable moment to reflect on the remarkable achievements of those Olympians who have left an indelible mark on the history of our sport and give thanks for the contributions made by members of our extraordinary family.

Of course, the ITU Congress provides the perfect opportunity for us all to come together, reflect on the current multisport landscape and be updated on progress with the current ITU Five-Year Plan. This season we have continued to reach further and inspire more people than ever before across all our events and platforms, and we are building towards what can be a pinnacle for us all in Tokyo.

As an International Federation, we are always acutely aware of the importance of upholding our responsibilities to our members and representing their interests. It is with great pride that ITU has been a leader in athlete representation, and that we are looking to double the number of positions on the Executive Board open to active athletes as we continue to make their voices heard. We can only ever be as strong as our athletes, and that front-line input will be invaluable over the coming years as the sports landscape continues to evolve.

Which brings me back to the racing here in Lausanne, and the passion and dedication that will be on display over the coming days. Last year's Grand Final on the Gold Coast will be hard to top, but all the ingredients are in place for another magical series of races as we crown the 2019 ITU World Champions.



triathlon

XXXII ITU Congress
29 August 2019, Lausanne, Switzerland

My thanks go to our hosts and the Local Organising Committee for all of their work in putting together this wonderful Congress venue and for delivering a fitting stage for the pinnacle of the ITU calendar, the WTS Grand Final.

I look forward to seeing you and speaking with you over the coming days, and urge you to make the most of this special occasion.

Yours sincerely,



Marisol Casado
ITU President
IOC Member



SPORT IN
THE OLYMPIC
PROGRAMME

International
Paralympic
Sports
Federation





INTERNATIONAL TRIATHLON UNION

XXXI ITU CONGRESS 12 September, 2018

MINUTES

1. President's Welcome

ITU President Marisol Casado calls the meeting to order on Wednesday, 12 September at 10:00 am

Marisol thanks all the NFs present at the annual ITU Congress and appreciates so many making the long trip, adding that their involvement extends beyond the races into working together for the future of the organisation. She thanks the hosts for the week, the Organising Committee of the 2018 GF and Triathlon Australia, and the City of Gold Coast and Triathlon Australia, recognising their success in hosting the Commonwealth Games earlier in the year.

The President extends a welcome to Ramachandran from Triathlon India and Australia's Bill Walker, before inviting the IOC's Jenny Mann to take the stage.

2. Jenny Mann, IOC

Jenny Mann as keynote speaker, reflects on her time on the ITU board, the people who inspired her and her hopes and vision for the sport of triathlon, referring to Marisol's influential position on the IOC and the positive role model she is for gender equality. She highlighted the important role that ITU is playing within the IOC, as one of the most active IFs of the Olympic Movement.

3. Roll-call of National Federations:

Present:

Aruba

Glenda Croes-Tromp
Sandra Postma-Hagen

Australia

Ben Houston
Miles Stewart
Michelle Cooper

Austria

Herwig Grabner

Belarus

Maryia
Charkouskaya-Tarasevich
Andrei Silivonchyk
Tatsiana
Silivonchyk

Belgium

Johan Druwe
Reniout Van Schuylenbergh

Bermuda

Steven Petty
Pat Phillip Fairn

Brazil

Sergio Santos

Canada

Les Pereira
Sheila O'Kelly
Kim Van Bruggen

China

Chen Xiaoran
Zhang Jian

Chinese Taipei

Liou Yuh-Feng
Cai Yan Ni

Colombia

Pedro Vizcaya

Costa Rica



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María Cristina
González

Denmark

Mads Freund
Annette
Østerkjerhuus

Dominican Republic

Franklin De la Cruz
Suero

Egypt

Elfonsy Amir Faraq
Magar

France

Bernard Saint-Jean
Philippe Lescure

Germany

Matthias Zöll
Reinhold Häußlein
Annika Wing

Great Britain

Andy Salmon
Nicki Dick

Guatemala

Cesar Augusto
Rosales Rojo

Hong Kong

Ruth Hunt
Sheila Murray
Christopher Lee
Fenella Ng

Hungary

Tibor Lehmann

India

Narayanaswamy
Ramachandran

Iran (late register)

Mohammed Al
Sabour
Siamak Amiri

Ireland

Chris Kitchen
Bernard Hanratty

Israel

Michael Ziv

Italy

Luigi Bianchi
Ivan Braido

Jamaica

Alan Beckford

Japan

Mitsuhide Iwaki
Tomoko Wada
Yoji Sakata
Kiriyo Suzuki

Jordan

Ammar Al Satari

Kazakhstan

Akmaral
Yespenbetova

Korea

Ki, Wookyoung
Lee, Jaekeun

Macau

Luis Mac
Ando Kenta

Malaysia

Balwant Singh Kler

Mexico

Eugenio Chimal
Nelly Becerra
Pliego

Nepal

Nilendra Raj
Shrestha

Netherlands

Martin Breedjik

New Zealand

Graham Perks
Claire Beard

Nigeria (late register)

Adewale
Oladunjoye

Norway

Kari Uglem

Papua New Guinea

Andrew Olsen

Philippines

Leigh Gunn

Portugal

Vasco Rodrigues

Qatar

Nasser Al
Mohannadi
Bernard McCullagh

Romania

Peter Klosz

Samoa

Ray Reupena

Singapore

Eugene Lee

Slovakia

Jozef Jurasek

South Africa

Jan Sterk

Spain

José Hidalgo
Martin

Jorge García
Martínez

Alicia García Pérez

Sweden

Beth Friberg
Ola Silvdahl

Switzerland

Pascal Salamin

Thailand

Vijitr Sitinawin

Trinidad & Tobago

Karen Araujo

Ukraine

Eduard Panarin
Roman Korol

United States

Rocky Harris
Paul Bloom
Susan Haag
Theresa Roden

United Arab Emirates

Khaled Al Qubaisi



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Secretary General Antonio Arimany announces that the 54 NFs present is still short of a quorum. As such the agenda, due to be starting with approval of the last Congress meeting minutes, continued on the understanding that voting matters were only to be held when quorum is reached. (Nigeria's and Iran's presence was later confirmed and Congress reached quorum.)

4. Admission of new member NFs

There are no new membership applications to be considered

5. Appointment of three scrutineers

Scrutineers volunteered by: Ireland, Costa Rica, Sweden

6. Appointment of three tellers

Tellers volunteered by: Hong Kong, Dale Walker, Canada

7. President's Report

The full president's report can be found:

<https://drive.google.com/drive/u/0/folders/12e4fVrUJxEWsGk3qbSP2EcineLCK6vHc>

The president reflects on her decade as president of ITU and the evolution of the sport over that time, as well as the importance for ITU having a president who sits on the IOC to ensure that the sport's needs are heard and that its Olympic future is represented to the fullest.

8. Secretary General's Report

The full report can be found:

<https://drive.google.com/drive/u/0/folders/12e4fVrUJxEWsGk3qbSP2EcineLCK6vHc>

The report focuses on the success of the Mixed Relay, the growing profile of the sport and the ITU / TriathlonLIVE promotion for NFs

Alicia Garcia from the Credentials Committee runs through the list of present NFs and confirms that there is now quorum.

Secretary General reverts to original agenda and an amendment to the 2017 minutes regarding Resolution 1

9. Minutes of Last Congress – amendment to Resolution One

Motion: Moved Belgium, seconded Australia to amend Resolution 1

Carried: Unanimously

10. Report of the Audit Committee

The full report can be found:

<https://drive.google.com/drive/u/0/folders/12e4fVrUJxEWsGk3qbSP2EcineLCK6vHc>



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Chair of Audit Committee Alan Becfort adds that the external auditors report was the best he had seen to date.

He did request that the Committee receive the report a little earlier than July if possible and reiterated that the Staff Welfare Policy should be reviewed.

11. Adoption of the Vice President's Financial Report, Annual Budget and Audited statements

The full financial report is presented to members

Financial Report

Motion: Moved Ireland, seconded France, to approve latest Financial Report

Carried: Unanimously

2019 Budget

Full 2019 budget is presented to members

Motion: Moved USA seconded Malaysia to approve 2019 budget

Carried: Unanimously

Appointment of auditors

Motion: Moved Austria, seconded Netherlands to approve PWC as auditors for next two years

Carried: Unanimously

12. Constitution Committee Report

Constitutional review

Motion: Moved Canada, seconded Sweden to approve the full review of ITU Constitution (committee hopes to finalise in 2019)

Carried: Unanimously

Clarification of term limits for EB members to date from 2016

Motion: Moved by Sweden, seconded by Nigeria, that the new term limits for EB members to be as of 2016.

Carried: Unanimously

Clarification regarding signatory regulations for tax documents in Switzerland

Motion: Moved by Germany, seconded by India, that president may be sole signatory

Carried: Unanimously

Stipulating new requirements for presidential candidates

Committee has found no support from members for new requirements to be enforced and asks the resolution be withdrawn

President agrees – the proposal to include new requirements is withdrawn



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Terms for Athletes' Committee

Motion: Moved by Netherlands, seconded by Bermuda that the term limits be increased to four years, as of 2021, for new members to the Committee.

Carried: Unanimously

Arbitration Tribunal

Motion: To change the name of the Arbitration Tribunal to World Triathlon Tribunal

Carried: Unanimously

13. Lausanne Grand Final 2019

Members of the Organising Committee of the 2019 Grand Final were then welcomed and invited to show a short video presentation as hosts of the next ITU WTS Grand Final

Marisol Casado adds that ITU wants to prepare something very special for Lausanne Grand Final because it is the home of ITU, home of many IFs, and is the Olympic capital.

- *watch the video here*

14. Constitution Committee Report

Jorge Garcia introduces a short video presentation of the Pontevedra 2019 World Multisport Championships and asks the National Federations to help make it the best possible event

The USA raise the issue of holding hotel rooms for their 700 expected athletes and is assured that accommodation information would be made available in the week after the Gold Coast Grand Final.

<https://drive.google.com/drive/u/0/folders/12e4fVrUJxEWsGk3gbSP2EcineLCK6vHc>

- Congress breaks for lunch at 12.45pm –

15. Committee & Commission Reports

i) Athletes' Committee report

The full presentation can be viewed:

<https://drive.google.com/drive/u/0/folders/12e4fVrUJxEWsGk3gbSP2EcineLCK6vHc>

It was introduced the new educational tools available, as well as improved feedback channels to get more information from athletes and coaches via an Athletes' Hub



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ii) Coaches' Committee Report

The full presentation can be viewed:

<https://drive.google.com/drive/u/0/folders/12e4fVrUJxEWsGk3gbSP2EcineLCK6vHc>

Philippe Fattori discusses the issues of bike safety, Olympic schedules and using the ITU database to deliver better feedback from the coaching network.

iii) Medical and Anti-Doping Report

The full presentation can be viewed:

<https://drive.google.com/drive/u/0/folders/12e4fVrUJxEWsGk3gbSP2EcineLCK6vHc>

Dr Sergio Migliorini discusses a medical information database for all athletes, water quality information flow, WADA cooperation and the next edition of the Science & Triathlon Conference.

iv) Multisport Committee Report

The full presentation can be viewed:

<https://drive.google.com/drive/u/0/folders/12e4fVrUJxEWsGk3gbSP2EcineLCK6vHc>

Chris Kitchen discusses that the group is working on increasing participation levels, increased diversity of entrants in Fyn over Penticton, growing popularity of Aquabike and possibility of Winter Triathlon events.

v) Paratriathlon Committee Report

Full presentation can be viewed:

<https://drive.google.com/drive/u/0/folders/12e4fVrUJxEWsGk3gbSP2EcineLCK6vHc>

Grant Darby (CAN) discusses the classification system for Tokyo 2020 and the balance found with IPC requirements while ensuring best athletes get to compete. Secretary General thanks Grant for his efforts with the IPC.

vi) Technical Committee Report

Full presentation can be viewed:

<https://drive.google.com/drive/u/0/folders/12e4fVrUJxEWsGk3gbSP2EcineLCK6vHc>

Jaime Cadaval discusses the need to review athlete feedback regarding race rules, results reviews and to ensure there is unity in the rules being implemented at all races around the world.



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vii) Women's Committee Report

Full presentation can be viewed:

<https://drive.google.com/drive/u/0/folders/12e4fVrUJxEWsGk3gbSP2EcineLCK6vHc>

Tomoko Wada (JPN) discusses the 2018 Award of Excellence, and different cultural considerations for women to compete in some countries around the world.

viii) Age Group Commission Report

Full presentation can be viewed:

<https://drive.google.com/drive/u/0/folders/12e4fVrUJxEWsGk3gbSP2EcineLCK6vHc>

Barry Siff thanks all his members for their work in its first year of existence, adding that the initial focuses are improving the experiences of AG athletes, capping fees and ensuring consistency at events.

ix) Tokyo 2020 Presentation

Kiriyo Suzuki (JPN) delivers a presentation on the TOGOC preparations for the Olympic Triathlon event and confirms schedule of the Test Event in August 2019.

X) 2019 Season Calendar Report

Gergely Markus discusses the Mixed Relay calendar, including an Abu Dhabi race and Nottingham to come after Leeds, BA 2018, 2019 Beach Games and World Games inclusion, 2020 and 2021 Grand Final locations confirmed for Bermuda and Abu Dhabi and new Development Events planned.

16. Elections

Audit Committee

Secretary General confirms there is one position to be voted and Beth Friberg is the sole candidate.

Beth Friberg (SWE) is UNANIMOUSLY APPROVED as the new member of the Audit Committee.

- Marisol Casado thanks members for their attendance and adjourns the 2018 Congress -



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APPENDIX

RESOLUTIONS : PROPOSED CHANGES TO THE ITU CONSTITUTION

Whereas the ITU Constitution needs to be modified to reflect resolutions approved at the 2016 Congress;

And whereas advice from both the ITU Executive Board and Constitution Committee require some modifications;

Therefore, be it resolved, that the following changes to the ITU Constitution, outlined in the table below, be approved. And summarise here:

1. Update of the Membership Chapter, within the framework of the Constitution Committee review of the Constitution. No substantial changes, more clarification on the order and the definition of rights and obligations.
2. Clarification of the term limit rule for EB Members as approved by Congress in Rotterdam in 2017. Articles 15 and 16.
3. Change of the Financial Chapter, article 35, in accordance to the demand from the Register of Commerce in Canton de Vaud.
4. New requirement for becoming ITU President Article 15.
5. Change of the term for the Athletes Committee, from 2 years to 4 years, following Athletes Committee request. Article 19.2
6. Change of the name of the « ITU Arbitration Tribunal » to « World Triathlon Tribunal, n All Constitution references.

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NEW	OLD	COMMENTS
MEMBERSHIP Members <ol style="list-style-type: none"> The Members of the World Triathlon are the Member National Federations. The Member National Federations listed in the Annexure to this Constitution are the Members of ITU as at the date this Constitution is effective, subject to Article 9 of this Constitution. Associate members Associate membership of World Triathlon is open to: <ol style="list-style-type: none"> Continental Confederations under Art xx; Provisional member National Federations granted by the EB under Art xx; Honorary presidents and Honorary members under Art xx; Other bodies recognised by Congress. The Associated members are listed in the Annexure to this Constitution. Associate Members do not have voting rights. Clubs, organisations (LOCs), athletes, coaches, agents, staff, technical officials and other officials, affiliated with or licensed by Member NFs are automatically affiliated or licensed to World Triathlon and must at all times respect the Constitution as well as the Competition Rules, in particular, without limitation, those on Anti-Doping, eligibility and national status of the athletes and the World Triathlon Tribunal.	CHAPTER 2: MEMBERSHIP Article 3. Membership 3.1 ITU's members are composed of National Federations (NFs) and Continental Confederations (CCs) administering Triathlon and its related Multisports. CCs cover the following five (5) geographical areas: Americas, Asia, Europe, Oceania and Africa, and will be accepted as ITU members. Those NFs and CCs listed in the Annex to this Constitution are members of ITU, provided that they comply with the requirements to acquire and maintain membership at all times. Article 4. Affiliation 4.1 An applicant National Federation seeking membership in ITU must be the controlling body of Triathlon, Paratriathlon and their related Multisports in a country. This provision shall not affect the status of existing members. 4.2 The ITU Congress confirms the membership of NFs and CCs. Provisional membership may be granted by the Executive Board, until formally submitted to Congress. Provisional membership will have access to Congress with voice and no voting rights. 4.3 NFs wishing to become provisional members may qualify by meeting the NF criteria application and, if accepted by Congress, receive membership status. Article 5. Application for membership. NFs and CCs wishing to become members of ITU shall: 5.1 Apply for affiliation in writing to the Secretary General, declaring that the Constitution of ITU will be strictly observed. The Secretary General shall	Update of the Chapter and creation of the Associated Members category.
Admission as a Member <ol style="list-style-type: none"> A national governing body for the sport of Triathlon in any Country may apply for admission as a Member of the ITU. There shall only be one Member National Federation from any one Country recognised by the International Olympic Committee (IOC). An application by a national governing body seeking Membership shall be made in accordance with the admission procedures set out in the Constitution. To be considered for Membership, an applicant seeking admission as a Member shall demonstrate to the EB's satisfaction that: <ol style="list-style-type: none"> it is recognised as the national governing body for the sport of Triathlon in its Country; it is a separate legal registered body and/or can satisfy World Triathlon that it has the legal and administrative ability to administer the sport to an acceptable standard in good governance; it is Financially Solvent; it recognises the Court of Arbitration for Sport, as specified in this Constitution; <ol style="list-style-type: none"> its application for Membership is supported by the Continental Confederation in which the applicant is situated; and, such other requirements as set out in the Constitution. 		

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<p>5. The EB has the power to decide, in its discretion, by Special Majority, whether to admit a national governing body to be a Member of the ITU on a provisional basis.</p> <p>6. Provisional membership of any Member National Federation granted by the EB by Special Majority shall be put to the next Congress meeting for approval of permanent Membership or otherwise.</p> <p>7. The admission or otherwise to Membership is at the sole discretion of Congress.</p> <p>8. Once admitted, a Member National Federation is a Member for indefinite duration, unless it withdraws its Membership or is suspended or expelled from Membership in accordance with this Constitution.</p>	<p>place the matter on the agenda for the next Executive Board meeting.</p> <p>5.2 Enclose the constitution of their organization. If the constitution is in a language other than English, then a translated version in English will be provided too, along with the original version.</p> <p>5.3 Enclose a list of its principal officers and its address and contact details.</p> <p>5.4 For NFs: be recognised as the NF for Triathlon, Paratriathlon and their related Multisports in their own country. This status will be confirmed by their National Olympic and Paralympic Committees, recognized by the IOC/IPC or National Sport Council /Confederation.</p> <p>5.5 Pledge to abide by the Constitution of ITU.</p> <p>5.6 Submit a report on past and current Triathlon activities.</p> <p>Article 6. There shall be an annual fee for each Member affiliated to the ITU and this shall be paid in advance, by the 31st of January each year. The annual fee is set by the Executive Board.</p>	
<p>Rights of Members</p> <p>1 Subject to this Constitution each Member National Federation has the right to:</p> <ol style="list-style-type: none"> appoint Delegates to attend, speak and vote at meetings of Congress, in accordance with this Constitution; To submit Resolutions for inclusion in the agenda of the Congress submit nominations for the election of President, table officers and EB-members and committee members receive the Annual EB Report together with such other reports that are required to be made to Congress as specified in this Constitution; receive circulars and other official information as specified in this Constitution; enter athletes in International Competitions in accordance with the Competition Rules; be a member of an Continental Confederation in accordance with the constitution and rules of the Continental Confederation; To take part in and benefit from ITU's assistance, development and educational programmes organised directly or through the Regions; and such other rights and privileges as set out in this Constitution. 	<p>Article 7. Rights and Obligations of Members</p> <p>7.1 Members have the following rights: -</p> <ol style="list-style-type: none"> To take part and to vote in the Congress; To submit Resolutions for inclusion in the agenda of the Congress; To propose candidates for the President, Table Officers, Executive Board and Committees of ITU; To enter their athletes in any official competition of ITU, respecting the ITU rules.; To take part in and benefit from ITU's assistance, development and educational programmes organised directly or through the Regions; and To exercise all other rights arising from this Constitution, the ITU Rules, and other rules decisions of ITU. 	<p>Clarification of rgchst and obligations.</p>

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<p>Obligations of Members</p> <p>1. In accordance with this Constitution, the Bylaws, each Member National Federation shall:</p> <ol style="list-style-type: none"> govern, promote and develop Triathlon, Paratriathlon and their related Multisports in the Member National Federation Country in accordance with the Purposes of the World Triathlon; comply with this Constitution and all ITU rules and regulations; must comply with the principles of good governance, and shall in particular contain, at a minimum, provisions relating to the following matters: <ol style="list-style-type: none"> to be neutral in matters of politics and religion and to prohibit all forms of discrimination; to be independent and avoid any form of political interference; to democratically elect or appoint its officers and executive body; to ensure that judicial bodies are independent (separation of powers); the definition of the competences of the decision-making bodies; to avoid conflicts of interests in decision-making; legislative bodies must be constituted in accordance with the principles of representative democracy and taking into account the importance of gender equality in triathlon; and yearly independent audits of accounts. To include the ITU Logo and the words "affiliated to ITU", "member of ITU" in their letterhead to submit an annual report within the first three months of each year, which shall include the following information: <ul style="list-style-type: none"> The mail address, email address, telephone, fax, etc. A list of the Officers of the Federation. Annual statistics about active membership of the Member (clubs, athletes, coaches, officials, etc). Major Championships and events to be held during the coming year, including date and location. A copy of the most recent financial statements. continue to meet all the requirements for admission to Membership set out inside this Constitution; adopt a constitution, rules and regulations which comply with, and are consistent with, this Constitution; to incorporate in its constitution a provision to the effect that all disputes between that 	<p>7.2 Members have the following obligations:</p> <ol style="list-style-type: none"> Member National Federations must maintain full control and governance of Triathlon, Paratriathlon and their related Multisports in their country. Remain in good standing (including in good financial standing). To comply with all applicable ITU rules and decisions of the Executive Board, Table Officers and Congress. To insert in their Constitutions and Rules such provisions as may be required by the ITU Constitution or other ITU rules. Member National Federations to pay the annual fee. To include the ITU Logo and the words "affiliated to ITU", "member of ITU" in their letterhead. All Members shall be required to submit an annual report within the first three months of each year, which shall include the following information: <ol style="list-style-type: none"> The mail address, email address, telephone, fax, etc. A list of the Officers of the Federation. Annual statistics about active membership of the Member (clubs, athletes, coaches, officials, etc). Major Championships and events to be held during the coming year, including date and location. A copy of the most recent financial statements. Each NF/CC shall incorporate in its constitution a provision to the effect that all disputes between that NF/CC and an athlete and ITU shall be submitted to arbitration before the Court of Arbitration for Sport (CAS) for final and definitive resolution. <p>Article 8. Neither this Constitution nor a Member's Membership shall constitute the ITU or a Member being an agent of the other or create a partnership, joint venture or similar relationship between the parties, nor shall this Constitution constitute the authorisation of either party to act for or on behalf of the other.</p>	<p>Clarification of obligations of Members.</p>
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<p>NF/CC and an athlete and ITU shall be submitted to arbitration before the Court of Arbitration for Sport (CAS) for final and definitive resolution.</p> <ol style="list-style-type: none"> i. be a member of its Continental Confederation and co-operate with it, in accordance with the Continental Confederation's constitution and rules; and, j. pay any Membership Fee, by the end of March of each year. <p>2. In the event of any inconsistency between the constitution of a Member National Federation and this Constitution, then to the extent of that inconsistency, the Constitution of the ITU will prevail.</p> <p>Withdrawal of Membership A Member National Federation that is not in default of any payments as specified inside this Constitution may withdraw its Membership of the ITU by giving not less than six (6) months written notice to the ITU.</p> <p>Suspension of Membership and Other Sanctions 1. Provisional Suspension by the World Triathlon Tribunal: The World Triathlon Tribunal may provisionally suspend a Member National Federation's Membership, until Congress decides in last resort, for a period specified not over 12 months in if, in the opinion of the Arbitration Tribunal, the Member National Federation:</p> <ul style="list-style-type: none"> • is in breach of any one or more of its obligations under this Constitution including its failure to pay the Membership Fee or any other fees or payments due and owing by the date specified inside this Constitution; • is otherwise in breach of any other Article in this Constitution or any Rule, Regulation or a decision of Congress; • acts in a manner which is contrary to any of the Purposes of the World Triathlon, or the government of the Country or Territory that the Member represents, acts in a manner contrary to any of the purposes; • ceases to meet one or more of the admission requirements set out inside this Constitution; 	<p>Article 12. Withdrawal of Membership. 12.1 Any Member may withdraw its Membership at the end of any calendar year provided it has granted to the Secretary General at least six months notice in writing of its intention to do so. 12.2 Withdrawal of Membership from the ITU by a NF shall mean simultaneous withdrawal of membership from the Member's Continental Confederation. 12.3 The withdrawing Member shall settle all outstanding fees or other monies payable to the ITU.</p> <p>Article 9. Suspension and expulsion of members. 9.1 The Panel can sanction, suspend a Member, which has either violated the ITU Constitution and its rules or not fulfilled the requirements of Articles 5 and 7.2 of this Constitution. The suspension due only to the non-payment of the annual fees may be overcome at the discretion of the Secretary General when the member National Federation is once again in good financial standing with ITU. 9.2 The decision of the Panel on the suspension is temporary, until the ITU Congress decides in last resort. 9.3 Where an NF/CC either has not been accepted as an official Member, or has been suspended or expelled: a) They will not be granted delegate status in the ITU Congress. b) All individuals proposed for an elected position by the defaulting Member will immediately forfeit their positions upon suspension/expulsion from ITU; and</p>	<p>Clarification of the sanctions that could be imposed to Members and the responsible body for that.</p>
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<p>2. Additional Sanctions by the World Triathlon Tribunal: World Triathlon Tribunal may impose any one or more of the following sanctions on a Member National Federation:</p> <ul style="list-style-type: none"> • set specific terms or conditions to be met or steps to be undertaken by the World Triathlon Tribunal; • issue a caution or censure; • impose a fine; • withhold grants or subsidies; • exclude a Member's athletes, athlete support personal and/or ITU Officials who are Citizens of the Member National Federation Country, and Member National Federation Officials, from any International Competitions, activity or any World Triathlon position or body; • remove or deny accreditation of, or other benefits to, athletes, athlete support personal and/or World Triathlon Officials who are affiliated to the Member National Federation, for any International Competitions and other World Triathlon events and activities; • impose any other sanctions it considers appropriate. <p>3. Suspension by Congress Congress may suspend a Member National Federation's Membership if:</p> <ul style="list-style-type: none"> • EB recommends such suspension following the provisional suspension by EB; • Congress considers, of its own volition, that any one or more of the grounds set out in this Constitution; • any sanctions imposed under Article XX are not fulfilled by the Member National Federation, to the satisfaction of Congress. <p>The period of suspension imposed by Congress may be a fixed period, or an indefinite period subject to the satisfaction of any terms and conditions imposed by Congress.</p> <p>Before Congress suspends a Member National Federation from Membership the EB shall:</p> <ul style="list-style-type: none"> • notify the Member National Federation in writing of the proposal to suspend it from Membership including the reasons for such proposal; 35 days prior to Congress; and, • give the Member National Federation at least thirty (30) days to respond to the proposal to suspend the Member at a Congress; and, • give the Member National Federation the right to be heard at Congress. <p>At any Congress meeting held any time during the period of any suspension of a Member National Federation, Congress may:</p>	<p>c) The defaulting Member will lose all membership rights during the period of suspension.</p> <p>9.4 Expelled members are liable for, and shall settle, all outstanding fees or other monies payable to the ITU</p> <p>Article 10. Continental Confederations can use the ITU Arbitration Tribunal as their appeal body if the decision can be appealed to Court of Arbitration for Sport.</p> <p>Article 11. A member NF/CC in violation of the Constitution and / or policies, which remains in violation after having been previously warned or suspended, may be expelled from ITU by Congress,. The consent of at least two thirds (2/3) of the Members present is required.</p>	
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INTERNATIONAL TRIATHLON UNION

<ul style="list-style-type: none"> • extend the period of suspension from that imposed for a further period; or, • revoke the suspension, either on application by the Member National Federation or of its own volition, if it is satisfied that the grounds on which the suspension were imposed no longer apply or any terms and conditions imposed with the suspension have been satisfied. <p>The suspension of a Member requires the consent of at least two thirds (2/3) of the Members present. The suspension (including provisional suspension) of, or imposition of any other sanctions against, any Member National Federation imposed by Congress, shall be promptly notified by the Secretary General to all Member National Federations and Continental Confederations. Nothing in this Article limits or waives any other powers of Congress under this Constitution nor any powers of the World Triathlon Tribunal to impose sanctions in accordance with this Constitution.</p> <p>The World Triathlon Tribunal may at any time during the period of any provisional suspension of a Member National Federation extend the period of provisional suspension for a further period, provided that the further period is no longer than the period to the next Congress.</p> <p>Expulsion from Membership</p> <ol style="list-style-type: none"> 1. Congress may expel any Member National Federation from Membership, if: <ol style="list-style-type: none"> a. the Member National Federation has been suspended and the matters giving rise to the suspension have not been addressed to the satisfaction of Congress; or, b. the circumstances for its suspension have seriously impacted or may seriously impact on the reputation of World Triathlon or Triathlon or have been carried out repeatedly or persistently by a Member National Federation. 2. The process for Congress to expel a Member National Federation from Membership shall be the same as that required for suspension as set out in this Constitution. 3. The expulsion of any Member National Federation from Membership shall be promptly notified by the Secretary General to all Member National Federations and Continental Confederations. <p>Consequences of Withdrawal, Suspension or Expulsion of Membership</p> <ol style="list-style-type: none"> 1. Where any Member National Federation has withdrawn its Membership or had its Membership suspended (including provisionally suspended) or is expelled, the following consequences shall apply: <ol style="list-style-type: none"> a. the Member National Federation concerned shall: <ol style="list-style-type: none"> i. automatically and with immediate effect be suspended from the Continental Confederation if it was suspended from the World Triathlon (including provisionally suspended), or cease to be a member of the Continental Confederation if it 		
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<p>withdrew, or was expelled, from Membership of the ITU;</p> <ul style="list-style-type: none"> ii. not in any way hold itself out as a Member of the World Triathlon or the Continental Confederation; iii. forfeit all rights in and claims upon the World Triathlon and its property including its Intellectual Property, iv. not use any World Triathlon property, including its Intellectual Property, unless prior agreed; and, v. not be entitled to any rights, entitlements, or privileges to which it would otherwise have been entitled including representation and/or participation in any competition, activity, event, function or meeting of the ITU including a Congress meeting; <p>b. no World Triathlon Official or Continental Officers who is affiliated to the Member National Federation, or holding any office in the Member National Federation will:</p> <ul style="list-style-type: none"> i. be entitled to take up or continue to hold office in any position within the ITU (including any Commission, board, panel, or tribunal constituted by the ITU) or with any Continental Confederation or other Member National Federation; (including meetings of Congress, EB and the Executive Board) or any Area Association; <p>c. no athlete, athlete support personal or other person who is affiliated, or under the jurisdiction, of the Member National Federation may represent, enter, compete, participate or otherwise be involved in any capacity on behalf of that Member National Federation, in any competition, activity, event, function or meeting of the ITU or any Area Confederation, unless specified otherwise in the Rules.</p> <p>Reinstatement of Expelled Member A Member National Federation that has been expelled from Membership by Congress may be reinstated as a Member at the discretion of Congress if:</p> <ul style="list-style-type: none"> a. a proposal for reinstatement is made by the Member National Federation to the EB in writing at least six (6) months prior to an Annual Congress or a Special Congress meeting called for that purpose; b. having considered the proposal, the EB agrees, by Special Majority to recommend to Congress the reinstatement of the Member National Federation to Membership; and, c. Congress approves reinstatement of Membership at the Congress meeting, by Special Majority. <p>Good Standing Member National Federations shall be in Good Standing with the ITU. The criteria to be in Good Standing and the consequences of failing to meet the criteria, (including any sanctions) shall be as set out in this Constitution.</p>		
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INTERNATIONAL TRIATHLON UNION

CHANGES FROM THE EB		
<p>Article 35.</p> <ol style="list-style-type: none"> 1. Unless otherwise ordered by the Executive Board, the fiscal year end of the corporation shall be December 31st 2. The resource of the ITU shall consist of the contributions of the Members, the contributions or fees of licence holders, contributions from stakeholders, also sponsoring and the royalties generated by sport activities. 3. The President represent the ITU, and is able to sign any agreement or document concerning ITU, as authorised by the Executive Board. <p>Article 15. Table Officers</p> <p>15.1 The Table Officers shall consist of The President, The Secretary General, and 4 Vice Presidents, including at least two persons of the opposite gender, excluding the Secretary General. One of the Vice Presidents shall be assigned with the financial roles.</p> <ol style="list-style-type: none"> a) Candidates, except the Secretary General, will be nominated by the NF and elected by Congress. The Secretary General will be appointed by the Executive Board. b) No more than two Officers can be elected from any one (1) of the five (5) Continental Confederations. c) The assignment of roles and responsibilities of the Vice Presidents shall be at the discretion of the President, including the appointment of "First Vice President" and the Financial Vice President. d) The "First Vice President" shall assume the role of President in the absence of the President. e) All Table Officers shall be elected for a maximum of three (3) terms. The counting of the terms shall commence from the elections in 2016. f) Candidates for President must have served one full term as EB-member. <p>Article 17. Executive Board</p> <p>17.1 The Executive Board consists of the Table Officers, five (5) Presidents of the Continental Confederations, one (1) Athlete Representative (chair of the Athletes' Committee) and four (4) Executive Board members, elected by the Congress, from which no more than two (2) from the same Continent.</p> <ol style="list-style-type: none"> a) No more than two (2) representatives from the same member NF shall be elected to the Executive Board. b) At least four elected members of the Executive Board, shall be from the opposite gender. 	<p>Article 35.</p> <p>Unless otherwise ordered by the Executive Board, the fiscal year end of the corporation shall be December 31st</p> <p>Article 15. Table Officers</p> <p>15.1 The Table Officers shall consist of The President, The Secretary General, and 4 Vice Presidents, including at least two persons of the opposite gender, excluding the Secretary General. One of the Vice Presidents shall be assigned with the financial roles.</p> <ol style="list-style-type: none"> a) Candidates, except the Secretary General, will be nominated by the NF and elected by Congress. The Secretary General will be appointed by the Executive Board. b) No more than two Officers can be elected from any one (1) of the five (5) Continental Confederations. c) The assignment of roles and responsibilities of the Vice Presidents shall be at the discretion of the President, including the appointment of "First Vice President" and the Financial Vice President. d) The "First Vice President" shall assume the role of President in the absence of the President. e) All Table Officers shall be elected for a maximum of three (3) terms. <p>Article 17. Executive Board</p> <p>17.1 The Executive Board consists of the Table Officers, five (5) Presidents of the Continental Confederations, one (1) Athlete Representative (chair of the Athletes' Committee) and four (4) Executive Board members, elected by the Congress, from which no more than two (2) from the same Continent.</p> <ol style="list-style-type: none"> a) No more than two (2) representatives from the same member NF shall be elected to the Executive Board. 	



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<p>c) All candidates for the Executive Board may prepare their personal records and goals they want to achieve for ITU. ITU will forward this document to all Members prior to Congress.</p> <p>d) Executive Board members shall be ex-officio members of the their NF Executive Board, voting rights will be specified by the NF. They may also take part in the General Assembly, Congress, or Annual General Meeting of their NF.</p> <p>e) All Executive Board members shall be elected for a maximum period of three (3) terms. The counting of the terms shall commence from the elections in 2016.</p>	<p>b) At least four elected members of the Executive Board, shall be from the opposite gender.</p> <p>c) All candidates for the Executive Board may prepare their personal records and goals they want to achieve for ITU. ITU will forward this document to all Members prior to Congress.</p> <p>d) Executive Board members shall be ex-officio members of the their NF Executive Board, voting rights will be specified by the NF. They may also take part in the General Assembly, Congress, or Annual General Meeting of their NF.</p> <p>e) All Executive Board members shall be elected for a maximum period of three (3) terms.</p>	<p>Changes propose by the register of Commerce f the Canton de Vaud (Switzerland)</p>
<p>CHANGES FROM THE ATHLETE COMMITTEE</p> <p>19. Committees</p> <p>19.2 All Committee members shall be elected for a four (4) year term, except the Athletes' Committee members who shall be elected for a two (2) year term at a special meeting of their peers at the World Championships. Candidates to the Athletes' Committee must have had an ITU World Ranking during the previous four (4) years. The Audit Committee members shall also be elected for a two (2) year term.</p>	<p>19. Committees</p> <p>19.2 All Committee members shall be elected for a four (4) year term, except the Athletes' Committee members who shall be elected for a two (2) year term at a special meeting of their peers at the World Championships. Candidates to the Athletes' Committee must have had an ITU World Ranking during the previous four (4) years. The Audit Committee members shall also be elected for a two (2) year term.</p>	<p>Clarification in accordance to the EB resolution to Congress in 2017.</p> <p>Following last EB meeting, and to provide any new President the possibility of learning the culture.</p> <ul style="list-style-type: none"> • It takes at least one year before knowing all procedures and more for the national and international relations; • He/she would know beforehand what the tasks and content of the job are. • It would be good to have seen how the previous president has executed the job as president; • All Vice-presidents, Continental Confederation presidents, and ordinary members (including chairs of the Athletes Committee) who have served one term can be candidate. • The members would know all candidates for President. <p>Clarification in accordance to the EB</p>



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		<p>resolution to Congress in 2017.</p> <p>In 2018, the Athletes Committee members will be elected for a term of 3 years. The 4-year term shall take effect in 2021.</p> <p>In 2018, the chair of the Athletes' Committee will be elected for 3 years and act as an EB-member during those 3 years.</p>
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SPORT IN
THE OLYMPIC
PROGRAMME



INTERNATIONAL TRIATHLON UNION

Marisol Casado
ITU President
IOC Member

Hello everyone and welcome to Lausanne, the Olympic capital, for our Grand Final, the Annual Congress and the meeting of the Executive Board.

It is fitting that as ITU celebrates its 30th anniversary as the governing body of world triathlon, we are in the Olympic City for the biggest event of our sport's calendar. The arrival of the 2019 Grand Final means that we are ready to once again crown great World Champions and witness inspirational racing at all levels. And we will do it under the eye of the International Olympic Committee President, Mr Thomas Bach, who will be accompanying us in this journey.

I am delighted you are able to be here to join us for this important annual meeting as we take another in-depth look at the current state of our sport and how, as triathlon's world governing body, we are helping it to grow around the world. Our annual Congress is an essential opportunity for our National Federations to have their say on the ongoing development of global multi-sports and to better understand how we are progressing with the current ITU Strategic Plan. Only a year ahead of the Tokyo 2020 Olympic and Paralympic Games, and after having seen our athletes already test the course in Tokyo only a few weeks ago, this is a pivotal moment for all of our NFs and I hope we can all use this opportunity to further finalise plans for a successful Games.

This year, I can proudly say that has been the more productive one in terms of the visibility of our sport and our management team in other sport organizations. I have been an active member of the IOC for almost ten years now, and my commitment to the organization, as well as my involvement in some key areas, has been consistently growing in the last years. Which has resulted in an immense growth of the influence of our sport, triathlon, within the Olympic movement.

In the last months I have been re-elected for the ASOIF Executive Board, as I also serve as a Board member and Treasurer of GAISF and member of the Executive Board of the Master Games. I have the honor and the responsibility of chairing the Working Group of the IOC Gender Equality Review Project, and have represented the IOC at the Women's leaders meeting twice this year.

Also in 2019, I have been elected a member of the Los Angeles 2028 Coordination Commission, to add to the other 5 IOC Commissions that I already have a voice on, including the Paris 2024 Games, the Women's Commission and the Olympic Solidarity, which also has a great impact in our sport.

But I really wanted to focus in the importance of the female presence on triathlon. And I am not only talking about the athletes. We announced a few months ago the complete selection of Technical Officials for the 2020 Tokyo Olympic and Paralympic Games, with 42 National Federations represented on one or both Olympic and Paralympic Games, and 47% of the Officials selected being female, the highest percentage in history for ITU.

We have to be proud of where we stand, but in many ways we still aren't even close to gender parity. We need to grow the number of female coaches, and we need to work with all our stakeholders, especially with the National Federations, to have a greater female presence within our Boards in Continental Confederations, National Federations... We need women to move one step forward!

I want to publicly mention some inspiring women than in the last few months have taken that responsibility and have moved on to lead in their own National Federations, like USA, UK or Australia, just to mention a few. But we need more! And I will be there to support each and everyone of them.



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Marisol Casado
ITU President
IOC Member

We are also committed in the ITU to not only promote the female leadership, we are also looking for potential candidates from all over the world to take that step forward and join us in the amazing journey to make our sport grow in a consistent way. That's why we are currently working with the Women's Committee on a mentorship programme to help women from all over the world to move on.

We are convinced that any woman who does develop sporting ambitions has to swim strongly against the tide to even have a chance, let alone succeed. Infrastructure and investment to support them is at best sporadic. Against the odds, some women have succeeded. It is now time to support them and bring them forward!

This is also related with the tremendous effort we are doing with our National Federations team in order to get a better understanding of the current status of all our members. I will present the full results of the National Federations Survey during Congress, but is a great tool for all of us to see the reality and try to work together to grow our sport consistently.

DEVELOPMENT

Our development plans and strategies are directly associated with the work the different confederations are doing to promote our sport, and we will continue to spend our resources investing more in development.

Together, the presidents of the confederations and our sports department, along with the corresponding Olympic Committees through our National Federations, will get even better results in the expansion of our beloved Triathlon and Multi-sport.

The work through the confederations has allowed us a good adaptation to the reality of each continent, also taking into consideration the reality shown in the Survey. We are able to reach every single one of the National Federations to help their development and focus in what they really need.

Our Presidents of the Confederations form, together with the ITU President, a working group that meets before each meeting of the executive committee of which they form an active part, have voice and vote. I do not want to forget that the executive committees of the confederations must approve the all the requests for our support, so that we ensure that something as important as the distribution of resources involve a large number of National Federations, our main partners.

Also this year our Sport Department, led by Gergely Markus, has been working in a new competition structure that will take us to the Paris 2024 Games in an even better position. We really want to focus on continuing developing our sport, making our events more sustainable, more attractive for athletes, media and spectators, and also to have a new approach that will allow us to be even more successful in the near future. And we all have to be very grateful to the commitment and dedication that our Sport department has put into this project, analysing all possibilities, listening to all the voices and getting ready for taking our sport one step forward.

And can't forget here the investment ITU has been doing in the last few years in the fight for a clean sport. We will have to be very alert to keep our sport clean of doping, as we have done in the last few years. The Triathlon family is really proud of the behaviour of all our athletes and also their environments. I am convinced that our anti-doping plans, which are very focused on intelligent search and training, are very



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Marisol Casado
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IOC Member

successful, but most of all, the good behaviour of our athletes is the most important part of our success. We will continue to work this way, following closely all the recommendations of the IOC and WADA.

I want to highlight the role played by the Constitution and Audit committees, which in just a couple of years have put us at the forefront of good governance among global sports institutions. Both committees have worked very, very well together with the ITU Executive Board to work not only on the good governance issues, but also on producing an almost new Constitution that will be presented in Congress that will mean an impressive step forward for ITU as an organization, now that we are just turning 30 years old.

We have published the annual accounts on our website, we have created the ethics code and we have taken various measures that increase and ensure transparency in our organization.

Our strong relationship with the IOC is a result of our solid governance and structure, our transparency as an organisation and our adherence to central tenets that make triathlon the global sport it is today: sportsmanship and gender equality.

I want to close my report by emphasizing that we have come this far because we have managed to form a wonderful team on the Executive Board, where each and every one of its members has been able to exercise its role and respect that of others. Where we have worked as a team, and where that team has been helped at all times by the excellent group of professionals, led by Antonio Fernandez Arimany and Gergely Markus, which make possible the day to day at ITU. That has undoubtedly been the key to our success. A success that is not mine, is of all of us.

Yours in sport

A handwritten signature in blue ink, appearing to read 'M. Casado', enclosed in a light blue rectangular box.

Marisol Casado



INTERNATIONAL TRIATHLON UNION

Dear ITU members and ITU Committee members,

Welcome to the 2019 ITU Congress in Lausanne, the Olympic Capital and the home of Olympism, where we are hosting this year's World Triathlon Series Grand Final, the Paratriathlon World Championships, Junior World Championships, U23 World Championships and the Age-Group World Championships. I am sure you are all in for a memorable few days here in Switzerland.

This is the second year of our Strategic Plan 2018-2021, as approved by Congress in Rotterdam in 2017. You can see a progress report on the current performance of the plan within our new On Strategy tool, that you will find within the Congress documents.

Please allow me to elaborate on how we are progressing with reference to the Strategic Plan.

1. CONSOLIDATE THE PRESENCE OF TRIATHLON WITHIN THE OLYMPIC AND PARALYMPIC FAMILIES

One of the most important achievements of the past year has been the ongoing preparation of the season with the inclusion of the Mixed Relay event within the Olympic Programme of the Tokyo 2020 Olympic Games. This is providing the sport of triathlon with a whole new dimension and helping further the development of female participation worldwide. The Olympic qualification process, started in 2018, has already provided us with some fascinating races, as well as prompting the return of athletes such as Alistair Brownlee and Javier Gomez. The Mixed Relay events of this year's World Triathlon Series (Abu Dhabi, Nottingham, Hamburg (World Championships) and Edmonton, have underlined the strength of the event's presence within the Olympic Games.

Among the key moments of the year was the ITU World Olympic Qualification Event in Tokyo that, thanks to the valuable collaboration of the Japanese Triathlon Union, was delivered at a WTS level and with the same TV coverage and the same prize money as our flagship WTS events.

The ITU staff has worked hard, and continues to do so, in preparation for Tokyo 2020, together with the Tokyo Olympic Games Organising Committee (TOGOC). You all know the challenges we have faced with the water at Odaiba Bay and ITU, together with TOGOC and the Metropolitan City of Tokyo, has worked to minimise the risks and guarantee the safest possible venue for our triathletes and paratriathletes. Having the 'test' event in the same period as the Games themselves provided the athletes with an important opportunity to test the venue for next year. I would also like to thank our three TDs, Melody Tan, Jorge García and Thanos Nikopoulos for the Olympic and Paralympic Games for the hard work they are doing.

ITU has been able to consolidate the presence of triathlon within different Multisport Games, including the most recent inclusion of the Mixed Relay within the 2019 Pan-American Games in Lima.



INTERNATIONAL TRIATHLON UNION

The Paralympic qualification period started recently at WPS Montreal and the announcement of the classes has been accepted by the IPC for the Tokyo 2020 Paralympic Games. The increased interest of the paratriathletes has seen events become over-subscribed, however, leading ITU to increase the number of slots available at the races for new athletes to be able to enter the events. We remain aware that there are some paratriathletes still unable to enter races, and we are working hard to minimise the issue.

Recently, we met with the IPC during the Open Days and have also spoken via conference calls, and the interim CEO of the IPC is understanding of our sport's situation. ITU understands the change in approach of the IPC in regards to the time factors and classification procedures and Debbie Alexander, ITU EB Member and IPC Council Member, has helped significantly to ensure this positive change of perception within the IPC .

ITU has started working with the IOC to prepare the triathlon event at the Youth Olympic Games in Dakar (Senegal) in 2022, providing ITU with another opportunity to highlight our sport in Africa. The Senegalese in particular have made good progress with developing the sport of triathlon in the country.

It is important to mention the influence of triathlon within the Olympic movement thanks to the re-election of president Marisol Casado onto the ASOIF Executive Board, the GAISF Executive Board (as Treasurer) and the Executive Board of the Master Games. Our president chairs the Working Group of the IOC Gender Equality Review Project and represented the IOC at the G20 Women's meeting. This year, she was elected as Member of the Los Angeles 2028 Coordination Commission in addition to the Paris 2024 IOC Coordination Commission, and is a member of two additional IOC Commissions; the Women's Commission and International Commission.

I would like to add that in January I became a member of the ICAS Executive Board, and I am honoured to represent the ASOIF International Federations through this role.

The strong collaboration that ITU has with the Olympic Channel is hugely important. Thanks to our Madrid office, communication between the two is carried out on a daily basis, helped by the Olympic Channel being advantageously located in Madrid. The Olympic Channel has been used by ITU as a platform to showcase our sport and generate incredible videos of our athletes and this collaboration will continue over the coming years.

ITU has worked with ANOC for the inclusion of Aquathlon inside the ANOC Beach Games originally planned for San Diego (USA) but moved to Doha (Qatar). ITU developed a new ranking of Aquathlon for this event and is now studying the new venue proposed by the ANOC to guarantee the fulfillment of ITU Competition rules.



INTERNATIONAL TRIATHLON UNION

2. MAXIMISE PROFILE AND SUSTAINABILITY OF TRIATHLON EVENTS.

During this second season of the Strategic Plan, we continue our marketing work within the WTS and the World Cup events. One of our main focuses has been the unity of the ITU brands within all events and to guarantee the correct presence of our WTS Global sponsors NTT, the Japanese Telecommunications Company and ASICS. We have been searching for more sponsors for the WTS in order to help contribute more to the LOCs and make our events even more sustainable, with thanks again to the collaboration of the Japanese Triathlon Union (JTU) and the new ITU Marketing department.

ITU has opened a process with our internal and external stakeholders to define the new competition structure for the WTS GF, the 2024 Olympic cycle, starting in 2021 and including the Olympic Games in 2024, and this will define the new structure of ITU competitions for the near future. During the Lausanne Congress, the ITU Executive Board will finalise discussions for these new structures, to be announced shortly after the Lausanne Grand Final.

The calendar of the 2020 WTS season will be announced in the coming days, and will see fewer events due to the Olympic Games in Tokyo next summer. We are pleased to see that the WTS remains in good health. We are working closely with the LOCs to make the events as sustainable as possible and we are looking to sign multi-year agreements with the different LOCs after 2020 and working with National Federations on new events for 2021.

With our partners Infront, we have worked to increase the number of subscribers to TriathlonLIVE, and this has been one of the most important activities and focuses this year. A new platform was launched before the start of the season and we now provide a much more customer-orientated product with significantly more content. The addition of live World Cup coverage within the platform, including the first streaming of a race from China and all of the Multisport Festival in Pontevedra, has represented a significant increase in the number of subscribers and subsequently revenue, up over 30% from last year figures at this stage.

ITU has developed the capacity to produce events in-house, which opens up new options and potential for all our events. In addition, we are trialing the addition of new commentary languages, beginning with Spanish but with potential for others. ITU continues investing in the development of triathlon in order to create a true TV platform and home for the sport, also working with our NFs to help them, through the platform, to promote triathlon even further within their own territories.

Another important achievement this year has been the addition of Havoline as sponsor of the TriathlonLIVE platform. Thanks to the work of the Marketing department we have been able to engage with a new partner for our sport who we are working with not only with a view to continue as sponsor of TriathlonLIVE but also to find ways to extend the partnership for future seasons.



INTERNATIONAL TRIATHLON UNION

Television audiences are increasing, especially for the Mixed Relay World Championships, hosted again in Hamburg this year, with a huge number of spectators on the day further contributing to making it a great success.

The incredible performances of the athletes in recent years has provided ITU with memorable moments and images of the WTS, demonstrating the athletes' growth within the Series year on year, and the Lausanne event will witness another amazing Grand Final.

I would like to highlight the importance of the work performed by our Technical Officials who guarantee the safety and fairness of our events as we see the quality of the events growing every year. As you know, the quality and safety of our events are of paramount importance for ITU.

It is important to highlight the partnership with Tribe for WTS and ITU merchandising, and SEL for logistics and travel services. We continue working to increase the number of sponsors for the future.

The Multisport World Championships Festival saw its third edition in Pontevedra (Spain), with very successful competitions and a significant increase in participant numbers, with over 3,000 athletes involved. Pontevedra brought the event to a new standard, showcasing the involvement of the city with the event. I would like to thank the Spanish Federation for its successful organisation. The Festival will be hosted in Almere (Netherlands) in 2020, where we hope to see continued growth of the event.

As you are aware, one of the most critical aspects in the sporting World is the fight against doping. The Triathlon family is tremendously proud of the behavior of all our athletes. We are certain that our anti-doping plans, which are focused on intelligent testing, are proving highly successful. ITU has undergone an audit by WADA, the outcome of which was positive. It is clear that we will need to increase the presence of testing at our grassroots events, in accordance with WADA guidelines and recommendations and with the collaboration of the Continental Confederations. In addition, an increase in out-of-competition testing is needed, something that has been included in the 2020 budget.

The fight against doping has been always a priority for ITU. The IOC has created the International Anti-doping Agency (ITA), which is supported by ITU and who we are in discussions with. ITU has joined the new CAS anti-doping unit, as the first appeal body for the anti-doping sanctions imposed by ITU, and this will contribute to the independence of our anti-doping decisions and procedures.

Winter Triathlon continues its development with a World Cup in Beijing this December that will be the start of a World Cup circuit including additional events with cities and National Federations that have expressed their interest for these events. The World Championships were hosted with great success in Italy, thanks to the effort of the National Federation. The Long-Distance Duathlon World Championships will be organised in tandem with our partner Powerman and are part of our strategy to keep multisport events growing.



INTERNATIONAL TRIATHLON UNION

The recently created Age-Group Commission has made important progress with the consolidation of AG mass participation, and ITU has allocated one staff member to this Commission and to liaise with the different LOCs and National Federations to improve the service to be provided by LOCs to the athletes. The inclusion of the AG events of the Multisport Festival in Pontevedra on TriathlonLIVE has represented a major step forward in the support of the AG community.

ITU will have a follow-up meeting with IronMan in relation to the MOU we signed with them, once the agreement for the WTS with IronMan comes to an end in 2020. The ITU vision is to be the governing body for the sport of triathlon worldwide and in this regard we are trying to integrate all event organisers into the ITU family, such as evidenced by the MOU signed with SuperLeague for ITU to recognise their Elite events. We must work together to achieve this.

3. DEVELOPMENT OF THE SPORT WORLDWIDE

ITU has finalised the second World Survey with all member National Federations, following that of 2018. We amended some of the questions and the weight given to the different elements of the survey for the new version and all ITU Members have received their individual result and had the opportunity to provide ITU with their comments. The survey will be made public for the ITU Congress in Lausanne and will be a very important tool for the future definition of ITU development policies to be implemented together with the Continental Confederations.

All of the agreements across the five Continental Confederations and ITU for 2019 were finalised with the processes followed and published within the ITU website.

After the experience of the Gold Coast Congress, in which we could have faced an issue in terms of quorum, ITU has decided to review the status of the non-active National Federations. The survey has been a key tool in this regard and we have contacted the National Olympic Committees of the relevant NFs to see if it is still operational. It is a priority for ITU that every National Federation holds at least one triathlon event per year. The ITU Executive Board has agreed to support the National Federations currently without events to host one in the coming years, creating a specific project that is to be delivered in conjunction with the Continental Confederations.

The ITU scholarship grants have changed their focus to the preparation of the athletes for the Tokyo 2020 Olympic Games next year.

The strong education platform provides a clear and informative tool for developing National Federations not just for coaches, but also Technical Officials, paratriathlon classifiers and in many other fields. The use of an online platform has brought with it the opportunity to extend the number of courses across all continents without increasing costs.



INTERNATIONAL TRIATHLON UNION

ITU is providing the use of these educational hubs to various National Federations that have expressed interest in implementing the education model within their own territories. In addition, we are working with several National Federations to translate some of the materials into other languages in order to help development in even more areas, such as is the case with the support received from the Chinese and Hong Kong National Federations.

Technical Officials' education is also an ever-evolving area for ITU education, which is also moving into becoming an online tool.

The ASICS team and the ITU camps continue to provide athletes and coaches from developing National Federations with an opportunity to take part in high-level training and gain access to competitions, with a focus on providing the developing athletes with a path to the highest level competitions. The support of ASICS has become a key factor for the success of the team.

After the past few years, we are confident that we can continue to improve the services and achievements of development, and specifically what could result from the growth of the sport across the five Continents, considering ITU's investing of over 1.2 million USD a year in development activities.

The respective Continental Confederations have been able to develop their Continental Cups, and especially Europe, Asia and America have created strong circuits of Cups that provide athletes and National Federations with top-tier international competitions, giving them crucial access to international events.

The Development department has contributed to the establishment of two projects that will help further gender equality across the triathlon Family:

1. Mentorship Program for women around the world. We are taking the final steps toward selecting the company that will be hired to deliver the education to the mentees. This will require an investment of over 50,000 USD from ITU.
2. The women coaches program, carried out with other IFs, NOCS and the IOC, that will require an investment of 25,000 USD from ITU.

4. PROVIDE STRONG AND EFFECTIVE GLOBAL LEADERSHIP

ITU maintains its focus on promoting transparency and good governance practices. ASOIF has ranked ITU within the top eight IFs in terms of good governance and important effort in terms of transparency has been made during the last year with a greater number of documents being published. This year, we are presenting to Congress a complete review of the ITU Constitution, the result of more than two years of work by the Constitution Committee. The new text aligns ITU with the latest principles of good governance. The new Constitution text has been communicated to all Members with enough time to review the proposal and provide them with an opportunity to present any resolutions they may consider. The Constitution Committee has reviewed the resolutions



INTERNATIONAL TRIATHLON UNION

received by the Members and provided their recommendations to the EB, who will discuss them prior to the Congress.

One of the amendments is the full change of the organisation's title to World Triathlon, in place of the International Triathlon Union.

The Arbitration Tribunal has not had any resolutions since last year's Congress, is working with complete independence and has collaborated with the Constitution Committee in the review of the Constitution on those articles that affect the World Tribunal.

From a financial point of view, the 2018 statements presented to you provide a clear understanding of the financial status of ITU. The positive opinion of our external auditors, PriceWaterhouseCoopers, reflects this result. The results of the 2018 financial year are again better than the budget approved by Congress, without the important exchange rate profit. This is mainly because of the increase in contributions from sponsors, especially NTT and ASICS, and the strict control of expenses carried out by all ITU departments, in particular our Finance department. The Financial statements include an accounting loss from the financial investments of ITU due to the situation of the global financial markets at the end of year. The accountable value has been recuperated at the date of this report. During the 2018 year, following approval by Congress in 2017, ITU sold one of the offices in Vancouver, as you can see reflected in the financial statements.

PWC and the Audit Committee, who have reviewed the financial statements and the ITU procedures and policies, will present their reports to you during Congress.

We are presenting the budget for 2020, a year with Olympic and Paralympic Games in Tokyo, that will generate a higher cost compared to the Rio 2016 Olympic and Paralympic Games. We also have elections being held next year, which will generate an additional cost compared to 2019 due to the support ITU will provide to all NFs to attend Congress.

Under ITU, the sport of triathlon continues to grow. The dedication of the entire staff is remarkable; indeed, our staff are developing in areas to provide the right support for all ITU-organised activities.

The Athletes, Coaches, Medical and Technical Committees have all played key roles in the development of new rules and competitions to guarantee the safe growth of the sport during this past year and have contributed to the new competition structure under discussion within ITU.

The Medical Committee is working on preparing a new edition of the Science Conference that will take place in Cape Town in 2021.

The new ITU brand "World Triathlon", approved by Congress is under the process of rebranding once we have finalised the legal analysis of the registration of this new name. We plan to announce the new branding for ITU at the 2020 Congress.



INTERNATIONAL TRIATHLON UNION

ITU has consolidated the use of the World Triathlon Series brand and we have developed a comprehensive and detailed branding manual for WTS and WC events.

The new GDPR regulations, implemented in the EU this year, compelled ITU to review its data protection policy. We have updated our regulations in accordance with the strict requirements and applied it to all our databases. A number of legal studies have been performed internally and together with GAISF and ASOIF to analyse and develop the best means to apply the new regulation to ITU. On 25 May, we started applying the new policies.

Since the last Congress on the Gold Coast, one ITU staff member, Chelsea White from our Communications department, has left ITU. In addition, three new staff members have joined ITU: Stefane Mauris in the Sport department responsible for multisport events, Courtney Akrigg in the Communication department and Manuela Junquera in the AFL department.

I want to thank all ITU staff for their dedication and commitment during the past year. I would also like to thank the ITU Executive Board for all their support throughout the year.

We are looking forward to seeing you all in Lausanne where we will have a new edition of the Hall of Fame as well as the Michel Gignoux Award.

Kind regards,

A handwritten signature in blue ink, appearing to read 'A. Fernandez Arimany', is written over a series of horizontal lines.

Antonio Fernandez Arimany
ITU Secretary General



INTERNATIONAL TRIATHLON UNION

2018-2021 STRATEGIC PLAN

Executive Summary w/Progress for 2019

As of July 15, 2019

MISSION STATEMENT

To promote the sport of triathlon, Paratriathlon and its related Multisports and disciplines throughout the world, and to lead the sport of triathlon, as recognised by the International Olympic Committee and the International Paralympic Committee.

VISION STATEMENT

To grow triathlon globally, setting international standards of excellence in the sport.

CORE VALUES

- **Team:** Collaboration, accountability, inclusion
- **Fair Play:** Integrity, honesty, respect, transparency
- **Excellence:** Inspiration, passion, normalisation, recognition
- **Sustainability:** Economic, social, environmental
- **Creativity:** Innovation, flexibility, adaptability, resilience.

2018-2021 STRATEGIC PLAN - PROGRESS AT-A-GLANCE

GOALS AND SUB GOALS	EOY TARGET, MEASURE	ACTUAL	STATUS
1 Consolidate the presence of Triathlon within the Olympic and Paralympic families.			
1.1 SUCCESSFUL MIXED RELAYS: Ensure the successful "première" of the Mixed Relay in Tokyo 2020.	50% % complete		On Target As of 05/07/18
1.2 COMMUNICATIONS and MARKETING: Develop a comprehensive communication and marketing plan.			On Target As of 17/07/18
1.3 INDIVIDUAL EVENTS: Continue to secure the presence of the Triathlon individual event in the Olympics.			On Target As of 18/06/19
1.4 EXPAND PRESENCE: Explore opportunities to expand the presence of Triathlon in the Olympics.			On Target As of 12/12/17
1.5 MAXIMISE PRESENCE: Maximise the presence of Triathlon in all multisport games.			On Target As of
1.6 PROMOTE EBOARD MEMBERS: Promote the presence of the EBoard Members within Olympic & Paralympic governing bodies.	#		On Target As of 27/07/18
1.7 INCREASE PARALYMPIC EVENTS: Increase the number and profile of events in the Paralympics.			On Target As of 25/07/18
1.8 DEVELOP LEGACY: Develop a legacy in the YOG, Olympic & Paralympic cities, following the Games.	100%		On Target As of 15/07/19
2 Maximise the profile & sustainability of Triathlon events.			
2.1 MARKETING and COMMUNICATIONS: Establish a marketing and communication strategy.	100%		On Target As of 12/12/17
2.2 RECOGNISED GOVERNING BODY: Ensure we are recognised as the governing body of Triathlon, with the authority to sanction all events.			On Target As of 12/12/17
2.3 AGE GROUP EVENTS: Improve the quality and deliverables of age group events in order to increase the number of National Federations participating in international events.			On Target As of 25/07/18
2.4 SUSTAINABILITY STANDARDS: Improve the profile, and the environmental and social sustainability standards of events.	100%		On Target As of 12/12/17
2.5 TECHNOLOGY APPLICATIONS: Become the leader in technology applications in our sport.	100%		On Target As of 12/12/17
2.6 RACE / MULTISPORT FORMATS: Explore and develop exciting new race and multisport formats.	% complete		On Target As of 12/12/17
2.7 TRIATHLON FOR ALL: Promote "Triathlon for All".			Deferred As of 04/04/19
2.8 ITU EVENT PROFILES: Improve the profile of all ITU events.			On Target As of 07/03/18
3 Development of the sport worldwide.			
3.1 YOUTH PROGRAMMES: Share best practice to improve and develop youth programmes and initiatives.			On Target As of 08/07/19
3.2 NATIONAL FEDERATIONS: Help strengthen and develop National Federations.	100%		On Target As of 12/12/17

3.3 CONTINENTAL CONFEDERATIONS: Consolidate the roles and responsibilities of the Continental Confederations.		On Target As of 05/07/18
3.4 AGE GROUP COMMUNITIES: Develop initiatives to build age group communities of the National Federations and engage them in the international events experience.	% complete	On Target As of 12/12/17
4 Provide strong and effective global leadership.		
4.2 PUBLIC RELATIONS: Develop a strategic public relations plan to engage key stakeholders.		Not Started As of 12/12/17
4.3 GOVERNANCE POLICIES: Maintain good governance policies and spread best practice into Continental Confederations and National Federations.	100%	On Target As of 15/07/19
4.4 LEADERSHIP PRACTICES: Provide education on strong leadership practices to Continental Confederations and National Federations.	100%	On Target As of 05/07/18
4.5 FAIR PLAY: Promote and ensure fair play in our sport.	100	On Target As of 12/12/17
4.6 FINANCIAL SUSTAINABILITY: Ensure the financial sustainability of the ITU.	100	On Target As of
4.7 GENDER BALANCE: Provide oversight of leadership/strategy to keep gender balance in the future.	100%	On Target As of 12/12/17

Key Projects & Achievements

1. To review the Audited Financial Statements of the ITU

2. The review of the 2020 Budget

3. Review of Unaudited 2019 Accounts – under review

4. The Finance and Procurement Manual needs to be completed by staff for review.

5. The Accounting staff of the ITU needs to be reviewed to determine whether additional staff need to be employed so that the accounts can be produced in a more timely basis and for audit controls - 1 new admin staff has been added

Targets for Upcoming Season

Complete by June 30, 2019

- Audit Committee met with the External Auditors PWC on June 27, 2019
- The Committee reviewed the Audited Financial Statements of the ITU and believe the Statements are a fair reflection of the financial position of the ITU.
- The issue of the IT user policy was discussed in reference to the External Auditors bringing to the Committee's attention that user passwords are not being changed as frequently as good governance procedures dictate.

Complete by August 14, 2019

To review first quarter Financials

- Quarterly Financials need to be sent to the Audit Committee once they are completed

Management will submit in July 2019

Review impact of additional staff member

- The External Auditors were happy with the quality of work submitted for the 2019 Audit and the timeliness
- Quarterly internal accounts have not been submit to the Audit Committee on

	a timely basis this needs some improvement and should be set in the finance policy
6. Perform a GAP analysis of ITU's GDPR compliance vs regulations.	<p>Legal person working on it</p> <ul style="list-style-type: none"> - No updates provided - The External Auditors indicated that they currently do not review our GDPR Compliance.
7. Perform a Risk Assessment workshop and start a risk assessment document	<p>Staff have done a risk assessment which will be submitted to the committee</p> <ul style="list-style-type: none"> - The risk assessment was not submitted - Management have committed to providing a draft document in January 2020
5. Review of TOR and Mission Statement – Draft Submitted	<p>Review feedback from Constitutional Committee</p> <ul style="list-style-type: none"> - A meeting is to be scheduled with the Constitutional Committee at the 2019 Congress

Report prepared by:

Audit Committee Chair

- Alan Beckford

Committee Members

- Beth Friberg
- Fernando Peña





ITU CONGRESS FINANCIAL REPORT

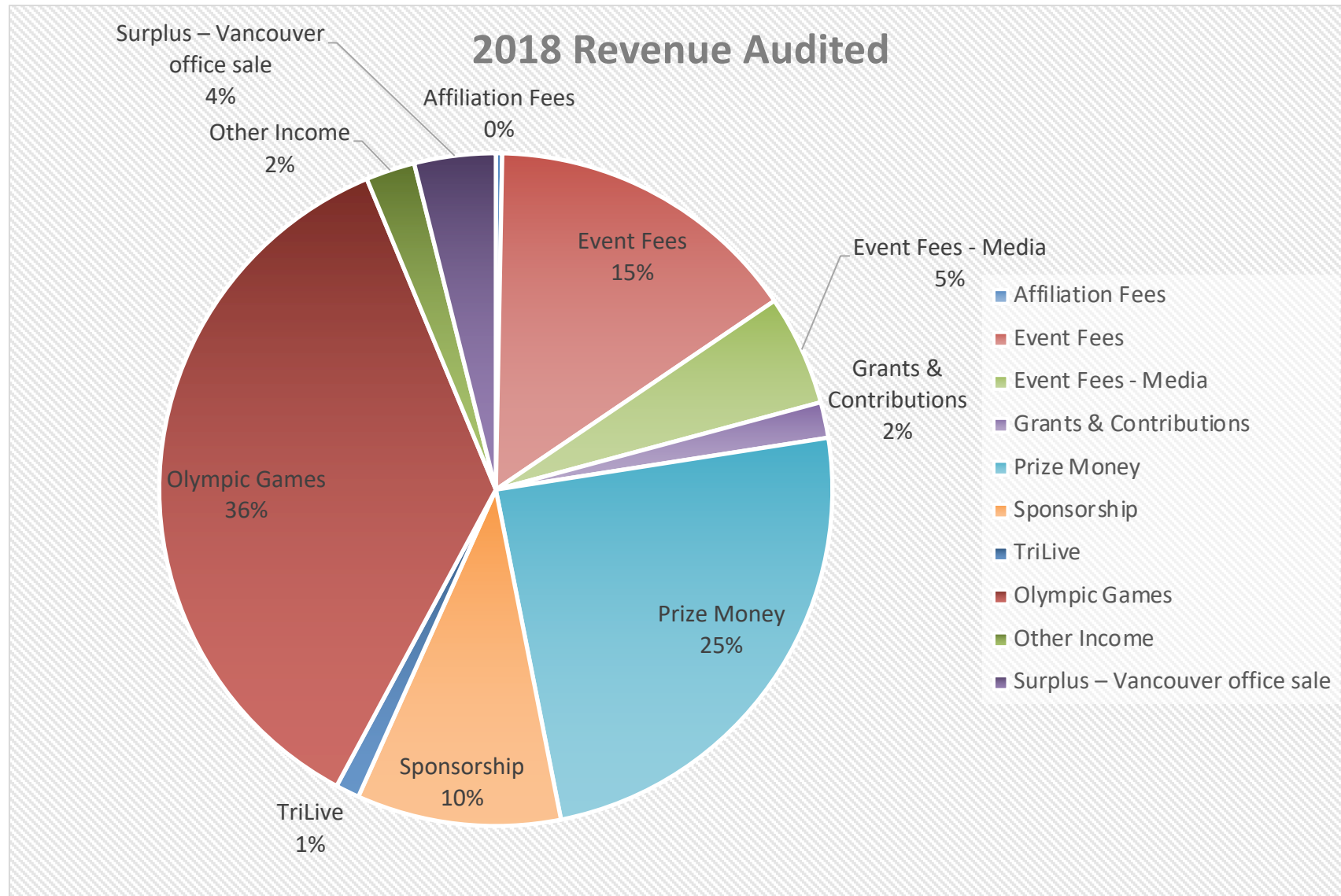
ITU VICE PRESIDENT, SHIN OTSUKA

AUGUST 29, 2019





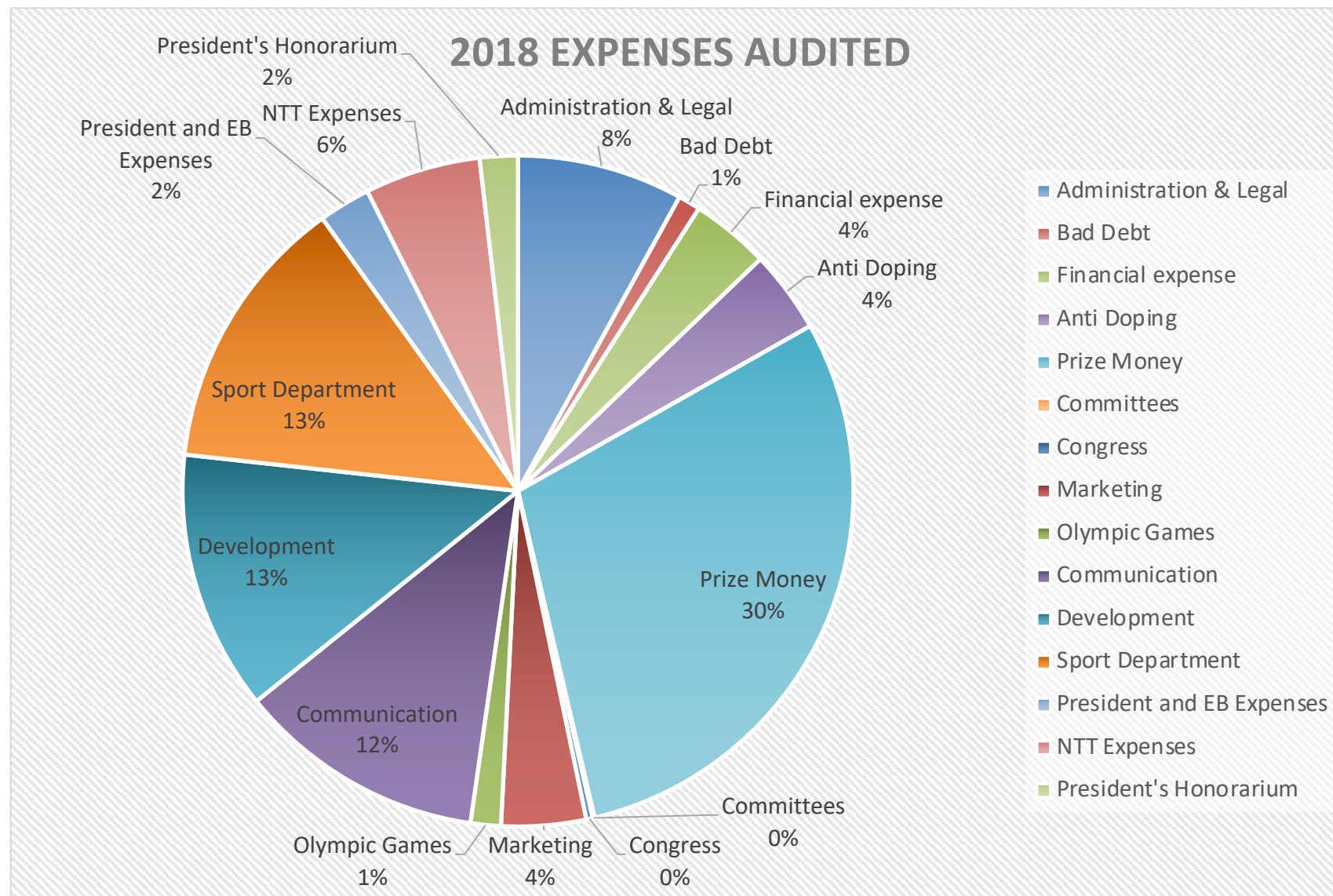
2018 Revenue Audited	
Revenue	AMOUNT
Affiliation Fees	32,362.00
Event Fees	1,617,000.00
Event Fees - Media	563,519.00
Grants & Contributions	182,385.00
Prize Money	2,590,000.00
Sponsorship	1,042,100.000
TriLive	121,710.00
Olympic Games	3,815,667.00
Other Income	250,695.00
Gain on sale of fixed asset - Vancouver office	415,091.00
TOTAL	10,630,537.00





2018 Expenses Audited

EXPENSES	AMOUNT
Administration & Legal	822,391.00
Financial Expense/loss on investment	389,601.00
Bad Debt	110,000.00
Anti Doping	407,738.00
Prize Money	3,035,000.00
Committees	9,095.00
Congress	32,274.00
Marketing	419,030.00
Communication	1,229,598.00
Development	1,286,305.00
Sport Department	1,373,829.00
NTT Sponsorship expense	573,614.00
Olympic Games	150,000.00
President and EB Expenses	256,896.00
President's Honorarium	188,273.00
TOTAL	10,283,644.00





ITU BUDGET 2020		
ITU 2020 budget for Congress approval in Lausanne		Budget Approved by Congress for 2019
INCOME	USD	USD
Affiliation Fees	30,000	30,000
Event Fees	1,515,000	1,575,000
Event Fees-Media	693,000	693,000
Grants & Contributions	95,000	95,000
Prize Money	2,520,000	2,720,000
Sponsorship	1,028,000	857,000
TV license fee *originally in Sponsorship	250,000	250,000
TriLive	200,000	200,000
Other Income	200,000	50,000
Olympic Games	4,398,059	3,572,262
TOTAL INCOME	10,929,059	10,042,262
EXPENSES		
Administration	924,250	903,280
Sport Department	1,862,647	1,741,868
Prize Money	3,015,000	3,125,000
Sport Development	1,399,434	1,385,300
Communications	1,017,667	888,730
IT *originally in Communications	389,854	378,500
TriLive	51,050	51,050
Antidoping	486,250	445,750
President Honorarium	196,185	190,471
President & EB expenses	241,000	254,500
Congress	250,000	75,000
Committees	49,000	44,000
Marketing	475,500	320,500
Olympic Games	350,000	-
TOTAL	10,707,837	9,803,949
Contingency	200,000	200,000
RESULT	21,222	38,313

International Triathlon Union

Lausanne

Report of the auditor to the Executive Committee on the financial statements 2018





Report of the auditor

to the Executive Committee of International Triathlon Union

Lausanne

On your instructions, we have audited the financial statements of International Triathlon Union, which comprise the balance sheet, income statement, cash flow statement and notes, for the year ended 31 December 2018.

Executive Committee's responsibility

The Executive Committee is responsible for the preparation of the financial statements in accordance with the requirements of Swiss law. This responsibility includes designing, implementing and maintaining an internal control system relevant to the preparation of financial statements that are free from material misstatement, whether due to fraud or error. The Executive Committee is further responsible for selecting and applying appropriate accounting policies and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Swiss Auditing Standards. Those standards require that we plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers the internal control system relevant to the entity's preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the existence and effectiveness of the entity's internal control system. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements for the year ended 31 December 2018 comply with Swiss law.

PricewaterhouseCoopers SA

Philippe Tzaud
Audit expert

Nicolas Daehler
Audit expert

Lausanne, 29 May 2019

Enclosure:

- Financial statements (balance sheet, income statement, cash flow statement and notes)

PricewaterhouseCoopers SA, avenue C.-F. Ramuz 45, case postale, CH-1001 Lausanne, Switzerland
Télèphone: +41 58 792 81 00, Téléfax: +41 58 792 81 10, www.pwc.ch



Financial Statements

Company	International Triathlon Union
Financial year	2018
Closing date	31.12.2018

**Combined Balance sheet for the year ended
31 December 2018
(in USD)**

Assets	2018	2017
Current assets		
Cash and cash equivalents	7'359'565	9'825'713
Short-term investments with a quoted market price	4'711'478	5'012'483
Trade receivables	704'921	740'734
Other current receivables	2'548	6'188
Accrued income and prepaid expenses	67'217	98'029
Total current assets	12'845'729	15'683'147
Non-current assets		
Financial assets		
Loans to Affiliated entities	-	192'385
Investments	1'690	1'690
Fixed assets	199'770	401'005
Total Non-current assets	201'460	595'080
Total assets	13'047'189	16'278'227
Liabilities	2018	2017
Short-term liabilities		
Trade payables	645'232	542'735
Other short-term liabilities	149'827	329'857
Accrued expenses and deferred income	82'860	115'160
Short-term provisions	659'954	312'385
Total short-term liabilities	1'537'873	1'300'137
Allocated Funds		
IOC Contribution Fund	7'042'369	10'858'036
Total Allocated Funds	7'042'369	10'858'036
Unallocated Funds		
Cumulated surplus of revenue over expenses	4'120'054	2'959'255
Profit for the year	346'893	1'160'799
Total Unallocated Funds	4'466'947	4'120'054
Total Liabilities and Funds	13'047'189	16'278'227



**Combined Profit and loss statement for the year ended
31 December 2018
(in USD)**

	2018	2017
Revenue		
Revenue from IOC	3'815'667	3'411'012
Sponsorships	1'042'100	867'000
Television and event fees	2'180'519	2'219'170
Grants and contributions	182'385	96'238
Prize money received	410'000	460'000
Affiliation fees	32'362	29'986
Other Income	372'414	343'274
	8'035'447	7'426'680
Expenses		
Administrative expenses	-276'079	-248'427
Depreciation of capital assets	-14'895	-12'819
Anti-doping related expenses	-331'938	-291'633
Bad debt	-110'000	-533'495
Committee	-41'369	-73'966
Competitions and Events	-2'102'047	-1'998'602
Development	-1'162'607	-1'004'627
Executive Board	-239'755	-171'706
Legal and Accounting	-32'256	-40'735
Media and Television	-915'295	-731'924
Olympic Games expenses	-150'000	-
President's Honorarium	-205'415	-193'524
Marketing	-350'699	-
Salaries	-1'781'689	-1'610'187
	-7'714'044	-6'911'645
Earnings before Non-operating activities	321'403	515'035
Financial income & change in fair-value of marketable securities	-250'589	678'217
Financial expenses	-139'012	-32'453
Gain on disposition of Fixed assets	415'091	-
	25'490	645'764
Profit for the year	346'893	1'160'800

**Combined statement of cash flows for the year ended
31 December 2018
(in USD)**

	2018	2017
Cash from operating activities		
Profit for the year	346'893	1'160'799
Items not involving cash		
Depreciation	14'895	12'819
Gain on dispositions / other non-cash items	-416'005	1'693
Bad debt expense	110'000	533'495
	<u>55'783</u>	<u>1'708'806</u>
Change in non-cash operating working capital		
Accounts receivable	-74'187	-550'306
Loans receivable	192'385	101'770
Other current receivables	3'640	8'477
Accrued income and Prepaid expenses	30'812	7'886
Accounts payable and accrued liabilities	-77'533	-938'242
Short-term provisions	347'569	151'605
IOC Contribution Fund & other Deferred revenue	-3'847'967	-1'845'848
	<u>-3'369'498</u>	<u>-1'355'852</u>
Cash from investing activities		
Purchase of Fixed assets	-13'981	-22'950
Disposal of Fixed assets	201'235	-
Gain on disposition of Fixed assets	415'091	-
	<u>602'345</u>	<u>-22'950</u>
Decrease in cash and cash equivalents	<u>-2'767'153</u>	<u>-1'378'802</u>
 Cash and cash equivalents and short term investments with a quoted price - Beginning of year	 14'838'196	 16'216'998
 Cash and cash equivalents and short term investments with a quoted price - End of year	 12'071'043	 14'838'196

**Notes to combined Financial Statements for the year ended December 31, 2018
(expressed in USD)**

1 Purpose of the organization

The Organization's purpose is to develop, promote and generally advance the world-wide sport of Triathlon, Duathlon and its other related multi-sports.

2 Principles of combination

These combined financial statements have been prepared from the financial statements of International Triathlon Union and other contractually related entities. All balances and transactions between these entities have been eliminated. Entities included in the combined financial statements for the year ended 31 December 2017 and 2018 for the organization are summarized as follows :

ITU office of Vancouver
ITU office of Madrid
ITU Headquarters of Lausanne

3 Significant accounting policies

The International Triathlon Union (the Organization) is a not for profit association governed by the provisions of the Swiss Civil Code. These financial statements have been prepared in accordance with the provisions of commercial accounting as set out in the Swiss Code of Obligations (Art. 957 to 963b CO). The significant accounting policies are summarized below:

3.1 Revenue recognition

The Organization follows the deferral method of accounting for contributions. Restricted contributions are initially deferred and recognized as revenue when the related expenses are incurred or the restrictions have been met.

Revenue for services provided is recorded when earned and collection is reasonably assured. Sponsorship revenue is recorded in the period the amounts relate to or the sponsorship requirements are met.

The contribution received every four years from the International Olympic Committee (IOC) is based on a formula determined by the IOC for sharing television rights revenue from the Olympic Games. This contribution is unrestricted.

3.2 Cash and cash equivalents and short term investments

Cash and cash equivalents consist of cash and highly liquid investments with terms to maturity of three months or less at the date of acquisition, such as a money market fund.

3.3 Deferred revenue

Deferred revenue represents advance receipt of sponsorship revenue, event and affiliation fees. The revenue from event and affiliation fees is recognized in the year in which the event is held or to which the fees relate. Sponsorship revenue is restricted for specific use and is recognized in the year the related expenses are incurred, as required under the agreement. In 2016, the year of the RIO Olympics, it was decided to defer the IOC contribution funds over a 4 year cycle.

3.4 Fixed assets

Land and building comprise a strata title in a multi-unit commercial complex. Fixed assets are recorded at cost. Betterments that extend or enhance the estimated life or service potential of an asset are capitalized. When a capitalized asset no longer contributes to the Organization's ability to provide services, its carrying amount is written down to its residual value.

Fixed assets are amortized on a straight-line basis over the following periods:

Building	30 years
Furniture and fixtures	5 years
Computer and TV equipment	3 years

Notes to combined Financial Statements for the year ended December 31, 2018
(expressed in USD)

3.5 Contributed services

A number of volunteers contribute a significant amount of time to the Organization each year. The value of certain services donated to the Organization by its members and others is not recognized or disclosed in the financial statements and related notes due to the difficulty of determining the fair value.

3.6 Foreign currency

Monetary assets and liabilities denominated in other than US dollars are translated at the rate in effect at the date of the balance sheet. Transactions in currencies other than US dollars are translated at the rate in effect at the transaction date. Gains and losses resulting from fluctuations in the exchange rate associated with these transactions are recorded in the period they arise. Non-monetary assets are recorded at the historical rate of exchange in effect at the date of acquisition.

3.7 Use of estimates

The preparation of combined financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Significant areas requiring the use of management estimates include valuation of accounts receivable and the determination of the useful lives of capital assets for purposes of amortization. Actual results may ultimately differ from those estimates.

4 Declaration to the fact that the number of full-time equivalents, averaged over the year, did not exceed 10, 50 or 250

The number of full-time equivalents did not exceed 50 on an annual average basis.

5 Short-term investments and Other financial assets

In October 2017, the Fixed Rate investment was redeemed and re-invested in a Variable Rate Investment. Short-term investments of USD 5,012,483 consist of mutual funds, denominated in US dollars, held with a Canadian chartered bank. The mutual funds comprise a US dollar managed income portfolio that is focused on maximizing interest income while attempting to preserve capital.

6 Fixed assets

	2018			2017		
	Cost	Depreciation	Net	Cost	Depreciation	Net
	USD	USD	USD	USD	USD	USD
Land	140'431	-	140'431	298'580	-	298'580
Building	66'085	30'473	35'612	140'109	60'106	80'003
Furniture and fixtures	23'084	20'574	2'510	20'396	20'216	180
Computer equipment	116'129	94'913	21'216	105'735	83'493	22'242
TV equipment	67'444	67'444	-	67'843	67'843	-
	<u>413'173</u>	<u>213'404</u>	<u>199'769</u>	<u>632'663</u>	<u>231'658</u>	<u>401'005</u>

In February of 2018, Unit 221 of the ITU Vancouver office was sold for USD 615,414 (less fees of USD 21,578). Associated fixed asset value netted out.

7 Allocated Funds - IOC Contribution Fund

	2018	2017
Balance at January 1st	10'858'036	12'625'000
Funds received from IOC during the year	-	1'644'048
Revenue recognised	<u>-3'815'667</u>	<u>-3'411'012</u>
Balance at December 31st	<u>7'042'369</u>	<u>10'858'036</u>

USD 13,500,000 was received from the IOC in 2016 related to the 2016 RIO Olympics. In 2017 a third instalment of 1,644,048 USD was received.

**Notes to combined Financial Statements for the year ended December 31, 2018
(expressed in USD)**

8 Financial instruments

Foreign currency risk

The Organization faces foreign currency risk on its cash and cash equivalents and Other financial assets denominated in currencies other than US dollars. These foreign currency balances are as follows:

	<u>2018</u>	<u>2017</u>
	<u>USD</u>	<u>USD</u>
Canadian dollars	37'330	31'883
Euros	171'840	3'456'710
Swiss francs	1'200'087	12'415
	<u>1'409'257</u>	<u>3'501'008</u>

Interest rate risk

Interest rate risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market interest rates. It arises primarily on interest-bearing financial instruments held in the mutual funds account. The Organization does not use derivative financial instruments to manage the effects of this risk.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Organization is exposed to credit risk in the event of non-performance by counterparties in connection with its accounts receivable.

Liquidity risk

Liquidity risk is the risk that the Organization cannot meet the demand for cash or fund its obligations as they become due. Management minimizes its exposure to liquidity risk by regularly monitoring cash flows. The Organization is not exposed to significant liquidity risk.

9 Investment in World Triathlon Stockholm AB and loans receivable

The Organization purchased a 11% interest in a newly formed entity, World Triathlon Stockholm AB (WTS) in 2012 for 11,000 SEK (USD 1,690). The Organization has a minority position and does not have a significant influence and as a result, the investment is recorded at cost. As part of this agreement, the Organization is committed to fund their proportionate share of the initial losses incurred by WTS.

The Swedish Triathlon Federation (STF) is a 34% shareholder of WTS AB. The Organization has signed loan agreements to fund 45% of STF's proportionate contribution to the losses incurred by WTS. The loan had a value of 192'385 USD as of December 31st, 2017.

Due to the status of the entity, ITU has included a provision for the totality of the loan as being a non-recoverable financial asset in 2017. It is the entity's best estimate, that ITU will be unlikely to recover the loan that was granted in 2012.

In 2018, ITU withdraw the loan from his financial statements since there was no indication that a recovery of the principal was probable.

10 Commitments

Lease payments - Lausanne

The Organization is committed to making minimum annual rental payments for their leased premise in Lausanne, Switzerland. The lease payments are as follows:

	<u>2018</u>	<u>2017</u>
	<u>USD</u>	<u>USD</u>
Lease payments - Lausanne	38'496	39'001

Commitments are in Swiss francs; however, the table presents the commitments in US dollar equivalents at the December 31, 2018 year-end date.

Agreement with World Triathlon Corporation

The Organization has an ongoing agreement with World Triathlon Corporation until 2020. The World Triathlon Corporation acquired the agreement from Lagadere Unlimited in April 2016. According to the agreement a minimum of seven events should comprise the ITU Triathlon World Series (WTS), under the governance of the Organization. Under the terms of the agreement, World Triathlon Corporation has the right and the obligation to organise a maximum of five WTS events as well as to manage the marketing of certain WTS international contractual TV rights.

**Notes to combined Financial Statements for the year ended December 31, 2018
(expressed in USD)**

11 Conversion rate

The following exchange rates have been used in order to convert the combined financial statements from USD to CHF :

2017: 0.9749

2018: 0.9877

12 Risk Assessment

The Executive Board has periodically carried out reasonable risk assessments and introduced any resulting measures in order to guarantee that the risk of material misstatement in the accounts can be classified as low.

13 Deviations from the principle of consistency in presentation

Certain prior year balances have been reclassified in order to conform with the presentation of the current year. In accordance with Swiss Code of Obligations, financial income and expenses have been presented separately from the operational result.

**Combined Balance sheet for the year ended
31 December 2018
(in CHF)**

Assets	2018	2017
Current assets		
Cash and cash equivalents	7'269'042	9'579'088
Short-term investments with a quoted market price	4'653'527	4'886'670
Trade receivables	696'251	722'142
Other current receivables	2'517	6'032
Accrued income and prepaid expenses	66'390	95'568
Total current assets	12'687'727	15'289'500
Non-current assets		
Financial assets		
Loans to affiliated entities	-	187'556
Investments	1'669	1'648
Fixed assets	197'313	390'940
Total Non-current assets	198'982	580'144
Total assets	12'886'709	15'869'644
Liabilities	2018	2017
Short-term liabilities		
Trade payables	637'296	529'112
Other short-term liabilities	147'984	321'578
Accrued expenses and deferred income	81'841	112'270
Short-term provisions	651'837	304'544
Total short-term liabilities	1'518'958	1'267'504
Allocated Funds		
IOC Contribution Fund	6'955'748	10'585'499
Total Allocated Funds	6'955'748	10'585'499
Unallocated Funds		
Cumulated surplus of revenue over expenses	2'770'761	1'639'097
Profit for the year	342'627	1'131'664
Translation adjustment	1'298'615	1'245'880
Total unallocated funds	4'412'003	4'016'641
Total liabilities and Funds	12'886'709	15'869'644

**Combined Profit and loss statement for the year ended 31
December 2018
(in CHF)**

	2018	2017
Revenue		
Revenue from IOC	3'768'734	3'325'396
Sponsorships	1'029'282	1'088'963
Television and event fees	2'153'699	2'163'470
Grants and contributions	180'142	93'823
Prize money received	404'957	448'454
Affiliation fees	31'964	29'233
Other Income	367'833	90'933
	7'936'611	7'240'272
Expenses		
Administrative expenses	-272'683	-242'192
Amortization of capital assets	-14'712	-12'497
Anti-doping related expenses	-327'855	-284'313
Bad debt	-108'647	-520'104
Committee	-40'860	-72'109
Competitions and Events	-2'076'192	-1'948'438
Development	-1'148'307	-979'411
Executive Board	-236'806	-167'396
Legal and Accounting	-31'859	-39'713
Media and Television	-904'037	-713'552
Olympic Games expenses	-148'155	-
President's Honoarium	-202'888	-188'666
Marketing	-346'385	-
Salaries	-1'759'774	-1'569'771
	-7'619'160	-6'738'162
Earnings before Non-operating activities	317'451	502'110
Financial income & change in faire-value of marketable securities	-247'507	661'193
Financial expenses	-137'302	-31'639
Gain on disposition of Fixed assets	409'985	-
	25'176	629'554
Profit for the year	342'627	1'131'664

Key Projects & Achievements

1. Finalising a complete review and a new draft of the World Triathlon Constitution

Advise on following resolutions for Congress

- Membership World Triathlon - Resolution from Gibraltar
 - Paratriathlon Coaches Commission - Resolution from British Triathlon
 - Sustainability Commission
 - ToR Women's Committee – Resolution Women's Committee

- 3.

Targets For Upcoming Season

To produce a draft text for the 'Rules of Congress Procedures'

Report prepared by: Johan Druwé, secretary

Committee Members

- | | |
|---------------------------|-----------|
| • Bernard Saint-Jean, FRA | Chair |
| • Johan Druwé, BEL | Secretary |
| • Gale Bernhardt, USA | Member |
| • Aoife Nash, IRE | Member |
| • Siamak Amiri, IRN | Member |
| • David Ferrier, AUS | Member |
| • John Moon, KOR | Member |

ITU-liaison & ITU Staff

- | | |
|-------------------|----------------------------|
| ■ Ian Howard | ITU Executive Board Member |
| ■ Antonio Arimany | ITU Secretary General |
| ■ Jeanne Courbes | ITU Legal Intern |

RESOLUTION 1: PROPOSED CHANGES TO THE ITU CONSTITUTION

The Constitution Committee has worked over one year and a half in a new revised text of the ITU Constitution. The EB has reviewed the text and after their approval is presenting a new text of the Constitution. Whereas the ITU Constitution needs to be modified in accordance to this proposal.

Therefore, be it resolved, that the following changes to the ITU Constitution, outlined in the table below, be approved. You will find two documents:

1. The comparison document between the new text and the existing text of the Constitution.
2. The new text of the Constitution.

NEW	OLD	COMMENTS
<p>PREAMBULE</p> <ul style="list-style-type: none"> references to persons shall include firms and corporations, and the singular includes the plural and vice-versa, and all bodies and positions with a capital mean bodies and positions of World Triathlon, e.g. Executive Board means World Triathlon executive board or President means World Triathlon president. <p>Definitions</p> <p>In this Constitution, the words standing in the first column of the table set out hereunder shall bear the meaning set opposite to them in the second column thereof, if not inconsistent with the subject or context.</p> <p>Ad hoc Commissions Working groups appointed for a particular purpose only under article ¡Error! No se encuentra el origen de la referencia.</p> <p>Affiliated member, a person or body which is affiliated with World Triathlon by direct affiliation to a Member or Associated member.</p> <p>Appeal Panel a judicial body established by the World Triathlon Tribunal and operating in accordance with the Rules under article ¡Error! No se encuentra el origen de la referencia.</p> <p>Associate member Associate members of World Triathlon as specified in article ¡Error! No se encuentra el origen de la referencia..</p> <p>Attendees the persons who shall attend meetings of Congress as specified in article 0.</p> <p>Ballot a secret vote in which members select a candidate in an election, or express their opinion about something.</p> <p>CAS the Court of Arbitration for Sport.</p> <p>Codes a set of rules about how people should behave or about how something must be done: Codes include the following: Code of Ethics, Integrity Code, Safeguarding Code, Code of Manipulation of competition, Anti-doping Code, Code of Conflict of interest.</p> <p>Commission a group of people appointed by Executive Board, in accordance with article ¡Error! No se encuentra el origen de la referencia..</p> <p>Committee a group of people elected by Congress in accordance with article 0.</p> <p>Congress The annual or ad hoc meeting of Members of World Triathlon in accordance with</p>	<p>PREAMBLE</p> <p>In this Constitution, words importing the masculine gender shall include the feminine gender, as the case may be, and vice versa, and references to persons shall include firms and corporations.</p> <p>DEFINITIONS</p> <p>Arbitration Tribunal: The ITU Body in charge of the application of the Disciplinary Rules.</p> <p>CAS: Court of Arbitration for Sport.</p> <p>Commission: A Commission of the ITU that has been appointed by the Executive Board under the terms of this Constitution.</p> <p>Committee: A Committee of the ITU that has been elected by the Congress under the terms of this Constitution.</p> <p>Congress: The ITU Congress.</p> <p>Continental Confederation (CC): The association of NFs in a region of the world.</p> <p>Country: Means a self-governing geographical area of the world, which is an independent state, recognised by the international community.</p> <p>Executive Board: The ITU Executive Board.</p> <p>IOC: International Olympic Committee.</p> <p>IPC: International Paralympic Committee.</p> <p>Member: A national governing body for Triathlon and its related multisport affiliated to the ITU and the relevant CCs.</p> <p>National Federation: The Member of the ITU to which an athlete or other person under this Constitution is affiliated directly or through a club or another body affiliated to a Member.</p> <p>Officers: Individuals who hold the position of the ITU Table Officers.</p> <p>Panel: A group of qualified individuals appointed to hear disciplinary cases in accordance with Disciplinary Regulations.</p> <p>Paratriathlon: A sport of individual or team character and motivation, which combines swimming, cycling and running skills in continuum for athletes with varying degrees of physical impairment.</p>	<p>Only the new text is included in the “new” column”</p>

<p>Continental Confederation An association of National Federations in a geographical area of the world, in accordance with article 0.</p> <p>Continental Confederation Representative A president or acting president of a Continental Confederation representing her or his Continental Confederation on the Executive Board.</p> <p>Country A self-governing geographical area of the World recognised as an independent state by international law and international governmental bodies</p> <p>Delegate a person representing a Member in Congress in accordance with article c.</p> <p>Disciplinary Panel a judicial body established by the World Triathlon Tribunal and operating in accordance with the Rules under article ¡Error! No se encuentra el origen de la referencia.</p> <p>Election Congress the Congress meeting held every four (4) years, at which elections under article ¡Error! No se encuentra el origen de la referencia. are undertaken</p> <p>Electronic Voting voting by electronic system within Congress</p> <p>Eligible has the meaning given to it in Article 49.1</p> <p>Ethics Panel a judicial body established by the World Triathlon Tribunal and operating in accordance with the Rules under Article 48.8</p> <p>Executive Board: the decision-making body described in article</p> <p>Executive Board Members any member of the Executive Board including the President, Vice Presidents, Continental Confederation presidents, ordinary Executive Board members, Chair and deputy chair of the Athletes' Commission, and the Secretary General as an ex-officio member.</p> <p>Ex Officio By virtue of holding another office or position</p> <p>Extraordinary Congress A meeting of Congress held in accordance with article ¡Error! No se encuentra el origen de la referencia.. a.</p> <p>Good Standing Has the meaning described in article</p> <p>Honorary President A person elected as such by Congress in accordance with the Constitution.</p> <p>Honorary Member A person elected as such by Congress in accordance with this Constitution.</p> <p>Intellectual Property all rights and goodwill in copyright works, names, trademarks, service marks, devices, logos, designs, patents, processes and confidential information relating to World Triathlon or to any event, competition, activity or programme conducted, promoted or administered by or on behalf of the World Triathlon.</p> <p>IOC the Internaitonal Olympic Committee</p>	<p>Region: One of the five Regions: Africa, America, Asia, Europe and Oceania.</p> <p>Related Multisports: those which are composed of three segments and at least two of the segments include sports from the triathlon components.</p> <p>Resolutions: Proposals submitted to the Congress and decisions made by the Congress.</p> <p>Rules: The ITU Rules.</p> <p>Table Officers: The ITU Table Officers.</p> <p>Territory: Means a geographical territory or region, which is not a country, but has certain aspects of self-government, at least to the extent of being autonomous in the control of its sport and which is thus recognised as such by ITU.</p> <p>Triathlon: A sport that consists of three parts: a swim, a cycle, and a run.</p>	
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<p>IPC the International Paralympic Committee</p> <p>Members the National Federations which have been admitted to membership of World Triathlon as described in article ¡Error! No se encuentra el origen de la referencia., also known as Member National Federations, as listed in Annex A, and updated from time to time.</p> <p>Membership being a Member of the World Triathlon.</p> <p>Membership Fee the annual membership fee payable by each Member to the World Triathlon as described in article 0.</p> <p>National Federation shall mean the sole governing body for the sport of triathlon in a sovereign state, to which an athlete or club from that state is affiliated for the purposes of national and international competitions and other administrative purposes.</p> <p>National Federation Official any person who is elected or appointed to a position in which they represent a Member National Federation.</p> <p>Official any person who is elected or appointed to a position in World Triathlon</p> <p>Observers the persons who are entitled to attend meetings of Congress as observers as specified in article 0</p> <p>Ordinary Congress the meeting of Congress which is held every year and includes an Election Congress every four (4) year.</p> <p>Ordinary Executive Board Members the persons elected to the Executive Board together with Members who are appointed by virtue of their position as who are elected in accordance with article ¡Error! No se encuentra el origen de la referencia.</p> <p>Paratriathlon a Triathlon for athletes with varying degrees of physical impairment.</p> <p>President the President of the World Triathlon elected under Article 29.13</p> <p>Proxy vote A vote cast by a representative of the person or body entitled to vote in that person or body's absence. (A Proxy Vote is inadmissible under article ¡Error! No se encuentra el origen de la referencia.).</p> <p>Related Multisports Sports that consist of three continuous parts at least two of which are a swim, a cycle and a run.</p> <p>Relevant Authority Any public authority which is authorised to take any decision under the appropriate regulation .</p> <p>Regulations rules made by World Triathlon in order to control the way somethings is done or the way people behave.</p> <p>Rules Rules made by the Executive Board within its powers and responsibilities as set out herein.</p> <p>Rules of Congress Procedure Rules which set out the procedures for meetings of Congress. To the</p>		
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<p>extent of any inconsistency between the Rules for Congress and this Constitution, this Constitution will prevail. Secretary General The Chief Executive Officer of the World Triathlon appointed as such under article IArticle 1.13.1b(6).</p> <p>Senior Staff member World Triathlon Tribunal The person appointed by the Executive Board who is responsible for coordinating the operations of the World Triathlon Tribunal.</p> <p>Simple Majority More than 50% of the votes cast by those present and entitled to vote.</p> <p>Special Majority More than two-thirds (2/3rds) of the votes cast by those present and entitled to vote.</p> <p>Standing Commission A permanent commission appointed to deal with a specified subject under article ¡Error! No se encuentra el origen de la referencia..</p> <p>Triathlon A sport that consists of three continuous parts: a swim, a cycle, and a run.</p> <p>Vice Presidents The Vice Presidents of World Triathlon elected under article ¡Error! No se encuentra el origen de la referencia., who shall include the First Vice President and Financial and Marketing Vice President.</p> <p>Vote a vote cast by those present and entitled to vote.</p> <p>Votes all votes cast by those present and entitled to vote including those for and against, abstentions and invalid votes.</p> <p>WADA the World Anti-Doping Agency</p> <p>World Anti-Doping Code the core document that harmonizes anti-doping policies, rules and regulations within sport organizations and among public authorities around the world.</p> <p>World Triathlon Strategic Plan The plan for the development of the sports of Triathlon, Paratriathlon and Multisports throughout the world. World Triathlon Tribunal The World Triathlon body in charge of investigating and prosecuting any breach of the Constitution, Rules, Regulations and Codes, and of deciding cases brought to it on appeal.</p> <p>Article 3 Powers & Authority</p> <p>3.1. All National Federations and Continental Confederations recognise World Triathlon as the sole authority and governing body for Triathlon and its Related Multisports. The National Federations and Continental Confederations agree not to become members or recognise or otherwise support any other international organisation with a similar purpose except those recognised by World Triathlon.</p> <p>3.2. World Triathlon, the Continental</p>		<p>New Article</p>
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<p>Confederations and the National Federations recognise that each National Federation is the sole authority (besides the World Triathlon itself) for World Triathlon disciplines in the country where it is located.</p> <p>3.3. The National Federations agree to comply with, and be bound by, the Constitution, Rules, Regulations, Codes, Sport and Event Rules and any Decision issued by the authorised bodies of World Triathlon in relation to the conduct of international Triathlon and its Related Multisports Events, all of which shall also bind Organising Committees, Officials, Persons Responsible, Athletes, team officials and other individuals and bodies involved in World Triathlon Events. In addition, by virtue of accepting an accreditation to a World Triathlon Event, such person agrees to be bound by the World Triathlon Rules and Regulations. National Federations are granted an exclusive license to use, modify, print and distribute as appropriate the documents referred to in this Article, which are World Triathlon property, for the purpose of regulating Triathlon and its Related Multisports Sport within their national territory.</p> <p>3.4. Triathlon and its Related Multisports, which integrates disciplines administrated by other International Sports Federations, is developed according to its own specific nature and under its sole authority.</p> <p>MEMBERSHIP CHAPTER</p> <p>Article 4 Members</p> <p>Article 5 Associate members;</p> <p>Associate membership of World Triathlon is open to:</p> <ul style="list-style-type: none"> a. continental confederations under article 40 b. provisional member national federations granted by the Executive Board under article 7.5 c. Other bodies recognised by Congress <p>Article 6 Affiliated member</p> <p>Any ligue (sub-national federation), Club, organisation (LOC), athlete, coach, agent, staff, technical official and other official, affiliated with or licensed by Member National Federations affiliated or licensed to World Triathlon must always respect the Constitution as well as the Rules, Regulations and Codes;</p> <p>Article 8 National Federation Constitution (NEW)</p>	<p>Article 3 Members</p> <p>3.3 Associate members.</p> <p>g. Honorary presidents and Honorary members under Art 32;</p> <p>Clubs, organisations (LOCs), athletes, coaches, agents, staff, technical officials and other officials, affiliated with or licensed by Member NFs are automatically affiliated or licensed to World Triathlon and must at all times respect the Constitution as well as the Competition Rules, in particular, without limitation, those on Anti-Doping, eligibility and national status of the athletes and the Word Triathlon Tribunal.</p> <p>Not article about National Federation Constitution</p>	<p>No substantial changes in the Membership Chapter</p> <p>Honorary Members are not Members</p> <p>Creation of affiliated members</p> <p>New Artcile about NF Constitution, which includes the some of the prior obligations of members for becioming Member.</p>
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<p>8.1 Each National Federation Constitution must comply with the principles of good governance and shall in particular contain, at a minimum, provisions to:</p> <ul style="list-style-type: none"> a. be neutral in matters of politics, gender and religion; b. prohibit all forms of discrimination; d. be independent and avoid any form of political interference; e. democratically elect or appoint its officers and executive body; f. ensure that judicial bodies are independent (separation of powers); g. respect the principles of loyalty, integrity, sportsmanship and fair play as well as the Constitution, Rules, Regulations, Codes and decisions of World Triathlon and of the respective Continental Confederation; h. ensure appropriate regulation of matters relating to refereeing, the fight against doping, the imposition of disciplinary measures, including for ethical misconduct, and measures required to protect the integrity of competitions; i. define the competences of the decision-making bodies; i. have term limits for all members of the executive body (in any capacity) except for the Secretary General if he or she is an ex officio member; j. avoid conflicts of interests in decision-making; k. observe the principles of representative democracy and consider the importance of equity (e.g. gender equality), diversity and inclusion; l. carry out yearly independent audits of the financial statements if they are independent legal organisations; m. publish on their website and send to its Members their budget, financial statements and the minutes of their Congress/General Assembly within forty-five (45) days after the approval by their respective Congress/General Assembly. n. submit annual financial and activity reports to 		
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<p>World Triathlon within the first four (4) four months of each year, which shall include, but not limited to, the following information:</p> <ul style="list-style-type: none"> (1) list of its Officers; (2) annual statistics about active membership (clubs, athletes, coaches, officials, etc.); (3) major Championships and Events to be held during the coming year, including date and location; (4) a copy of the most recent financial statements; (5) mail address, email address, telephone, website, etc. <p>Article 10 Obligations of Members</p> <p>10.1 In accordance with this Constitution, the Rules and the Regulations, each Member National shall:</p> <ul style="list-style-type: none"> a. govern, promote and develop Triathlon and its Related Multisports, in the member's Country in accordance with the Mission under article 1 and Objects under article 2 of the Constitution. b. comply with this Constitution and all Rules, Regulations, Codes and in particular shall; <ul style="list-style-type: none"> (1) supply information to the World Triathlon as specified in the Constitution, Rules, Regulations and Codes or as otherwise requested in writing; (2) continue to meet all the requirements for admission to Membership set out in Article 7.4; (3) adopt a constitution, rules and regulations which comply with, and are consistent with, this Constitution and the Rules, Regulations and Codes; (4) submit a report and financial statements annually to the World Triathlon and its respective Continental Confederation in accordance with this Constitution; (5) be a member of its Continental Confederation and co-operate with it, in accordance with the Continental Confederation's Constitution, Rules and Regulations; and, (6) pay any Membership Fee, by the Due Date. <p>In the event of any inconsistency between the</p>	<p>7.2 Obligations of Members</p> <p>1. In accordance with this Constitution, the Bylaws, each Member National Federation shall:</p> <ul style="list-style-type: none"> a) Govern, promote and develop Triathlon, Paratriathlon and their related Multisports in the Member National Federation Country in accordance with the Purposes of the World Triathlon; b) Comply with this Constitution and all ITU rules and regulations; c) Must comply with the principles of good governance, and shall in particular contain, at a minimum, provisions relating to the following matters: <ul style="list-style-type: none"> i. To be neutral in matters of politics and religion and to prohibit all forms of discrimination; ii. To be independent and avoid any form of political interference; iii. To democratically elect or appoint its officers and executive body; iv. To ensure that judicial bodies are independent (separation of powers); v. The definition of the competences of the decision-making bodies; vi. To avoid conflicts of interests in decision-making; vii. legislative bodies must be constituted in accordance with the principles of representative democracy and taking into account the importance of gender equality in Triathlon; and viii. Yearly independent audits of accounts. d) To include the ITU Logo and the words "affiliated to ITU", "member of ITU" in their letterhead; e) To submit an annual report within the first three months of each year, which shall include the following information: <ul style="list-style-type: none"> - The mail address, email address, telephone, fax, etc. - A list of the Officers of the Federation. - Annual statistics about active membership of the Member (clubs, athletes, coaches, officials, etc.). - Major Championships and events to be held during the coming year, including date and location. 	<p>Simplified article as it was included in Art. 9, Constitution of Members.</p>
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<p>constitution, rules, regulations and codes of a member and the constitution, rules, regulations and codes of the World Triathlon will prevail.</p>	<ul style="list-style-type: none"> - A copy of the most recent financial statements. f) Continue to meet all the requirements for admission to Membership set out inside this Constitution; g) Adopt a constitution, rules and regulations which comply with, and are consistent with, this Constitution; h) To incorporate in its constitution a provision to the effect that all disputes between that NF/CC and an athlete and ITU shall be submitted to arbitration before the Court of Arbitration for Sport (CAS) for final and definitive resolution. i) Be a member of its Continental Confederation and co-operate with it, in accordance with the Continental Confederation's constitution and rules; and j) Pay any Membership Fee, by the end of March of each year. <p>Article 6 There shall be an annual fee for each Member affiliated to the ITU and this shall be paid in advance, by the 31st of January each year. The annual fee is set by the Executive Board.</p>	<p>Updte wording with no substantial change</p>
<p>Article 11 Membership Fee</p> <p>11.1 Members shall pay any Membership Fee(s) set by Congress by the Due Date, being the 1st of April.</p> <p>11.2 A Member may be suspended or expelled from Membership in accordance with this Constitution if any Membership Fees or other fees or payments to the World Triathlon are due and outstanding for more than thirty (30) days after the Due Date, or any later date, approved by the Congress upon application by the Member National Federation.</p>	<p>Article 9 Suspension of Membership and Other Sanctions</p>	<p>New clarification within the suspension procedures.</p>

Article 13 Suspension of Membership and Other Sanctions

(...)

Provisional suspension by the world triathlon tribunal

A . the world triathlon tribunal may provisionally suspend a member for a period specified in article 13.2 if, in the opinion of the world triathlon tribunal, the member
(...)

B .The period of a provisional suspension imposed by the World Triathlon Tribunal under Article 13.1 shall be:

1. a fixed period decided by the World Triathlon Tribunal, provided that the period is no longer than the period to the next Congress; or

2.an indefinite period dependent on the satisfaction of terms and conditions imposed by the World Triathlon Tribunal, provided that the period is no longer than the period to the next Congress.

C . The World Triathlon Tribunal may at any time during the period of any provisional suspension of a Member extend the period from that imposed under article 13.2 for a further period, provided that the further period is no longer than the period to the next Congress

13.3 Suspension by Congress

(...)

b. Congress considers, that any one or more of the grounds set out in article 13.1 apply;

(...)

13.4 The consent of a special majority of the Members present is required for suspension of a Member.

Article 15 Consequences of Withdrawal, Suspension or Expulsion of Membership

(...)

b

(1) be entitled to take up or continue to hold any position within World Triathlon (including on any Board, Committee, Commission, Panel, or Tribunal

9.5 Consequences of Withdrawal, Suspension or Expulsion of Membership

9.6 Reinstatement of Expelled Member

a) A proposal for reinstatement is made by the Member National Federation to the EB in writing at least six (6) months prior to an Annual Congress or a Special Congress meeting called for that purpose;

<p>constituted by World Triathlon) or with any Continental Confederation or other Member and</p> <p>(2) be entitled to any other rights, entitlements or privileges to which they would otherwise have been entitled including representation, entry, participation or involvement in any capacity in any competition, activity, event, function or meeting of the World Triathlon (including meetings of Congress and the Executive Board) or any Continental Confederation;</p> <p>Article 16 Reinstatement of Expelled Member</p> <p>a. a proposal for reinstatement is made by the National Federation to the Executive Board in writing at least three (3) months prior to an Annual Congress or an Extraordinary Congress meeting called for that purpose;</p> <p>Organisation Chapter</p> <p>Article 18 Organisation</p> <p>The organisation of World Triathlon is the following:</p> <p>a. <u>Congress</u></p> <p>b. <u>Executive Board</u></p> <p>c. <u>Continental Confederations</u></p> <p>d. <u>Committees:</u></p> <p>(i) Athletes' Committee</p> <p>(ii) Audit, Risk and Integrity Committee</p> <p>(iii) Credentials Committee</p> <p>(iv) Equity, Diversity and Inclusion Committee</p> <p>(v) Legal & Constitution Committee</p> <p>(vi) Medical and Anti-doping Committee</p> <p>(vii) Multisport Committee</p> <p>(viii) Paratriathlon Committee</p> <p>(ix) Technical Committee</p> <p>(x) Women's Committee</p> <p>e. <u>Commissions</u></p> <p>(i) Standing Commissions</p> <p>(a) Development Commission</p> <p>(b) Equity, Diversity and Inclusion Commission</p> <p>(ii) Ad hoc Commission</p> <p>f. <u>World Triathlon Tribunal</u></p> <p>(i) Appeal Panel</p> <p>(ii) Disciplinary Panel</p> <p>(iii) Ethical Panel</p> <p>Article 19 Congress</p>	<p>Article 13 The organisation of ITU is the following:</p> <p>13.1 Congress</p> <p>13.2 Table Officers</p> <p>13.3 Executive Board</p> <p>13.4 Continental Confederations</p> <p>13.5 Committees:</p> <p>a. Technical Committee</p> <p>b. Credentials Committee</p> <p>c. Medical and Anti-Doping Committee</p> <p>d. Women's Committee</p> <p>e. Audit Committee</p> <p>f. Constitution Committee</p> <p>g. Athletes' Committee</p> <p>h. Multisport Committee</p> <p>i. Paratriathlon Committee</p> <p>13.6 Commissions, listed as Annex of this Constitution.</p> <p>13.7 Anti-Doping Hearing Panel</p> <p>13.8 Arbitration Tribunal</p> <p>Article 14 Congress</p> <p>(...)</p> <p>14.3 Participation at Congress. Only Members in good standing may take part in the Congress. The following groups have the right to participate in Congress meetings:</p> <p>a. (...) Member NFs shall be represented by two (2) delegates, or by three (3) delegates, provided at least one (1) of them is a woman, or by four (4) delegates, provided at least two (2) of them are women.</p>	<p>New organisation chapter.</p> <p>Delete: Table Officers. Table officers roles incorporated to E.B. Fully New Chapter.</p> <p>Calrification of the article.</p>
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<p>(...)</p> <p>19.2 Composition:</p> <ul style="list-style-type: none"> a. All Member may take part in the Congress. b. Members shall be represented in Congress by Delegate(s) c. Only Members in good standing may vote. <p>Article 20 Delegates</p> <ul style="list-style-type: none"> a. A Member shall be represented by a maximum of two (2). Delegates from each gender. <p>(...)</p> <ul style="list-style-type: none"> c. Members must submit the names of their Delegates in writing to the Secretary General prior to the commencement of the Congress meeting. d. No member of the Executive Board, World Triathlon Tribunal, Credential Committee and Staff may be a delegate. e. Each delegate shall be: <ul style="list-style-type: none"> (1) Of the same nationality or have a permanent residence in the territory of their respective Member ; (2) A member of their respective Member; (3) Elected or appointed to be Delegate by the executive body of the Member in accordance with its constitution. <p>Article 21 Attendees and observers</p> <p>21.1 In addition to the Delegates, the following persons shall attend meetings of Congress as Attendees:</p> <ul style="list-style-type: none"> a. Members of the Executive Board; b. Representatives of the Continental Confederations with maximum one (1) delegate of each gender; c. Chairpersons of Committees and Commissions; d. World Triathlon Staff if requested by the Secretary General; <p>21.2 All attendees have the right to speak at meetings of Congress but no right to vote.</p>	<p>(...)</p> <ul style="list-style-type: none"> d. Member Continental Confederations shall be represented by two delegates. g. The ITU President (or the Vice President chairing the Congress in the absence of the President) has the right to cast a deciding vote at Congress in the case of a tie. h. The members of the Executive Board. No members of the Executive Board shall represent their own member National Federation. i. The members of the Committees and Commissions. j. Honorary President and Honorary members. k. Athletes Representatives, the ten (10) persons Athletes' Committee with voice and two votes to be exercised by two of their members. <p>14.5 Voice / No Vote: those entitled to attend Congress without the right to vote may express their opinion on any matter on the agenda, provided they are recognized by the President: i.e., Provisional member NFs, Honorary Members, members of the Executive Board, Committees and Commission Members and ITU Staff.</p> <p>14.6 Power of the Congress:</p> <ul style="list-style-type: none"> I. To suspend an NF/CC from membership for a fixed period or until a specified set of circumstances ceases/starts to exist. II. To suspend an NF/CC from any one or more types of International events for a fixed period of time or until a specified set of circumstances ceases/starts to exist. IV. To reinstate an NF/CC, which has been suspended before the end of the period or before the set of circumstances specified have ceased/started to exist. V. The consent of at least two thirds (2/3) of the Members present is required for suspension, expulsion or any other sanction against a Member. X. Approves the agenda. 	
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<p>21.3 In addition, the following persons are invited to attend Congress as Observers:</p> <ul style="list-style-type: none"> a. Members of the Committees and Commissions; b. Honorary Presidents and Honorary members; c. Nominees for election; d. External Financial Auditors; e. .Other persons authorised by the Executive board. <p>21.4 Observers shall only have the right to speak at meetings of Congress if approved by the Chairperson of the Congress meeting and shall have no right to vote.</p> <p>Article 22 Meetings of Congress</p> <p>22.1 The congress is organised annually, generally in conjunction with the Triathlon World Championships Final.</p> <p>22.2 The Executive Board shall be entitled to specify the date, time and place of the Congress in accordance with Article 25;</p> <p>22.3 The procedure for meetings of Congress shall be as specified in this Constitution and interpreted in accordance with Rules of Congress Procedure.</p> <p>Article 23 Powers of Congress</p> <p>(...)</p> <ul style="list-style-type: none"> a.admit, suspend, expel, caution, censure and reinstate Members; b. amend this Constitution c. elect and remove the president, vice president, ordinary Executive Board Members and Committee members d. appoint the Auditors, on the recomentation of the Executive Board e.approve and remove Board members and members of the World Triathlon Tribunal, upon the recommendation of Executive Board; f. Adopt the budget for the following year and vote on the acceptance of the financial statements of the previous fiscal year after reiving the report of the Auditors and the Audit Committee; g.approve and amend the aims of World Triathlon and decides all matters of common interest to the sport; h. receive and approve the annual report of the 	<p>14.7 (...) If quorum is reached at the start of the meeting, said meeting can carry until its adjournment, even if quorum is lost during the meeting.</p> <p>14.8 Invitation and Agenda.</p> <ul style="list-style-type: none"> a. The invitation to take part in Congress will include an agenda. It will be sent by electronic and ordinary mail at least 100 days before Congress to anyone with the right to participate. The Final agenda will be mailed at least 30 days prior to the Congress. b. A suggested Congress Agenda is included as Annex 2 to this Constitution. In years in which one or more elections are to be held, a list of the persons who have been nominated for the election(s) shall be attached to the final Congress Agenda. c. In the absence of consent from the President of the Congress, the agenda may not be extended to other items without the consent of at least two thirds (2/3) of the Members present. <p>14.9 A majority of the votes cast by the members present and carrying voting rights shall determine the adoption of resolutions in meetings except where the vote or consent of a greater number of members is required by the Constitution</p>	<p>Clarification. Delete of Robert Rules as interpretation tool.</p>
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<p>Executive Board;</p> <ul style="list-style-type: none"> i . Receive and approve annual reports from the Audit Committee j.receive annual reports from the Committees, Commissions and the World Triathlon Tribunal; k. grant the titles of Honorary President, Honoraru Members and Medals of Honour, on the recommendation of the Exeexecutive Board l. dissolve the World Triathlon in accordance with Article 56.1 <p>Article 24 Notice of Annual Congress</p> <p>24.1The Secretary General shall give at the least hundred (100) days before each annual Congress a written notice to all Members and Associated members , exclusive of the day on which the notice is served or deemed to be served, and of the day for which it is given.</p> <p>24.2This notice shall specify:</p> <ol style="list-style-type: none"> a. the date, time and venue of the Annual Congress; b. the date and time by which notification of the Delegates of the Member for the Annual Congress meeting shall be received by the Secretary General; c. if Elections are planned in the Agenda, the positions to be elected and the date and time by which nominations for them together with their personal records and goals of the candidates for election shall be received by the Secretary General being forty-five (45) days prior to Congress; d. the date and time by which any proposed resolutions and other items of business of Congress (as specified in article 30) are to be submitted to the Secretary General, (being forty-five (45) days prior to the Annual Congress); <p>Article 25 Agenda</p> <p>25.1The Agenda and relevant documentation shall be sent to the Members and Associated members by the Secretary General, either by post or electronically. In case of modifications of the Statutes or of the existing regulations, the old and new versions must be presented in a clear way, and the proposed changes must be</p>		<p>Clarification of the notice of Congress</p> <p>Brought from the annex to the main text.</p>
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<p>accompanied by arguments for their adoption;</p> <p>25.2 The accidental omission to give notice to, or the non-receipt of notice by, any Member entitled to receive notice shall not invalidate the proceedings at any Congress of World Triathlon;</p> <p>25.3 Agenda Annual Congress</p> <p>a. An agenda containing the business to be discussed at an Annual Congress shall be sent by Secretary General to the Members and the Associated members no later than thirty (30) days before the date of the Annual Congress meeting.</p> <p>b. Once at Congress, the Agenda may not be extended to include other items without Special Majority except for amendments to the Constitution which are not permitted without full notice in accordance with article 55.2 being given.</p> <p>c. The business on the agenda shall include the following:</p> <p>(1) presentation and approval of the Annual Report of the Executive Board, including the audited financial statements and Auditors report, for the preceding financial year and adopts the budget for the following financial year.</p> <p>(2) receipt and approval of annual reports from the Committees, Commissions and the World Triathlon Tribunal;</p> <p>(3) amendments to this Constitution if any;</p> <p>(4) the election, if applicable, of the positions of President, Vice-Presidents, Ordinary Executive Board Members and Committee members;</p> <p>(5) appointment of the Auditors;</p> <p>(6) approval of any members of the World Triathlon Tribunal</p> <p>(7) any other items of business that have been properly submitted in accordance with this Constitution, the Rules and Regulations, for consideration at the Annual Congress meeting.</p> <p>Article 26 Extraordinary Congress: call, notice and agenda</p> <p>Call</p> <p>d. The Secretary General shall call an</p>		<p>Incorporation of Extraordinary Congress and its regulation</p>
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<p>Extraordinary Congress meeting, to take place within 60 days of receipt of a written request from:</p> <p>(1) The Executive Board; or</p> <p>(2) one fifth (1/5th) or more of the Members.</p> <p>e. A request to call an Extraordinary Congress, shall state:</p> <p>(1) the specific purpose for which the Extraordinary Congress is being called; and</p> <p>(2) the specific resolution(s) on which the Delegates are requested to vote.</p> <p>26.2</p> <p>Notice</p> <p>Within thirty (30) days of receipt of a request to call an Extraordinary Congress the Secretary General shall give notice to the Members of:</p> <p>(1) the date, time and venue of the Extraordinary Congress ;</p> <p>(2) the date and time by which notification of the Delegates of the Members shall be received by the Secretary General; and,</p> <p>(3) the proposed resolution(s) that have been properly submitted for consideration in accordance with this article.</p> <p>26.3 Agenda</p> <p>The agenda for an Extraordinary Congress shall be dispatched no later than thirty (30) Days before Congress. The agenda shall be limited to business for which the Extraordinary Congress is convened.</p> <p>Article 27 Quorum</p> <p>27.1 No business shall be transacted at any meeting of Congress unless a quorum is present at the time when the meeting is due to commence (as set out in the notice of the Congress meeting- the first summons). Once a meeting of Congress is quorate and has started, it can continue until it is closed, even if the quorum is lost during the meeting</p> <p>(...)</p> <p>27.2 If there is no quorum at the first summons there will be a second summons one (1) hour after the first summons and the quorum shall be no less</p>		<p>New article regulation of quorums.</p>
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<p>than one quarter (1/4) of the total number of Members entitled to vote, with a minimum of three (3) Members from three (3) continents.</p> <p>27.3 If a quorum is not obtained at the second summons within thirty (30) minutes, then the meeting shall be adjourned.</p> <p>Article 28 Chairperson</p> <p>28.1 The Chairperson of Congress is the President.</p> <p>28.2 If the President is unavailable for a Congress meeting, the First Vice-President will be the Chairperson for that meeting, or if the First Vice President is not available then Executive Board shall appoint one of the remaining Vice-Presidents to be the Chairperson for that meeting.</p> <p>Article 29 Voting</p> <p>(...)</p> <p>29.2 Subject to voting for candidates under articles ¡Error! No se encuentra el origen de la referencia. and ¡Error! No se encuentra el origen de la referencia., all resolutions of Congress shall be passed by Simple Majority unless a different Majority is expressly specified in the Constitution.</p> <p>28.3 An Electronic voting system can be used at any Congress at the discretion of the Executive Board.</p> <p>28.4 A Member can vote in favour of a resolution, against a resolution or by way of an abstention.</p> <p>Article 30 Elections</p> <p>(...)</p> <p>30.2 The elections at an Election Congress will be chaired by the Secretary General.</p> <p>30.3 Elections for persons shall be undertaken by secret ballot.</p> <p>30.4 A valid ballot is one that confirms to all stated requirements and has no more votes than vacancies.</p> <p>30.5 Only Members may nominate candidates to be elected. Member National Federations may only nominate one (1) candidate for each position.</p>	<p>CHAPTER 5: ELECTIONS</p> <p>(...)</p> <p>Article 27 The order of elections at the Congress is:</p> <ol style="list-style-type: none"> 1. President 2. Vice Presidents 3. Four Executive Board members 4. Members of the Committees, except the Athletes' Committee, which is elected at a special meeting of their peers at the World Championships for two (2) years. 5. Honorary President and Honorary Members (if applicable). <p>1.1. All candidates for election must:</p> <ol style="list-style-type: none"> a. Be nominated by their NF of citizenship or residence, which is a member of ITU in good standing, according to Chapter 2: Membership b. Be individuals at least 18 years of age, and have the power under law to contract c. Submit their personal achievement records and the goals they want to achieve for ITU. The records must be distributed, preferably electronically, to all member NFs 45 days before 	<p>New article for elections.</p>
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<p>30.6No candidate can be elected by Congress for more than one position as Official. A serving Official can seek election for another position, but if successful, must immediately resign from his or her previous position.</p> <p>30.7All bodies under article 18 shall have a minimum of 25% of the opposite gender and maximum one (1) voting member per National Federation.</p> <p>30.8 Each candidate must be Eligible in accordance with article 49.1 (Eligibility) and be a member of, or be affiliated to, the Member which is nominating him or her.</p> <p>30.8Continental Confederations' executive board members may stand for election as an Executive Board member, but if successful must immediately resign from their existing office in their Continental Confederation</p> <p>30.9Staff members of World Triathlon and Continental Confederation (in any capacity) may not hold office as an Executive Board member, except the Secretary General as ex-officio member of the Executive Board.</p> <p>30.10 The positions and order for elections shall be as follows:</p> <ul style="list-style-type: none"> a. Executice board <ul style="list-style-type: none"> 1. President 1 2. Vicepresidents 4 3. Ordinary Executive board members 4 b. Committees (in alphabetical order) <ul style="list-style-type: none"> 1. Audit committee 5 2.Credentials committee 5 3.Legal and constitution committee 7 4.Medical and antidoping committee 7 5.Multisport committee 7 6.National coaches committee 7 7.Paratriathlon committee 7 8.Technical committee 7 9.Women's committee 7 <p>30.11 Eligibility</p> <p>A person seeking to be eligible for any of the positions enumerated inarticle 29.11, or to remain in office as a member in any capacity shall be Eligible in accordance with Article 49.1</p> <p>(...)</p> <p>30.14Tie</p> <p>If there is a tie there will be a second round</p>	<p>Congress as part of the package containing Congress Resolutions and Nominations.</p> <ul style="list-style-type: none"> d. Stand for election at Congress e. Honorary President and Honorary Members, will be nominated by the Executive Board <p>1.2.If necessary, ITU will conduct elections to fill vacancies:</p> <ul style="list-style-type: none"> a. At the next Congress b. At an Extraordinary meeting of Congress, which has been called when very important and urgent matters must be decided, if at least 2 0 % of member NFs in good standing requests such a meeting. c. The Executive Board positions shall be automatically vacated: <p>4.1 if at a special general meeting of members, a resolution is passed by two-thirds (2/3) of the members present at the meeting that he/she be removed from office;</p> <p>4.1 if a director has resigned his office by delivering a written resignation to the secretary general of the corporation;</p> <p>4.1 if he is found by a court to be of unsound mind;</p> <p>4.1 if he becomes bankrupt or suspends payment or compounds with his creditors;</p> <p>4.1 on death</p> <ul style="list-style-type: none"> d. A retiring Executive Board member shall remain in office until the dissolution or adjournment of the meeting at which his retirement is accepted and his successor is elected. <p>(...)</p> <p>d.A vote with less names than the ones to be elected will not be valid, except when there are less candidates than positions to be filled.</p> <p>(...)</p> <p>1.6An Election Congress will be chaired by one of the Vice Presidents, if she/he is not running for any position, or by the Secretary General.</p> <p>1.7 All other Parliamentary questions not contained in the Constitution shall be decided by Robert's Rules of Order, Newly Revised.</p>	<div>New article</div> <div>New article for ties.</div> <div>New article</div>
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<p>between those tied. If a tie again, the candidature shall be filled by the drawing of lots, using a coin.</p> <p>30.15 Personal records and goals</p> <p>All candidates for election shall submit the following items to the Secretary General with their application:</p> <ul style="list-style-type: none"> a. a brief curriculum vitae; b. a statement of the goals; c. A signed declaration of eligibility in accordance to article 49.1 <p>The Secretary General will forward completed applications including these items to Mmembers together with the Agenda for Congress.</p>		Clarification of the new majorities and teh process.
<p>Article 31 Resolutions</p> <p>(...)</p> <p>31.1 A simple majorit of the votes cast by the Members present and carrying voting rights shall determine the adoption of resolutions in meetings except where a different majority is required by the Constitution.</p> <p>31.2When a resolution is passed by Congress, it shall take effect on the 1st of January of the following year unless otherwise specified by Congress.</p> <p>31.3 A resolution may be withdrawn, in writing before or verbally during Congress, at any time by the member that submitted the resolution.</p>		New Article
<p>Article 32 Minutes</p> <p>32.1 Minutes shall be kept of all meetings of Congress and made available within forty-five (45) days to all Members and Associate members .</p> <p>32.2 The budget, financial statements and the minutes of the Congress will be published on the World Triathlon website within forty-five (45) days after the approval by the Congress.</p>		New Article
<p>Article 33 Errors</p> <p>33.1 Any irregularity, error or omission in notices, agendas and relevant papers for a meeting of Congress and any other error in the organisation of a meeting of Congress shall not invalidate the meeting nor prevent the meeting from considering</p>		

<p>the business of the meeting provided that:</p> <ul style="list-style-type: none"> a. the chairperson of the meeting in his or her discretion determines that it is still appropriate for the meeting to proceed despite the irregularity, error or omission; and b. a resolution to proceed is put to the Congress and carried by Special Majority. <p>Article 34 The Executive Board</p> <p>34.1 Composition of the Executive Board</p> <ul style="list-style-type: none"> a. President; b. four (4) Vice-Presidents. <ul style="list-style-type: none"> (1) One (1) First Vice President (2) One (1) Financial and Marketing Vice President. (3) The four (4) Vice-Presidents must be from three (3) different Continental Confederations. <p>(...)</p> <ul style="list-style-type: none"> c. Four (4) ordinary members <p>No more than two (2) from any one Continental Confederation</p> <p>d. five (5) Continental Confederation Presidents or acting Presidents, elected by each Continental Confederation</p> <p>f. Secretary General as ex-officio: has no vote and does not count for the gender and Continental Confederations requirements.</p> <p>g. of the nine (9) Executive Board members elected by congress, four (4) shall be of the opposite gender</p> <p>h. there shall be no more than one elected Executive Board member from a Member National Federation. For the purposes of this rule the Secretary General, the Continental Confederations Presidents and the Athletes Committee representatives shall not count;</p> <p>34.2 Role and Powers of Executive Board Members</p> <p>The role of each Executive Board member is to:</p>	<p>Article 17 Executive Board.</p> <ul style="list-style-type: none"> a. No more than two (2) representatives from the same member NF shall be elected to the Executive Board. b. At least four elected members of the Executive Board, shall be from the opposite gender. c. All candidates for the Executive Board may prepare their personal records and goals they want to achieve for ITU. ITU will forward this document to all Members prior to Congress. d. Executive Board members shall be ex-officio members of the their NF Executive Board, voting rights will be specified by the NF. They may also take part in the General Assembly, Congress, or Annual General Meeting of their NF. e. All Executive Board members shall be elected for a maximum period of three (3) terms. The counting of the terms shall commence from the elections in 2016. <p>17.4 (...) The ITU President, (or First / presiding Vice President in the absence of the President) has the right to cast a deciding vote in the case of a tie. There shall be no proxy votes.</p> <p>17.5 Powers of the Executive Board. The roles and responsibilities of the Executive Board are the following:</p> <ul style="list-style-type: none"> a. Delegates the President and Secretary General to handle routine business. b. Carries out decisions made by Congress. c. Decides routine matters. d. Decides matters referred to it by Congress. e. Submits resolutions to Congress. f. Informs Congress of its opinion concerning resolutions. g. Supervises and gives guidance to the Committees and Commissions. h. Creates Commissions and selects their members. i. Supervises strict application of this Constitution. j. Charges the Committees to submit Resolutions in their area of expertise. 	<p>New article</p>
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<p>(1) Act at all times act in good faith and in the best interests of World Triathlon, contributing to World Triathlon to achieve the goals within its Strategic plan.</p> <p>(2) be bound by all Executive Board decisions and act in accordance with the principle of collective responsibility;</p> <p>(3) not agree to, nor cause or allow, the activities of the World Triathlon to be carried on in a manner likely to create a substantial risk of serious loss to World Triathlon's creditors;</p> <p>(4) except for the President, not speak or make statements publicly on behalf of World Triathlon unless authorised to do so by the President, or in accordance with delegated authority in writing from the Executive Board;</p> <p>(5) in addition to any other steps specified in the Constitution, Rules, Regulations and Codes, disclose to World Triathlon the nature and extent of any interest in a transaction or proposed transaction of World Triathlon as soon as the Executive Board member becomes aware of the fact that he or she has such interest;</p> <p>(6) not disclose information that the Executive Board member would not otherwise have available, other than in his or her capacity as an Executive Board member, to any person, or make use of or act on the information except:</p> <p>(i) as agreed by the Executive Board for the purposes of World Triathlon;</p> <p>(ii) as required by law;</p> <p>(7) make reasonable efforts to attend and actively participate in all Executive Board meetings and Congress;</p> <p>(8) use their best efforts to consult widely with Members, Associated members, athletes and others who participate and have an interest in Triathlon and its Related Multisports, to keep abreast of the issues facing them. Nothing in this Article waives the duty of confidentiality in respect of information disclosed to them as Executive Board members under Article (6);</p> <p>(9) participate in an annual review of Executive Board's performance in the manner decided by Executive Board.</p>	<p>k. Amends the Operations' Manual in consultation with the Technical, Medical, Multisport, Paratriathlon and Athletes' Committees and the relevant Commissions as experience demands, to ensure fair and safe events for athletes.</p> <p>l. Acts on assignments and directions as given from time to time by the President.</p> <p>m. Acts as the interpreter of the ITU Rules. All matters not provided for under ITU Rules shall be decided by the Executive Board.</p> <p>n. Adopts and modifies the ITU Regulations and Internal directives and policies.</p> <p>o. Elects the Members of the Arbitration Tribunal and names it's Chair and Vice-Chair</p> <p>p. Makes the necessary appointments, including Technical Delegates for the Olympic Games, World Championships, Multisport Games, and World Cup Series.</p> <p>q. Appoints the official ITU representative at Regional Games. These representatives shall ensure that ITU rules are implemented.</p> <p>r. Promotes a development programme for the benefit of member NFs requiring assistance in the training of coaches, officials, etc.</p> <p>s. Appoints pro-tem replacements to the Executive Board and Committees until the next Congress, which will elect the vacated positions. (where possible, the person with the next highest vote received at previous Congress elections, shall be appointed).</p> <p>t. Apply sanctions according to Art. 37 of this Constitution.</p> <p>u. Approve Amendments of the budget for the current year. These changes may not increase or reduce the budget by more than 20% of the budget approved by Congress.</p> <p>v. Call the annual of meeting of Congress and an extraordinary Congress meeting in accordance with Article 26,2 of this Constitution.</p> <p>w. To borrow money upon the credit of the corporation, from any bank, corporation, firm or person, upon such terms, covenants and conditions at such times, in such sums, to such an extent and in such a manner as the Executive</p>	
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34.3 Powers and Responsibilities of Executive Board

The Executive Board shall have the power and responsibility to

- (1) approve provisional membership under Article 7.5;
- (2) approve and review the World Triathlon Strategic Plan and regularly monitor progress against that plan;
- (3) adopt, amend and repeal Rules, Regulations and Codes;
- (4) create the Annual Report for approval by Congress;
- (5) consider and make resolutions to Congress for amendments to the Constitution;
- (6) consider and make resolutions to Congress for:
 - (i) the election of Honorary Presidents, Honorary Members;
 - (ii) the recognition of awards to be granted for service and contribution to triathlon and World Triathlon;
 - (iii) recommendations on resolutions presented by Members and Continental Confederations.
- (7) set the Membership Fee;
- (8) approve annual calendar of World Triathlon, changes to the calendar and review the existing competition structure and decide on new competitions and events;
- (9) approve the annual and multi-year International Competition programme and select locations of International Competitions;
- (10) approve and amend policies and procedures for the appointment and training of officials for International Competitions;
- (11) appoint officials including technical officials for International Competitions;
- (12) approve, monitor and assess a Development Programme for the benefit of Member National Federations for the global advancement of Triathlon and its Related Multisports;

Board in its discretion may deem expedient; and to limit or increase the amount to be borrowed.

- x. Remuneration for all officers, agents and employees and committee members shall be fixed by the Executive Board by resolution. Such resolution shall have force and effect until the next Congress, and shall carry on at the good pleasure of the Executive Board unless defeated by a resolution duly adopted by a majority of members present at a Congress.
- y. Appoints the Secretary General

- (13) establish and disestablish standing and ad-hoc Commissions and its members as it considers appropriate and monitor their progress;
- (14) make and amend Rules and Regulations for the establishment and authority of the World Triathlon Tribunal;
- (15) consider and make recommendations to Congress to approve the Chair, the Vice-Chair and the members of the World Triathlon Tribunal Board;
- (16) do all other acts and things which are specified in this Constitution, Rules and Regulations.

34.4 Term of Office Executive Board members

- a. The term of office for all Executive Board members shall be four (4) years, commencing at the conclusion of the Election Congress at which their election is made, or appointment is effective, and expiring at the commencement of the elections of the next Election Congress.
- b. Executive board members shall serve for a maximum of:
 - (1) three (3) terms or twelve (12) years in total in any position on the Executive Board: President-Vice-President, Ordinary Member, Continental Representative, Athletes' Chair;
 - (2) five (5) terms or twenty (20) years in total in all positions combined on the Executive Board except for the President who can be elected for a three (3) more consecutive term (32 years in total).

34.5 Executive Board Meetings and Procedures

a. Executive Board Meetings

(...)

2. Executive Board meetings may be called at any time by the President or at the request of five (5) Executive Board members, on fourteen (14) days' notice, unless a matter is urgent, in which case the notice period may be reduced to no less than twenty-four (24) hours at the discretion of the President.

3. Except to the extent specified in this Constitution, the, Executive Board shall responsible for its own procedures.

New article

b. Chairperson of Executive board

- (1) The Chairperson of Executive board is the President.
- (2) If the President is unavailable for an Executive Board meeting, the First Vice-President will be the Chairperson for that meeting, or if the First Vice President is not available then Executive board shall appoint one (1) of the remaining Vice-Presidents to be the Chairperson for that meeting.

34.6 Meetings using Technology

Meetings may occur by telephone, through video conference facilities or by other digital means provided that prior notice of the meeting is given to all Executive Board members and all persons participating in the meeting are able to hear each other effectively and simultaneously. Participation by any Executive Board member in this manner at a meeting shall constitute the presence of that Executive Board member at that meeting.

34.7 Quorum

- a. A Quorum consists of a Simple Majority of Executive Board members.

b. Voting

(1) (...) In the event of a conflict of interest the conflicted Executive Board member should declare his or her interest and shall not discuss nor vote on the relevant resolution.

(2) All resolutions of Executive Board shall be carried by a Simple Majority, unless a Special Majority is expressly specified in the Constitution.

(3) Voting at Executive Board meetings shall be by voice, or upon request of any Executive Board Member, by a show of hands.

(4) Proxy voting is not permitted at Executive Board meetings.

34.7 Remuneration and Expenses:

- a. The Executive Board may, by Special Majority, establish a policy to remunerate elected members of the Executive Board, and members of Committees, Commissions and other Officials for their services to World Triathlon.

- b. In addition, Executive Board members and

<p>Officials will be reimbursed for their actual and reasonable expenses incurred in carrying out their roles in accordance with any policy approved by the Executive Board from time to time.</p> <p>c. Any remuneration paid under Article 33.6. shall be disclosed in the Annual Executive Board Report to Congress.</p> <p>34.8 Status of Executive Board members in their Continental Confederation and National Federation</p> <p>a. An Executive Board member shall, as of right:</p> <p>1 be an ex officio member of the executive board of the relevant national federation.</p> <p>2 be entitled to attend and speak at the general assembly held annually by that National Federation</p> <p>b. The President shall, as of right:</p> <p>1 be an ex officio member of the executive board of the relevant Continental Confederation; and</p> <p>2 be entitled to attend and speak at the general assembly held annually by that Continental Confederation</p> <p>34.9 Vacancies</p> <p>a. Casual Vacancy: A casual vacancy in the position of an Executive Board member arises if, prior to the expiry of an Executive Board member's term of office, one of the following circumstances occurs:</p> <p>(1) resignation of the Executive Board member, in writing, from office;</p> <p>(2) death of the Executive Board member;</p> <p>(3) removal from office of the Executive Board member under Article 33.10 (Removal of Executive Board member);</p> <p>(4) failure by the Executive Board member to attend three (3) consecutive meetings of the Executive Board without being excused in advance by the President;</p> <p>(5) in the case of a Continental Confederation president, the Executive Board member has, for whatever reason, ceased to be the Continental Confederation president; and,</p> <p>(6) in the case of the Chair of the Athletes'</p>		<p>New article</p>
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<p>Committee, the Executive Board member has, for whatever reason, ceased to be the Chair or vice chair of the Athletes Committee</p> <p>b. Vacancies:</p> <p>If a casual vacancy arises on the Executive Board under Article 33.8.a it may be filled until next Congress as follows:</p> <ol style="list-style-type: none"> (1) If the vacant position is that President, the First Vice-President will become the interim President, and if he or she is not available, then one (1) of the other Vice-Presidents will become the interim President as decided by the Executive Board; (2) If the vacant position is that of Vice-President, then one (1) of the Ordinary Executive Board members of the applicable gender will become an interim Vice President as decided by the Executive Board. (3) If the vacant position is that of a Continental Confederation President, the acting Continental Confederation President will fill the vacancy on the Executive Board; (4) If the vacant position is the Chair of the Athletes' Committee, the person who is elected by the Athletes' Committee as the replacement for that position will fill the vacancy on the Executive Board; (5) If the vacant position is that of Ordinary Executive Board member the position will remain vacant until the next Congress at which point an elections will be held for that position. <p>34.10 Suspension Executive Board Member</p> <p>a. World Triathlon Tribunal may suspend an Executive Board member from the Executive Board, if an Executive Board member:</p> <ol style="list-style-type: none"> (1) is under investigation by a Relevant Authority for, or is charged with, or is given notice by a Relevant Authority of, a proposal to make an order or finding against that Executive Board member in respect of any of the circumstances described in Article 49.1 inclusive (Ineligibility); (2) is, in Executive Board's opinion, in breach of one or more of their duties under Article 33.2 or in breach of one or more Codes, or; (3) is alleged to have breached or is under 		<p>New article.</p>
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<p>investigation by a Continental Confederation or a Member for, alleged breach of any rules of the Continental Confederation or the Member.</p> <p>b. The Executive Board requires a simple majority to bring the suspension of an Executive Board member under Article 33.9 before World Triathlon Tribunal.</p> <p>c. A suspension under this Article shall be for a period not longer than that to the next Congress.</p> <p>d. If an Executive Board member is suspended from Executive Board under any provision of this Article and is also a Committee or a Commission member, or other Official they shall automatically be suspended from those positions.</p> <p>34.11 Removal of Executive Board member:</p> <p>a. An Executive Board Member may be removed by Congress as an Executive Board member on one or more of the following grounds:</p> <p>1 repeated or persistent breach of duties by the Executive Board member under Article33.2;</p> <p>2 a suspension imposed by World Triathlon Tribunal under Article 33.9.a on the Executive Board member has expired but the circumstances for which the suspension was imposed, continues.</p> <p>b. Congress, following the decision of the World Triathlon Tribunal, shall decide whether or not to remove an Executive Board member with a simple majority.</p>		<p>New paragraph</p>
<p>Article 35 President</p> <p>35.1 Role</p> <p>The role of the President is to be the lead representative of World Triathlon and the sport of Triathlon, Paratriathlon and its Related Multisports;</p> <p>35.2 The President has the responsibilities to</p> <p>a. be the lead representative for World Triathlon and the sport of Triathlon,</p>	<p>Article 16 Officers</p> <p>(...)</p> <p>b. Organise and is responsible for the ITU offices and of the whole ITU management.</p> <p>d. Ensures the implementation of all decisions taken by the Congress, Table Officers and Executive Board.</p> <p>e. Negotiates or oversees the negotiation of all major contracts on behalf of the ITU in consultation with the appropriate members of the Executive Board and/or any other relevant persons.</p> <p>f. Supervises the activities of the Secretary General and Vice-Presidents.</p>	<p>New article</p>

<p>Paratriathlon and its Related Multisports;</p> <ul style="list-style-type: none"> b. be the main spokesperson for World Triathlon in accordance with policies decided by the Executive Board, which may include delegating this responsibility to others; c. chair meetings of Congress and Executive Board. d. lead the work of the Executive Board including ensuring the Executive Board (and its committees) is organised properly, functions effectively, acts within its roles, and meets its obligations and responsibilities. e. oversee the activities of the Committees and Commissions, between Executive Board meetings, including ensuring they are functioning effectively, acting within their role and meeting their obligations and responsibilities, as decided by the Executive Board. f. be an ex officio (non-voting) member of all Committees and Commissions, attending such meetings of them as he or she considers appropriate; g. be the chair of the Development Commission h. ensure the decisions of Congress and the Executive Board are implemented and the Constitution, Rules, Regulations and Codes are complied with; i. liaise and facilitate effective communication and relationships with Member, associated members, sponsors and other stakeholders; j. support, monitor and liaise with the Secretary General to form a strong, collaborative working relationship, with regular contact between them, on behalf of the Executive Board; k. only authorise transactions, and sign any documentation, on behalf of World Triathlon, in accordance with decisions, policies and procedures decided by the Executive Board or within delegated authority in writing from the Executive Board; l. perform such other tasks and duties as are delegated to the President by Congress and the Executive Board. 	<p>16.1 The Vice Presidents: assist the President in his/her duties.</p> <p>(...)</p> <ul style="list-style-type: none"> l. Performs duties as assigned by the Secretary General in his/her absence. <p>(...)</p> <p>b. One of the Vice-Presidents shall have the following roles and responsibilities:</p>	<p>New article</p>
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<p>Article 36 Vice Presidents</p> <p>36.1 Role</p> <p>The role of the Vice Presidents is to deputise for the President if neither the President nor the First Vice President can act, either on an ad hoc or a standing basis, at the direction of the President;</p> <p>:</p> <p>Article 37 First Vice President</p> <p>37.1 Role</p> <p>a. The First Vice President shall deputise for the President when the President is not able to fulfil his/her duties</p> <p>b. The first Vice President shall be entitled to attend all meetings of Committees and Commissions as representative of the President but shall not have a vote.</p> <p>37.2 one (1) of the four (4) Vice Presidents shall be appointed as the First Vice President by the President, after consultation with the Executive Board, at the first Executive Board meeting following the conclusion of each Election Congress.</p> <p>Article 38 Financial and Marketing Vice President</p> <p>38.1 Role</p> <p>a. act as an information and reference point for the President and other Executive board members:</p> <p>b. clarifying financial and marketing implications of proposals;</p> <p>c. outlining the current financial status; and</p> <p>d. retrieving relevant documentation and among others assists on:</p> <p>(1) General financial oversight;</p> <p>(2) Funding, fundraising and sales;</p> <p>(3) Financial planning and budgeting;</p> <p>(4) Financial reporting to Congress;</p> <p>(5) Investing the World Triathlon reserves;</p> <p>(6) Monitoring of fixed assets and stock.</p>	<ol style="list-style-type: none"> 1. Assists and advises the President in the development of ITU's financial affairs. 2. Assists the President in investing the funds of ITU, having consulted various financial experts. 3. Submits a report to Congress regarding the financial affairs of ITU. 4. Assists the President and Secretary General in the preparation of the annual budget. 5. Assist in ensuring the receipt of annual fees from Members and also contributions, royalties and dues, emoluments and fines imposed by ITU. 	
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<p>38.2 one (1) of the four (4) Vice Presidents shall be appointed as the Financial and Marketing Vice President by the President, after consultation with the Executive Board, in accordance with article 37 at the first Executive Board meeting following the conclusion of each Elections Congress.</p> <p>Article 39 Secretary General</p> <p>39.1 Role.</p> <p>The Secretary General shall be responsible for the day-to-day management of World Triathlon (except for the World Triathlon Tribunal) in accordance with the directions of the Executive Board and the President, the Rules, Regulations, Codes,.</p> <p>39.2 The Secretary General is responsible for:</p> <ul style="list-style-type: none"> a. Setting budgets and managing the operations of the World Triathlon, (except for the World Triathlon Tribunal) within such budgets b. in consultation with the Executive Board, developing the World Triathlon Strategic Plan, and implementing this plan; c. leading World Triathlon through the implementation of decisions made or supported by the Executive Board; d. developing and growing the commercial revenues of World Triathlon to enable it to fulfil the Strategic Plan and to continue to grow and develop triathlon; e. supporting the President in engaging with stakeholders of the World Triathlon including Member, Associated members, sponsors, government authorities and other partners to enable it to deliver the Strategic Plan; f. ensuring compliance with all applicable laws, the Constitution, Rules, Regulations and Codes, which, without limitation, include ensuring the preparation of the Annual Reports for approval by the Executive Board and keeping the minutes of Congress and Executive Board meetings; g. undertaking all his responsibilities within the approved budgets, and limits of authority set by the Executive Board, and to applicable best 	<p>16.3 The Secretary General</p> <ul style="list-style-type: none"> ii. Takes charge of correspondence. iii. Prepares the meetings of ITU Congress, Table Officers and Executive Board. iv. Keeps the minutes of meetings of Congress, Table Officers and Executive Board, and preserves and has custody of same. v. Administrates ITU's offices and finances, with the collaboration of the Vice-President responsible for financial affairs. vi. Ensures the receipt of annual fees from members and also contributions, royalties and dues, emoluments, and fines imposed by ITU. vii. Ensures compliance by all Members, Officers, Executive Board members, athletes, coaches, officials, staff, committee and commission members, with this Constitution and all ITU Rules and decisions and to inform the Executive Board of any violations of the spirit and letter of them. viii. Is entitled to attend all meetings of commissions and committees, without the right to vote; should not attend meetings of juries so as to preserve the independence of the jury. <p>17 Election of Officers: The election of officers shall take place at Congress in the Summer Olympic year, for a four-year term of office.</p> <ul style="list-style-type: none"> ix. Each member NF may withdraw its support to an elected officer of ITU when it deems facts and circumstances justify. x. Each member NF will include an arbitration process in their constitution, which includes the right to appeal final decisions made by them. 	<p>New article</p>
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<p>practice standards;</p> <p>h. chairing the elections at an Election Congress.</p> <p>39.3The Secretary General is appointed by, and accountable to, the Executive Board. He or she receives direction from and is responsible to the Executive Board and the President</p> <p>39.4 The terms and conditions of employment for the Secretary General shall be decided by the Executive Board.</p> <p>39.5The Secretary General shall attend all Congress meetings unless otherwise required by the Executive Board.</p> <p>39.6The Secretary General is a ex officio member of the Executive Board. He or she shall attend all meetings of the Executive Board unless otherwise required by the Executive Board.</p> <p>39.7Is Chair of the Credential Committee and can attend without vote all Committees and Commissions meetings.</p> <p>Article 40 Continental Confederation</p> <p>a. Continental Confederation are Associated members, subject to ¡Error! No se encuentra el origen de la referencia. (Associated members).</p> <p>b. Only National Federations can be members of a Continental Confederation</p> <p>c. Each Continental Confederation is the represented body of the World Triathlon in the continent.</p> <p>d. The World Triathlon has the right to recognise only one (1) Continental Confederation in each continent in accordance with the division recognized by the IOC: Africa, Asia, Europe, Oceania, Pan America.</p> <p>e. Each Continental Confederation shall be a separate legal entity properly constituted in accordance with the law applicable to the Country where it has its seat.</p> <p>f. The Executive Board of World Triathlon may, in exceptional circumstances, authorise a Continental Confederation to grant membership to a National Federation that belongs geographically to another continent and is not affiliated to the Continental Confederation on that continent. The opinion(s) of the Continental</p>	<p>Article 18 Continental Confederations (CC).</p> <p>18.1The five Presidents of the Continental Confederations are elected by their Continental Confederation and recognized as members of the Executive Board by Congress. A CC President cannot delegate her/his position to anyone. They will support the efforts of ITU to develop Triathlon, Paratriathlon and their related Multisports within their CC.</p>	<p>New article.</p>
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Confederation concerned geographically shall be obtained.

Article 41 Admission as Associated member

- a. A continental governing body for the sport of triathlon in any continent may apply for association to the World Triathlon.
- b. An application by a continental governing body seeking association shall be made in accordance with the admission procedures set out in the Constitution.
- c. To be considered for Association membership, an applicant seeking admission as an Associated member shall demonstrate to the Executive Board's satisfaction that:
 - a. it is recognised as the Continental governing body for the sport of Triathlon and its Related Multisports in its continent;
 - b. it is a separate legal entity properly constituted in accordance with the law applicable to the Country where it has its seat;
 - c. minimum 80% of its Members are Members of World Triathlon;
 - d. it recognises the Court of Arbitration for Sport, as specified in this Constitution;
 - e. it is financially solvent; and,
 - f. such other requirements as set out in the Constitution.
- d. The Executive Board has the power to decide, by Special Majority shall be put to the vote at the next Congress meeting for approval of permanent Association membership or otherwise.
- e. Provisional Association membership of any Continental Confederation granted by the Executive Board by Special Majority shall be put to vote at the next Congress meeting for approval of permanent Association membership or otherwise.
- f. The admission of the Continental Confederation to permanent Association membership is at the sole discretion of Congress.
- g. Once admitted, a Continental Confederation is a permanent Associated member, unless it

withdraws its membership or is suspended or expelled from membership in accordance with this Constitution.

Article 42 Roles and Responsibilities of the Continental Confederations in accordance with World Triathlon Policies

- a. Promote, develop and regulate triathlon, paratriathlon and related multisport in their respective continent, in accordance the Rules and Regulations.
- b. Encourage participation in triathlon, paratriathlon and related multisport at all levels throughout the continent through competitions, events, programmes and activities.
- c. Establish, manage and control continental competitions, in accordance with World Triathlon Rules and Regulations
- d. Cooperate with other sports organisations; public and private organisations; and authorities to promote the interests of sport generally, as well as triathlon, paratriathlon and related multisport in particular, in the continent.
- e. Promote good governance principles.

Article 43 Rights of the Continental Confederation

- a. Each Continental Confederation shall have a representative on the Executive Board which shall be the Continental Confederation president or acting president.
- b. Organise its own continental competitions in accordance with the World Triathlon Rules.
- c. Procure the funds necessary to fulfil its duties. Through inter alia race sanction fees and sponsorship.
- d. Appoint two (2) Delegates, one (1) of each gender, to attend Congress.
- e. Such other rights and privileges as set out in this Constitution, Rules and Regulations.
- f. Right to speak and to propose resolutions agreed upon at a congress.
- g. Apply for World Triathlon development grants and to disburse such funds in the best interests

of the sport in accordance with Rules of Congress Procedure.

Article 44 Obligations of the Continental Confederations

- a. Comply with and enforce compliance with the Constitution, Rules, Regulations and Codes.
- b. Abide by the directions of the World Triathlon in furtherance of the objectives contained in **¡Error! No se encuentra el origen de la referencia..**
- c. Organise international continental competitions/events in close cooperation with the World Triathlon.
- d. Submit annual financial and activity reports to the Executive Board.
- e. To undertake event, sponsorship and other activities with the goal of generating additional funds to contribute to the execution of Continental Confederation development plans, provided that such activities are conducted with appropriate risk mitigation in place.

Article 45 Continental Confederation Constitution

Each Continental Confederation constitution must comply with the principles of good governance and shall in particular contain, provisions to:

- a. be neutral in matters of politics, gender and religion;
- b. prohibit all forms of discrimination;
- c. be independent and avoid any form of political interference;
- d. ensure that disciplinary, arbitration and mediation bodies of the Continental Confederations are independent bodies, and that there is right of appeal to the World Triathlon Tribunal, and to CAS from such bodies;
- e. respect the principles of loyalty, integrity, sportsmanship and fair play as well as the Constitution, Rules, Regulations and Codes;
- f. ensure appropriate regulation of matters relating to refereeing, the fight against doping, including for ethical misconduct, in accordance with World Triathlon Rules.

<ul style="list-style-type: none"> g. define the competences of the decision-making bodies; h. limit the terms of President to no more than three (3) terms of four years (twelve (12) years in total); i. avoid conflicts of interests in decision-making; j. observe the principles of representative democracy and take into account the importance of equity (e.g. gender equality), diversity and inclusion; k. carry out yearly independent audits of the financial statements; l. publish their budget, financial statements (and the minutes of their general assembly) on their website within forty-five (45) days after the approval by their respective general assembly or congress. m. submit annual financial and activity reports to the Executive Board. n. Accept the President as ex officio executive board member. 	<p>Article 19 Committees.</p> <p>19.1 (...) and the Credentials Committee that shall have three (3) members, and the Athletes' Committee that shall have ten (10) members (5 men x 5 women, being at least from 3 regions, with a maximum of two Paratriathletes from each gender and from two different continents). All other Committees shall comprise at least one member from a different gender. In addition to the seven (7) members, one (1) paratriathlete will represent the Athletes Committee in the Paratriathlon Committee with voice and no voting rights.</p> <p>19.2 (...) except the Athletes' Committee members who shall be elected for a two (2) year term at a special meeting of their peers at the World Championships. Candidates to the Athletes' Committee must have had an ITU World Ranking during the previous four (4) years. The Audit Committee members shall also be elected for a two (2) year term.</p> <ul style="list-style-type: none"> a. All Committee members will have one (1) vote within their Committee. A simple majority is enough to carry all decisions. In case of a tie in any Committee, the motion is lost. b. There shall be no proxy votes. c. All Committees shall report to the Executive Board. <p>19.3 All Committee members have the right to attend Congress, with voice but no vote.</p> <ul style="list-style-type: none"> d. The Athletes' Committee has the right to have two votes at the Congress. 	<p>New article, following the input received by each Committee.</p>
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Chapter V COMMITTEES

Article 46 General Rules

These are the General Rules applicable to all Committees, unless otherwise stated. In addition, Specific Rules of the Committee apply to individual Committees pursuant to article 46.

46.1 Role

The Committees shall advise and assist the Executive Board and Congress in fulfilling its mission, role and duties.

46.2 Composition

The following rules apply to the composition of the committees:

- c. The Athletes Committee members shall be elected by their peers the year after the Olympic Summer Games;

<p>d. (...) and Credential committee five (5) members.</p> <p>e. All Committees shall comprise at least two (2) members of a different gender except for the committees with four (4) or less members which shall comprise at least one (1) member of a different gender. As of 2024 each Committee of seven (7) members shall have at least three (3) members of a different gender;</p> <p>f. All Committees shall comprise at least members of three (3) Continental Confederations except for the committees with four (4) or less members which shall comprise at least members of two (2) Continental Confederations;</p> <p>g. Any member of a Committee absent from three (3) consecutive committee meetings at which his presence is required (the meeting has been called and takes place in accordance with these Rules) is considered as having resigned, unless the Executive Board, on advice from the Committee, decides otherwise.</p> <p>h. All committees shall have maximum one (1) Executive Board member as liaison to the Executive Board and one (1) Staff member unless otherwise specified in the specific rules of that Committee. The relevant Executive Board member(s) and Staff member(s) shall have voice but no vote.</p> <p>46.3 Organisation</p> <p>The Committees may, via the Secretary General, work with other Committees to deal with special problems.</p> <p>a. The Committees may call upon specialists or set up a sub-committee at any time to settle any urgent business. Such a decision must be approved by the Executive Board. The chairperson shall make an appropriate request to the Executive Board.</p> <p>b. The Committees may with approval of the Secretary General call upon Staff from the general secretariat to carry out their work.</p> <p>c. The Chairperson shall represent the committees in dealings with the Executive Board.</p> <p>46.4 Meetings</p> <p>a. The Committees shall meet whenever pending matters so require. The chairperson and the</p>	<p>19.4 It is the responsibility of the members of each of the Committees to support ITU's efforts to develop Triathlon, Paratriathlon and their related Multisports, within the geographic areas assigned to them by Congress.</p> <p>19.5 (...)</p> <p>a. The Chairs of the Committees shall:</p> <p>I. Direct and monitor the activities of all Committee members.</p> <p>II. Prepare reports and Resolutions to the ITU Executive Board for submission to Congress.</p> <p>III. Call meetings of the Committee.</p> <p>b. The Secretary of the Committee shall:</p> <p>I. Assist the Chair.</p> <p>II. Keep the minutes of the Committee meetings.</p> <p>19.6 Technical Committee:</p> <p>b. Its duties are:</p> <p>I. (...) and Operations' Manual.</p> <p>II. To prepare Resolutions concerning amendments (...) and Operations' Manual.</p> <p>IV. To prepare clinics for coaches, referees, etc.</p> <p>V. To prepare and control examinations for International Technical Officials.</p> <p>19.7 Credentials Committee:</p> <p>19.8 Medical and Anti-Doping Committee:</p> <p>(...)</p> <p>e. of endurance Multisports.</p> <p>19.9 Audit Committee:</p> <p>a. Is advisory to Congress and the Executive Board.</p> <p>b. Has the following responsibilities:</p> <p>I. Periodically to review the financial statements prepared by the Secretary General and the Vice-President in charge of financial affairs, and have contact with the external auditor.</p> <p>Periodically to report to the Table Officers and to the Executive Board and to Congress on the status of the ITU financial statements.</p>	
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<p>committee members shall draw up an annual plan to fix dates for meetings.</p> <p>b. The Chairperson shall draw up the agenda in conjunction with someone from Staff or Secretary General. Members may send written requests to the chair for items to be included in the agenda.</p> <p>c. The Staff member or other nominated Committee member shall keep the minutes of the meeting and send it to the members within (14) days.</p> <p>d. The agenda and any enclosures shall be sent by the chairperson to the members in good time before the meeting but at least 24 hours. The agenda may be altered if a Simple Majority of the members present. Documents containing further information on the items to be discussed may be distributed to the members at any time.</p> <p>e. The chairperson of the committee shall conduct the meetings. He or she shall open and close the debates and give the floor to the committee members. If he/she is unable to attend, the deputy chairperson shall conduct the meeting. If the latter is also unavailable, the committee shall choose a chairperson for that meeting from the members present.</p> <p>f. If a vote is needed on any matter, a Simple Majority of the votes cast is required for the decision to be adopted. Each member of the committee has one vote. Votes are conducted openly. Voting by secret Ballot is prohibited. Proxy votes are not allowed.</p> <p>g. The quorum for a valid meeting is 50% of the elected members.</p> <p>h. Committee meetings are confidential.</p> <p>i. A resume of the approved minutes shall be published on the website of World Triathlon within thirty (30) days of the approval.</p> <p>46.5 Committee members' duties:</p> <p>a. The Committee members shall take part in the meetings personally.</p> <p>b. Committee members shall show mutual respect and protect the interests of World Triathlon in their work on the Committees. They shall read the agenda carefully and any</p>	<p>19.10 Constitution Committee.</p> <p>a. Is advisory to Congress and the Executive Board, and supports the development of ITU.</p> <p>b. Has the following responsibilities;</p> <p>I. Periodically to review the Constitution and determine if it is consistent with the goals and objectives of ITU.</p> <p>II. To review all proposals from member NFs regarding amendments to the ITU Constitution and make recommendations to the Executive Board for submission to Congress.</p> <p>III. To propose amendments to the Constitution, as deemed necessary, to the Executive Board for submission to Congress.</p> <p>19.11 Women's Committee</p> <p>a. Ensures equality of opportunity, recognition, and reward for women in Triathlon, Paratriathlon and their related Multisports.</p> <p>b. To create policies on the development of the integration of women in all sport activities.</p> <p>19.12 Multisport Committee</p> <p>e. The Committee is advisory.</p> <p>19.13 National Coaches' Committee</p> <p>b. The Committee is advisory</p> <p>19.14 Paratriathlon Committee</p> <p>b. The Paratriathlon Committee acts in an advisory capacity to the Executive Board on matters related to the Paratriathlon competitions and classification requirements.</p> <p>19.15 Anti-Doping Hearing Panel. Is the body responsible for all Anti-Doping hearings in accordance with the ITU Anti-Doping Rules and the WADA Code.</p> <p>a. The Anti-Doping Hearing Panel shall act in a fair and impartial manner towards all parties at all times.</p> <p>b. At the end of the hearing, or on a timely basis thereafter, the ITU Anti- Doping Hearing 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</p>	
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<p>documents sent to them before the meeting. They should take an active part in the discussions.</p> <p>c. If any member is directly or indirectly involved in a matter, either personally or on account of interests he represents, he shall abstain from voting. Any such involvement shall be made known to the chair before the start of the meeting.</p> <p>d. Committee members shall adhere to the Constitution, Rules, Regulations and Codes in their work on the Committees but also to any decisions issued by Congress or the Executive Board.</p> <p>46.6Expenses</p> <p>Committee members' expenses shall be reimbursed in accordance with the applicable Expense Regulations.</p> <p>46.7Relationship with the Executive Board</p> <p>a. The Executive Board can give direct assignments to a Committee providing it falls within the remit of the Committee.</p> <p>b. The chairperson of the Committees shall regularly report to the Executive Board on the Committee's work, either orally or in writing.</p> <p>c. A Committees may request the Executive Board to make amendments to 06.</p> <p>d. The chair and vice chair of the Athletes Committee shall be members of the Executive Board.</p> <p>46.8Relationship with the Congress</p> <p>a. The chairperson of the Committees shall report to the Congress on their respective Committee's work, orally and in writing.</p> <p>b. The Congress can give direct assignments within the remit of the Committee.</p> <p>c. Chairpersons of the Committees shall attend Congress as Attendees under Article 021.1.c If he/she is unable to attend, the deputy chairperson shall attend Congress. If the latter is also unavailable, the Committee shall choose a chairperson for that Congress.</p>	<p>justification for why the greatest potential Consequences were not imposed.</p>	
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- d. Members of the Committees may attend Congress as Observer.

Article 47 Specific Rules for Committees

47.1 Athletes Committee

a. Mission

The Mission of the Athletes' Committee is to ensure that the athletes' viewpoint remains at the heart of the World Triathlon decisions.

b. Composition

The Athletes' Committee shall be composed as follows: Five (5) athletes of each gender; at least one (1) member shall come from each of the five (5) Continental Confederation; Two (2) members shall be Paratriathletes with one (1) from each gender; The Committee will elect the Chair and the Vice-Chair who shall come from two (2) different Continental Confederations and shall be of different gender;

c. Elections criteria

In order to be eligible to serve on the Athletes' Committee, candidates must: be eligible under article 50; have had points on the World Triathlon Points List or World Triathlon Paratriathlon Points List during the last (4) years; be nominated by their Member;

e. Voters

Any athlete who has had points on the World Triathlon Points List or World Triathlon Paratriathlon Points List during the past four (4) years is eligible to vote for candidates for the Athletes Committee.

f. Elected

Subject to the requirements as to Continental Confederation, Paratriathlon and gender, candidates with the most votes will be elected until all positions filled:

- (1) In the event of a tie with the candidates with the least number of votes in a round where the number of candidates is in excess of the number of available positions, a second round of voting shall take place only between those tied.
- (2) If a tie occurs on the second vote or next round,

the candidature shall be filled by the drawing of lots by using a coin.

g. Role

- 1) Empower Athlete Representation in World Triathlon decision-making processes.
- 2) Support Athlete Development in their sporting and non-sporting careers.
- 3) Promote Athlete Involvement in decision-making across World Triathlon.
- 4) Ensure Athlete Representation in World Triathlon decision-making.

h. The chair and the vice chair shall be members of the executive Board;

Article 47.2 Audit Committee

a. The Audit Committee has the following responsibilities:

- (1) Periodically to review the financial statements prepared by the secretary general and the financial and marketing, and have contact with the external auditor.
- (2) Periodically to report to the Executive Board and to Congress on the status of the financial statements.

47.3 Credentials Committee

a. Mission.

The Credentials Committee is responsible for the verification and admission of Delegates, Observers and Attendees participating at the Congress and verifies the Eligibility of Candidates for a position as Official.

b. Composition

The Chair shall be the Secretary General.

c. Role

- (1) The role of the Credentials Committee is to decide if an candidate or Existing Official is Eligible to be, or remain in office as, a Official in accordance with the Constitution, Rules,

<p>Regulations and Codes.</p> <p>(2) The Credentials Committee shall examine the nominations from Members for all positions on the Executive Board, Committees, Commissions and the World Triathlon Tribunal, and make recommendations to the Executive Board and/or Congress, as appropriate based on objective eligibility criteria for each position provided by the Secretary General.</p> <p>(3) During Congress</p> <p>III. (...) to appropriate the Delegates of the Members</p> <p>IV. Verifies the authenticity of credentials and supplies Congress materials and identification to appropriate representatives of Associate members under b:</p> <p>V. Verifies the authenticity of credentials and supplies Congress materials and identification to appropriate Attendees and Observers under 0;</p> <p>VI. Reports to Congress on the presence or absence of Members, Committee and Commission chairs, and other Congress participants.</p> <p>47.4 Decisions of Credentials Committee</p> <p>The decisions of the Credentials Committee shall be final, subject to a right of appeal to CAS in accordance with the Constitution.</p> <p>47.5 Legal and Constitution Committee</p> <p>a. Mission</p> <p>The Legal and Constitution Committee shall deal with, and advise and assist the Executive Board on legal and constitutional matters.</p> <p>b. Role</p> <p>The role of the Legal and Constitution Committee is:</p> <p>(1) To provide advice on legal matters when asked by Congress or Executive Board;</p> <p>(2) To advise on the legal and constitutional implications of all proposed amendments to the Constitution, Rules, Regulations and Codes with the exception of the sporting rules</p>		
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<p>contained in the Competition Rules;</p> <p>(3) To advise the Secretary General, the Executive Board on matters pertaining to the interpretation of the Constitution, Rules, Regulations, Codes and all other legal matters;</p> <p>(4) To make recommendations on the possible improvements to World Triathlon's governance, and legal structure and organisation.</p> <p>47.6 Medical and Anti-Doping Committee:</p> <p>a. Mission</p> <p>The Commission advises Congress and the Executive Board on athletes' health, the promotion of health and physical activity, and the protection of clean athletes.</p> <p>b. Role</p> <p>(2) (...) health and sport science.</p> <p>(4) Supervising the provision of health care and doping control services during the World Triathlon Events;</p> <p>(5) Delivering evidence-based education to athletes and their entourage.</p> <p>(6) Developing and promoting the adoption of ethical standards in sports science and medicine.</p> <p>(7) Exploring the potential of new technologies to optimise athletes' health and preventing their potential damaging effects.</p> <p>46.7 Multisport Committee</p> <p>a. Mission</p> <p>The Multisport Committee advises the Executive Board on the policies, strategies and implementation framework for multisport development.</p> <p>b. Role</p> <p>The role of the Multisport Committee is:</p> <p>1) To set international standards of excellence as the world leaders in Multisport and successfully grow Multisport globally via strong relationships with all strategic partners.</p>		
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- (2) To develop Multisport and strengthen its importance as part of the wider triathlon family, including the development of alliances to encourage National Federations and Regions to provide Championships in all Multisport Events.
- (3) To provide input into the World Triathlon evaluation process for all bids submitted for Multisport World Championship events
- (4) To ensure all multisport events incorporating the disciplines listed above are governed by the World Triathlon.
- (5) To make recommendations to the Executive Board on all and any aspects relating to Multisport.

c. Multisport is defined as the disciplines of:

- 1. Duathlon
- 2. Long Distance triathlon
- 3. Cross Triathlon
- 4. Cross duathlon
- 5. Aquathlon
- 6. Winter Triathlon

47.7 National Coaches' Committee

47.9 Technical Committee:

b. Role

- (1) (...) and Event Organizers Manual and consider requests for exceptions;
- (2) To review and propose amendments (...) and Event Organizers Manual;
- (4) To oversee the technical education programs, levels and accreditation of technical officials.
- (5) To provide recommendations on protests and appeals post competition.

47.8 Paratriathlon Committee:

Chapter VI COMMISSIONS

Article 48 Standing and Ad hoc Commissions

48.1 Standing Commissions are permanent commissions appointed to deal with a specified subject and Ad hoc Commissions are commissions appointed for a

Annex 3: Commissions

The following Commissions exist in ITU:

- 1. Sport for All Commission
- 2. Continental Confederation Commission
- 3. World Triathlon Series Commission
- 4. Data Exchange and Information Systems Commission

<p>particular purpose only.</p> <p>48.2The members of Commissions shall be appointed by the Executive Board in accordance with article49.2.1 (eligibility).</p> <p>48.3Articles 46.4 (meetings), 46.5 (duties) are applicable to Commissions.</p> <p>49.1 Development Commission</p> <p>a. Composition:</p> <ul style="list-style-type: none"> (1) The President; (2) the five (5) Continental Presidents; and (3) the Secretary General. <p>The president is the Chairperson and the Secretary General the secretary of the Development Committee.</p> <p>b. Mission</p> <p>The Development Committee shall deal with World Triathlon's global development programmes. It shall devise and propose appropriate strategies, check these strategies and analyse and monitor support and programmes provided to member National Federations and confederations in this regard.</p> <p>c. Role:</p> <ul style="list-style-type: none"> (1) To analyse the major development challenges at stake, considering the relevant geographical, social, economic and triathlon potential as well as the principle of solidarity and informs the relevant bodies within World Triathlon; (2) To advise and assist the Executive Board on Member National Federations and Development programmes; (3) To propose new development activities and addresses the related budget matters; (4) To draw up guidelines and regulations for all existing or new programmes provided to Member National Federations and Continental Confederations; (5) To deal with other matters relating to development programmes. <p>49.2 Equity, Diversit and Inclusion Commission</p>		<p>New Commission</p>
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a. Mission

The mission of the Equality, Diversity and Inclusion Commission is to increase diversity and inclusion in the World Triathlon in accordance with international standard regulations', so that the World Triathlon will reflect the demographics of the world, and to make leadership roles within the World Triathlon accessible to all, including those who are racially, ethnically and culturally diverse, gender, and persons with disabilities.

The—Equality, Diversity and Inclusion Commission:

- 1) creates and actively monitors the success of initiatives to attract, develop, and retain a diverse group of directors, committee members, officials, volunteers and staff;
- 2) implements inclusion programs within the World Triathlon and supports diversity-related efforts by other committees;
- 3) communicates these diversity goals and initiatives, both internally and externally.

b. Composition

The Equality, Diversity and Inclusion Commission shall be composed of Seven (7) members

c. Role

The role of the Equality, Diversity and Inclusion Committee is:

- 1) To provide advice and assistance to the Executive Board and Committees in relation to equality, diversity and inclusion;
- 2) To promote pro-active a climate of inclusion;
- 3) To seek to increase cultural awareness, respect and inclusion of all groups, including traditionally underrepresented groups based on cultural, ethnic, language, gender, and/or sexual orientation status;
- 4) To encourage diverse representation of multiple perspectives across the Executive Board and Committees;
- 5) To review relevant board policies and make recommendations for revision of board policies

<p>related to diversity, equity and inclusion;</p> <p>6) To develop innovative programs focused on the needs of an increasingly diverse community;</p> <p>7) To solicit input from relevant community groups.</p> <p>Article 50 World Triathlon Tribunal</p> <p>50.1 Role</p> <p>The role of the World Triathlon Tribunal (hereinafter "Tribunal") is to contribute to the protection of integrity and fairness in the sport of Triathlon. It achieves this goal by investigating and prosecuting any breach of the Constitution, Rules, Regulations and Codes, and by deciding on cases brought to it on appeal.</p> <p>50.2 Composition</p> <p>The members of the Tribunal shall be selected in accordance with article ¡Error! No se encuentra el origen de la referencia.. The Tribunal members shall be sufficient in number such that the Tribunal can at all times assume its tasks, but shall be at least five (5) in number at all times. The majority of the members shall be lawyers and judges by profession. The members of the Tribunal elect the chair from amongst their number.</p> <p>50.3 Independence</p> <p>a. The Tribunal shall be part of, but operate independently from, the World Triathlon, in accordance with the Constitution, Rules, Regulations and Procedures.</p> <p>b. The World Triathlon budget will include a budget for the Tribunal and the Tribunal should have staff support to carry out its functions.</p> <p>50.4 Term of Office</p> <p>The Term of Office of the members of the Tribunal shall be four (4) years, starting from the date of their approval by Congress. The members may be re-appointed for further terms of office in accordance with this Constitution, with a limitation</p>	<p>Article 20 Arbitration Tribunal.</p> <p>20.1The Arbitration Tribunal is composed of five (5) independent and qualified members elected by the Executive Board to hear and decide on the application of the Disciplinary Rules. They are elected for a term of 4 years. At least three (3) of the elected members must be lawyers, judges or retired lawyers or judges by profession.</p> <p>20.2The Chair of the Arbitration Tribunal is responsible to assemble the panels to hear each case.</p> <p>20.3The Arbitration Tribunal is supported by the ITU Office in its administrative tasks and its seat is located at the headquarters of ITU.</p> <p>Article 21 Oath of Office:</p> <p>21.1 The installation of Officers shall be conducted by an officer or representative designated by the President. The Oath of Office shall be:</p> <p>a. "I solemnly promise, on my word of honour, to advance the programmes and policies of ITU. I will faithfully discharge my duties as an Officer. I will support the Constitution and enforce them to the best of my ability. At the expiration of my term of office, I shall deliver to my successor all ITU books, papers, money, and other ITU property in my possession."</p>	<p>Updated in accordance with the Tribunal proposal and the new regulations.</p>
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<p>of three (3) terms;</p> <p>50.5 Responsibilities of the chair</p> <p>The main responsibilities of the chair are:</p> <ul style="list-style-type: none"> a. To propose amendments to the Regulations and procedures governing the activities of the Tribunal; b. To designate for each case the members of the Panel or the Single Judge, andc. c. To report to Congress annually under article ¡Error! No se encuentra el origen de la referencia. <p>50.6 Members of the Tribunal</p> <p>Members of the Tribunal can be called upon by the chair to</p> <ul style="list-style-type: none"> a. have meetings between the members of the Tribunal; b. act as Panel members; or c. act as Single Judge. <p>50.7 Panels or Single Judge</p> <ul style="list-style-type: none"> a. Role <p>A panel or a Single Judge is responsible to handle and decide on all cases brought before the Tribunal in accordance with the Constitution, Rules, Regulations and Codes. Ethical issues shall be handled and decided exclusively by an Ethical Panel, not by a Single Judge. Disciplinary and appeal cases shall be handled and decided by either a Disciplinary or Appeal Panel, or by a Single Judge.</p> <ul style="list-style-type: none"> b. Composition <ul style="list-style-type: none"> (1) A Panel is composed of three (3) members. (2) The Single Judge sits alone. (3) The chair of the Panel or the Single Judge shall be a lawyer or a judge by profession. <ul style="list-style-type: none"> c. Formation of the Panel - Designation of the Single Judge <p>For disciplinary and appeal cases, if the</p>		
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parties involved cannot agree on the assignment of the case to a Panel or to a Single Judge, or if the applicable Rules and Regulations do not specify it, the chair of the Tribunal shall determine at discretion whether the case shall be handled by a Panel or by a Single Judge, taking into account the circumstances and the complexity of the case.

d. Responsibilities

The Panel or the Single Judge shall handle and decide on the cases in accordance with the applicable Rules, Regulations and Codes.

Article 51 CAS Anti-doping Division

Any cases of doping shall be submitted to the Court of Arbitration of Sport Anti-Doping Division.

Article 52 Codes

- a. The Executive Board shall issue, and may amend the Codes under article b which set out the standards of conduct required for Officials, Continental Confederation officials, National Federation officials (limited to their relations or dealings with the World Triathlon) and other persons or entities seeking to become an Official or bidding to host or hosting International Competitions, or who are engaged by or are acting on behalf of the World Triathlon, including staff, or who are participating in Triathlon in International Competitions, including but not limited to athletes and athlete support personnel.
- b. Existing World Triathlon Codes are: Code of Ethics, Integrity Code, Safeguarding Code, Code of Manipulation of Competition, Anti-doping Code, Code of Conflict of Interest.

Chapter VIII ELIGIBILITY

Article 53 Eligibility of Officials (NEW)

53.1 A person seeking election or applying to be a Official (Applicant), or to remain in office as a Official (existing Official), shall be Eligible.

53.2 No Official shall hold a position as a voting

CHAPTER 6: ELIGIBILITY

<p>member in more than one of the following bodies; Executive Board, Committees and World Triathlon Tribunal.</p> <p>53.3 To be eligible, every candidate including existing Officials shall be approved by the Credentials Committee.</p> <p>53.4 The decision to approve if a candidate is eligible or otherwise shall be made by Congress, following the report of the Credentials Committee.</p> <p>53.5 An applicant or existing Official will be Ineligible if:</p> <ul style="list-style-type: none"> a. Other Position: the person is a member of Staff; b. Majority: the person is under eighteen (18) years old; c. Removal: the person was removed from Office by Congress in accordance with this Constitution; d. Breach of one or more Codes: the person is serving a period of ineligibility (including provisional suspension) for breach of the Codes; e. Anti-Doping Rule Violation: the person is found by a Relevant Authority to have committed an anti-doping rule violation at any time, including any person who has served any period of ineligibility for that violation; f. Full Civil Rights: the person is deprived of his or her civil rights by proper application of the law; g. Property Order: the person is subject to an order by a Relevant Authority that the person is lacking in competence to manage their own affairs; h. Bankrupt: the person is declared bankrupt; i. Conviction: the person has been convicted by a Relevant Authority of any offence punishable by a term of imprisonment and is serving his convicted period; j. Disqualified Director: the person is 		<p>New article Clarification of the regulation and introduction of rules for officials.</p>
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<p>prohibited by a Relevant Authority from being a director or promoter of or being concerned or taking part in the management of a company for breach or non-compliance with any law applicable to that person;</p> <p>k. Other: the person is otherwise prohibited from holding such position, or any similar position, under any other circumstances as provided by law.</p> <p>l. Cessation of Office: If the Credentials Committee decides that an Applicant or Official is not fulfilling the eligibility criteria, a proposal to Congress will be submitted. Congress shall declare the person ineligible. A declaration to that effect will have immediate effect.</p> <p>53.6 Article 53.5 does not limit or waive the right to suspend or remove an Official as specified in this Constitution.</p>		
<p>Article 54 Eligibility of Athletes</p> <p>54.1 Only those athletes, who are eligible according to the eligibility rules, can take part in competitions organised by World Triathlon, Continental Confederation or their Member National Federation. Other than as provided in this article, the eligibility rules are included in the Competition Rules.</p> <p>54.2 Where an athlete:</p> <p>Wishes to represent a National Federation other than the National Federation to which they originally belonged, they must reside in the country of the subsequent National Federation for at least three (3) years after the date they last represented the original National Federation in any sanctioned event. This period of residence can be reduced to one (1) year if the two (2) National Federations concerned agree, and the Executive Board of World Triathlon consents.</p> <p>Holds or is legally entitled to hold citizenship of two (2) or more countries, provided that it is at least three (3) years since the athlete last represented the first National Federation in any competition, the period of residence may be reduced to one (1) year, if the two (2) National Federations concerned agree and if the Executive Board approves.</p> <p>If a State, province or overseas department, a country acquires independence, if a country</p>		

<p>becomes incorporated within another country by reason of a change of border or if a new National Federation is recognised by the World Triathlon, an athlete may choose with which existing National Federation is he/she willing to compete. This particular choice may be made only once, and the Executive Board has to approve it.</p> <p>Article 55. Eligibility of International Technical Officials</p> <p>55.1 A Technical Official (TO) can be affiliated to any National Federation without any restrictions such as nationality or residence, provided such is in accordance with the relevant Members regulations.</p> <p>55.2 If a TO listed as an international TO (level 1, 2 and 3) wishes to transfer from one Member to another Member, he or she to apply for an international transfer to the Secretary General.</p> <p>55.3 Transfer procedure for international transfer:</p> <ol style="list-style-type: none"> The transfer application must be signed by the Member from the TO wants to transfer and by the Member to which the TO wants to transfer. In signing the transfer application the Member from which the TO wishes to transfer confirms that there is no reason why the TO should not leave the Member. When the Member from which the TO wants to transfer does not sign the application, that National Federation shall give a reasoned decision on the application. Any application for an international transfer shall be made between 1st of November and the 31st of December of each year. When both Members approves a transfer, the TO may transfer to his or her new Member with the effect from the 1st of March of the following year. When a Member does not accept a transfer and neither parties go to the World Triathlon Tribunal, the TO will transfer automatically on the 1st of March 	<p>CHAPTER 7: OFFICIAL LANGUAGES</p> <p>29.1 Spanish will be a working language of the ITU Congress.</p> <p>29.2 Members may address Congress in a language</p>	<p>New article</p>
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<p>of the second year.</p> <p>55.4 During the transfer procedure, the TO can continue to act as an international TO under the World Triathlon flag.</p> <p>Chapter IX ADMINISTRATIVE</p> <p>Article 56 Official Languages</p> <p>(...)</p> <p>56.2 The working languages of the Congress are English and Spanish.</p> <p>Article 57 Financial Year</p> <p>57.1 Unless otherwise ordered by Congress, the fiscal year end of the corporation shall be December 31st.</p> <p>57.2 The resource of World Triathlon shall consist of the contributions of the Members, the contributions or fees of licence holders, contributions from stakeholders, also sponsoring and the royalties generated by sport activities.</p> <p>57.3 The President represents World Triathlon, and is able to sign any agreement or document concerning World Triathlon as foreseen in article ¡Error! No se encuentra el origen de la referencia..</p> <p>57.4 The income and property of World Triathlon shall be applied solely towards the promotion of the Purposes.</p> <p>Article 58 Annual Executive Board Report</p> <p>58.1 Executive Board shall prepare an annual report which contains:</p> <ul style="list-style-type: none"> a. the audited annual financial statements; b. The Auditors report; c. An annual report of the preceding financial year's activities; <p>together known as the "Annual Executive Board Report".</p> <p>58.2 The annual financial statements in article ¡Error! No se encuentra el origen de la referencia. shall be audited annually by an auditor appointed by Congress under article</p>	<p>other than English or Spanish provided the member provides an interpreter at its own cost.</p>	
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<p>¡Error! No se encuentra el origen de la referencia.. The auditor shall be a practising chartered accountant who is independent of the World Triathlon.</p> <p>58.3The Annual Executive Board Report shall include:</p> <ul style="list-style-type: none"> a. a report from the President; b. a report from the Executive Board; c. reports from each of the Committees and Commissions; d. disclosure of any remuneration paid under article 34.7; and, e. such other reports and information as the Executive Board decides are in the interests of ensuring appropriate transparency and accountability of World Triathlon to Congress. <p>58.4The Annual Executive Board Report shall be presented to each Annual Congress and shall be;</p> <ul style="list-style-type: none"> a. Circulated to Members and Associated members with Congress Agenda; and, b. Publicly available on the World Triathlon website the day following Congress. <p>Article 59 Amendments to the Constitution</p> <p>59.1 Subject to article ¡Error! No se encuentra el origen de la referencia., this Constitution may be amended, added to or repealed only by Special Majority of Congress.</p> <p>59.2 Notice of a proposal to amend this Constitution shall be given to the Secretary General</p> <ul style="list-style-type: none"> a. in accordance with 0: <ul style="list-style-type: none"> 1. by the Executive Board at least thirty (30) days prior to Congress; or 2. by a Member or Continental Confederation at least 	<p>1.1. Amendments to the Constitution.</p> <ul style="list-style-type: none"> a. Only Congress shall be entitled to make amendments to the Constitution. b. A proposal for amendment to the Constitution may be withdrawn at any time but a withdrawal by a Member must be in writing unless it is made by the head of the delegation of that Member during the Congress. d. Any subsequent amendments that may be necessary to the wording of the Articles of the Constitution, which have been passed by Congress, can only be made by the Executive Board, and this is permitted provided no material change to the decision of Congress is made. e. Amendments to the Constitution adopted by Congress shall take effect on the publication of the Constitution, unless otherwise specified by the Congress. The Constitution shall be published in English by the 1st of January, after the approval of the Congress. <p>CHAPTER 13: DISSOLUTION</p> <p>Article 40 The dissolution of ITU requires a three-quarter (75%) majority vote in favour of such a resolution at two (2) successive meetings of Congress, separated by at least 6 months.</p>	<p>New article, clarification of the rules</p>
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sixty (60) days prior to a Congress.

- b. or in accordance with article **¡Error! No se encuentra el origen de la referencia.:**

the same date on which the request is made to call an Extraordinary Congress.

Article 60 Dissolution

60.1 World Triathlon may be voluntarily dissolved only at an Extraordinary Congress meeting convened for that purpose and approved by Special Majority.

60.2 In the event of dissolution, Congress shall appoint one (1) or more liquidators who shall discharge all debts and liabilities incurred on behalf of the World Triathlon. The remaining assets, if any, shall be donated to a body for the ongoing promotion and development of Triathlon, Paratriathlon and its Related Multisports.

60.3 At the completion of the liquidation, the liquidators shall submit a final report to Congress which shall declare the liquidation closed.

Article 61 Disputes and Appeals

61.1 In the event there is a dispute or difference between the bodies set out in Article 63.2 and it is not otherwise provided for in this Constitution, the Rules, Regulations or Codes, the Executive Board shall:

- a. take reasonable steps to assist in the resolution of such dispute or difference (which may include appointing a mediator), and
- b. if such steps do not resolve the dispute or difference, to refer the matter to the World Triathlon Tribunal who shall decide the dispute or difference. The procedure for such decision shall comply with the principles of natural justice.

61.2 The dispute or difference referred to in Article 63.1 means those between:

- b. Member National Federations;

CHAPTER 12: DISCIPLINES AND DISPUTES

Article 36 General.

36.1 Any decision of the Panel resulting from a dispute, controversy or claim arising under, out of, or relating to this Constitution or any subsequent amendments of or in relation to this Constitution, including but not limited to, its formation, validity and binding effect, interpretation, performance, breach or termination, as well as non-contractual claims, may be submitted to mediation in accordance with the CAS.

36.2 Mediation Rules.

- a. The language to be used in the mediation shall be English.
- b. Where a settlement of the dispute is not reached within 90 days of the commencement of the mediation, or if, before the expiration of the said period either party fails to participate in the mediation, the dispute shall, upon the filing of a request of Arbitration by either party, be referred to and finally settled by CAS arbitration pursuant to the Code of Sports related arbitration.

36.3 Administrative or sporting violations of the rules and regulations of the ITU could give rise to disciplinary measures and penalties which type and amount are fixed by the Disciplinary Rules.

36.4 The disciplinary measures and penalties are applicable:

- b. To Athletes and Coaches
- c. To ITU competition officials
- d. To members of the Executive Committee
- e. To individuals carrying out a function on behalf of the ITU either as members of their committees and commissions or in any other capacity.

36.5 The communication of a penalty to any person mentioned in article 36.4 items is considered duly completed once the penalty is communicated to the person and the National Federation to which he/she is affiliated.

37.1 The Disciplinary Rules according to ordinary procedure on violations of ITU Rules and

<p>c. a Member National Federation or member National Federations and a Continental Confederation;</p> <p>d. Continental Confederations;</p> <p>e. a Continental confederation or Continental Confederations and World Triathlon.</p> <p>61.3 Final decisions made by World Triathlon under this Constitution may be appealed exclusively to the CAS which will resolve the dispute definitively in accordance with the CAS Code of Sports-related Arbitration.</p> <p>61.4 An appeal before the CAS shall be governed by this Constitution and the Rules, Regulations and Codes, and on a subsidiary basis by Swiss law. The appeal proceedings shall be conducted in English unless the parties agree otherwise.</p>	<p>regulations to the extent such jurisdiction is not assigned to another ITU body.</p> <p>37.2 The Arbitration Tribunal has jurisdiction in the case of proceedings contemplated in sections 9.1, 10 and 16.4 (b).</p> <p>37.3 The Arbitration Tribunal will resolve any appeal to decisions from the Competition Juries or from any other ITU panels other than the Disciplinary Tribunal, as outlined in the ITU Competition Rules.</p> <p>37.4 The Executive Board nominates the three independent members of the Arbitration Tribunal of which at least two of them must be lawyers, judges or retired judges by profession.</p> <p>37.5 The Disciplinary Rules govern the organization of the Arbitration Tribunal and Panels, and the procedure applicable to them.</p> <p>37.6 The Arbitration Tribunal presents a yearly report of its activities to the Congress.</p> <p>Article 38 The decisions of the ITU and its bodies are final within the ITU. Any dispute relating to their application or interpretation, after internal recourses have been exhausted, may be submitted exclusively to the Court of Arbitration for Sport, in accordance with the Code of Sports-Related Arbitration.</p> <p>Article 39 The request for arbitration must be filled with the CAS no later than 21 days following the receipt of the decision that is the subject of the arbitration procedure. In the case of recourses against provisional measures, requests for arbitration must be submitted within no more than three days of receipt of the contested decision.</p>	
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**PROPOSED NEW TERMS OF REFERENCE (July 19) in
WORLD TRIATHLON CONSTITUTION FORMAT**

The Women's Committee is proposing a reviewed of the terms of reference of the Women's Committee to adapted to the existing role of the Committee. The Constitution Committee has expressed its agreement to the proposal and the Executive Board is presenting this resolution to Congress to be added to the new text of the Constitution presented to Congress.

Art. 47.11 Women's Committee

a) Mission

The Women's Committee is responsible for advising the Executive Board, Committees, Members and Associate members on the development and implementation of their policies and for promoting equal opportunity for women to participate in all aspects of the sport of Triathlon, Paratriathlon and its Related Multisport.

b) Role

The role of the ITU Women's Committee is:

1. To develop and implement World Triathlon initiatives that promote equal opportunities for girls and women;
2. To review relevant board policies and make recommendations for revisions related to gender equity;
3. To facilitate opportunities for women to network and engage in important gender equity issues at the national federation, continental and global area of World Triathlon;
4. To Educate, promote and collaborate to ensure women are actively represented within all committees and sustainable programmes in World Triathlon, Members and Associated members;
5. To support the development of women's skills in management and leadership within World Triathlon through seminars, workshops and mentoring;
6. To promote Triathlon, Paratriathlon and its Related Multisport as a means of gender equity and empowerment, highlighting the rights and well-being of women and girls and raising awareness of harassment and abuse in sport;



INTERNATIONAL TRIATHLON UNION

7. To communicate the activities of the committee through regular news bulletins distributed globally through ITU Media;
8. To celebrate the contribution of individuals and organisations who inspire us with their drive, leadership, creativity and commitment to develop, encourage and strengthen the participation of women and girls in World Triathlon, Paratriathlon and Related Multisport through the annual ITU Women's Excellence Award;

Key Projects & Achievements

1. Reconsider the role of the Athletes' Committee. Make workflow and communication between sport departments and committees trackable.
2. Details analysis from the current WTS competition system. Suggestions forwarding to the Sports Department.
3. New more detailed swim behavior monitoring and setting up a penalty system.
- 4.

Targets for Upcoming Season

- Handling problems and ideas faster and more efficiently according to the new workflow.
- Making all feasible rule changes and ideas applicable before the Olympic Games.
- Getting all rule changes accepted and apply them
- Closer cooperation with LOC - more and better information flow between the competitors – More visibility for the athletes out competition/outline-offline.

Report prepared by:

Committee Chair

- Tamas Toth

Committee Members

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Key Projects & Achievements

Targets For Upcoming Season

- Technical Delegates and Technical Officials' Assignments for ITU events.
- Definition of ITO's criteria for Tokyo Olympic Games and proposed selection sent to ITU EB.

- Collaborate with ITU Sports Department for the successful outcome of the Tokyo Olympic/Paralympic Games, ITU World Championships, WTS, WC and all other sanctioned events.

- Presential TC meeting in London for the annual Competition Rules revision.
- Clarification and Interpretation of rules. Update CRM and discussion on other Technical matters.
- Update Event Organizers Manual

- Innovation / Progress
- Evaluation of new competition formats.
- Adapt new rules

- Dealing with specific rule exceptions.
- Communication with other ITU Committees (coaches, athletes, medical, multisport, Paratriathlon, EB) – Approvals.
- Crisis Advisory Groups for all ITU events

- Safety and fairness as principles for all ITU rules and manuals.

- Results revision processes.
- Approval of non traditional bike frames and new equipment in accordance with ITU rules.
- Working groups/panels for different cases. Consistency.
- Regular skype meetings.

- Global Rules Harmonization (continuous communication with NFs and WTC)

- TOs Certification, Evaluation and Education pathway.
- Approval of NF TO certification programs in accordance with ITU.

- Updates and improvements to CRM, EOM and TO Certification courses.



Congress Report

Technical Committee

XXXII Congress • 29 August 2019 • Lausanne, Switzerland



Report prepared by:

Committee Chair

- Jaime Cadaval / MEX

Committee Members

- Shannelle Barrett / NZL
- Dirk Bogaert / BEL
- Jorge Garcia / ESP
- David Markham / CAN
- Bela Varga / HUN
- Howard Vine / GBR - Secretary

Special Thanks to:

- ITU Sport Department: Gergely Markus, Thanos Nikopoulos, Enrique Quesada.
- ITU EB liaisons: Ria Damgren Nilsson (SWE), Terry Sheldrake (NZL).





Key Projects & Achievements

1. Completed Competition and Classification Rules Review together with Sports Department.
2. Face to face meeting between ITU and IPC in Brisbane March 7-9 to determine next steps with regarding Code Compliance and potential changes to the ITU Classification System.
3. ITU staff met with IPC staff during Open IF/IPC days in June to provide the IPC with further understanding of Paratriathlon with and without the use of the interval start system.
4. Completed an analysis of the Class-up proposal following discussions with Coaches Groups and NFs at the NFs meeting in Gold Coast. The proposal was recommended and endorsed by the ITU EB at the end of 2018.

Targets For Upcoming Season

- Review the wording for specific rules that have been modified for the new season.
- Continue to liaise with IPC to maintain the positive dialogue that is ongoing as we refine classification for Paratriathlon.
- Engagement of ITU membership for discussions regarding goals and objectives. Explore the request for proposal and suggestions by the IPC with Universities to complete additional research to support our classification system.
- Follow up on the pending items highlighted by the IPC in the audit for Code Compliance
- Tokyo 2020 Paralympic Games follow up, broadcasting, contingency plans, accreditation provisions.
- Continue to monitor the IPC's view on the interval start system.
- Develop alternatives to the interval start, if required, to maintain a competitive and attractive level of competition for all stakeholders.
- Review the impact of the class up effectiveness.
- Liaise with the Athletes Committee to ensure there is a clear understanding of classing up and there will be further analysis on the impact of this provision.

5. Discussed development projects and how to ensure there is continuity by those NFs that currently only have 1 or 2 athletes in the circuit to ensure we maintain the minimum number of NFs for IPC validity. Proposed free accommodation at PWC and WPS events to be considered for some athletes in non-Paralympic designated classes.

6. Finalized details of the 2019 Paratriathlon season, classification opportunities and updated current list and levels of Classifiers.

7. Exceptional Rule changes in May 2019 before the Paralympic Qualification Period start end of June

8. **Meetings:**
Dates: Monthly, 2nd or 3rd Tuesday
Method: skype or Zoom

- Development of new NFs and consolidation of those engaged in Paratriathlon
 - Continue to encourage participation and develop classes that may lose numbers as they are not designated medal events for Tokyo 2020.
 - Ongoing work to achieve the module for Paratriathlon Coaches certification
-

- Review race events/opportunities in conjunction with ranking points to ensure effectiveness and fairness.
 - Ensure opportunities for ranking points within the Paralympic qualification period are as balanced as possible internationally
 - Ensure we continue to develop classifiers.
-

- Increase the quotas for the World Championships event.
 - Limit the substitution rule in the qualification criteria for paratriathlon events to avoid speculation and easy starts versus new flags and smaller NFs.
 - Increase number of events in 2020 during the qualification period to ensure more opportunities for everyone.
-

- Engage the Scientific Working Groups to meet criteria set out by the IPC.
 - Continue to liaise with IPC on updates with respect to VI Sport Specific Classification System.
-

Report prepared by:

Paratriathlon Committee Chair



- Grant Darby

Staff Liaison

- Eric Angstadt Torres

Paratriathlon Committee Members

- Carolyn Murray
- Masamitsu Tomawaka
- Neil McLeod
- Rob Noordzji
- Alfred Lipp
- Jon Beeson
- Shana Harrington (HoC)
- Katerina Magkou (DHoC)

EB Liaison

- Dr. Deborah Alexander

Athletes Committee Rep

- Jonathon Goerlach



➤ MISSION

To represent coaches of the National Federations within the ITU and to contribute to the betterment of the sport of Triathlon and its athletes on matters concerning high performance.

➤ PURPOSE

The Coaches Committee acts in an advisory capacity to the ITU Executive Board and Sport Department on matters related to triathlon and paratriathlon coaching and athlete development best practices.

Key Projects & Achievements

Targets For Upcoming Season

<div>Meetings</div> <div>- Conference calls</div> <div>1. - In person meeting: Hamburg 5 July 2019</div> <div>- Informal meetings at WTS events</div> <div>- Email exchanges</div>	<div><ul style="list-style-type: none">• Next meeting in Lausanne (2019 ITU Congress)</div>
<div>2. Provided input to the Technical Committee on competition rules revision: October 2018 and during the 2019 competition season</div>	<div><ul style="list-style-type: none">• Next general revision proposals to be made in October 2020.• Proposals for amendments addressed as needed</div>
<div>3. Provided feedback and suggested proposals alongside the paratriathlon coaches working group regarding the paratriathlon competition rules and event qualification criteria</div>	<div><ul style="list-style-type: none">• Evaluate and discuss the impact of the changes made in the competition rules and qualification criteria</div>
<div>4. Two members appointed to the Exertional Heat Illness Prevention working group for Tokyo OG and PG</div>	<div><ul style="list-style-type: none">• With advisement from scientific advisors, make recommendations to the Sport Department• Collect countermeasure proposals from NF staff</div>

	<ul style="list-style-type: none"> • Provide feedback after Tokyo test event
5. Worked with the Athletes Committee and the Sport Department on Water quality issues during the 2018 season. Made proposals to amend competition rules	<ul style="list-style-type: none"> • Follow up with the Water Quality issues task force for Tokyo test event and Olympic/Paralympic games
5. Compiled and shared post-race reports for all WTS and MRS events with an aim to assist the ITU Sport Department and LOCs to improve event operations	<ul style="list-style-type: none"> • Assist in the continued improvement of ITU events • Involve more coaches outside the Committee to help cover all WTS / MR series and test events
6. Assigned coaches and sport scientists to measure run courses. Shared data and helped understand the sport's demand and athletes' pacing	<ul style="list-style-type: none"> • TBD
7. Provided feedback with the support of a larger coaches working group on the 2020 – 2024 competition structure, Olympic events and race format priorities	<ul style="list-style-type: none"> • Discussion to be continued with the Athletes Committee

Report prepared by:

Coaches Committee Chair

- Philippe Fattori (FRA)

Committee Secretary

- Andy Schmitz (USA)
- Ben Bright (GBR)

Committee Members

- Inaki Arenal (ESP)
- Jul Clonen (NZL)
- Kate Roberts (RSA)
- Hideki Yamane (JPA)



Key Projects & Achievements

1. A new Terms of Reference and ITU Constitution wording for the Women's Committee completed that reflects the feedback from the strategy workshop held in Rotterdam in September 2017, and TOR for women's advocacy in other international sporting organization.
2. In partnership with the ITU Development Team, a tender process for a training partner with whom ITU will roll-out a training program for 100 mentors within the ITU family was conducted. Strong focus on promising females across governance, coaching, technical, high performance and mass participation areas of the sport.
3. Award of Excellence received 8 nominations, the highest number ever. The selection panel was comprised of the Chair of the Women's Committee and 4 international diversity experts.
4. In partnership with ITU Communication Team, 6 news stories were posted during the year on events and people who have made a true impact on the participation of girls and women in the sport of triathlon.
5. IF and IOC Triathlon Relay, co-hosted with the Lausanne GF LOC and ITU, and a following reception organized by W. Com.

Targets For Upcoming Season

- Developing the area of cultural and diversity issues that would impact women and girls' participation.
- Advising and supporting the design and roll-out of the ITU Mentoring Program
 - Promotion of more women races in each continent where members reside
 - Continuing the statistic survey on women participation at all levels
- Conducting the 2020 Women's Committee Award of Excellence
- Continue to raise the profile of people and events who make a special contribution to the participation of girls and women in Triathlon – and produce case studies for others to follow in the pursuit of gender equality.
- Organise a special event in Edmonton for the 2020 Grand Final.

Report prepared by: Committee Chair Committee Members

Tomoko Wada, Japan

- Karen Araujo, Trinidad and Tobago
- Nelly Becerra, Mexico
- Susan Haag, USA
- Bernard Hanratty, Ireland
- Sheila O'Kelly, Canada

Our valued supporters: Barry Siff, EB Member, USA and Alpar Nagy, ITU Liaison, Hungary



Key Projects & Achievements

Collaboration with ITU Sport Department & ITU Development

ITU Water Quality Statement Update

ITU Water Quality Matrix

1. Water Quality control of the mayor races
ITU Exertional Heat Illness update
ITU Water T° limits for the wetsuit use in Paratriathlon update
ITU Crisis Working Group

Antidoping and WADA

2. Act as a TUE Committee
WADA Conference Lausanne (L.Buchanan)
Anti-doping Action Plan Working Group

Cooperations with IFs

World Sailing : conjoint medical guidelines for athletes, coaches and TOs staff

3. IAAF : Transgender and DSD rules

Cooperation with IOC-IPC

IOC&IFs Water Quality Working Group

IOC&IFs Sustainability project

4. Survey methodology for recording and reporting of data for injury and surveillance in sport
Metting IPC medical and Scientific Department Bonn (dr Hiller)

5. Cooperation with IFs medical Com Chair, Universities and ITU Med Com

"Triathlon Medicine" Springer Int. Publishing
(book-e.book) Ed S.Migliorini .September 2019

6. Course and Survey

Survey : Injuries and illness in triathlon

SCD Survey : investigation of cardiac pathologies

Observed in triathletes of high level training

Targets For Upcoming Season

Control of the Water Quality and of the Medical Plan of the races

Introduction of the ITU Race Medical Reports

Introduction of the ITU Medical Questionnaire pre competition

Athlete education Hub/Athlete health content

Tokyo OG water quality and exertional heat illness prevention

Continue as a TUE Committee

Continue to provide guidance to AD department

World Sailing : Tokyo Pre Olympic Test Event

Gastroenteritis Survey

IAAF : 1st International Conference on Road Races in Urban and Extreme Environments and IAAF-IIRM

Emergency Race Medicine Workshop- Doha October (dr Migliorini-Nikopoulos)

SAFER-IMAP research program (Pretoria Un,Goteborg Un,College London Un, IAAF,UCI,ITU).

Tokyo OG water quality and exertional heat illness prevention

Model transgender regulations for IFs

SAFER-IMAP research

Rennes Un (F) Cardiology Dep.



Course "The interpretation of the athlete's ECG
for NFs doctors
Emergency Race Medical Course
ITU Science+Triathlon Conference

7. **Meetings** : periodic email contact and Skype call

we are working to organize
we are working to organize with IAAF/IIRM
Cape Town 2021
Meeting in person in Lausanne

Report prepared by:

Committee Chair

- Dr Sergio Migliorini

Committee Members

- Dr Humberto Aguilar
- Dr Andrea Galyasz
- Dr Doug Hiller
- Dr Toshito Katsumura
- Dr Claude Marblè
- Dr Angela Pedro





Key Projects & Achievements

General - MS Committee Meetings

Meetings on average every 6 weeks and for the first time all members contributing to the Committee.

1. Meetings via Skype/Zoom and one face to face for most in Lausanne.

Very engaged and positive committee membership

ITU Strategic Plan

Initial work has been undertaken to create a plan of action for the remaining period of the current Committee

Vision –

To grow Triathlon* globally, setting international standards of excellence in the sport

2.
 - Consolidate the presence of Triathlon within the Olympic and Paralympic Families.
 - Maximise the profile and sustainability of Triathlon events.
 - Development of the sport worldwide.
 - Provide strong and effective global leadership

The two areas of particular concern for the Multisport committee are:

- Maximise the profile and sustainability of Triathlon events.
- Development of the sport worldwide.

Targets For Upcoming Season

- Maintain Committee engagement
 - Maintain the regular meetings

Utilise the considerable experience and knowledge of all the committee members to maximise the output of the Committee

Provide Representation at Multisport events and Championships

ITU Strategic Plan

Finalise the plans for the final period of the current committee with where possible measures that can be used to demonstrate what has been achieved.

With the development of the ITU and increased numbers of staff, there is a need to redefine the purpose of the Multisport Committee for the next quadrennial and beyond to make it an effective contributor to the development of our sport.

We will be looking into areas such as:

- What is the Committee's mandate?
- What does the EB and CEO want and expect from the committee?
- What do the ITU Departments feel the Committee can be used for to help develop the sport.
- How can we work with other ITU Committees to help develop Multisport events

We are currently developing a plan of what the committee want to achieve by the end of our term – this will be finalised in Lausanne

Multisport Championships Festival

- Comprehensive review of the first three Multisport Festivals (Pontevedra, Fyn and Penticton)
 - How can we increase entry numbers age group and elite and particularly female entries.
 - Engagement with the Regional and National Federations to help develop all Multisport disciplines
 - Festival Events review;
 - Logistics issues
 - Timetabling
 - Are all Championships working well together as part of the festival?
 - What worked well and what not so well?
 - How can we help future bids
 - Analysis of economic benefit
 - Assist refining bid documents
- 3.

4. Provided input and discussion on the initial concept for the new Multisport Series
-

Multisport Championships Festival

The Multisport Championships Festival has proved to be a very popular with age groupers with numbers of athletes increasing. We need to build on this success.

Ongoing review of the first three Multisport Festivals (Pontevedra Fyn and Penticton)

- How can we increase entry numbers age group and elite and particularly female entries.
- Engagement with the Regional and National Federations to help develop all Multisport disciplines
- Festival Events review;
 - Logistics issues
 - Timetabling
 - Are all Championships working well together as part of the festival?
- What worked well and what not so well?
- How can we help future bids
- Analysis of economic benefit
- **The “Festival Experience” and how to improve**
- Provide input to help the TO Team and minimize overload.
- Safeguarding the Product so that it remains a key part of the ITU portfolio
- Work with the Regional confederations to Develop the product – already established in Europe
- Assist refining bid documents

Assist in the implementation of the Multisport Series



Providing some form of legacy for events who run Multisport Championships and providing a development pathway for LOCs/NFs for future Multisport championship bids has been an area of concern for the committee.

The new Multisport Series will allow potential future bidders to gain experience in running multiple events and can also provide a legacy event for LOCs that have already run a championships.

Assist refining bid documents

Work with the Continental Confederations to develop multisport series and championships in their Regions.

Assist refining bid documents

The Multisport Disciplines

Develop plans for the growth of MS Events - focusing on all aspects outside field of play

- Cross (Off Road) Tri and Du – huge opportunity for development with a series of events
- Aquathlon – Junior and U23 development opportunities. Develop plans to further develop the Aquathlon Championships as an event in its own right.
- Aquabike – distances and growth plans
- Duathlon – develop plans to grow elite and age group participation
- Long Distance Triathlon – review race distances, relationships with commercial event organisers

5

The Multisport Disciplines – ongoing work

Continue to develop plans for the growth of MS Events - focusing on all aspects outside field of play

- Cross Tri and Du –
 - Is the name right should it be more descriptive with Off Road Triathlon for e.g.
 - huge opportunity for development with a series of events
 - Cross Duathlon to be included in the Championships festival
- Aquathlon –
 - Junior and U23 development opportunities.
 - Develop plans to further develop the Aquathlon Championships as an event in its own right.
- Aquabike –
 - distances currently tied to the middle distance festival championships but many nations have Aquabike associated to short events too
 - growth plans
- Duathlon –

	<ul style="list-style-type: none"> • develop plans to grow elite and age group participation ○ Long Distance Triathlon – <ul style="list-style-type: none"> • review race distances, relationships with commercial event organisers
<p>Winter Triathlon</p> <p>The committee worked on the continued progress of this important aspect of our sport.</p> <p>Multi annual championship awards to encourage a venue to develop and grow participation</p> <p>6</p>	<p>Winter Triathlon</p> <p>Without significant funding, the development of winter Triathlon demonstrate a much more generic growth, but the committee will work on some of the following to help stimulate that growth.</p> <ul style="list-style-type: none"> • Raise the profile of our Winter Triathlon Championships to promote the events • Potential to work with the Continental confederations to develop a series • Investigate the cross over between the winter triathletes and cross triathletes and how we can facilitate this cross fertilisation
<p>Working with Commercial Event Organisers</p> <ul style="list-style-type: none"> • IM • Powerman • Challenge • Xterra • others <p>7</p>	<p>Working with Commercial Event Organisers</p> <p>Whilst the ITU is the International Governing body for the sport of Triathlon there are a number of commercial event organisers who have a role to play.</p> <ul style="list-style-type: none"> • Develop a strategy and uniformity of approach when dealing with major Commercial Organisers. • Analysis and Survey of NFs and the Continental Federations <ul style="list-style-type: none"> ○ What benefits do NFs receive ○ What involvement do NFs have ○ What do NFs charge for their services

Report prepared by: ~Chris Kitchen

Committee Chair

- Chris Kitchen

Committee Members

- Brian Hinton
- Tim Yount
- Melody Tann
- Daniel Martin
- Sergio Dias
- Duncan Hough
- Stéfane Mauris – ITU Staff
- Barry Siff – ITU Board Liaison





Key Projects & Achievements

Work with the Constitution Committee for the

1. revision of the Constitution (section concerning the World Triathlon Tribunal)

2.

3.

4.

Targets For Upcoming Season

Revision of the Disciplinary Rules to adapt with the new Constitution and the Safeguarding Policy

Report prepared by:

Committee Chair

- Philippe Renz, Chair of Tribunal

Committee Members

-
-





Key Projects & Achievements

1. Gold Standard document created to assist NFs in their development of an AG programme, To be presented in Lausanne at meeting of AG commission and NFs
2. Triathlon Live and social media increased engagement with athletes both at events and as back stories
3. ITU Staff (J S-B) meeting NFs, engaging with stakeholders and attending events to develop relationships and flow of information both ways.
4. Insure consistency and quality control thanks to close contacts with LOCs for ITU Multisport World Championships and Grand Final

Targets For Upcoming Season

- Continue to strive for maximum AG athletes event experience and value for money, and maintaining entry fee caps
- Improved influence within ITU, as stop and checks, without becoming barriers to process.
- Create opportunity for athletes to meet ITU family members to improve understanding and open relationships
- Change name of Grand Final to Triathlon World Championships

Report prepared by: Nicky Dick, Johanne Suss-Burckel

Committee Chair

- Nicky Dick (Director Age Group – British Triathlon)

Committee Members

- Barry Siff (Executive Board Member - ITU)
- Gergely Markus (Sport Director - ITU)
- Risa Kusunoki (Japan Triathlon)
- Antonio Alvarez (Executive Board Member - ITU)
- Hiroteru Saito (Japan Triathlon)



- Richard Burnell (Age Group Committee member – Triathlon Australia, Coordinator)
- Johanne Suss-Burckel (AG liaison – ITU)
- Kari Uglem (Norway)
- Rebecca Mok (Hong Kong)



**ITU XXXII CONGRESS
29 August 2019**

Resolution: That the ITU establish a Paratriathlon Coaches Commission

Purpose:

To represent Paralympic coaches of the National Federations within the ITU and to contribute to the betterment of the sport of Paratriathlon and its Paratriathletes on matters concerning high performance paratriathlon.

Membership:

The Committee will be composed mostly of national paratriathlon coaches and elite paratriathlon team managers from ITU Members. Composition will be Seven (7) members: one (1) member from every Continental Confederation and two (2) ad-hoc members.

Duties:

- To advise the ITU Board on issues related to high performance and development of Paratriathlon;
- To collect opinions and information from paratriathlon coaches and Paratriathletes in ITU member National Federations;
- To assist in the dissemination of information to paratriathlon coaches in ITU member National Federations;
- To provide input into the ITU evaluation process on World Paratriathlon Series and World Championship events;
- With the approval of the Executive Board to develop alliances with any public or private organisation that ensures development and research in Paratriathlon;
- To make recommendations to the Executive Board on all and any aspects relating to coaching in Paratriathlon.

Rationale:

Currently, the ITU Coaches Committee consists of only Olympic coaches and does not have the capacity or expertise to deliver the duties listed above. Paratriathlon has different needs and is best served by people who work in this area on a daily basis.

Triathlon prides itself on its gender diversity and the opportunity exists to achieve similar success with paratriathlon. In order to achieve this, a dedicated commission needs to be established to listen to the voice of the Paratriathletes and their coaches.



IAN HOWARD
PRESIDENT

BRITISH TRIATHLON

PO Box 25,
Loughborough,
Leicestershire,
LE11 3WX

Tel: 01509 226161
Fax: 01509 226165
Web: www.britishtriathlon.org
Email: info@britishtriathlon.org

Company No: 2995438 VAT No: 456806719



16th of June 2019

Resolution from Triathlon Denmark

SUGGESTION/RESOLUTION FOR ITU CONGRESS 29TH OF AUGUST 2019, LAUSANNE SWITZERLAND:

We propose to set up a Standing Commission for **Sustainability**.

Mission

Triathlon Denmark suggest that ITU forms an **ITU Sustainability Commission**
As world leaders in Triathlon, we should set the standards for environmental friendly behaviour. The purpose of an ITU Sustainability Commission will be to set international standards of excellence in sustainability focused in the areas of cleaner water, air and land.

Role

1. To develop sustainability and strengthen its importance as part of the mindset in the triathlon family, including the development of alliances.
2. To encourage NFs and Regions to provide an eco mindset to members.
3. To provide input into World Triathlon evaluation process – e.g. for Multisport World Championship and other events.

Composition

Seven (7) members: one (1) member from every Continental Confederation and two (2) ad-hoc members.

ARGUMENTATION:

1. Why should we do have a Sustainability Commission:
 - The Sustainability Agenda: Sustainability is an important agenda item for many governments and many sports. It is on the top of the agenda for the European Commission, the G8 and G20 summits as well as the IOC's "New Norm" reforms. With the pressure on eco-friendly behaviour dramatically increasing over the last years, it must also be a priority for the ITU especially as sustainability is an area that affects the day to day activities within our sport. As the governing body in triathlon – a sport that uses land and water - it seems natural that we support this movement.
 - Sustainability through Advocacy: Triathlon is a sport that uses natural resources as our training ground and as our venues. As such, the International Triathlon community should promote and advocate for clean land, air and water. Nature is a big part of our sport, it should be protected.
 - Sustainability in Events: We – ITU - already have strict and fair rules giving penalties for disposal outside certain zones during races. So why not formally

include sustainability thinking into our organisation and integrate eco-friendly behaviour in everything we do?

- Sustainability for the future: By implementing a Sustainability Commission we will be implementing eco-friendly behaviour that will support ITUs youthful approach.
2. What should the Sustainability Commission do:
 - The Commission should be advisory, and work out ways to improve and support green behaviour in Triathlon clubs, countries, continentals and races.
 3. Example initiatives and areas to address:
 - i. **Transportation**. Est. 200.000 yearly triathlon travels with bikes are being made. Is there a way in which to support an encourage that travel is done in the most environmentally (and cost-efficient) way?
 - ii. **Clothes**. Est. 4 mio. athletes worldwide must influence manufactures to produce eco-friendly sports clothes. Some athletes may not need all the event sway - is it possible to make it selectable to receive finisher t-shirt?
 - iii. **Venues**. We need to leave behind clean venues. How can ITU promote sustainability at events to encourage members to pick up whatever plastic they find, and dispose it after training.
 - iv. **Green events**. Our events can always be more kind to the environment. At each event we use a lot of banners, catering, transportation, clothes etc. How can ITU work on a program where everything from cups to food are eco-friendly.
 - v. And others....

Triathlon Denmark



Mads Freund
President

The Gibraltar Triathlon Association would like to propose the following resolution to the proposed changes in the Constitution;

RESOLUTION

Whereas both the current and draft Constitution state under Article 2 (Objects) point 2.1 “To promote and generally advance the sports of Triathlon, Paratriathlon and its Related Multisports world-wide and act as their world governing body”; and
Whereas both the current and draft Constitution state under Article 2 (Objects) point 2.6 “To assist the Members to work towards and receive recognition by their National Olympic and National Paralympic Committees and other National Sports Confederations/Councils”; and
Whereas the current Constitution states under Article 5 (Application for membership) point 5.4 “For NFs: be recognised as the NF for Triathlon, Paratriathlon and their related Multisports in their own country. This status will be confirmed by their National Olympic and Paralympic Committees, recognized by the IOC/IPC or National Sport Council /Confederation”; and
Whereas the proposed draft Constitution has removed Article 5 (Application for membership) and the proposed replacement Article 7 (Admission as a Member) under point 7.1 states that for admission as a member the NF must
“Be a national governing body for the sport of Triathlon, Paratriathlon and its Related Multisports in any territory with a recognised National Olympic Committee”; and
Whereas in Article 13 (Suspension of Membership and Other Sanctions) of the proposed draft Constitution under point 13.1 states that “(a) The World Triathlon Tribunal may provisionally suspend a Member for a period specified in article b if, in the opinion of the World Triathlon Tribunal, the Member: (4) ceases to meet one or more of the admission requirements set out in article Art 7”; and
Whereas this therefore effectively makes it possible for ITU to suspend / expel any current full member NF that is not recognised by the IOC/IPC which is inconsistent with Article 2 of the Constitution; therefore be it
Resolved, That Article 7.1 in the proposed draft Constitution be amended to read;
“Be a national governing body for the sport of Triathlon, Paratriathlon and its Related Multisports in any territory as recognised by their National Olympic Committee, National Paralympic Committee or National Sport Confederations/Councils.”

I would be very grateful if you could confirm that you have received this resolution and that everything is in order.

Kind regards,

Chris.

Chris Walker
President
Gibraltar Triathlon



XXXII ITU Congress
29 August 2019, Lausanne, Switzerland

NOMINATION FORM

Nominations must be sent to ITU Headquarters by

Mail Address: Maison du Sport International, Av. De Rhodanie 54, Lausanne CH-1007, Switzerland

Email: ituhdq@triathlon.org

Fax: +1 604 608 3195

The NF of (country): BELGIUM
nominates

Mr/Ms. WERNER TAVEIRNE as a candidate for the position
of:

☒ **Audit Committee (3 to be elected)**

Candidate's Contact Details:

Address KLAVERHEIDE 16 2930 BRASSCHAAT
BELGIUM

Telephone +32 472 889 309 Email: werner.taveirne
@gmail.com

[Signature] 10/6/19
Candidate's Signature Date

Nominated by:

[Signature] 10/6/19
NF President's Signature Date

President Belgium Triathlon
NF Secretary General's Signature Date



SPORT IN
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Curriculum Vitae



Surname: Taveirne
Given name: Werner
Address: Klaverheide 16
2930 Brasschaat
Belgium

Education: Master in Applied Economics

Professional Status: Retired

Professional Career: 37 y with Esso/Exxon/ExxonMobil.
Managerial functions in various departments:
Treasurer's, Economics, Controller's, Human Resources.
Final job before retirement: HR and Services Manager Antwerp
Polymers Plant.

Assignment locations: Antwerp (B), Paris (F), The Hague (NL), Breda(NL), Kuala Lumpur (MLA), Florham Park-New Jersey (USA), Brussels (B), Zwijndrecht(B).

Languages: Dutch, French, English, German (notions of Spanish)

Triathlon: Treasurer Belgian Triathlon and Duathlon Federation
Organisation of Brasschaat Triathlon:

- 2007 EC Long Distance;
- 2006,2008,2009 : ITU Long Distance series
- 2010, 2011 Premium European Cup

ETU: President Audit Committee 2010-2013
Secretary ETU Development Committee
ITU: Member Audit Committee 2013-2015



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Email: ituhdq@triathlon.org

Fax: +1 604 608 3195

The NF of (country): ISRAEL
nominates

Mr/Ms: MICHAEL ZIV as a candidate for the position of:

☒ **Audit Committee (3 to be elected)**

Candidate's Contact Details:

Address KEFAR MACCABIA
RAMAT GAN ISRAEL

Telephone +972505353937 Email: ceo@triathlon.org.il

Candidate's Signature Date

Nominated by:

NF President's Signature Date

NF Secretary General's Signature Date



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29 August 2019, Lausanne, Switzerland

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Email: ituhdq@triathlon.org

Fax: +1 604 608 3195

The NF of (country):
nominates

BURUNDI

Mr/Ms: Dr DUSABE Ibrahim Hamis as a candidate for the position of:

☒ **Audit Committee (3 to be elected)**

Candidate's Contact Details:

Address

BUTUMBURA, NTAHANGWA, KANENGE
5/45, HERA

Telephone

+257 71 21 21 97

Email:

dihamis@gmail.com

Dr DUSABE Ibrahim Hamis

Candidate's Signature

May 25th, 2019

Date

Nominated by:

NDACAYISABA Expérie Notacette

NF President's Signature

May, 25th, 2019

Date

BARIHUTA Moise

NF Secretary General's Signature

May, 25th, 2019

Date



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29 August 2019, Lausanne, Switzerland

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Email: ituhdq@triathlon.org

Fax: +1 604 608 3195

The NF of (country):
nominates

SENEGAL

Mr/Ms: Broubacar GAYE as a candidate for the position of:



Audit Committee (3 to be elected)

Candidate's Contact Details:

Address

HLM grand yoff n° 490, Dakar -
SENEGAL

Telephone

+221 77 564 5168

Email:

boubacayeetude@yahoo.fr

Candidate's Signature

19/06/2019

Date

Nominated by:

NF President's Signature

19/06/2019

Date

NF Secretary General's Signature

19/06/2019

Date



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CURRICULUM VITAE

Prénom : Boubacar
Nom : GAYE
Situation de famille : Marié, 3 enfants.
Adresse : HLM/Grand Yoff n° 490 Dakar.
Téléphone : Dom. : 33 827 78 55 portable: 77 564 51 68
Courriel : boubagayeetude@yahoo.fr

DIPLOMES ET ATTESTATIONS OBTENUS

1984 : Baccalauréat	lycée Faidherbe
1988 : diplôme en Programmeur de Gestion	IFP Saint Louis
2005 : Attestation TOWFEL	BRITISH INSTITUT
2006 : diplôme en Management de Sport	UCAD/INSEPS
2011 : Licence en Gestion de Projet	ENEA
2013 : Master en Gestion et Administration des Entreprises	ISEC
2016 : Master en Gestion des Ressources Humaines	IFACE/UCAD

FORMATIONS

2006-2011: Certificat en Administration et Management CAF/FIFA
2010-2012 : Certificat en Tourisme solidaire au Japon et Chine.

EXPERIENCES PROFESSIONNELLES

1989-1999 : SENELEC (société d'électricité)	Chef du Bureau Audit
2000-2001 : Ministère de l'Energie,	Chargé de Mission du Ministre
2001-2005 : Fondation Solidarité Partage,	Comptable
2006-2008 : Ministère des Transports Aériens,	Conseiller Technique du Ministre
2008-2009 : Ministère de la Fonction Publique,	Conseiller Technique du Ministre
2009-2012 : Ministère de l'Artisanat, du Tourisme	Conseiller Technique du Ministre
2013- 2019 : Ministère de la Culture:	Comptable Monument Renaissance

EXPERIENCE DANS LE MOUVEMENT ASSOCIATIF

1995-2000 : Président du Conseil régional de la jeunesse de Louga

1995-1999 : Secrétaire Général du Conseil National de la jeunesse

1997-2008 : Trésorier Général de la Fédération Sénégalaise de Football

2009-2012 : Président de la Commission chargée du professionnalisme du football

2009-2016 : Président de l'Association Sénégalaise des Managers Sportifs

2011 : Instructeur de la FIFA en Administration et Management

2013 : Président Fédération Sénégalaise de Triathlon

2016 : Membre du bureau exécutif de ATU

2014: Commissaire aux comptes FRATRI

2016: Trésorier Général de la FRATRI

LANGUES ECRITES ET PARLEES

Français Très bien

Anglais : Bien

Arabe : Bien



XXXII ITU Congress
29 August 2019, Lausanne, Switzerland

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Mail Address: Maison du Sport International, Av. De Rhodanie 54, Lausanne CH-1007, Switzerland

Email: ituhdq@triathlon.org

Fax: +1 604 608 3195

The NF of (country): Dominican Republic
nominates

Mr/Ms: María Alexandra Mensen **as a candidate for the position of:**

☐ **Audit Committee (3 to be elected)**

Candidate's Contact Details:

Address Olympic Center Juan Pablo Duarte

Telephone 1+ 809-567-0104 **Email:** fedotri01@hotmail.com

Candidate's Signature

5 June 2019

Date

Nominated by:

NF President's Signature

5 June 2019

Date

NF Secretary General's Signature

5 June 2019

Date



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XXXII ITU Congress
29 August 2019, Lausanne, Switzerland

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Mail Address: Maison du Sport International, Av. De Rhodanie 54, Lausanne CH-1007, Switzerland

Email: ituheadq@triathlon.org

Fax: +1 604 608 3195

The NF of (country): Jamaica
nominates

Mr/Ms: LEROY COOKE as a candidate for the position of:

☐ **Audit Committee (3 to be elected)**

Candidate's Contact Details:

Address 3 East Norbrook Drive, P.O. Box 2513
Kingston 8, Jamaica W.I.

Telephone +1 876 564-8222 **Email:** COOKIEROY2@gmail.com

Candidate's Signature

2019/6/18
Date

Nominated by:

NF President's Signature

2019/6/18
Date

NF Secretary General's Signature

2019/6/19
Date



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BIOGRAPHY- Leroy Cooke

Leroy Cooke is one of the founding members and current President of the Jamaica Triathlon Association (JTA), the former CEO of eGov Jamaica Limited/ Fiscal Services Limited (FSL) and a former board member of Central Information Technology Office (CITO). Leroy, an Information and Communications Technology (ICT) professional for more than 25 years is also a great lover of Athletics and Triathlon. He has devoted majority of his life in developing the sport in Jamaica. His contribution to the sport began at an early age as an athlete, representing school and country, but later transitioned into an administrative role.

As an athlete, he attended and represented St. Andrew Technical High School (STATHS) in track and field at the 100m, 200m and 400. He also attended C.A.S.T. (now UTECH) where he earned a Diploma in Mechanical Engineering while he competed in track and field in 100m, 200m and 400m. His success at this level, afforded him a track scholarship to Seton Hall University in the United State of America. He also represented Jamaica at the senior level running the 200m and 400m. His tenure in his administrative role began in 1989, upon his return to Jamaica, by assisting the legendary Dennis Johnson as coach of the CAST (now UTECH) track team; then in 1992 he became an IAAF Certified Electronic Timekeeper; and has spanned many more functions to include that of IAAF Electronic Photo Finish Judge at the “World Juniors in 2002”; Jamaica Amateur Athletics Association (JAAA) Chief Electronic Photo Finish Judge; JAAA Assistant Coach to Barrientos Games (twice); Assistant Manager IAAF World Championship 2017, Jamaica Triathlon Association Manager to the Pan American Games twice; Manager for Triathlon team to the Glasgow Commonwealth Games; JAAA Assistant Coach to World Universities Games (twice); JAAA Assistant Manager to Pan-Am Junior Games; Chairman of the Advisory Council at the University of Technology (UTECH), School of Computing & Information Technology. He is also the current President of the Jamaica Triathlon Association, also the Director of Records at the Jamaica Athletics Administrative Association (J.A.A.A). Leroy is a certified level 1 International Triathlon Union (ITU) coach and official for Triathlon. He was invited and has attended the last two (3) ITU world congress meeting.

Leroy’s experience in ICT ranges from project management, financial, treasury and tax systems for government, internet and technical support, training, and operations. He has contributed to the public and private sectors within Jamaica, and has worked international. He possesses a Master of Science degree in Computer Science from New York Institute of Technology (N.Y.I.T.), a Bachelor of Science degree in Computer Science from Seton Hall University – South Orange New Jersey and a H.N.D. in Engineering from College of Arts, Science and Technology. Leroy has received several additional professional training from Harvard Business School, Massachusetts Institute of Technology (M.I.T.) Sloan School of Management, University of Technology (formerly CAST) and Institute of Management and Production.



XXXII ITU Congress
29 August 2019, Lausanne, Switzerland

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Email: ituhdq@triathlon.org

Fax: +1 604 608 3195

The NF of (country): BRITISH TRIATHLON FEDERATION
nominates

Mr/Ms: MR JAMIE GORDON as a candidate for the position
of:

☒ **Audit Committee (3 to be elected)**

Candidate's Contact Details:

Address 2 Kings Court Old Bollingbroke Spilsby Lincolnshire PE23 4HR

Telephone +44 774 096 6161

Email: jamiegordon@triathlonengland.org

Candidate's Signature

10th June 2019

Date

Nominated by:

NF President's Signature

12th June 2019

Date

NF Secretary General's Signature

10 JUNE 2019

Date



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JAMIE GORDON

Address : 2 kings Court, Old Bolingbroke, Lincolnshire, United Kingdom PE23 4HR
jamiegordon@triathlonengland.org : <https://www.linkedin.com/in/gordonjamie> :
Twitter @CouncilEngland
Mobile +447740 966 161 Office: +441406 424950 Home: +441790 763356

ABOUT

Jamie Gordon is the CEO of a regional Fund & Wealth Management firm, which focuses on providing wealth management solutions to business and high net worth individuals, in the United Kingdom.

Jamie founded Lynas Vokes Investments in 1992 and now serves over 300 clients who have trusted him with more than £250 million in assets. He uses a consultative process to gain a detailed understanding of his clients' deepest values and goals. He then employs customised recommendations designed to address each client's unique needs and goals beyond simply investments, offering quality, holistic financial planning and wealth management advice.

Jamie is a widely recognised leader in the Lincolnshire financial advisor community.

Jamie is married to Elizabeth and this year they will celebrate 31 years of marriage. They have 3 children, their eldest daughter Hannah, is in her final year of studying for her PhD. in psychology specialising in Public Healthcare, Jenny after recently leaving university is establishing herself as an artist and their youngest son, Alex leaves for University in September to fulfil his ambitions in Film and Television direction and production.

EXPERIENCE & SKILLS

Jamie Gordon has worked within the highly regulated environment of United Kingdom Financial Services for over 30 years and has a keen understanding and experience of effective regulatory frameworks, within which the firms operate.

Jamie's day to day role of working with business owners to understand their business, both from an accountancy viewpoint to assess adequate financial resources as well as to understand their ongoing potential, is an important component of his work.

In conjunction with his professional life, Jamie has dedicated 25 years to the Education sector where he has held several key roles, both at a regional level as well as nationally.

Jamie was the Chair of the National Parent Governor Representatives, an independent body whose role was to represent the views of the parents and guardians of children, who were in fulltime education. During his tenure, the committee regularly met with the Secretary of State of Education and his ministers to determine policy and to ensure good governance structures were in place to ensure quality of education for all children in fulltime education.

This role also involved scrutiny of all aspects of local and national interpretation of government policy as it applied to education.

Latterly, Jamie was involved in a regional Education Trust where he was both a Director and Trustee of a group of schools, which during his time grew from 12 schools within the Education Trust to over 40 schools and a turnover in excess of £105m. Jamie was involved in all aspects of oversight and was a member of the Senior Management Team, with key responsibilities in relation to sustainability, audit and governance.

Jamie got involved in Triathlon in 2014 when he took part in a local sprint triathlon in London, at the insistence of a friend. Since this time, he has taken up roles within his regional committee, being appointed to the Triathlon England Main Board before leaving this post to take up the role of President of the Triathlon England Council, in 2019.

As President of the Triathlon England Council, he and his fellow committee members are involved in establishing a sustainable financial ecosystem which has the highest standard of governance, with the objective to aid and increase participation within the sport in the 10 regions, which make up Triathlon England.

In his spare time, Jamie is an ITU Level 1 Technical Official and can be seen at local, national as well as international events, officiating.

The key skills of understanding the role of good governance, coupled with his financial experience which Jamie has learnt over the past 30 years, are transferrable to a role on ITU Audit Committee.



XXXII ITU Congress
29 August 2019, Lausanne, Switzerland

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Mail Address: Maison du Sport International, Av. De Rhodanie 54, Lausanne CH-1007, Switzerland

Email: ituhdq@triathlon.org

Fax: +1 604 608 3195

The NF of (country): Sweden
nominates



Mr/Ms: Mrs Beth Friberg **as a candidate for the position**
of:

☒ **Audit Committee (3 to be elected)**

Candidate's Contact Details:

Address Floragatan 11
114 31 Stockholm
Telephone 0046705892002 **Email:** beth@whitepine.nu

2019-06-20

Can	Date
Nominated by:  Jesper Svensson	2019-06-20
NF President's Signature 	Date 2019-06-20
NF Secretary General's Signature	Date



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Beth Friberg

Nominee for ITU Audit Committee

It would be my pleasure to serve the ITU as a full member of the Audit Committee. Since spring 2018 I have filled the gap as deputy member. During this time I have understood the committee's work and have experienced the good teamwork with the existing Audit Committee.

Being dedicated to both the wonderful world of triathlon and the work as President (Chairmen) of a Scandinavian Bank, The Swedish Triathlon Federation, I'm able to drive progress in both businesses and governances.

A great deal of the work for the Board in a bank, is related to governance, risk, compliance and of course finance. My focus (in this area) is to set high goals, make sure governance is easy to accomplished by having a structured governance tree with short and concise policies, clear "why" that are easy to communicate. And, a continuously communication and cooperation with the first, second and third line of defense.



Core Competencies

Chair/President Management Business Development Financial Governance Brand Strategy

For the AC relevant existing Experience

Working President (Chairmen) of FOREX Bank (being member of the Board since 1992)

- member of the Audit Committee
- member of the Risk Committee
- chair of the Compensation & benefits committee
- chair of Nomination committee

President of the Swedish Triathlon Federation

Chair/president of startups, a fashion company, and noncommercial organizations.

Founder and CEO of Whitepine AB a management consulting company

Education

2001-2014	Executive MBA IFL Stockholm, Certified Board executive education IFL and Styrelseakademien, certified financial Chairmen education
1992-2007	Disney University Orlando, LMI Leadership, Certified ICF Coach education, US
1980-1982	Bachelor in Economics, University of Stockholm, Sweden

Languages

Swedish - native tongue English - fluent in writing and speaking French and German moderate

Interests

Likes to be on the move, loves to explore new paths and find free space to roam. Always in search of new motives to photograph and views to reflect on, new goals to reach. Sometimes it's a likewise challenge to dig where I stand to find development and progress in smaller things. First home in Stockholm, Sweden and second residence in Chamonix, France, which is a good place for outdoor challenges as triathlon, skiing, high alpine hiking, nature and animals.

Family

Married to Björn with six adult children (I have given birth to two: Tom 31 years and Chris 29years) and a high energetic dog – Boulder.

Contact: beth.friberg@svensktriathlon.org

+46 705892002