

CONSTITUTION WORLD TRIATHLON

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PREAMBLE

The name of the Association is “World Triathlon”

World Triathlon is the world governing body for the sport of Triathlon, Paratriathlon and its Related Multisports. It is an association created under Article 60 of the Swiss Civil Code. World Triathlon was founded in April 1989, in Avignon, France.

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

This version of the Constitution vests full binding power on the Members, Associate members, Affiliated 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,
- 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 are those bodies and positions of World Triathlon, e.g. Executive Board means World Triathlon executive board or President means World Triathlon president.

The seat of World Triathlon is in Lausanne, Switzerland and its Headquarters shall be decided by the Executive Board.

Definitions

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.

Ad Hoc Commissions	Working groups appointed for a particular purpose only under Art 48.
Affiliated member	A person or body which is affiliated with World Triathlon by direct affiliation to a Member or Associate member.
Appeal Panel	A judicial body established by the World Triathlon Tribunal and operating in accordance with the Rules under Art 50.7.
Associate member	Associate members of World Triathlon as specified in Art 5.
Attendees	The persons who shall attend meetings of Congress as specified in Art 21.
Auditors	The firm or persons appointed by Congress to undertake annual and other independent audits.
Ballot	A secret vote in which members select a candidate in an election, or express their opinion about something.
CAS	The Court of Arbitration for Sport.
Codes	A set of rules about how people should behave or about how something must be done, see Art 57.
Commission	A group of people appointed by Executive Board, in accordance with Art 48.
Committee	A group of people elected by Congress in accordance with Art 47.
Congress	The annual or ad hoc meeting of Members of World Triathlon in accordance with Art 19.
Continental Confederation	An association of National Federations in a geographical area of the world, in accordance with Art 40.
Continental Confederation representative	A president or acting president of a Continental Confederation representing her or his Continental Confederation on the Executive Board.
Country	A self-governing geographical area of the World recognised as an independent state by international law and international governmental bodies.
Delegate	A person representing a Member in Congress in accordance with Art 20.
Disciplinary Panel	A judicial body established by the World Triathlon Tribunal and operating in accordance with the Rules under Art 50.7.
Election Congress	The Congress meeting held every four (4) years, at which elections under Art 30 are undertaken.
Electronic voting	Voting electronically during Congress under Art 29.
Eligible	Has the meaning given to it in Art 53.1.
Ethics Panel	A judicial body established by the World Triathlon Tribunal and operating in accordance with the Rules under Art 50.7.
Executive Board	The decision-making body described in Art 34.
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.
Ex officio	By virtue of holding another office or position without vote.
Extraordinary Congress	A meeting of Congress held in accordance with Art 26.
Good Standing	Has the meaning described in Art 17.
Honorary President	A person elected as such by Congress in accordance with the Constitution.
Honorary member	A person elected by Congress in accordance with this Constitution.
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.
IOC	The International Olympic Committee.
IPC	The International Paralympic Committee.
Members	The National Federations which have been admitted to membership of World Triathlon as described in Art 4, also known as Member National Federations, as listed in Annex A, and updated from time to time.
Membership	Being a Member of the World Triathlon.
Membership Fee	The annual membership fee payable by each Member to the World Triathlon as described in Art 11.
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.
National Federation official	Any person who is elected or appointed to a position in which they represent a Member National Federation.
Official	Any person who is elected or appointed to a position in World Triathlon.
Observers	The persons who are entitled to attend meetings of Congress as observers as specified in Art 21.
Ordinary Congress	The meeting of Congress which is held every year and includes an Election Congress every four (4) year.
Paratriathlon	A Triathlon for athletes with varying degrees of physical impairment.
President	The President of World Triathlon elected under Art 35.
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 Art 29).
Related Multisports	Sports that consist of three (3) continuous parts at least two (2) of which are a swim, a cycle and a run.
Relevant Authority	Any public authority which is authorised to take any decision under the appropriate regulation.
Regulations	Rules made by World Triathlon in order to control the way something is done or the way people behave.

Rules	Rules made by the Executive Board within its powers and responsibilities as set out herein.
Rules for Congress	Rules which set out the procedures for meetings of Congress. To the 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 Art 39.
Simple Majority	More than 50% of the votes cast by those present and entitled to vote.
Special Majority	More than two-thirds (2/3rds) of the votes cast by those present and entitled to vote.
Standing Commission	A permanent commission appointed by Congress to deal with a specified subject under Art 48.
Triathlon	A sport that consists of three (3) successive parts: a swim, a cycle, and a run.
Vice-Presidents	The Vice-Presidents of World Triathlon elected under Art 36, who shall include the First Vice-President and Financial and Marketing Vice-President.
Vote	A vote cast by those present and entitled to vote.
Votes	all votes cast by those present and entitled to vote including those for and against, abstentions and invalid votes.
WADA	The World Anti-Doping Agency.
World Anti-Doping Code	The World Anti-Doping Code adopted by WADA.
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.

CHAPTER I MISSION AND OBJECTS

Art 1. Mission

- 1.1. The Mission of the International Federation called World Triathlon, as recognised by the IOC and the IPC, is to promote the sports of Triathlon, Paratriathlon and their Related Multisports throughout the World, and to lead and provide governance of these sports worldwide.

Art 2. Objects

- 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.
- 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 and Paratriathlon on the respective programs of the Olympic and Paralympic Games.
- 2.3. To enact and enforce Rules governing Triathlon, Paratriathlon and its Related Multisports and to ensure in all competitions, whether sanctioned by the World Triathlon, 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 Constitution, Rules, Regulations, Codes and Operations Manual.
- 2.5. To aid the interests and well-being of the Members, and to supervise and enforce their obligations.
- 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.
- 2.7. To strive to ensure that no gender, ethnic, religious, political or other kind of unfair discrimination exists or is allowed to develop in Triathlon, Paratriathlon and its Related Multisports in any form, and that all may participate regardless of their gender, race, religious or political views or any other factor.
- 2.8. To foster and develop links with other International Federations, National Governments, Relevant Authority and Non-Governmental Organisations in order to promote the interests of sport in general, and Triathlon, Paratriathlon and its Related Multisports 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 and manipulation against sport competitions both within Triathlon and its Related Multisports and externally in the wider sporting community and to strictly adopt and enforce the World Anti-Doping Agency's rules, Olympic Movement Code on the Prevention of the Manipulation of Competitions, 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 World Triathlon'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.

Art 3. Powers & Authority

- 3.1. All National Federations and Continental Confederations recognise World Triathlon as the sole authority and governing body for Triathlon, Paratriathlon 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.
- 3.2. World Triathlon, the Continental 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.
- 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, Paratriathlon 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 Events.

In addition, by virtue of accepting an accreditation to an Event, such person agrees to be bound by the Rules, Regulations and Codes.

Members 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, Paratriathlon and its Related Multisports Sport within their national territory.

- 3.4. Triathlon, Paratriathlon 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.

CHAPTER II: MEMBERSHIP

Art 4. Members

- 4.1. The Members of World Triathlon are the Member National Federations.
- 4.2. The Member National Federations listed in the Annexure are the Members of World Triathlon, subject to Art 13 (Suspension of Membership and other sanctions) and Art 14 (Expulsion from Membership).

Art 5. Associate members

- 5.1. Associate membership of World Triathlon is open to:
 - a. Continental Confederations under Art 40;
 - b. Provisional member National Federations granted by the Executive Board under Art 7.5;
 - c. Other bodies recognised by Congress.

Art 6. Affiliated member

- 6.1. 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 are affiliated or licensed to World Triathlon and must always respect the Constitution as well as the Rules, Regulations and Codes.

Art 7. Admission as a Member

- 7.1. Be a national governing body for the sport of Triathlon, Paratriathlon and its Related Multisports in any territory with a recognised National Olympic Committee.
- 7.2. There shall only be one (1) Member National Federation from any one country under Art 7.1.
- 7.3. An application by a national governing body seeking Membership shall be made in accordance with the admission procedures set out in Art 7.
- 7.4. To be considered for Membership, an applicant seeking admission as a Member shall demonstrate to the Executive Board's satisfaction that:
 - a. it is recognised as the national governing body for the sport of Triathlon, Paratriathlon and its Related Multisports in its territory under Art 7.1;

- 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 this Constitution.
- 7.5. The Executive Board has the power to decide, in its discretion, by Special Majority, whether to admit a national governing body to be an Associate member of the World Triathlon on a provisional basis.
- 7.6. Provisional Associate membership of any national federation granted by the Executive Board by Special Majority (2/3) shall be put to the next Congress meeting for approval of permanent Membership (Member) or otherwise.
- 7.7. The admission or otherwise to Membership (Member) is at the sole discretion of Congress.
- 7.8. 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.

Art 8. National Federation Constitution

- 8.1. Each National Federation Constitution must comply with the principles of good governance and shall in particular contain, at a minimum, 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. democratically elect or appoint its officers and executive body;
 - e. ensure that judicial bodies are independent (separation of powers);
 - f. 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;

- g. 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;
- h. define the competences of the decision-making bodies;
- i. have terms and recommend to 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. consider to 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 World Triathlon within the first four (4) four months of each year, which shall include, but not limited to, the following information:
 - (1) a 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..

Art 9. Rights of Members

- 9.1. Subject to this Constitution each Member has the right to:
 - a. appoint Delegates to attend, speak and vote at meetings of Congress, in accordance with this Constitution;
 - b. submit resolutions for inclusion in the agenda of Congress;

- c. submit nominations for the election of President, Vice-Presidents, Ordinary Executive Board members, Committee members, World Triathlon Tribunal members and other Officials;
- d. receive the annual Executive Board 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 the Rules and Regulations;
- f. enter athletes in International Competitions in accordance with the relevant competition rules;
- g. be a member of a Continental Confederation in accordance with the constitution and rules of the relevant Continental Confederation;
- h. take part in and benefit from World Triathlon's assistance, development and educational programmes organised directly or through the Continental Confederations;
- i. share such other rights and privileges as set out in this Constitution and the Rules and Regulations.

Art 10. Obligations of Members

- 10.1. In accordance with this Constitution, the Rules and the Regulations, each Member shall:
 - a. govern, promote and develop Triathlon, Paratriathlon and their Related Multisports, in the Member's Country in accordance with the Mission under Art 10 and Objects under Art 2 of the Constitution;
 - b. comply with this Constitution and all Rules, Regulations, Codes and in particular shall:
 - (1) supply information to 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 Art 7;
 - (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 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.

10.2. In the event of any inconsistency between the constitution, rules, regulations and codes of a Member and the Constitution, Rules, Regulations and Codes, then the provisions of this Constitution, or relevant Rules, Regulations and Codes of the World Triathlon will prevail.

Art 11. Membership Fee

11.1. Members shall pay any Membership Fee(s) set by Congress by the due date, being the 1st of April.

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 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.

Art 12. Withdrawal of Membership

12.1. A Member that is not in default of any payments as specified in Art 11 may withdraw its Membership of the World Triathlon by giving not less than six (6) months written notice to World Triathlon.

Art 13. Suspension of Membership and Other Sanctions

13.1. Provisional Suspension by the World Triathlon Tribunal:

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:

(1) is in breach of any one or more of its obligations under Art 10 (Obligations of Members) including its failure to pay the Membership Fee or any other fees or payments due and owing as provided by Art 11;

(2) is otherwise in breach of any other article in this Constitution or any Rule, Regulation, Code or a decision of Congress;

(3) acts in a manner which is contrary to any of the Purposes of World Triathlon, or the government of the territory that the Member represents;

(4) ceases to meet one or more of the admission requirements set out in Art 7;

- b. The period of a provisional suspension imposed by the World Triathlon Tribunal under article a 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 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 b for a further period, provided that the further period is no longer than the period to the next Congress.

13.2. Additional Sanctions by the World Triathlon Tribunal:

Ancillary to any provisional suspension imposed under Art 13.1.a, or where a Member is not in Good Standing under Art 17, the World Triathlon Tribunal may impose any one or more of the following sanctions on that Member:

- a. set specific terms or conditions to be met or steps to be undertaken to the satisfaction of the World Triathlon Tribunal;
- b. issue a caution or censure;
- c. impose a fine;
- d. withhold grants or subsidies;
- e. exclude a Member's athletes, athlete support personnel and/or Officials who are members of the Member, and the Member's officials, from any International Competitions or any World Triathlon position or body;
- f. remove or deny accreditation of, or other benefits to, athletes, athlete support personnel and/or Officials who are affiliated to the Member, for any International Competitions and other World Triathlon events and activities;
- g. impose any other sanctions it considers appropriate.

13.3. Suspension by Congress

Congress may suspend a Member's Membership for a period specified in Art 13.5 if:

- a. Executive Board recommends such suspension following the provisional suspension by World Triathlon Tribunal under Art 13.1.a;
- b. Congress considers, that any one or more of the grounds set out in Art 13.1.a apply;

- c. any terms or conditions imposed by World Triathlon Tribunal under Art 13.1 or under Art 13.2 are not met to the satisfaction of Congress, or
 - d. any sanctions imposed under Art 13.1.c are not fulfilled by the Member, to the satisfaction of Congress.
- 13.4. The consent of a Special Majority of the Members present is required for suspension of a Member.
- 13.5. The period of a 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.
- 13.6. Before Congress suspends a Member under Art 13.3, the Executive Board shall:
 - a. notify the Member in writing of the proposal to suspend it from Membership including the reasons for such proposal; and
 - b. give the Member at least thirty (30) days to respond to the proposal to suspend it; and
 - c. give the Member the right to be heard at Congress.
- 13.7. At any Congress meeting held at any time during the period of any suspension of a Member, Congress may:
 - a. extend the period of suspension from that imposed under Art 13.5 for a further period; or
 - b. revoke the suspension, either on application by the Member or otherwise, 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.
- 13.8. The suspension (including provisional suspension) of a Member and any sanctions against, any Member imposed by Congress, shall be promptly notified by the Secretary General to all Members and Continental Confederations.
- 13.9. Nothing in this Art 13 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.

Art 14. Expulsion from Membership

- 14.1. Congress may expel any Member, if:
- a. the Member has been suspended under Art 13.3, and the matters giving rise to the suspension have not been addressed to the satisfaction of Congress;
or
 - b. the Member's breaches of the provisions of Art 13.1.a have seriously impacted or may seriously impact on the reputation of World Triathlon or Triathlon, Paratriathlon and its Related Multisports or have been carried out repeatedly or persistently by a Member.
- 14.2. The process for Congress to expel a Member shall be the same as that required for suspension as set out in Art 13.
- 14.3. The expulsion of any Member shall be promptly notified by the Secretary General to all Member and Continental Confederations.

Art 15. Consequences of Withdrawal, Suspension or Expulsion of Membership

- 15.1. Where any Member has ceased to be a Member (withdrawal or expulsion) or been suspended (provisionally or otherwise), the following shall apply:
- a. the Member concerned shall:
 - (1) cease to be a member or shall be suspended from its respective Continental Confederation parallel with its position in World Triathlon;
 - (2) not in any way hold itself out as a Member of World Triathlon or of the respective Continental Confederation;
 - (3) forfeit all claims on World Triathlon;
 - (4) not use any World Triathlon property, including its Intellectual Property;
and
 - (5) 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 World Triathlon including Congress;
 - b. no Official or Continental Confederation official who is affiliated to the Member, or holds any office in the National Federation will:
 - (1) be entitled to take up or continue to hold any position within World Triathlon (including on any Board, Committee, Commission, Panel, or Tribunal constituted by World Triathlon) or with any Continental Confederation or other Member and

- (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 World Triathlon (including meetings of Congress and the Executive Board) or any Continental Confederation;
- c. no athlete, athlete support personnel or other person who is affiliated, or under the jurisdiction, of the Member may represent, enter, compete, participate or otherwise be involved in any capacity on behalf of that Member, in any competition, activity, event, function or meeting of the World Triathlon or any Continental Confederation, unless specified otherwise in the Rules,

Art 16. Reinstatement of Expelled Member

A National Federation that has been expelled by Congress may be reinstated as a Member at the discretion of Congress if:

- 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;
- b. having considered the proposal, the Executive Board agrees, by Special Majority to recommend to Congress the reinstatement of the National Federation; and,
- c. Congress approves reinstatement of Membership at the Congress meeting, by Special Majority.

Art 17. Good Standing

Members shall be in Good Standing with World Triathlon.

CHAPTER III ORGANISATION

Art 18. Organisation

The organisation of World Triathlon is the following:

- a. Congress
- b. Executive Board
- c. Continental Confederations
- d. Committees:
 - (1) Athletes' Committee
 - (2) Audit Committee
 - (3) Credentials Committee
 - (4) Legal & Constitution Committee
 - (5) Medical and Anti-doping Committee
 - (6) Multisports Committee
 - (7) National Coaches Committee
 - (8) Paratriathlon Committee
 - (9) Technical Committee
 - (10) Women's Committee
- e. Commissions
 - (1) Standing Commissions
 - (a) Development Commission
 - (b) Equity, Diversity and Inclusion Commission
 - (2) Ad Hoc Commissions
- f. World Triathlon Tribunal
 - (1) Appeal Panel
 - (2) Disciplinary Panel
 - (3) Ethical Panel

Art 19. Congress

19.1. Role

The Congress is the general assembly of the Members and the highest authority of World Triathlon.

19.2. Composition:

- a. All Members may take part in Congress;
- b. Members shall be represented in Congress by Delegate(s);
- c. Only Members in Good Standing may vote.

Art 20. Delegates

20.1. A Member shall be represented by a maximum of two (2) Delegates from each gender.

20.2. A Delegate may represent only one (1) Member.

20.3. Members must submit the names of their Delegates in writing to the Secretary General prior to the commencement of the Congress meeting.

20.4. No member of the Executive Board, World Triathlon Tribunal, Credential Committee or Staff may be a Delegate.

20.5. Each Delegate shall be:

- a. Of the nationality of, or have a permanent residence in the territory of their respective Member;
- b. A member of their respective Member;
- c. Elected or appointed to be Delegate by the executive body of the Member in accordance with its constitution.

Art 21. Attendees and Observers

Attendees

21.1. In addition to the Delegates, the following persons shall attend meetings of Congress as Attendees:

- a. Members of the Executive Board;
- b. Representatives of the Continental Confederations with a maximum one (1) delegate of each gender;

- c. Chairperson or acting chairperson of Committees and Commissions;
 - d. World Triathlon staff as determined by the Secretary General;
- 21.2. All Attendees have the right to speak at meetings of Congress but no right to vote.

Observers

- 21.3. In addition, the following persons are invited to attend Congress as Observers:
- 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.
- 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.

Art 22. Meetings of Congress

- 22.1. The Congress is organised annually, generally in conjunction with the Triathlon World Championships Final.
- 22.2. The Executive Board shall be entitled to specify the date, time and place of the Congress in accordance with Art 24;
- 22.3. The procedure for meetings of Congress shall be as specified in this Constitution and interpreted in accordance with Rules of Congress Procedure.

Art 23. Powers of Congress

- 23.1. The Congress has the powers set out in this Constitution, and in particular the powers to:
- a. admit, suspend, expel, caution, censure and reinstate Members;
 - b. amend this Constitution;
 - c. elect and remove the President, Vice-Presidents, ordinary Executive Board Members and Committee members;
 - d. appoint the Auditors, on the recommendation of the Executive Board;

- e. approve and remove 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 receiving 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 Executive Board;
- i. receive and approve annual reports from the Audit Committee;
- j. receive annual reports from the other Committees, Commissions and the World Triathlon Tribunal;
- k. grant the titles of Honorary President, Honorary Members and Medals of Honour, on the recommendation of the Executive Board;
- l. dissolve the World Triathlon in accordance with Art 61.

Art 24. Notice of Annual Congress

- 24.1. The Secretary General shall give at least hundred (100) days before each annual Congress a written notice to all Members and Associate 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.
- 24.2. This notice shall specify:
 - a. the date, time and venue of the annual Congress;
 - b. the date and time by which notification of the Delegates of the Members 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 no less than 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 Art 31) are to be submitted to the Secretary General, (being no less than forty-five (45) days prior to the annual Congress);

Art 25. Agenda

- 25.1. The Agenda and relevant documentation shall be sent to the Members and Associate 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 accompanied by arguments for their adoption;
- 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;
- 25.3. Agenda Annual Congress
 - a. An Agenda containing the business to be discussed at an annual Congress shall be sent by Secretary General to the Members and the Associate members no later than thirty (30) days before the date of the annual Congress meeting.
 - 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 Art 60 being given.
 - c. The business on the Agenda shall include the following:
 - (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 the budget for the following financial year.
 - (2) receipt and approval of annual reports from the Committees, Commissions and the World Triathlon Tribunal;
 - (3) amendments to this Constitution if any;
 - (4) the election, if applicable, of the positions of President, Vice-Presidents, Ordinary Executive Board members and Committee members;
 - (5) appointment of the Auditors;
 - (6) approval of any members of the World Triathlon Tribunal,
 - (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.

Art 26. Extraordinary Congress: Call, Notice and Agenda

26.1. Call

a. The Secretary General shall call an Extraordinary Congress meeting, to take place within sixty (60) days of receipt of a written request from:

- (1) The Executive Board; or
- (2) one fifth (1/5th) or more of the Members.

b. A request to call an Extraordinary Congress, shall state:

- (1) the specific purpose for which the Extraordinary Congress is being called; and
- (2) the specific resolution(s) on which the Members are requested to vote.

26.2. Notice

Within thirty (30) days of receipt of a request to call an Extraordinary Congress the Secretary General shall give notice to the Members of:

- (1) the date, time and venue of the Extraordinary Congress;
- (2) the date and time by which notification of the Delegates of the Members shall be received by the Secretary General; and,
- (3) the proposed resolution(s) that have been submitted for consideration in accordance with this Article;

26.3. Agenda

The Agenda for an Extraordinary Congress shall be dispatched no later than thirty (30) clear days before Congress. The Agenda shall be limited to the business for which the Extraordinary Congress is convened.

Art 27. Quorum

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.

27.2. The quorum for a meeting of Congress shall be no less than one-third (1/3rd) of the total number of Members entitled to vote.

- 27.3. 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 than one quarter (1/4) of the total number of Members entitled to vote, with a minimum of three (3) Members from three (3) Continental Confederations.
- 27.4. If a quorum is not obtained at the second summons within thirty (30) minutes, then the meeting shall be adjourned.

Art 28. Chairperson

- 28.1. The chairperson of Congress is the President.
- 28.2. If the President is unavailable for Congress, the First Vice-President will be the chairperson for that meeting, or if the First Vice-President is not available then the Executive Board shall appoint one of the remaining Vice-Presidents to be the chairperson for that meeting.

Art 29. Voting

- 29.1. No proxy votes of any kind will be accepted at Congress.
- 29.2. Subject to voting for candidates under Art 30.13 and 30.14 all resolutions of Congress shall be passed by Simple Majority unless a different Majority is expressly specified in the Constitution.
- 29.3. An electronic voting system can be used at any Congress at the discretion of the Executive Board.
- 29.4. A Member can vote in favour of a resolution, against a resolution or by way of an abstention.

Art 30. Elections

- 30.1. The election of positions on the Executive Board and the Committees shall take place at the annual Congress in the year of the Summer Olympic Games.
- 30.2. The elections at an Election Congress will be chaired by the Secretary General.
- 30.3. Elections for persons shall be undertaken by secret ballot.
- 30.4. A valid ballot is one that conforms to all stated requirements and has no more votes than vacancies.
- 30.5. Only Members may nominate candidates for election. Members may only nominate one (1) candidate for each position.

- 30.6. No 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
- 30.7. All bodies under Art 18 shall have a minimum of 25% of the opposite gender and maximum one (1) voting member per Member
- 30.8. Each candidate must be Eligible in accordance with Art 53 and be a member of, or be affiliated to, the Member which is nominating him or her.
- 30.9. Continental 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.
- 30.10. Staff members of World Triathlon and Continental Confederations (in any capacity) may not hold office as an Executive Board member, except the Secretary General as ex-officio member of the Executive Board.
- 30.11. The positions and order for elections shall be as follows:
 - a. Executive Board:
 - (1) President (1);
 - (2) Vice-Presidents (4);
 - (3) Ordinary Executive Board Members (4);
 - b. Committees (in alphabetical order):
 - (1) Audit Committee (5);
 - (2) Credentials Committee (5);
 - (3) Legal and Constitution Committee (7);
 - (4) Medical and Anti-Doping Committee (7);
 - (5) Multisports Committee (7);
 - (6) National Coaches Committee (7);
 - (7) Paratriathlon Committee (7);
 - (8) Technical Committee (7)
 - (9) Women's Committee (7);

~~30.12.~~ Eligibility

A person seeking to be Eligible for any of the positions enumerated in Art 30.11 or to remain in office as a member in any capacity shall be Eligible in accordance with Art 53;

~~30.13.~~ Election of President

The position of President shall be elected as follows:

- a. If a candidate receives a Simple Majority of the votes cast then he or she shall be elected President;
- b. If no candidate receives a Simple Majority of the votes cast, the candidate with the lowest number of votes is eliminated and a further round of voting shall take place until one candidate obtains a Simple Majority of votes cast.

30.14. Election of Vice-Presidents, of ordinary Executive Board Members and of Committee members:

- a. Candidates with the most votes will be elected until all positions are filled, subject to the gender and regional requirements set out in Art 34.1 and 46.2;
- b. In the event of a tie between two or more candidates for the last position(s) to be filled, a further round of voting shall take place only between those candidates tied;

30.15. Tie

If there is a tie there will be a second round between those tied. If a tie again, the candidature shall be filled by the drawing of lots, using a coin.

30.16. Personal records and goals

All candidates for election shall submit the following items to the Secretary General with their application:

- a. a brief curriculum vitae;
- b. a statement of their goals;
- c. A signed declaration of eligibility in accordance to Art 53;

The Secretary General will forward completed applications including these items to Members together with the Agenda for Congress.

30.17. Scrutineers and Tellers

- a. Three (3) Scrutineers and three (3) Tellers will be appointed by Congress for the elections at Congress;

- b. Scrutineers and Tellers will be elected from a Member not presenting any candidate to any position on the Executive Board.

Art 31. Resolutions

- 31.1. A Simple Majority 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
- 31.2. When a resolution is passed by Congress, it shall take effect on the 1st of January of the following year unless otherwise specified by Congress.
- 31.3. A resolution may be withdrawn, in writing before or verbally during Congress, at any time by the Member that submitted the resolution.

Art 32. Minutes

- 32.1. Minutes shall be kept of all meetings of Congress and shall be communicated within forty-five (45) days of the meeting to all Members and Associate members
- 32.2. The budget, financial statements and the minutes of the Congress shall be published on the World Triathlon website within forty-five (45) days from the approval by the Congress.

Art 33. Errors

- 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 the business of the meeting provided that:
 - a. the chairperson of the meeting in his or her discretion determines that it is appropriate for the meeting to proceed despite the irregularity, error or omission; and
 - b. a resolution to proceed is put to Congress and carried by a Special Majority (2/3).

Art 34. The Executive Board

- 34.1. Composition of the Executive Board
 - a. President;
 - b. four (4) Vice-Presidents.
 - (1) One (1) First Vice-President

(2) One (1) Financial and Marketing Vice-President

The four (4) Vice-Presidents must be from at least three (3) different Continental Confederations.

c. four (4) Ordinary Members

No more than two (2) from any one Continental Confederation;

d. five (5) Continental Confederation presidents or acting presidents

Elected by each Continental Confederation

e. Chair and vice-chair of the Athletes' Committee

Elected by the Athletes' Committee;

f. Secretary General as ex-officio

Has no vote and does not count for the gender and Continental Confederations requirements.

g. Of the nine (9) Executive Board members elected by congress, four (4) shall be of the opposite gender;

h. There shall be no more than one elected Executive Board member from a Member. For the purposes of this rule the Secretary General, the Continental Confederations Presidents and the Athletes Committee representatives shall not count.

34.2. Role

The role of each Executive Board member is to:

- a. 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;
- b. be bound by all Executive Board decisions and act in accordance with the principle of collective responsibility;
- c. not agree to, nor cause or allow, the activities of World Triathlon to be carried on in a manner likely to create a substantial risk of serious loss to World Triathlon's creditors;
- d. except for the President and the Secretary General, 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;

- e. 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;
- f. 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:
 - (1) as agreed by the Executive Board for the purposes of World Triathlon;
 - (2) as required by law;
- g. make reasonable efforts to attend and actively participate in all Executive Board meetings and Congress;
- h. use their best efforts to consult widely with Members, Associate members, athletes and others who participate and have an interest in Triathlon, Paratriathlon 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 Art 33.2.f.;
- i. participate in an annual review of Executive Board's performance in the manner decided by Executive Board.

34.3. Powers and Responsibilities of Executive Board

The Executive Board shall have the power and responsibility to:

- a. Grant provisional Associate membership to national federations under Art 7.5.;
- b. approve and review the World Triathlon Strategic Plan and regularly monitor progress against that plan;
- c. adopt, amend and repeal Rules, Regulations and Codes;
- d. create the Annual Report for approval by Congress;
- e. consider and make resolutions to Congress for amendments to the Constitution;
- f. consider and propose resolutions to Congress for:
 - (1) the election of Honorary Presidents, Honorary members;
 - (2) the recognition of awards to be granted for service and contribution to triathlon and World Triathlon;

- (3) make recommendations on resolutions presented by Members and Continental Confederations.
- g. set the Membership Fee;
- h. approve annual calendar of World Triathlon, changes to the calendar and review the existing competition structure and decide on new competitions and events;
- i. approve the annual and multi-year International Competition programme and select locations of International Competitions;
- j. approve and amend policies and procedures for the appointment and training of Officials for International Competitions;
- k. appoint Officials including Technical Officials for International Events and Competitions;
- l. approve, monitor and assess a Development Programme for the benefit of Member for the global advancement of Triathlon, Paratriathlon and its Related Multisports;
- m. establish and disestablish Ad-hoc Commissions and its members as it considers appropriate and monitor their progress;
- n. make and amend Rules and Regulations for the establishment operation of the World Triathlon Tribunal;
- o. consider and recommend to Congress the members of the World Triathlon Tribunal;
- p. do all other acts and things which are specified in this Constitution, and in the Rules, Regulations and Codes.

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 single position on the Executive Board: President, Vice-President, Ordinary Executive Board member, Continental Confederation representative or Athletes' Committee chair and vice-chair;
 - (2) The counting of the terms shall commence from the elections in 2016.

- (3) 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 three (3) more consecutive terms (32 years in total).

34.5. Executive Board Meetings and Procedures

a. Executive Board Meetings

- (1) Each calendar year the Executive Board shall have at least six (6) meetings and at least two (2) of them shall be face to face meetings, one (1) which will be on the on the occasion of the annual Congress.
- (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 be responsible for its own procedures.

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) Each Executive Board member present at an Executive Board meeting shall have one (1) vote with the exception of the Secretary General. 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.

34.8. 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 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.
- c. Any remuneration paid under Art 34.8 shall be disclosed in the Annual Executive Board Report to Congress.

34.9. Status of Executive Board members in their Continental Confederation and National Federation

- a. An Executive Board member shall, as of right:
 - (1) be an ex officio member of the executive board of the relevant National Federation; and
 - (2) be entitled to attend and speak at the general assembly held annually by that National Federation.
- b. The President shall, as of right:
 - (1) be an ex officio member of the executive board of the Continental Confederations; and

- (2) be entitled to attend and speak at the general assembly held annually by that Continental Confederation

34.10. Vacancies

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:

- (1) resignation of the Executive Board member, in writing, from office;
- (2) death of the Executive Board member;
- (3) removal from office of the Executive Board member under Art 34.12 (Removal of Executive Board member);
- (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;
- (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
- (6) in the case of the chair or vice-chair of the Athletes' Committee, the Executive Board member has, for whatever reason, ceased to be the chair or vice-chair of the Athletes' Committee.

b. Vacancy

If a casual vacancy arises on the Executive Board under Art 34.10.b it may be filled until the next Congress as follows:

- (1) If the vacant position is that of 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 or vice-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 election will be held for that position.

34.11. Suspension of Executive Board member

- a. World Triathlon Tribunal may suspend an Executive Board member from the Executive Board, if an Executive Board member:
 - (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 Art 53.5 inclusive (Ineligibility);
 - (2) is, in Executive Board's opinion, in breach of one or more of their duties under Art 34.2 or in breach of one or more Codes; or
 - (3) is alleged to have breached or is under investigation by a Continental Confederation or a Member for, alleged breach of any rules of the Continental Confederation or the Member.
- b. The Executive Board requires a Simple Majority to bring the suspension of an Executive Board member under Art 34.11 before the World Triathlon Tribunal.
- c. A suspension under this article shall be for a period not longer than that to the next Congress.
- d. If an Executive Board member is suspended from the 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.

34.12. Removal of Executive Board member

- a. An Executive Board member may be removed by Congress as an Executive Board member on one or more of the following grounds:
 - (1) repeated or persistent breach of duties by the Executive Board member under Art 34.2;
 - (2) a suspension imposed by World Triathlon Tribunal under Art 34.11 on the Executive Board member has expired but the circumstances for which the suspension was imposed, continues.

- 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.

Art 35. President

35.1. Role

The role of the President is to be the lead representative of World Triathlon and the sport of Triathlon, Paratriathlon and its Related Multisports.

35.2. The President has the responsibilities to:

- a. be the lead representative for World Triathlon and the sport of Triathlon, Paratriathlon and its Related Multisports;
- 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 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 Members, Associate 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;

- I. perform such other tasks and duties as are delegated to the President by Congress and the Executive Board.

Art 36. Vice-Presidents

36.1. Role

The role of a Vice-President 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.

Art 37. First Vice-President

37.1. Role

- a. The First Vice-President shall deputise for the President when the President is not able to fulfil his/her duties.
- 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.

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.

Art 38. Financial and Marketing Vice-President

38.1. Role

- a. acting as an information and reference point for the President and other Executive Board members;
- b. clarifying financial and marketing implications of proposals;
- c. outlining the current financial status; and
- d. retrieving relevant documentation and among others things assisting on:
 - (1) General financial oversight;
 - (2) Funding, fundraising and sales;
 - (3) Financial planning and budgeting;
 - (4) Financial reporting to Congress;
 - (5) Investing the World Triathlon reserves;

(6) Monitoring of fixed assets and stock.

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 Art 38.2 at the first Executive Board meeting following the conclusion of each Election Congress.

Art 39. Secretary General

39.1. Role

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 and Codes.

39.2. The Secretary General is responsible for:

- 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 World Triathlon including Members, Associate 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 or her responsibilities within the approved budgets, and limits of authority set by the Executive Board, and to best practice standards;
- h. chairing the elections at an Election Congress.

39.3. The 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.

- 39.4. The terms and conditions of employment for the Secretary General shall be decided by the Executive Board.
- 39.5. The Secretary General shall attend all Congress meetings unless otherwise required by the Executive Board.
- 39.6. The Secretary General is an 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.
- 39.7. Is chair of the Credentials Committee and can attend without vote all Committees' and Commissions' meetings.

Chapter IV CONTINENTAL CONFEDERATIONS

Art 40. Continental Confederation

- a. Continental Confederations are Associate members, subject to Art 5..
- b. Only National Federations can be members of a Continental Confederation.
- c. Each Continental Confederation is the representative body of World Triathlon in the relevant continent.
- d. World Triathlon has the right to recognise only one (1) Continental Confederation in each continent in accordance with the continental division recognised by the IOC: Africa, Asia, Europe, Oceania, Pan America.
- 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.
- 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 Confederation to which the National Federation would geographically belong shall be obtained.

Art 41. Admission as Associate member

- a. A continental governing body for the sport of Triathlon, Paratriathlon and its Related Multisports 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 Associate membership, an applicant seeking admission as an Associate member shall demonstrate to the Executive Board's satisfaction that:
 - (1) it is recognised as the continental governing body for the sport of Triathlon, Paratriathlon and its Related Multisports in its continent;
 - (2) it is a separate legal entity properly constituted in accordance with the law applicable to the Country where it has its seat;
 - (3) a minimum 80% of its members are Members of World Triathlon;

- (4) it recognises the Court of Arbitration for Sport, as specified in this Constitution;
 - (5) it is financially solvent; and
 - (6) it fulfils such other requirements as are set out in the Constitution.
- d. The Executive Board has the power to decide, by Special Majority, to admit a continental governing body to be an Associate member of World Triathlon on a provisional basis.
 - e. Provisional Associate membership of any Continental Confederation granted by the Executive Board by Special Majority shall be put to the vote at the next Congress meeting for approval of permanent Associate membership or otherwise.
 - f. The admission of a Continental Confederation to permanent Associate membership is at the sole discretion of Congress.
 - g. Once admitted, a Continental Confederation is a permanent Associate member, unless it withdraws its membership or is suspended or expelled from membership in accordance with this Constitution.

Art 42. Responsibilities of Continental Confederations

Continental Confederations shall have the following responsibilities:

- a. To promote, develop and regulate Triathlon, Paratriathlon and its Related Multisports in their respective continents, in accordance with the Rules and Regulations;
- b. To encourage participation in Triathlon, Paratriathlon and its Related Multisports at all levels throughout the relevant continent through competitions, events, programmes and activities;
- c. To establish, manage and control continental competitions, in accordance with World Triathlon Rules and Regulations;
- d. To cooperate with other sports organisations; public and private organisations; and authorities to promote the interests of sport generally, as well as Triathlon, Paratriathlon and its Related Multisports in particular;
- e. To promote good governance principles.

Art 43. Rights of the Continental Confederations

Each Continental Confederation shall have the following rights:

- a. To have a representative on the Executive Board which shall be the Continental Confederation president or acting president;
- b. To organise its own continental competitions in accordance with the World Triathlon Rules;
- c. To procure the funds necessary to fulfil its duties through inter alia race sanction fees and sponsorship;
- d. To appoint two (2) delegates, maximum one (1) of each gender, to attend Congress;
- e. To exercise such other rights and privileges as set out in this Constitution, Rules and Regulations;
- f. To speak on and to propose resolutions agreed upon at a congress;
- g. To apply for World Triathlon development grants and to disburse such funds in the best interests of the sport in accordance with this Constitution and the Rules, Regulations and Codes.

Art 44. Obligations of the Continental Confederations

The Continental Confederations shall have the following obligations:

- a. To comply with and enforce compliance with the Constitution, Rules, Regulations and Codes;
- b. To abide by the directions of the World Triathlon in furtherance of the objectives contained in Art 2;
- c. To organise international continental competitions/events in close cooperation with World Triathlon;
- d. To 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.

Art 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, anti-doping, ethical misconduct, in accordance with the Rules and Codes;
- g. define the competences of the decision-making bodies;
- h. limit the terms of office of the 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;

Chapter V COMMITTEES

Art 46. General Rules

The following General Rules apply to all Committees, unless otherwise stated. In addition, Specific Rules apply to individual Committees pursuant to Art 47.

46.1. Role

The role of the Committees is to advise and assist the Executive Board and Congress in fulfilling their respective duties.

46.2. Composition

The following rules apply to the composition of the committees:

- a. The chairperson and deputy chairperson shall be elected by the committee members from their own number except for the Credential Committee which shall be chaired by the Secretary General;
- b. Except where otherwise stated, Congress shall elect Committee members for a term of four (4) years;
- c. Athletes Committee members shall be elected by their peers the year after the Olympic Summer Games;
- d. All committees shall have seven (7) members except the Athletes Committee which shall have ten (10) members, and the Audit and Credential committees which shall have five (5) members;
- e. All Committees shall comprise at least two (2) members of the other gender except for the committees with four (4) or less members which shall comprise at least one (1) member of the other gender. As of 2024 each Committee of seven (7) members shall have at least three (3) members of the other gender;
- f. All Committees shall comprise members from at least three (3) Continental Confederations except for the committees with four (4) or less members which shall comprise members from at least two (2) Continental Confederations;
- g. Any member of a Committee who is 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 regarded as having resigned, unless the Executive Board, on advice from the Committee, decides otherwise;

- h. All committees shall have 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 a voice but no vote.

46.3. Organisation

- a. The Committees may, via the Secretary General, work with other Committees to deal with special problems.
- b. 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.
- c. The Committees may with approval of the Secretary General call upon Staff from the general secretariat to help with the execution of their work.
- d. The chairperson shall represent the committees in dealings with the Executive Board.

46.4. Meetings

- a. The Committees shall meet whenever required. The chairperson and the committee members shall draw up an annual plan to fix dates for meetings.
- b. The chairperson shall draw up the agenda in conjunction with the Staff member or Secretary General. Members may send written requests to the chair for items to be included in the agenda.
- c. The Staff member or other nominated Committee member shall keep the minutes of the meeting and send it to the Committee members within fourteen (14) days.
- 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 hrs. The agenda may be altered if a Simple Majority of the members present decides. Documents containing further information on the items to be discussed may be distributed to the members at any time.
- 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 or 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.

- 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 (1) vote. Voting is conducted openly. Voting by secret Ballot is prohibited. Proxy votes are not allowed.
- g. The quorum for a valid meeting is 50% of the elected members.
- h. The Committee meetings are confidential.
- i. A resume of the approved minutes shall be published on the website of World Triathlon within thirty (30) days of the approval.

46.5. Committee members' duties:

- a. The Committee members shall take part in the meetings personally;
- 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 documents sent to them before the meeting. They should take an active part in the discussions;
- c. If any member is directly or indirectly involved in a matter, either personally or on account of interests he represents, he or she shall abstain from voting. Any such involvement shall be made known to the chair before the start of the meeting;
- d. Committee members shall adhere to the Constitution, Rules, Regulations and Codes in their work on the Committee and also to any decisions issued by Congress or the Executive Board.

46.6. Expenses

Committee members' expenses shall be reimbursed in accordance with the applicable Financial Regulations.

46.7. Relationship with the Executive Board:

- a. The Executive Board can give direct assignments to a Committee providing they falls within the remit of the Committee;
- b. The chair of a Committee shall regularly report to the Executive Board on the Committee's work, either orally or in writing;
- c. A Committee may request the Executive Board to make amendments to Art 47.;
- d. The chair and vice-chair of the Athletes Committee shall be members of the Executive Board.

46.8. Relationship with the Congress:

- a. The chairpersons of the Committees shall report to the Congress on their respective Committee's work, orally and in writing;
- b. The Congress can give direct assignments within the remit of the Committee;
- c. Chairpersons of the Committees shall attend Congress as Attendees under Art 21.1.c. If he or she is unable to attend, the deputy chairperson shall attend Congress. If the latter is also unavailable, the Committee shall choose an acting chairperson for that Congress;
- d. Members of the Committees may attend Congress as Observer.

Art 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 World Triathlon decisions.

b. Composition

The Athletes' Committee shall be composed as follows:

- (1) Five (5) athletes of each gender;
- (2) At least one (1) member shall come from each of the five (5) Continental Confederation;
- (3) Two (2) members shall be Paratriathletes with one (1) from each gender;
- (4) 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. Election criteria

In order to be eligible to serve on the Athletes' Committee, candidates must:

- (1) be eligible under Art 53;
- (2) have had points on the World Triathlon Points List or World Triathlon Paratriathlon Points List within the past four (4) years;
- (3) be nominated by their Member.

d. 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.

e. Elected

f. Subject to the requirements as to Continental Confederation, Paratriathlon and gender, candidates with the most votes will be elected until all positions are 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 position shall be filled by the drawing of lots by using a coin.

g. Role

The role of the Athletes' Commission is to:

(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.

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 Vice-President, 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 prior to Congress.

b. Composition

The Chair shall be the Secretary General.

c. Role

The role of the Credentials Committee is to decide if an candidate or existing Official is eligible to take, or remain in Office as, an Official in accordance with the Constitution, Rules, Regulations and Codes.

d. 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 Congress, as appropriate, based on objective eligibility criteria for each position provided by the Secretary General.

e. During Congress the Credentials Committee:

- (1) Is responsible for keeping a complete record of the Members;
- (2) Examines the credentials of each Delegate attending Congress under Art 20;
- (3) Verifies the authenticity of credentials and supplies Congress materials, voting cards or machines, and a form of identification appropriate to the Delegates;
- (4) Verifies the authenticity of credentials and supplies Congress materials and a form of identification appropriate to the delegates of Associate members under 21.1.a;
- (5) Verifies the authenticity of credentials and supplies Congress materials and a form of identification appropriate to Attendees and Observers under Art 21;
- (6) Reports to Congress on the presence or absence of Members, Committee and Commission chairs, and other Congress participants.

f. Decisions of Credentials Committee

The decisions of the Credentials Committee shall be final, subject to a right of appeal to CAS in accordance with the Constitution.

47.4. Legal and Constitution Committee

a. Mission

The Legal and Constitution Committee shall deal with, and advise and assist the Executive Board on legal and constitutional matters.

b. Role

The role of the Legal & Constitution Committee is:

- (1) To provide advice on legal matters when asked by Congress or the Executive Board;
- (2) To advise on the legal and constitutional implications of all proposed amendments to the Constitution, Rules, Regulations and Codes;
- (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;
- (4) To make recommendations on the possible improvements to World Triathlon's governance, and legal structure and organisation.

47.5. Medical and Anti-Doping Committee:

a. Mission

The Medical and Anti-Doping Committee advises Congress and the Executive Board on athletes' health, the promotion of health and physical activity, and the protection of clean athletes.

b. Role

The role of the Medical and Anti-Doping Committee is to:

- (1) Be responsible for establishing conditions at World Triathlon sanctioned competitions, which ensure the health and safety of all participants;
- (2) Organise medical symposiums and research in the field of medical, health and sport science;
- (3) Control all Anti-doping policies and activities of World Triathlon, making sure that World Triathlon complies with the WADA-code, the IOC and World Triathlon anti-doping rules;
- (4) Supervise the provision of health care and doping control services during the Events;
- (5) Deliver evidence-based education to athletes and their entourage;

- (6) Develop and promote the adoption of ethical standards in sports science and medicine;
- (7) Explore the potential of new technologies to optimise athletes' health and prevent their potential damaging effects.

47.6. Multisport Committee

a. Mission

The Multisports Committee advises the Executive Board on the policies, strategies and implementation framework for multisport development.

b. Role

The role of the Multisports Committee is:

- (1) To set international standards of excellence for World Triathlon as the world leaders in Multisport and successfully grow Multisport globally via strong relationships with all strategic partners;
- (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

a. Mission

The mission of the National Coaches' Committee is to represent Coaches of the Members and to contribute to the betterment of the sport of Triathlon and its Related Multisports and its athletes on matters concerning high performance.

b. Composition

The National Coaches' Committee will comprise of National Coaches and Elite Team Managers from the Members.

c. Role

The role of the National Coaches' Committee is:

- (1) To advise on issues related to high performance and the development of Triathlon, Paratriathlon and its Related Multisports;
- (2) To collect opinions and information from coaches and athletes;
- (3) To assist in the dissemination of information to coaches in Member National Federations;
- (4) To provide input into the World Triathlon evaluation process on World Championship Events;
- (5) With the approval of the Executive Board to develop alliances with any public or private organisation that is engaged in the development and research in Triathlon, Paratriathlon and its Related Multisports;
- (6) To make recommendations to the Executive Board on all and any aspects relating to coaching.

47.8. Technical Committee

a. Mission

The Technical Committee supports the development of Triathlon, Paratriathlon and its Related Multisports. The Committee is advisory and submits Resolutions to the Executive Board for submission to Congress.

b. Role

The role of the Technical Committee is:

- (1) To supervise the strict application of the Competition Rules and Event Organizers Manual and consider requests for exceptions;

- (2) To review and propose amendments to the Competition Rules and Event Organizers Manual;
- (3) To propose Technical Delegates for official World Triathlon competitions;
- (4) To oversee the technical education programs, levels and accreditation of Technical Officials;
- (5) To provide recommendations on protests and appeals post competition.

47.9. **Paratriathlon Committee**

a. Mission

The Paratriathlon Committee is responsible for recommending strategic initiatives in relation to Paratriathlon development and for stewarding the implementation and execution of Paratriathlon events to ensure a high standard of international level competition.

b. Role

The role of the Paratriathlon Committee is to:

- (1) Support the development of Paratriathlon and strengthen its importance as part of the wider triathlon family, including the development of alliances;
- (2) Encourage athlete participation along with National Federations and Continental Confederations to develop, grow and host Paratriathlon events;
- (3) Advise on the planning of clinics and courses for international classifiers and act as an advisory group to the Technical Committee for matters related to the Competition Rules and the Operations' Manual;
- (4) Facilitate research and development of classification systems and competitions for Paratriathlon;
- (5) Select the Head of Classification from the nominations presented by the Sport Department for approval by the Executive Board;
- (6) Approve the Classification Panels for events proposed by the Sport Department and the Head of Classification.

47.10. 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 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;
- (7) To communicate the activities of the committee through regular news bulletins distributed globally through World Triathlon 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 World Triathlon Women's Excellence Award.

Chapter VI COMMISSIONS

Art 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 limited in time and appointed for a particular purpose only.
- 48.2. The members of Commissions shall be appointed by the Executive Board in accordance with Art 53.
- 48.3. Articles 46.4 and 46.5 are applicable to Commissions.

Art 49. Standing Commissions

49.1. Development Commission

a. Composition

The Development Commission shall be composed of:

- (1) The President;
- (2) the five (5) Continental presidents or acting presidents; and
- (3) the Secretary General.

The President is the chairperson and the Secretary General the secretary of the Development Commission.

b. Mission

The Development Commission 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 the Members and Continental Confederations in this regard.

c. Role

The role of the Development Commission is:

- (1) To analyse the major development challenges, considering the relevant geographical, social, economic and triathlon potential as well as the principle of solidarity, and to inform the relevant bodies within World Triathlon;
- (2) To advise and assist the Executive Board in relation to matters concerning Members and their development programmes;

- (3) To propose new development activities including an assessment of the relevant budget implications;
- (4) To draw up guidelines and regulations for all existing and new development programmes provided to Members and Continental Confederations;
- (5) To deal with other matters relating to development programmes.

49.2. Equity, Diversity and Inclusion Commission

a. Mission

The mission of the Equality, Diversity and Inclusion Commission is to increase diversity and inclusion in World Triathlon in accordance with international standard regulations, so that World Triathlon will reflect the demographics of the world, and to make leadership roles within World Triathlon accessible to all, including those who are racially, ethnically and culturally diverse, those of all genders, and those 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 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 within World Triathlon;
- (3) 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, Committees and Commissions;
- (5) To review relevant board policies and make recommendations for revision of board policies related to diversity, equity and inclusion;
- (6) To develop innovative programs focused on the needs of an increasingly diverse community;
- (7) To solicit input from relevant community groups.

Chapter VII WORLD TRIATHLON TRIBUNAL

Art 50. World Triathlon Tribunal

50.1. Role

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 and on appeal.

50.2. Composition

The members of the Tribunal shall be selected in accordance with Art 53. 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 shall elect the chair from amongst their number who shall be a legal expert.

50.3. Independence

- a. The Tribunal shall be part of, but operate independently from, World Triathlon, in accordance with the Constitution, Rules, Regulations and Codes.
- b. The World Triathlon budget will include a suitable budget for the Tribunal and the Tribunal shall have support from Staff to carry out functions.

50.4. Term of Office

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 of three (3) terms.

50.5. Responsibilities of the chair

The main responsibilities of the chair are:

- 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;
and
- c. To report to Congress annually under Art 23.1.j.

50.6. Members of the Tribunal

Members of the Tribunal can be called upon by the chair to:

- a. have meetings between the members of the Tribunal;
- b. act as Panel members; or
- c. act as Single Judge.

50.7. Panels or Single Judge

a. Role

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.

b. Composition

- (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.

c. Formation of the Panel - Designation of the Single Judge

For disciplinary and appeal cases, if the 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 his or her 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.

Art 51. Disputes and Appeals

- 51.1. In the event there is a dispute or difference between the Bodies set out in Art 51.2 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 which shall decide the dispute or difference. The procedure for such decision shall comply with the principles of natural justice.
- 51.2. The dispute or difference referred to in Art 51.1 means those between:
- a. Members;
 - b. Associated members;
 - c. Member(s) and Associated members;
 - d. World Triathlon and Member(s);
 - e. World Triathlon and Associated member(s);
 - f. World Triathlon and Affiliated member(s).
- 51.3. 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.
- 51.4. Any appeal under Art 51 must be filed with the CAS within twenty-one (21) days of the party's reception of the written, reasoned decision of World Triathlon in question.
- 51.5. Pending resolution of the appeal by the CAS, the decision being appealed shall remain in full force and effect unless the CAS orders otherwise.
- 51.6. 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.

Art 52. CAS Anti-doping Division

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

Chapter VIII ELIGIBILITY

Art 53. Eligibility of Officials

- 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 member in more than one (1) of the following bodies; Executive Board, Committees and World Triathlon Tribunal.
- 53.3. To be eligible, every candidate including existing Officials shall be approved by the Credentials Committee.
- 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.
- 53.5. An applicant or existing Official will be Ineligible if:
 - 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 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;

- k. Other circumstances: the person is otherwise prohibited from holding such position, or any similar position, under any other circumstances as provided by law;
- 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 and Congress may declare the person ineligible. A declaration to that effect will have immediate effect.

53.6. Article 53.5 does not limit or waive the right to suspend or remove an Official as specified in this Constitution.

Art 54. Eligibility of Athletes

54.1. Only those athletes, who are eligible according to the eligibility rules, can take part in competitions organised by World Triathlon, the Continental Confederations or their Member National Federations. Other than as provided in this article, the eligibility rules are included in the Competition Rules.

54.2. Where an athlete:

- a. 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.
- b. 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 in the country of the subsequent National Federation may be reduced to one (1) year, if the two (2) National Federations concerned agree and if the Executive Board approves.
- c. If a State, province or overseas department of a country acquires independence, if a country becomes incorporated within another country by reason of a change of border, or if a new National Federation is recognised by World Triathlon, an athlete may choose for which existing National Federation he/she is willing to compete. This choice may be made only once, and the consent of the Executive Board is required.

Art 55. Eligibility of International Technical Officials

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.

- 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 has to apply for an international transfer to the Secretary General.
- 55.3. Transfer procedure for international transfer:
- a. The transfer application must be signed by the Member from which the TO wishes to transfer and by the Member to which the TO wishes to transfer.
 - b. 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.
 - c. If the Member from which the TO wishes to transfer does not sign the application, it shall give a reasoned decision on the application.
 - d. Any application for an international transfer shall be made between 1st of November and the 31st of December of each year.
 - e. When both Members approve a transfer, the TO may transfer to his or her new Member with effect from the 1st of March of the following year.
 - f. When a Member does not accept a transfer and neither party goes to the World Triathlon Tribunal, the TO will transfer automatically on the 1st of March of the second year.
- 55.4. During the transfer procedure, the TO can continue to act as an international TO under the World Triathlon flag.

Chapter IX ADMINISTRATIVE

Art 56. Official Languages

- 56.1. The official language of World Triathlon shall be English.
- 56.2. The working languages of the Congress are English and Spanish.

Art 57. Codes

- 57.1. The Executive Board shall issue, and may amend the Codes 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 World Triathlon Events and Competitions, including but not limited to athletes and athlete support personnel.
- 57.2. Existing World Triathlon Codes are:
 - a. Code of Ethics
 - b. Integrity Code
 - c. Safeguarding Code
 - d. Code of Manipulation of Competition
 - e. Anti-doping Code
 - f. Code of Conflict of Interest

Art 58. Financial

- 58.1. Unless otherwise determined by Congress, the fiscal year end of the corporation shall be December 31st.
- 58.2. 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.
- 58.3. The President represents World Triathlon, and is able to sign any agreement or document concerning World Triathlon as foreseen in Art 35.2.k.
- 58.4. The income and property of World Triathlon shall be applied solely towards the promotion of the Purposes.

Art 59. Annual Executive Board Report

59.1. Executive Board shall prepare an annual report which contains:

- a. the audited annual financial statements;
- b. the Auditors report;
- c. an annual report of the preceding financial year's activities.

These together shall be known as the "Annual Executive Board Report".

59.2. The annual financial statements shall be audited annually by an auditor appointed by Congress under Art 23.1.c. The auditor shall be a practising chartered accountant who is independent of World Triathlon.

59.3. The Annual Executive Board Report shall include:

- 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 Art 34.8; 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.

59.4. The Annual Executive Board Report shall be presented to each Annual Congress and shall be;

- a. Circulated to Members and Associate members with Congress Agenda; and
- b. Publicly available on the World Triathlon website the day following Congress.

Art 60. Amendments to the Constitution

60.1. Subject to Art 60.2, this Constitution may be amended, added to or repealed only by Special Majority of Congress.

60.2. Notice of a proposal to amend this Constitution shall be given to the Secretary General:

a. in accordance with Art 24:

- (1) by the Executive Board at least thirty (30) days prior to Congress; or

(2) by a Member or Continental Confederation at least sixty (60) days prior to Congress.

b. or in accordance with Art 26:

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

Art 61. Dissolution

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

61.2. 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.

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

Art 62. Governing Law

The governing law of World Triathlon shall be Swiss law.

Art 63. Official World Triathlon Competitions

63.1. The official World Triathlon competitions are listed in the Annex D. The quality of the technical operations of these events will be controlled by the Technical Delegates.

63.2. Athletes from all Member in good standing are invited to take part in the World Triathlon competitions.

63.3. The Regulations and Rules of World Triathlon will apply at all Official World Triathlon Events and Competitions. A list of the Official Competitions is listed within Annex D.

Art 64. Honours and Awards

64.1. Medal of Honour

World Triathlon 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. Congress may confer honorary medals to persons proposed by the Executive Board.

- b. The Medal of Honour may also be proposed by a Member. 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 its related Multisports.
- c. The Medal of Honour will be presented at Congress.

64.2. Honorary Membership

- a. Honorary Membership may be conferred upon a person, who has rendered World Triathlon valuable and laudation important services.
- b. Honorary Membership will be decided by Congress upon recommendation being submitted by the Executive Board.
- c. Congress may confer the title of Honorary President to a retiring President.
- d. Honorary Presidents and Honorary Members will be invited to attend Congress as Observers.

64.3. Persons awarded Honorary Membership

The Persons awarded Honorary Membership and the date of their confirmation is as Annex E.

World Triathlon Members

Afghanistan National Triathlon Federation
American Samoa 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
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
Fédération Burkinabe de Triathlon *
Fédération Française de Triathlon
Fédération Ivoirienne de Triathlon
Fédération Luxembourgeoise de Triathlon
Fédération Mauricienne de Triathlon
Fédération Royale Marocaine de Sport Pour Tous
Fédération Rwandaise de Triathlon
Fédération Tahitienne de Triathlon
Fédération 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
Kyrgyzstan Triathlon Federation
Latvian Triathlon Federation

Lebanon Triathlon Federation
Libyan Triathlon Federation
Liechtenstein Triathlon Federation
Lithuanian Triathlon Federation
Madagascar Triathlon Federation
Malta 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 Zwiasek 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 Triathon 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 Triathlonforbundet
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 Triathlon Federation
Virgin Islands Triathlon
Zimbabwe Triathlon Federation

World Triathlon Associate members

Suggested Congress Agenda:

1. Roll-call of NFs;
2. Admission of new member National Federations;
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 Auditors
8. Adoption of the Financial and Marketing 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 National Federations;
14. Elections;
15. Appeals;
16. Election of Honorary Member(s);
17. New Business;
18. Adjournment.

Commissions

The following Commissions exist in the World Triathlon:

1. Standing Commissions:
 - I. Development Commission
 - II. Equity, Diversity and Inclusion Commission

2. Ad Hoc Commissions:

List of the World Triathlon Official Competitions:

1. World Championships (triathlon, paratriathlon, related multisports);
2. World Triathlon Series (triathlon, paratriathlon, mixed relay);
3. World Triathlon Series Grand Final;
4. World Cups (triathlon, paratriathlon, related multisports);
5. World Series;
6. Continental Championships (triathlon, paratriathlon, related multisports);
7. Continental Cups (elite, junior);
8. Regional Championships;
9. Development Events;
10. Olympic Qualification Events;
11. Youth Olympic Qualification Events;
12. Olympic Games;
13. Continental Games (African, Asian, European, Pacific, Pan-American);
14. Regional Games (East Asian, Central Asian, South Asian, South East Asian, West Asian, Small States, Mediterranean, Pacific Mini, South American, Central American, Central American and Caribbean, Bolivarian);
15. Paralympic Games;
16. Continental Para Games (African, Asian, Pan American);
17. Youth Olympic Games;
18. Continental Youth/Junior Games (African, Asian, European, Pan American);
19. Regional Youth Games (South American,
20. World Beach Games;
21. Continental Beach Games (Asian, Pan American);
22. Regional Beach Games (South Asian, Mediterranean, South American);
23. World Games;
24. Commonwealth Games;
25. World Masters Games;
26. Continental Masters Games (European, Pan American, Asia Pacific);
27. Universiade;
28. Special Olympics World Games;
29. Other World Championships (University, Military, School).

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

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

Athletes representatives

World Triathlon 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

Credentials Committee

- Antonio Arimany (C), Secretary General
- Ashraf Elmidany, Egypt
- Alicia Garcia, Spain
- Gerardo Zetina, Mexico

Legal & Constitution Committee

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

Medical and Anti-doping 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

National Coaches Committee

-

Related Multisports 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

Woman'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



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.



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.



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- Promote "Triathlon for All".
- Improve the profile of all ITU Events.



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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