

# ITU Constitution

2019



INTERNATIONAL TRIATHLON UNION

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## **PREAMBLE**

The International Triathlon Union (ITU) World Triathlon is the world governing body for the sport of Triathlon and its related other Multisports. It is an association created under art. 60 and following the Swiss Civil Code.

International Triathlon Union World Triathlon, Founded, April 1989, Avignon, France.

ITU World Triathlon is a non-profit-making organisation and does not pursue any objective for its own gains.

This version of the Constitution has full binding power on the members, Executive Board, athletes and officials.

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.

Triathlon, which integrates disciplines administered by other International Sports Federations, (IFs), is developed according to its own specific nature and under its sole authority.

The seat of ITU is in Switzerland and its headquarters shall be decided by the Executive Board.

## DEFINITIONS

**Arbitration Tribunal:** The ITU Body in charge of the application of the Disciplinary Rules.

**CAS:** Court of Arbitration for Sport.

**Commission:** A Commission of the ITU that has been appointed by the Executive Board under the terms of this Constitution.

**Committee:** A Committee of the ITU that has been elected by the Congress under the terms of this Constitution.

**Congress:** The ITU Congress.

**Continental Confederation (CC):** The association of NFs in a region of the world.

**Country:** Means a self-governing geographical area of the world, which is an independent state, recognised by the international community.

**Executive Board:** The ITU Executive Board.

**IOC:** International Olympic Committee.

**IPC:** International Paralympic Committee.

**Member:** A national governing body for Triathlon and its related multisport affiliated to the ITU and the relevant CCs.

**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.

**Officers:** Individuals who hold the position of the ITU Table Officers.

**Panel:** A group of qualified individuals appointed to hear disciplinary cases in accordance with Disciplinary Regulations.

**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.

**Region:** One of the five Regions: Africa, America, Asia, Europe and Oceania.

**Related Multisports:** those which are composed of three segments and at least two of the segments include sports from the triathlon components.

**Resolutions:** Proposals submitted to the Congress and decisions made by the Congress.

**Rules:** The ITU Rules.

**Table Officers:** The ITU Table Officers.

**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.

**Triathlon:** A sport that consists of three parts: a swim, a cycle, and a run.

## **CHAPTER 1: MISSION AND OBJECTS**

### **Article 1. Mission**

- 1.1. The Mission of ITU is 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.

### **Article 2. The objects of ITU**

- 2.1. To promote and generally advance the sport of Triathlon, Paratriathlon and its related other Multisports world-wide and act as its world governing body.
- 2.2. To maintain affiliation to the IOC and IPC, and to support the aims, ideals and principles of the Olympic and Paralympic movements and to ensure the continued inclusion of Triathlon on the respective programs of the Olympic and Paralympic Games.
- 2.3. To enact and enforce rules governing Triathlon, Paratriathlon and their related other Multisports and to ensure in all competitions, whether sanctioned by the ITU, a Continental Confederation or a National Federation that such rules shall be applied in accordance with their terms.
- 2.4. To supervise the strict application of the By-Laws Constitution, Rules and Operations Manual.
- 2.5. To aid the interests and well-being of its Members, and to supervise and enforce the obligations of ITU Members.
- 2.6. To assist NFs to organise and receive recognition by their National Olympic and Paralympic Committees and National Sport Confederation/Council.
- 2.7. To strive to ensure that no gender, race, religious, political or other kind of unfair discrimination exists or is allowed to develop in Triathlon, Paratriathlon and their related Multisports in any form, and that all may participate regardless of their gender, race, religious or political views or any other such irrelevant factor.

- 2.8. To foster and develop links with other International Federations, National Governments and Non-Governmental Organisations in order to promote the interests of sport in general, and Triathlon in particular, at all levels throughout the world.
- 2.9. To promote fair play in sport. In particular, to play a leading role in the fight against doping both within Triathlon and externally in the wider sporting community and to strictly adopt and enforce the World Anti-Doping Agency's rules; and to develop and maintain programmes of detection, deterrence and education, which are aimed at the eradication of the scourge of doping within sport.
- 2.10. To develop sponsorship and marketing opportunities and commercial arrangements in relation to ITU's intellectual property, as are appropriate with the purpose of creating a sustainable income stream to further its mission and objects.
- 2.11. To undertake and/or do all such things or activities as are necessary, incidental or conducive to the advancement of its mission and objects.

## **CHAPTER 2: MEMBERSHIP**

### **Article 3. Members**

- 3.1. The Members of the World Triathlon are the Member National Federations.
- 3.2. 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.
- 3.3. Associate members.

Associate membership of World Triathlon is open to:

- a) Continental Confederations under Art 18;
- b) Provisional member National Federations granted by the EB under Art 17.5,
- c) Honorary presidents and Honorary members under Art 32;
- d) 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.

### **Article 4. Admission as a Member**

- 4.1. A national governing body for the sport of Triathlon in any Country may apply for admission as a Member of the ITU.
- 4.2. There shall only be one Member National federation from any one Country recognised by the International Olympic Committee (IOC).
- 4.3. An application by a national governing body seeking Membership shall be made in accordance with the admission procedures set out in the Constitution.



- 4.4. To be considered for Membership, an applicant seeking admission as a Member shall demonstrate to the EB's satisfaction that:
- a) It is recognised as the national governing body for the sport of Triathlon in its Country;
  - b) 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;
  - c) It is Financially Solvent;
  - d) It recognises the Court of Arbitration for Sport, as specified in this Constitution;
  - e) Its application for Membership is supported by the Continental Confederation in which the applicant is situated; and,
  - f) Such other requirements as set out in the Constitution.
- 4.5. 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.
- 4.6. 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.
- 4.7. The admission or otherwise to Membership is at the sole discretion of Congress.
- 4.8. 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.

#### **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 place the matter on the agenda for the next Executive Board meeting.

- 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.
- 5.3. Enclose a list of its principal officers and its address and contact details.
- 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.
- 5.5. Pledge to abide by the Constitution of ITU.
- 5.6. Submit a report on past and current Triathlon activities.

**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.

#### **Article 7. Rights of Members**

- 7.1. Subject to this Constitution each Member National Federation has the right to:
  - a) Appoint Delegates to attend, speak and vote at meetings of Congress, in accordance with this Constitution;
  - b) To submit Resolutions for inclusion in the agenda of the Congress;
  - c) Submit nominations for the election of President, table officers and EB-members and committee members;
  - d) Receive the Annual EB Report together with such other reports that are required to be made to Congress as specified in this Constitution:
  - e) Receive circulars and other official information as specified in this Constitution;
  - f) Enter athletes in International Competitions in accordance with the Competition Rules;

- g) Be a member of a Continental Confederation in accordance with the constitution and rules of the Continental Confederation;
- h) To take part in and benefit from ITU's assistance, development and educational programmes organised directly or through the Regions; and
- i) Such other rights and privileges as set out in this Constitution.

## 7.2. Obligations of Members

1. In accordance with this Constitution, the Bylaws, each Member National Federation shall:

- 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:
  - 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:
  - 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.
- 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 cooperate 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.

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.

**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.

## **Article 9. Suspension of Membership and Other Sanctions**

### **9.1. 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:

- 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;

### **9.2. 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:

- 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.

### **9.3. Suspension by Congress**

Congress may suspend a Member National Federation's Membership if:

- 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 14.6 are not fulfilled by the Member National Federation, to the satisfaction of Congress.

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.

Before Congress suspends a Member National Federation from Membership the EB shall:

- 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.

At any Congress meeting held any time during the period of any suspension of a Member National Federation, Congress may:

- 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.

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 or any powers of the World Triathlon Tribunal to impose sanctions in accordance with this Constitution.

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.

#### **9.4. Expulsion from Membership**

1. Congress may expel any Member National Federation from Membership, if:
  - 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.

#### **9.5. Consequences of Withdrawal, Suspension or Expulsion of Membership**

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:
  - a) The Member National Federation concerned shall:
    - 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 withdrew, or was expelled, from Membership of the ITU;
- 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;
- 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:
- 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;
- 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.

## **9.6. 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:

- 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.

### **9.7. 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.

**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.

**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.

### **Article 12. 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.

## **CHAPTER 3: ORGANISATION**

**Article 13.** The organisation of ITU is the following:

- 13.1. Congress
- 13.2. Table Officers
- 13.3. Executive Board
- 13.4. Continental Confederations
- 13.5. Committees:
  - a. Technical Committee
  - b. Credentials Committee
  - c. Medical and Anti-Doping Committee
  - d. Women's Committee
  - e. Audit Committee
  - f. Constitution Committee
  - g. Athletes' Committee
  - h. Multisport Committee
  - i. Paratriathlon Committee
- 13.6. Commissions, listed as Annex of this Constitution.
- 13.7. Anti-Doping Hearing Panel
- 13.8. Arbitration Tribunal

**Article 14.** Congress

- 14.1. The Congress is the general assembly of the Members and the highest authority of the ITU.
- 14.2. The Congress is organised annually, generally in connection with the Triathlon World Championships Final.

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:

- a. Members shall only be represented by delegates. 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.
- b. Delegates of Member NFs must be of the same nationality as the country or territory they represent, or have resided in that country for at least 183 days over the preceding 365 days.
- c. A delegate may represent only one Member.
- d. Member Continental Confederations shall be represented by two delegates.
- e. Each Member will have one (1) vote. There shall be no proxy votes.
- f. No postal/fax/email/or other electronic vote will be accepted at Congress.
- 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.

14.4. Members must certify the names of their delegates in writing to the Secretary General prior to the commencement of the Congress meeting.

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.

14.6. Power of the Congress:

- a. Admission of new Members, suspension or any other sanction against Members, reinstatement of Members that have been suspended. Congress shall have the following powers:
  - 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.
  - iii. To caution or censure an NF/CC.
  - 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.
  - vi. Sets the aims of ITU and decides all matters of common interest to the sport.
  - vii. Adopts the budget for the following year and votes on the acceptance of the financial statements of the previous fiscal year. After receiving the report of the Audit Committee.
  - viii. Election of the President, Table Officers, Executive Board members and Committee members.

- ix. Confers the title Honorary President, Honorary Members and Medals of Honour. The consent of at least two thirds (2/3) of the Members present is required.
  - x. Approves the agenda.
  - xi. Adopts and modifies the Constitution and the; and resolutions.
  - xii. Sanctions Members in accordance with the terms of the Constitution.
  - xiii. Appoint external Auditors for the ensuing year.
  - xiv. Quorum. No business shall be transacted at Congress unless quorum is present.
- 14.7. Quorum shall exist if delegates representing one-third of the Members are present. 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.
- 14.8. Invitation and Agenda.
- 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.
- 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

### Article 15. Table Officers

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.

- 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.

15.2. The Table Officers shall meet at the discretion of the President or if called by three Officers.

15.3. Quorum. Quorum shall exist if 4 Officers are present.

15.4. Each Officer carries one (1) vote. A simple majority is enough to carry all decisions. There shall be no proxy votes.

15.5. Powers of the Table Officers:

- a. Carry out decisions made by Congress.

- b. Decide routine matters in between Executive Board meetings.
- c. Decide matters referred to it by Congress.
- d. Assist the President and the Secretary General in daily matters.
- e. Approve amendments of to 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.

## **Article 16. Officers**

16.1. The President is the highest Officer of ITU. The President shall have the following roles and duties:

- a. Directs ITU, calls and chairs the meetings of Congress, the Table Officers, Executive Board, and Council.
- b. Organise and is responsible for the ITU offices and of the whole ITU management.
- c. Is the spokesperson for ITU and represents it at all appropriate occasions.
- d. Ensures the implementation of all decisions taken by the Congress, Table Officers and Executive Board.
- 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.
- f. Supervises the activities of the Secretary General and Vice-Presidents.
- g. Is an ex-officio member of all Committees and Commissions.

16.2. The Vice Presidents: assist the President in his/her duties.

- a. The First Vice President:

- i. Is the deputy President in case the President is not able to fulfill his/her duties by replacing the President; he/she represents the President, and assumes the duties of the President, when absent or when asked to do so by the President.
      - ii. Performs duties as assigned by the Secretary General in his/her absence.
      - iii. Is entitled to attend all meetings of Committees and Commissions without the right to vote.
    - b. One of the Vice-Presidents shall have the following roles and responsibilities:
      - i. Assists and advises the President in the development of ITU's financial affairs.
      - ii. Assists the President in investing the funds of ITU, having consulted various financial experts.
      - iii. Submits a report to Congress regarding the financial affairs of ITU.
      - iv. Assists the President and Secretary General in the preparation of the annual budget.
      - v. Assist in ensuring the receipt of annual fees from Members and also contributions, royalties and dues, emoluments and fines imposed by ITU.
- 16.3. The Secretary General is appointed by the Executive Board and shall have the following roles and responsibilities:
- a. Takes charge of correspondence.
  - b. Prepares the meetings of ITU Congress, Table Officers and Executive Board.
  - c. Keeps the minutes of meetings of Congress, Table Officers and Executive Board, and preserves and has custody of same.
  - d. Administrates ITU's offices and finances, with the collaboration of the Vice-President responsible for financial affairs.



- e. Ensures the receipt of annual fees from members and also contributions, royalties and dues, emoluments, and fines imposed by ITU.
  - f. 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.
  - g. 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.
  - h. Shall chair the Credentials Committee.
- 16.4. Election of Officers: The election of officers shall take place at Congress in the Summer Olympic year, for a four-year term of office.
- a. Each member NF may withdraw its support to an elected officer of ITU when it deems facts and circumstances justify.
  - b. Each member NF will include an arbitration process in their constitution, which includes the right to appeal final decisions made by them.

**Article 17. Executive Board.**

The Executive Board shall manage the property and business of ITU.

- 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.
- 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.
- 17.2. The Executive Board shall meet at least twice a year, one of which will be on the occasion of the World Championships before Congress.
- 17.3. Quorum. A Quorum consists of at least 50% of the members of the Executive Board, including at least one Table Officer Member (excluding the Secretary General).
- 17.4. Each Executive Board member has one (1) vote, except the Secretary General, who has no voting rights. A simple majority is enough to carry all decisions. 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.
- 17.5. Powers of the Executive Board. The roles and responsibilities of the Executive Board are the following:
- 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.
- 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.
- l. Acts on assignments and directions as given from time to time by the President.
- m. Acts as the interpreter of the ITU Rules. All matters not provided for under ITU Rules shall be decided by the Executive Board.
- n. Adopts and modifies the ITU Regulations and Internal directives and policies.
- o. Elects the Members of the Arbitration Tribunal and names it's Chair and Vice-Chair
- p. Makes the necessary appointments, including Technical Delegates for the Olympic Games, World Championships, Multisport Games, and World Cup Series.
- q. Appoints the official ITU representative at Regional Games. These representatives shall ensure that ITU rules are implemented.
- r. Promotes a development programme for the benefit of member NFs requiring assistance in the training of coaches, officials, etc.
- 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).

- t. Apply sanctions according to Art. 37 of this Constitution.
- 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.
- v. Call the annual of meeting of Congress and an extraordinary Congress meeting in accordance with Article 26,2 of this Constitution.
- 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 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

#### **Article 18.** Continental Confederations (CC).

18.1. The 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.

#### **Article 19.** Committees.

19.1. All Committees will have seven (7) members except the Audit Committee 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.
- 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.
- 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.
- 19.3. All Committee members have the right to attend Congress, with voice but no vote.
- a. The Athletes' Committee has the right to have two votes at the Congress.
- 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.
- 19.5. All Committees will have a Chair and Secretary elected by and among the Committee members, except the Credentials Committee that will be chaired by the ITU Secretary General.
- a. The Chairs of the Committees shall:
    - i. Direct and monitor the activities of all Committee members.

- ii. Prepare reports and Resolutions to the ITU Executive Board for submission to Congress.
  - iii. Call meetings of the Committee.
- b. The Secretary of the Committee shall:
  - i. Assist the Chair.
  - ii. Keep the minutes of the Committee meetings.

#### 19.6. Technical Committee:

- a. Supports the development of the sport. The Committee is advisory and submits Resolutions to the Executive Board for submission to Congress.
- b. Its duties are:
  - i. To supervise the strict application of the Competition Rules and Operations' Manual.
  - ii. To prepare Resolutions concerning amendments to the Competition Rules and Operations' Manual.
  - iii. To propose Technical Delegates for official ITU competitions.
  - iv. To prepare clinics for coaches, referees, etc.
  - v. To prepare and control examinations for International Technical Officials.

#### 19.7. Credentials Committee:

- a. Is responsible for keeping a complete record of members, and during Congress:
- b. Examines the credentials of each delegate attending Congress.
- c. Verifies the authenticity of credentials and supplies Congress materials, voting cards or machines, and identification to appropriate attendees.
- d. Reports to Congress on the presence or absence of member NFs, Committee and Commission members, and other Congress attendees.

19.8. Medical and Anti-Doping Committee:

- a. Is responsible for establishing conditions at ITU-sanctioned competitions, which ensure the health and safety of all participants.
- b. Organises medical symposiums and research in the field of endurance Multisports.
- c. Controls all Anti-doping policies and activities of ITU. Making sure that ITU complies with the WADA code and the IOC and ITU anti-doping rules.

19.9. Audit Committee:

- a. Is advisory to Congress and the Executive Board.
- b. Has the following responsibilities:
  - 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.
  - ii. Periodically to report to the Table Officers and to the Executive Board and to Congress on the status of the ITU financial statements.

19.10. Constitution Committee.

- a. Is advisory to Congress and the Executive Board, and supports the development of ITU.
- b. Has the following responsibilities;
  - i. Periodically to review the Constitution and determine if it is consistent with the goals and objectives of ITU.
  - 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.
  - iii. To propose amendments to the Constitution, as deemed necessary, to the Executive Board for submission to Congress.

#### 19.11. Women's Committee

- a. Ensures equality of opportunity, recognition, and reward for women in Triathlon, Paratriathlon and their related Multisports.
- b. To create policies on the development of the integration of women in all sport activities.

#### 19.12. Multisport Committee

- a. To set international standards of excellence as the world leaders in Multisport and successfully grow Multisport globally via strong relationships with all strategic partners.
- b. The Committee is advisory.
- c. Multisport is defined as the disciplines of:
  - i. Duathlon
  - ii. Long Distance Triathlon
  - iii. Cross Triathlon
  - iv. Cross Duathlon
  - v. Aquathlon
  - vi. Winter Triathlon
- d. Its duties are:
  - i. to develop Multisport and strengthen its importance as part of the wider triathlon family, including the development of alliances.
  - ii. To encourage NFs and Regions to provide Championships in all Multisport Events.
  - iii. To provide input into the ITU evaluation process on all bids submitted for Multisport World Championship events
  - iv. To ensure all multisport events incorporating the disciplines listed above are governed by the ITU.



- v. To make recommendations to the EB on all and any aspects relating to Multisport.

#### 19.13. National Coaches' Committee

- a. 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. The Committee will be composed of national coaches and elite team managers from ITU Members.
- b. The Committee is advisory
- c. Its duties are:
  - i. To advise ITU on issues related to high performance and development of Triathlon.
  - ii. To collect opinions and information from coaches and athletes in ITU member
  - iii. To assist in the dissemination of information to coaches in ITU member National Federations.
  - iv. To provide input into the ITU evaluation process on World Championship events.
  - v. With the approval of the Executive Board to develop alliances with any public or private organisation that ensures development and research in Triathlon.
  - vi. To make recommendations to the Executive Board on all and any aspects relating to coaching.

#### 19.14. Paratriathlon Committee

- a. To be responsible for recommending strategic initiatives in relation to Paratriathlon development and steward the implementation and execution of Paratriathlon events to ensure a high standard of international level competition.
- b. The Paratriathlon Committee acts in an advisory capacity to the Executive Board on matters related to the Paratriathlon competitions and classification requirements.

- c. Its duties are:
- i. Support the development of Paratriathlon and strengthen its importance as part of the wider triathlon family, including the development of alliances.
  - ii. Encourage athlete participation along with NFs and Continental Confederations to develop grow and host Paratriathlon events.
  - iii. Advise on the planning of clinics and courses for international classifiers and act as an advisory group to the ITU Technical Committee for matters related to the Competition Rules and the Operations' Manual.
  - iv. Facilitate research and development of classification systems and competitions for Paratriathlon.
  - v. Select the ITU Head of Classification from the nominations presented by the ITU Sport Department for approval by the ITU Executive Board.
  - vi. Approve, the Classification Panels for ITU events proposed by the Sport Department and the ITU Head of Classification.

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.

- a. The Anti-Doping Hearing Panel shall act in a fair and impartial manner towards all parties at all times.
- 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 justification for why the greatest potential Consequences were not imposed.

**Article 20. Arbitration Tribunal.**

- 20.1. The 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.
- 20.2. The Chair of the Arbitration Tribunal is responsible to assemble the panels to hear each case.
- 20.3. The Arbitration Tribunal is supported by the ITU Office in its administrative tasks and its seat is located at the headquarters of ITU.

**Article 21. Oath of Office:**

- 21.1. The installation of Officers shall be conducted by an officer or representative designated by the President. The Oath of Office shall be:
  - 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."

## CHAPTER 4: RESOLUTIONS

**Article 22.** Resolutions to Congress must be received by the ITU Headquarters at least 70 days prior to Congress.

**Article 23.** Resolutions must be submitted in writing to the Secretary General of ITU and be signed by the President of the member NF/CC concerned.

23.1. All Resolutions must be accompanied by arguments for their justification.

23.2. The Executive Board is responsible for reporting all Resolutions to Congress. Committees and Commissions affected are responsible for reporting the Resolution to the Congress and to the EB respectively.

23.3. Resolutions received by ITU headquarters must be sent by the ITU Secretariat to all member NFs and members of Committees and Commissions at least 30 days prior to Congress.

23.4. Resolutions not included in the agenda, may only be introduced with the consent of at least two thirds (2/3) of the Members present and entitled to vote.

**Article 24.** Types of Resolutions:

24.1. Amendments to the Constitution.

- 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.
- c. Any proposal to amend the Constitution must obtain a Special Majority of two thirds (2/3) of members present to be accepted.

- 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.

#### 24.2. Amendments to other ITU Rules.

- a. Amendments to the Rules can be approved in any Congress and by the Executive Board.
- b. The Executive Board may give its recommendations on proposals for amendment to a Rule.
- c. The Executive Board may identify and make interim decisions on resolutions for amendment of a Technical Rule, if their importance or their controversial or sensitive nature commends that they be submitted to Congress for its final decision.
- d. Resolutions to amend the Competition Rules require a simple majority (50% + 1) of the votes at Congress.
- e. When an amendment to a Rule is adopted by Congress or by the Executive Board, a fixed date for when the amendment shall take effect shall be stated, failing which the amendment shall take effect on the date of the adoption of the new Rules.

#### 24.3. Any subsequent amendments that may be necessary to the wording of the Rules, which have been passed by Congress, can only be made by the Executive Board.

## **CHAPTER 5: ELECTIONS**

**Article 25.** The elections will take place at Congress in the year of the Summer Olympic Games for a period ending at the next such post-Summer Olympic Congress.

**Article 26.** A person may hold only one office in ITU.

**Article 27.** The order of elections at the Congress is:

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).

27.1. All candidates for election must:

- 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 Congress as part of the package containing Congress Resolutions and Nominations.
- d. Stand for election at Congress
- e. Honorary President and Honorary Members, will be nominated by the Executive Board

27.2. If necessary, ITU will conduct elections to fill vacancies:

- 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 20 % of member NFs in good standing requests such a meeting.
- c. The Executive Board positions shall be automatically vacated:
  - i. 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;
  - ii. if a director has resigned his office by delivering a written resignation to the secretary general of the corporation;
  - iii. if he is found by a court to be of unsound mind;
  - iv. if he becomes bankrupt or suspends payment or compounds with his creditors;
  - v. on death
- 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.

27.3. The election procedures for the President are:

- a. More than 50% of the votes cast are required to be elected.
- b. The candidate with the lowest number of votes is eliminated, if no candidate receives more than 50% of votes.
- c. Consecutive ballots shall be organised until the election is decided.
- d. If there is a tie, the person conducting the election will cast the deciding vote, provided that person is not a candidate.

27.4. The election procedures for the other positions are that:

- a. A simple majority will be required to be elected.
- b. Candidates with the most votes will be elected until all positions are covered, with an exception when the regional and gender requirements are not covered. In these cases, the elected candidate will be the one with the most votes, who fulfils the regional and/or gender requirements.
- c. Each Member will have one vote for the election of each position, and will have the same number of votes as positions to be elected.
- 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.
- e. In case 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

27.5. Three (3) official scrutineers and three (3) official tellers will be appointed by Congress for elections in the Congress. Scrutineers and tellers will be elected from a NF not presenting any candidate to any position on the Executive Board.

27.6. An 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.

27.7. All other Parliamentary questions not contained in the Constitution shall be decided by Robert's Rules of Order, Newly Revised.



## CHAPTER 6: ELIGIBILITY

**Article 28.** Only those competitors, who are eligible according to the ITU eligibility rules, are allowed to take part in competitions organised by ITU, CCs or their member NFs. Other than as provided in this article, the eligibility rules are included in the Competition Rules.

### 28.1. Where an athlete:

- a. Wishes to represent a NF other than the NF to which they originally belonged, they must reside in the country of the subsequent NF for at least three years after the date they last represented the original NF in any sanctioned event. This period of residence can be reduced to one year if the two NFs concerned agree, and the Executive Board of ITU consents.
- b. Holds or is legally entitled to hold citizenship of two or more countries, provided that it is at least three years since the athlete last represented the first NF in any competition, the period of residence may be reduced to one year, if the two NFs concerned agree and if the Executive Board approves.

28.2. If a State, province or overseas department, a country acquires independence, if a country becomes incorporated within another country by reason of a change of border or if a new NF is recognised by the ITU, an athlete may choose with which existing NF is he/she willing to compete. This particular choice may be made only once, and the Executive Board has to approve it.

## **CHAPTER 7: OFFICIAL LANGUAGES**

**Article 29.** The official language of ITU is English.

29.1. Spanish will be a working language of the ITU Congress.

29.2. Members may address Congress in a language other than English or Spanish provided the member provides an interpreter at its own cost.

## **CHAPTER 8: OFFICIAL ITU COMPETITIONS**

**Article 30.** Official ITU Competitions: Olympic Games, Paralympic Games, World Championships, Regional Games, World Cup, Commonwealth Games, Continental Championships and qualifying competitions. The quality of the technical operations of these events will be controlled by the ITU Technical Delegates.

30.1. Athletes from all member NFs in good standing are invited to take part in ITU competitions.

30.2. The rules and Rules of ITU will apply at all Official ITU Competitions. A list of the Official Competitions is listed within Annex 4.

## **CHAPTER 9: HONOURS AND AWARDS**

### **Article 31. Medal of Honour**

31.1. ITU has ordained a Medal of Honour.

- a. This Medal may be conferred on a person who, or an entity that, has merited such a distinction. The Congress may confer honorary medals to persons proposed by the Executive Board.
- b. The award may also be proposed by a member NF. The proposal must be accompanied by a merit report. The Medal of Honour may be awarded to a person or an entity that has contributed, to a remarkable degree, to the international development of Triathlon, Paratriathlon and ITU's related Multisports.
- c. The Medal of Honour will be presented at Congress.

### **Article 32. Honorary Membership**

32.1. Honorary Membership may be conferred upon a person, who has rendered ITU valuable and laudation important services.

- a. Honorary Membership will be decided by Congress; recommendation being submitted by the Executive Board.
- b. Congress may confer the title of Honorary President to a retiring President of ITU.
- c. Honorary Presidents and Honorary Members will be invited to attend Congress.

**Article 33.** Persons awarded Honorary Membership, with date of confirmation:

- Honorary Member: \* Gunnar Ericsson (IOC), Sweden, 1992.
- Honorary Member: \* Mr. Sture Jonasson, Sweden, 1995.
- Honorary Member: Dr. Jim Hazel, Australia, 1998.

- Honorary Member: Mr Phil Coles, (IOC), Australia, 2000
- Honorary Member: Dr. Sarah Springman CBE, Great Britain, 2001.
- Honorary President: Mr. Les McDonald, Canada, 2008
- Honorary Member: Mr. Chiharu Igaya (IOC), 2008.
- Honorary Member: Mrs. Anne-Marie Gschwend, Switzerland, 2009.
- Honorary Member: Mrs. Dottie Dorion, United States of America, 2009.
- Honorary Member: Mr. Bill Walker, Australia, 2016

\*Deceased

## **CHAPTER 10: GOVERNING LAW**

**Article 34.** The governing law of the ITU shall be Swiss law.

## **CHAPTER 11: FINANCIAL YEAR**

### **Article 35.**

1. Unless otherwise ordered by the Executive Board, the fiscal year end of the corporation shall be December 31<sup>st</sup>.
2. The resource of the ITU shall consist of the contributions of the members, the contributions or feed of licence holders, contributions from stakeholders, also sponsoring and the royalties generated by sport activities.
3. The President represents the ITU, and is able to sign any agreement or document concerning ITU, as authorised by the Executive Board.

## 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:
- a. To members
  - 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.

**Article 37.** Disputes between ITU and one or several of its members, which are not settled by a decision of ITU, may be submitted for arbitration by either of the parties to the Court of Arbitration for Sport (CAS) (Lausanne), Switzerland, to the exclusion of any other domestic tribunal. Any decision taken by the said court shall be without appeal or recourse to ordinary courts, and is binding on the parties concerned.

37.1. The Disciplinary Rules according to ordinary procedure on violations of ITU Rules and regulations to the extent such jurisdiction is not assigned to another ITU body.

37.2. The Arbitration Tribunal has jurisdiction in the case of proceedings contemplated in sections 9.1, 10 and 16.4 (b).

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.

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.

37.5. The Disciplinary Rules govern the organization of the Arbitration Tribunal and Panels, and the procedure applicable to them.

37.6. The Arbitration Tribunal presents a yearly report of its activities to the Congress.

**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.

**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.

## CHAPTER 13: DISSOLUTION

**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.

**Article 41.** In the event of dissolution, the Congress, in its second meeting, shall appoint one or more liquidators, who shall discharge all debts and liabilities incurred on behalf of the ITU. The remaining assets, if any, shall be donated to the IOC Solidarity fund.

**Article 42.** At the conclusion of the liquidation, the liquidators shall submit a final report to the Congress, which shall declare the liquidation closed.

## **Annex 1: ITU Members**

Afghanistan National Triathlon Federation

Antigua and Barbuda Triathlon Association

Armenian Triathlon Federation

Aruba Triathlon Federation

Association de Triathlon Benin

Austrian Triathlon Federation

Azerbaijan Triathlon Federation

Bahamas Triathlon Association

Bahrain Triathlon Association

Bangladesh Triathlon Association

Barbados Federation of Island Triathletes

Belarusian Triathlon Federation

Belgian Triathlon & Duathlon Federation

Belize National Triathlon Association

Bermuda Triathlon Federation

Bolivian Triathlon Federation

Botswana Triathlon Society

Brazilian Triathlon Federation

British Triathlon Federation

British Virgin Islands Federation

Bulgarian Triathlon Federation

Burkina Faso Triathlon Federation

Burundi Triathlon Union

Cambodia Triathlon Federation

Cameroon Triathlon Federation

Cayman Islands Triathlon Association

China Macao Triathlon General Association / Associacao Geral de Triatlo de Macau,

China

China Triathlon Sports Association

Chinese Taipei Triathlon Association

Cook Islands Triathlon Federation

Croatian Triathlon Federation

Cyprus Triathlon Federation

Czech Triathlon Federation

Dansk Triatlon Forbund

Deutsche Triathlon Union

Djibouti Triathlon

Egyptian Triathlon Federation

Estonian Triathlon Federation

Federacao de Triatlo de Portugal

Federacion Espanola de Triatlon

Federacion Nacional de Triatlon de Guatemala

Federació Andorrana de Triatló

Federación Argentina de Triatlon

Federacion Centrafricaine de Triathlon

Federacion Chilena de Triatlón  
Federacion Colombiana de Triathlon  
Federacion Cubana de Triathlon  
Federación Dominicana de Triatlón  
Federación Ecuatoriana de Triatlón  
Federacion Mexicana de Triatlon  
Federacion Nicaraguense de Triatlon  
Federacion Paraguaya de Triatlon  
Federacion Peruana de Triatlon  
Federación Puertorriqueña de Triatlón  
Federacion Unida de Triatlon Costa Rica  
Fédération Algérienne de Triathlon  
Federation Burkinabe de Triathlon \*  
Federation Francaise de Triathlon

Federation Ivoirienne de Triathlon  
Federation Luxembourgeoise de Triathlon  
Federation Mauricienne de Triathlon  
Federation Royale Marocaine de Sport Pour Tous  
Federation Rwandaise de Triathlon  
Federation Tahitienne de Triathlon

Federation Tchadienne de Triathlon  
Federazione Italiana Triathlon  
Fiji Triathlon Association  
Finnish Triathlon Association  
Gambia Triathlon Federation

Ghana Triathlon Federation  
Gibraltar Triathlon Association  
Guam Triathlon Federation  
Guinea Triathlon Federation  
Hellenic Triathlon Federation  
Honduras Triathlon Federation  
Hong Kong Triathlon Association  
Hungarian Triathlon Union  
Icelandic Triathlon Federation  
Indian Triathlon Federation  
Indonesian Triathlon Federation  
Iraq Triathlon Federation  
Irish Triathlon Association  
Islamic Republic of Iran Triathlon Federation  
Israeli Triathlon Association  
Jamaican Triathlon Federation  
Japan Triathlon Union  
Jordan Triathlon Association  
Kazakhstan Triathlon Federation  
Kenyan Triathlon Federation  
Korea Triathlon Federation  
Kuwait Triathlon Committee  
Kyrgyzstan Triathlon Federation

Latvian Triathlon Federation  
Lebanon Triathlon Federation  
Libyan Triathlon Federation  
Liechtenstein Triathlon Federation  
Lithuanian Triathlon Federation  
Madagascar Triathlon Federation  
Malta Triathlon Federation  
Monaco Triathlon Federation  
Mongolian Triathlon Union  
Myanmar Triathlon Federation  
Namibian Triathlon Association  
National Triathlon Association of Maldives  
National Triathlon Federation of Georgia  
Nederlandse Triathlon Bond  
Nepal Triathlon Association  
Netherlands Antilles Federation  
New Caledonia Triathlon Federation  
Nigerian Triathlon Union  
Nigerien Triathlon Federation  
Norfolk Island Triathlon Association  
Norwegian Triathlon Federation  
Oman Triathlon Federation  
Pakistan Triathlon Federation  
Palau Triathlon Federation  
Palestine Triathlon Committee  
Panama Triathlon Federation  
Papua New Guinea Triathlon Association  
Polski Związek Triathlonu  
Qatar Triathlon Federation  
Romanian Triathlon Federation  
Russian Triathlon Federation  
Saint Kitts & Nevis Triathlon Federation  
Saint Lucian Triathlon Federation  
Samoa Triathlon Federation  
Senegal Triathlon Federation  
Serbia Triathlon Union  
Seychelles Triathlon Federation  
Sierra Leone National Triathlon Association  
Slovenska triatlonova unia  
Somalia Triathlon Federation  
Sri Lanka Triathlon  
Sudan Triathlon Federation  
Surinaamse Triathlon Unie  
Svenska Triathlonförbundet  
Swiss Triathlon Federation  
Syria Arab Triathlon Federation  
Tanzania Triathlon Federation  
Thailand Triathlon Federation  
Togo Triathlon Federation  
Tonga - Friendly Islands Triathlon Association  
Tri Tunisia

Triathlon Association in Bosnia & Herzegovina  
Triathlon Association of Malaysia  
Triathlon Association of Philippines  
Triathlon Association of Singapore  
Triathlon Association of The Republic of Moldova  
Triathlon Australia  
Triathlon Canada  
Triathlon Federation El Salvador  
Triathlon Federation of Macedonia  
Triathlon Grenada  
Triathlon New Zealand  
Triathlon Solomon Islands  
Triathlon South Africa  
Triatlonska zveza Slovenije  
Trinidad & Tobago Triathlon Federation  
Turkish Triathlon Federation  
Turks and Caicos Triathlon Federation  
UAE Triathlon Federation  
Uganda Triathlon Federation  
Ukrainian Triathlon Federation  
União Moçambicana de Triatlo  
Union de Haitienne Triathlon  
Uruguay Triathlon Federation  
USA Triathlon  
Uzbekistan Triathlon Federation  
Venezuelan Triatlon Federation  
Virgin Islands Triathlon  
Zimbabwe Triathlon Federation

## **Annex 2: Suggested Congress Agenda:**

1. Roll-call of NFs;
2. Admission of new member NFs;
3. Appointment of three (3) scrutineers;
4. Appointment of three (3) tellers;
5. Minutes of the last Congress;
6. Report of the Audit Committee;
7. Appoint of external auditors
8. Adoption of the Vice President's Financial Report, the Annual Budget and the audited Financial Statements;
9. President's Report;
10. Report on World Championships and World Cups;
11. Resolutions from the Executive Board;
12. Reports from Committees and Commissions;
13. Resolutions from member NFs;
14. Elections;
15. Appeals;
16. Election of Honorary Member(s);
17. New Business;
18. Adjournment.

### **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



#### **Annex 4: List of ITU Official Competitions.**

1. Olympic Games;
2. Paralympic Games;
3. Triathlon World Championship Series;
4. Duathlon World Championships;
5. Long Distance Duathlon World Championships;
6. Aquathlon World Championships;
7. Cross Triathlon World Championships;
8. Triathlon World Cup;
9. Duathlon World Cup;
10. Winter Triathlons;
11. Cross Triathlons;
12. Indoor Triathlons;
13. Commonwealth Games;
14. Pan American Games;
15. Central American and Caribbean Games;
16. Central American Games;
17. Mediterranean Games;
18. Asian Games;
19. African Games;
20. Oceania Games;
21. ITU Regional Championships;

22. Military Games;
23. World Games;
24. Maccabi Games;
25. Masters Games;
26. University Games.

## Executive Board



*Marisol Casado*  
*President*



*Antonio Arimany*  
*Secretary General*



*Loreen Barnett First*  
*Vice President*



*Ria Damgren*  
*Vice President*



*Shin Otsuka*  
*Vice President*



*Antonio Alvarez*  
*Vice President*



*Debbie Alexander*  
*EB Member*



*Ian Howard*  
*EB Member*



*Terry Sheldrake*  
*EB Member*



*Barry Siff*

*EB Member*



*Justin Park*

*ASTC President*



*Ahmed Nasser*

*ATU President*



*Liber García*

*CAMTRI President*



*Renato Bertrandi*

*ETU President*



*Peter Hedge*

*OTU President*



*Jessica Harrison*

*Athlete Representative*

## **Committees**

### **Athletes Committee**

- Yannick Bourseaux (P), France
- Claire Cunningham (P), Great Britain
- Jonathan Goerlach (P), Australia
- Jessica Harrison (C), France
- Shen-Yen Hsieh, TPE
- Rachel Klamer, Netherlands
- Lisa Norden, Sweden
- Francisco Serrano, México
- Tamás Tóth, Hungary
- Ai Ueda, Japan

### **Audit Committee**

- Alan Beckford, Jamaica
- Fernando Pena Leon, Dominican Republic
- Beth Friberg, Sweden

### **Coaches Committee**

- Ben Bright, Great Britain
- Andy Schmitz (S), USA
- Inaki Arenal, Spain
- Philippe Fattori (C), France
- Julien Clonen, New Zealand
- Kate Roberts, South Africa
- Hideki Yamane, Japan

### **Constitution Committee**

- Gale Bernhardt, USA

- Heejong Moon, Korea
- Patrice Brunet, Canada
- Johan Druwe, Belgium
- Aoife Nash, Ireland
- Ali Sabour, Iran
- Bernard SaintJean (C), France

#### **Credentials Committee**

- Ashraf Elmidany, Egypt
- Alicia Garcia, Spain
- Gerardo Zetina, Mexico

#### **Medical and AntiDoping Committee**

- Dr. Humberto Aguilar, Mexico
- Dr. András Galyasz, Hungary
- Claude Marble, France
- Dr. Doug Hiller (S), USA
- Dr. Toshihito Katsumura, Japan
- Dr. Sergio Migliorini (C), Italy
- Dra. Angela Pedro, Portugal

#### **MultiSport Committee**

- Brian Hinton (S), Australia
- Chris Kitchen (C), Great Britain
- Tim Yount, USA
- Daniel Martin, Austria
- Duncan Hough, Great Britain
- Sergio Dias, Portugal
- Melody Tan, Malasia

## **Paratriathlon Committee**

- Jon Beeson, USA
- Grant Darby (C), Canada
- Carolyn Murray, Canada
- Masamitsu Tomikawa, Japan
- Alfred Lipp, Germany
- Neil MacLeod (S), Italy
- Rob Noordzij, Netherlands

## **Technical Committee**

- Howard Vine (S), Great Britain
- Jaime Cadaval (C), Mexico
- hanelle Barnett, New Zealand
- Jorge Garcia, Spain
- David Markham, Canada
- Bela Varga, Hungary
- Dirk Bogaert, Belgium

## **Women's Committee**

- Nelly Becerra, Mexico
- Sheila O'Kelly, Canada
- Susan Haag (S), USA
- Karen Araujo, Trinidad and Tobago
- Sharon Oakley, South Africa
- Bernard Hanratty, Ireland
- Tomoko Wada (C), Japan

(C) Chair (S) Secretary (P) Paratriathlete





## Vision



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

\* Triathlon, Paratriathlon, Duathlon,  
other multisport disciplines



## Maximise the profile & sustainability of Triathlon events



- Establish a marketing and communication strategy.
- Ensure we are recognised as the governing body of Triathlon, with the authority to sanction all events.
- Improve the quality and deliverables of age group events in order to increase the number of NFs participating in international events.
- Improve the environmental and social sustainability standards of events.
- Become the leader in technology applications in our sport.
- Explore and develop exciting new race and multisport formats.
- Promote "Triathlon for All".
- Improve the profile of all ITU Events.



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## Development of the Sport worldwide



- ⌘ Share best practice to improve and develop youth programmes and initiatives.
- ⌘ Help strengthen and develop NFs.
- ⌘ Consolidate the roles and responsibilities of the Continental Confederations.
- ⌘ Develop initiatives to build age group communities of the NFs and engage them in the international events experience.



## Provide strong and effective global leadership



- ⌚ Establish athletes education pathway to promote their engagement within the sport, during and post their sporting career.
- ⌚ Develop a strategic public relations plan to engage key stakeholders.
- ⌚ Maintain good governance policies and spread best practice into CCs & NFs.
- ⌚ Provide education on strong leadership practices to CCs & NFs.
- ⌚ Promote and ensure fair play in our sport.
- ⌚ Ensure the financial sustainability of the ITU.
- ⌚ Provide oversight of leadership/strategy to keep gender balance in the future.



## Strategic Pillars



*Our sport needs to identify our key strategic pillars that will guide our planning process.*



# S.M.A.R.T Planning



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The logo for triathlon.org features the text "triathlon.org" in a blue, sans-serif font. The letter "o" in "athlon" is highlighted in orange. Above the "o" are two overlapping blue circles, one slightly larger than the other, positioned to the left of the letter.