



World Triathlon Constitution

2025

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PREAMBLE

The name of the Association is “World Triathlon” abbreviated in all languages as “TRI”.

World Triathlon is the world governing body for the sport of Triathlon. 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 Commission	Commission 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.
Associate member	Associate members of World Triathlon as specified in Art 15.
Attendee(s)	The person(s) who shall attend meetings of Congress as specified in Art 21.
Auditor(s)	The firm or person(s) appointed by Congress to undertake annual and other independent audits.
Body / Bodies	Congress, Members, Associate members, Executive Board, Continental Confederations, Committees, Commissions, Tribunal.
CAS	The Court of Arbitration for Sport.
Chairperson	(also Chair) is the presiding Officer of a body under Art 18
Code	A set of rules about how people should behave or about how something must be done, see Art 58.
Commission	A working group appointed by Executive Board, in accordance with Art 48.
Confederation	Is a permanent union of sovereign Member National Federations, united for common purposes relating to Triathlon (e.g. Association of Commonwealth Triathlon and Association des Pays Francophones de Triathlon).
Committee	A group of people elected by Congress in accordance with Art 47.
Competition	A real-life or virtual activity of Triathlon or Related Multisport with a competitive winning element amongst all participants in which each participant or team is trying to win.
Congress	The annual or extraordinary general assembly of the Members of World Triathlon in accordance with Art 19.
Continental Confederation	An association of Member 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.

Election Congress	The Congress annual 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 54.1.
Event	A real life or virtual activity, planned and organised by World Triathlon: e.g. Congress, meeting, competition.
Executive Board	The decision-making body described in Art 34.
Executive Board member	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.
Force Majeure	An extraordinary and/or unforeseeable occurrence that takes place beyond the sphere of activity or influence of World Triathlon or the person(s) concerned and that impose itself on planned events in an irresistible manner. In the case of a Force Majeure event, any causal connection between the breach of any obligation and the damage caused by this breach will be deemed interrupted.
Good Standing	A Member shall be in Good Standing if it has fulfilled and continues to fulfil the requirements for Membership of World Triathlon as set out in this Constitution (see 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 the Constitution.
Hybrid meeting	A (Congress) meeting where some participants attend a "live" in-person meeting and some participants participate by using virtual technology.
Impairment	A physical, visual, or intellectual impairment.
Intellectual Property	All rights and goodwill in copyright works, names, trademarks, service marks, devices, logos, designs, patents, processes and confidential information of and relating to World Triathlon including but not limited to any real-life or virtual event, competition, activity or programme conducted, promoted or administered by or on behalf of the World Triathlon.
IOC	The International Olympic Committee.
IOE	Is an independent operational entity of the World Triathlon Association that conducts business in its own name but in accordance with the Constitution, Rules and Code of World Triathlon.
IPC	The International Paralympic Committee.
Majority (Relative)	More votes for a candidate or proposition than any other but may not receive more than half of all votes cast.

Member(s)	The National Federation(s) which have been admitted to membership of World Triathlon as described in Art 5, 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 World Triathlon as described in Art 9.
Motion	Is a formal and/or oral proposal by a Member, a Continental Confederation or the Executive Board during a Congress Meeting, be put to a vote.
Multisport	Multisport disciplines are those set out in the Competition Rules.
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 by a Member to a position in World Triathlon in which they represent a Member (e.g. Delegate).
Observer	A person who are entitled to attend meetings of Congress as observers as specified in Art 21.
Official	Any person who is elected or appointed by World Triathlon to a position in which they represent World Triathlon and not the Member.
Olympiad	An Olympiad is a period of four (4) consecutive calendar years, beginning on 1 January of the first year and ending on 31 December of the fourth year starting in 1896. (IOC Charter Bye-law Rule 6).
Open voting	A voting method in which persons entitled to vote cast their vote publicly (see Rules of Congress Procedure).
Para triathlon	A Triathlon for athletes with varying degrees of impairment.
Party(ies)	World Triathlon, Members, Associate members, Affiliated members, Officials.
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).
Quorum	The minimum number of members of a group required to conduct the business of that group.
Refugee Athlete	An athlete that is recognised as a refugee or beneficiary of international protection by the United Nations High Commissioner for Refugees – The United Nations Refugee Agency (UNCHR).
Regulation(s)	Rule(s) made by World Triathlon in order to control the way something is done, or the way people behave.

Relevant Authority	Any public authority which is authorised to take any decision under the appropriate regulation.
Resolution	A written proposal for the Agenda of Congress by a Member, a Continental Confederation or the Executive Board, and to be put to a vote.
Rule(s)	Rule(s) made by the Executive Board within its powers and responsibilities as set out herein.
Rules of Congress Procedure	Rules which set out the procedures for meetings of Congress. To the extent of any inconsistency between the Rules for Congress Procedure and the Constitution, the Constitution will prevail.
Secretary General	The Chief Executive Officer of the World Triathlon appointed as such under Art 39.
Secret Ballot	A secret vote in which members elect a candidate in an election or express their opinion about something.
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.
Strategic Plan	The plan for the development of the sport of Triathlon throughout the world.
Territory	A legally administered territory, which is a “non-sovereign geographic area”; which has come partially under the authority of another government; which has not been granted the powers of self-government normally devolved to secondary territorial divisions; or both.
Triathlon	Means all disciplines defined in the Competition Rules, individual or in team, exercised in physical or virtual format, including Para Triathlon.
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.
Virtual meeting	A meeting where all participants participate by using virtual technology.
Virtual Technology	Technology, including online facilities, which gives those attending a meeting through the use of that technology the opportunity to participate in the meeting in a manner similar in key respects to attending the meeting in person, including to follow the proceedings of the meeting uninterrupted, to ask questions and to vote.
Vote	A vote cast by those present (including virtually) 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.
World Triathlon Tribunal	The World Triathlon body (herein Tribunal) 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

The Mission of the International Federation, established and known as World Triathlon, so recognised by the IOC and the IPC, is to promote the sport of Triathlon throughout the World, and to lead and provide governance of the sport worldwide.

Art 2. Objects

- 2.1. To promote and generally advance the sports of Triathlon world-wide (including the virtual format thereof), 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 Para triathlon on the respective programs of the Olympic and Paralympic Games.
- 2.3. To enact and enforce Rules governing Triathlon and to ensure in all competitions (including the virtual format thereof), whether sanctioned by the World Triathlon, a Continental Confederation, a Member or an Associate member 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 Associate members, and to supervise and enforce their obligations.
- 2.6. To assist the Members to work towards and receive recognition by their and National Paralympic Committees and other National Sports Confederations/Councils.
- 2.7. To ensure that no gender, ethnic, religious, political or other unfair discrimination exists or is allowed to develop in Triathlon 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 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 (including the virtual format thereof), both within Triathlon and externally in the wider sporting community and to strictly adopt and enforce the World Anti-Doping Agency's rules and the 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 Members and Associate members recognise World Triathlon as the sole authority and governing body for Triathlon. The Members and Associate members 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 Members and Associate members recognise that each Member (National Federation) is the sole authority (along with World Triathlon itself) for World Triathlon disciplines in the Country where it is located.
- 3.3. The Members and Associate members 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, 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 Constitution, 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 within their national territory.

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

Art 4. Governance principles

World Triathlon, the Members and Associate members should have as principles of good governance and should comply with the following provisions of good governance:

4.1. Transparency

Make the following information public (i.e. publish in the public domain e.g. via official website):

- a. Statutes, rules and regulations;
- b. Organisational charts for senior staff, elected officials and committee structures, and other relevant decision-making groups;
- c. Vision, mission, values and strategic objectives;
- d. A list of all members;
- e. All elected officials;
- f. Annual activity report, including main events reports;
- g. Annual financial reports following independent audit;
- h. Allowances/financial benefits of elected officials; and
- i. General Assembly agenda with relevant documents (before) and minutes (after) with procedure for members to add items to agenda.

4.2. Integrity

- a. Incorporate in statutes all appropriate safeguarding principles and ethical principles which align with and embrace the World Triathlon Code of Ethics and are applicable to all members, officials and participants;
- b. Have clear rules to guard against conflicts of interest;
- c. Establish regulations which comply with the World Triathlon Anti-Doping Code and ensure that their members comply with it; and
- d. Respect principles of sustainable development and regard for the environment.

4.3. Democracy

- a. Election of the President and a majority of members of all executive bodies;

- b. Clear policies to ensure election candidates can campaign on a balanced footing including opportunity for candidates to present their vision/programmes;
- c. Elections process with secret ballot under a clear procedure/regulations;
- d. Make public all elective positions and appointments including the process for candidates and full details of the roles, job descriptions, application deadlines and assessment;
- e. Establishment and publication of eligibility rules for candidates for election, including due diligence assessment prior to election/appointment;
- f. Term limits for elected officials;
- g. Provide for the representation of gender representation in governing bodies;
- h. Substantive decisions to be taken on the basis of written reports supported by criteria;
- i. Defined conflict of interest policy with exclusion of members with a manifest, declared or perceived conflict; and
- j. Governing bodies meet regularly: the General Assembly once a year.

4.4. Sports Development & Solidarity

- a. Transparent process to determine allocation of resources in declared non-profit objectives;
- b. Monitoring / audit process of the use of distributed funds;
- c. Education programmes for coaches and Technical Officials;
- d. Due regard is paid to gender and geographical representation through guidelines;
- e. Legacy programmes to assist communities in which events are hosted; and
- f. Anti-discrimination policies on sex, age, race, ethnicity, nationality, disability, mental illness or ability, sexual orientation, gender, gender identity/expression, sex characteristics, religion, creed, or individual political opinions.

4.5. Control mechanism

- a. Establish an internal audit committee that is independent from the decision-making body and reports directly to the Members;

- b. Decisions can be challenged through internal appeal mechanisms based on clear rules;
- c. Awarding of main events to follow an open and transparent process; and
- d. Internal disciplinary procedure with appeals process and final recourse to an external tribunal.

CHAPTER II MEMBERSHIP

Art 5. Members

- 5.1. The Members of World Triathlon are the Member National Federations listed in the Annexure A.
- 5.2. Members prior to 2019
Notwithstanding the admission criteria of Art 5.1, the status of China Macao Triathlon General Association, the Gibraltar Triathlon Association and the Fédération Tahitienne de Triathlon (which were existing Members prior to 2019) remains unchanged and they shall have the same rights and obligations as Members under this Constitution unless provided otherwise.

Art 6. Admission as a Member

- 6.1. Be the national governing body for the sport of Triathlon, recognised by the National Olympic Committee (recognised by the IOC) of the relevant sovereign state.
- 6.2. An application by a national governing body seeking Membership shall be made in accordance with the admission procedures set out in Art 6.3.
- 6.3. To be considered for Membership, an applicant seeking admission as a Member shall demonstrate to the Executive Board's satisfaction that it fulfils the following admission requirements:
 - a. it is recognised by the National Olympic Committee, as the Governing body for the sport of Triathlon under Art 6.1;
 - 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 of good governance and recognise the governance principles set out in Art 4;
 - c. it is financially solvent;
 - d. it recognises the Court of Arbitration for Sport, as specified in this Constitution; and,
 - e. such other requirements as set out in this Constitution.
- 6.4. Provisional Associate membership of any national federation granted by the Executive Board by Special Majority shall be put to the next Congress meeting for approval of permanent Membership (Member) or otherwise.
- 6.5. The admission or otherwise to Membership is at the sole discretion of Congress.

- 6.6. Once admitted, a Member (National Federation) is a Member for indefinite duration, unless it withdraws its Membership or expelled from Membership in accordance with this Constitution.

Art 7. Rights of Members

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 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 and procedures;
- g. be a member of a Continental Confederation in accordance with the constitution and rules of the relevant Continental Confederation with the exception of the Gibraltar Triathlon Association;
- 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 8. Obligations of Members

- 8.1. In accordance with this Constitution, the Rules, Regulations and Codes each Member shall:
- a. govern, promote and develop Triathlon, in the Member's Country in accordance with the Mission under Art 1 and Objects under Art 2 of the Constitution;
 - b. comply with this Constitution and all Rules, Regulations, and Codes and in particular shall:

- (1) meet all the requirements for admission to Membership set out in Art 66.3 with the exception of Art 5.3.a. for China Macao Triathlon General Association, the Gibraltar Triathlon Association and the Fédération Tahitienne de Triathlon, as provided for in Art 4.3;
 - (2) submit annually to World Triathlon before the 1st of May of each year, which shall include, but not limited to, the following information:
 - (a) all (extraordinary) congress/general assembly reports including the approved financial report and budget;
 - (b) the annual Survey of World Triathlon;
 - (c) adopt a constitution, rules and regulations which comply with, and are consistent with, this Constitution (especially Art 4), the Rules, Regulations and Codes, and shall in particular contain, as a minimum, the following provisions;
 - i. defining of the competences of the decision-making bodies;
 - ii. have terms of mandates;
 - iii. carry out yearly independent audits of the financial statements if they are independent legal organisations;
 - iv. send the minutes of the last congress to the members within 60 days; and
 - v. send to its members the 'approved' budget, financial statements and minutes of the congress within 60 days.
 - c. be a member of its Continental Confederation and co-operate with it, in accordance with the Continental Confederation's constitution, rules and regulations with the exception of the Gibraltar Triathlon Association; and
 - d. pay the annual Membership Fee, by the due date as set out in Art 9.1.
- 8.2. In the event of any inconsistency between the constitution, rules, regulations and codes of a Member or Continental Confederation, then the provisions of this Constitution, or relevant Rules, Regulations and Codes of the World Triathlon will prevail.

Art 9. Membership Fee and Payments

- 9.1. Members shall pay an annual Membership Fee(s) set by Congress before the 1st of May.

- 9.2. 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 the Member will be considered not to be in Good Standing as set out in Art 17.

Art 10. Withdrawal of Membership

A Member that is not in default of any payments as specified in Art 9.1, may withdraw its Membership of the World Triathlon by giving not less than six (6) months written notice to World Triathlon.

Art 11. Suspension of Membership and other sanctions

- 11.1. For outstanding fees and payments, see Art 9.2.
- 11.2. Provisional Suspension by the World Triathlon Tribunal:
- a. The Tribunal may provisionally suspend a Member for a period specified in article Art 11.2.b. if, in the opinion of the Tribunal, the Member;
 - (1) is in breach of any one or more of its obligations under Art 8 (Obligations of Members);
 - (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 Objects of World Triathlon, or the National Olympic Committee of the territory that the Member represents;
 - (4) ceases to meet one or more of the admission requirements set out in Art 6.3;
 - b. The period of a provisional suspension imposed by the Tribunal under Art 11.2. shall be:
 - (1) a fixed period decided by the 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 Tribunal, provided that the period is no longer than the period to the next Congress.
 - c. The Tribunal may at any time during the period of any provisional suspension of a Member extend the period from that imposed under article 11.2.b. for a further period, provided that the further period is no longer than the period to the next Congress.

11.3. Additional Sanctions by the Tribunal

Ancillary to any provisional suspension imposed under Art 11.2.a. or where a Member is not in Good Standing under Art 17, the 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 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.

11.4. Suspension by Congress

Congress may suspend a Member's Membership for a specific period specified in Art 11.6. if:

- a. Executive Board recommends such suspension or the Tribunal recommends such suspension following a provisional suspension under Art 11.2.a;
- b. Congress considers, that any one or more of the grounds set out in Art 11.2.a apply;
- c. any terms or conditions imposed by Tribunal under Art 11.2 or under Art 11.311.2.b are not met to the satisfaction of Congress; or
- d. any sanctions imposed under Art 11.2 are not fulfilled by the Member, to the satisfaction of Congress.

11.5. The Executive Board's sanctioning authority under urgent and exceptional circumstances.

In urgent and exceptional circumstances, the Executive Board may impose sanctions against a Member, an Associate member and/or an Affiliated member, which country has committed a material breach of the principles embodied in the Olympic Charter, provided that:

- a. a Special Majority of the Executive Board members must be present at the meeting at which the decision is taken, and
- b. the decision requires a Special Majority of the votes cast to be in favour of the decision.

The Executive Board is entitled to impose one (1) or a combination of the following sanctions:

- (i) suspension of National Federation officials from any role within World Triathlon with the exception of the delegates for Congress;
- (ii) suspension of Officials affiliated to a Member or Associate member;
- (iii) suspension of the right to participate in Events for Affiliated members, including but not limited to athletes and Technical Officials;
- (iv) suspension from participation by Affiliated members under Article 16 of the right to organise and host international competitions in the country of the Member.

The sanctioned Member, Associate Member, and Affiliated member may appeal to the Tribunal against the Executive Board's sanction decision made under this article.

- 11.6. A Special Majority of the Members present is required for suspension of a Member.
- 11.7. The period of a suspension imposed by Congress may be a fixed period, subject to the satisfaction of any terms and conditions imposed by Congress.
- 11.8. Before Congress suspends a Member under Art 11.4, the Secretary General 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.
- 11.9. At any Congress 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 11.6 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.
- 11.10. 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.

11.11. Nothing in this Art 11 limits or waives any other powers of Congress under this Constitution nor any powers of the Tribunal to impose sanctions in accordance with this Constitution.

Art 12. Expulsion from Membership

12.1. Congress may expel any Member, if:

- a. the Member has been suspended under Art 11.4, 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 11.2.a. have seriously impacted or may seriously impact on the reputation of World Triathlon or Triathlon or have been carried out repeatedly or persistently by a Member.

12.2. The process for Congress to expel a Member shall be the same as that required for suspension as set out in Art 11.

12.3. The expulsion of any Member shall be promptly notified by the Secretary General to all Member and Associate members.

Art 13. Consequences of Withdrawal, Suspension or Expulsion of Membership

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;
 - (6) In the event of suspension, the Member may attend Congress.
- b. no Official or Continental Confederation official who is affiliated to the

Member, or holds any office in the Member (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 or any Continental Confederation. In case of a suspension, delegates will be admitted to Congress.
- 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 by the Tribunal and/or Congress.

Art 14. Reinstatement of Expelled Member

A Member that has been expelled by Congress and again seeks admission as a Member shall make a new application in accordance with Art 5.

Art 15. Associate members

15.1. 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 6.4;
- c. Confederations consisting;
- d. Other bodies recognised by Congress.

15.2. Admission as Associate member:

- a. The Executive Board has the power to decide, in its discretion, by Special Majority, whether to admit a body under Art 5.1 to be an Associate member of World Triathlon on a provisional basis.
- b. Provisional Associate membership of any organisation under Art 6.4 granted by the Executive Board shall be put to the next Congress meeting for approval of permanent Membership or otherwise.

- c. The admission or otherwise to Associate membership is at the sole discretion of Congress.
- d. Once admitted, an Associate member is admitted for indefinite duration, unless it withdraws its membership or is suspended or expelled from membership in accordance with this Constitution.
- e. 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 a separate legal registered body and can satisfy World Triathlon that it has the legal and administrative ability to administer the sport within its territory to an acceptable standard in good governance and recognise the governance principles set out in Art 4;
 - (2) recognises the Court of Arbitration for Sport, as set out in this Constitution;
 - (3) fulfils such other requirements as set out in this Constitution;
 - (4) is financially solvent; and
 - (5) in the case of a Continental Confederation it fulfils also the requirements of Art 41.

15.3. Rights of Associate members

In accordance with this Constitution, the Rules and the Regulations all Associate members shall have the following rights to:

- a. participate in any event or activity organised by World Triathlon;
- b. organise its own territorial competitions in accordance with the World Triathlon Rules;
- c. appoint two (2) delegates, maximum one (1) of each gender, to attend Congress;
- d. be invited to take part in any Congress with voice but without voting rights and without the right to present candidates to any World Triathlon position; and
- e. in the case of Continental Confederations also the right under Art 44.

15.4. Obligations of Associate members

In accordance with this Constitution, the Rules, the Regulations and Codes, each Associate member shall:

- a. comply with and enforce compliance with the Constitution, Rules,

Regulations, and 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 this article;
 - (3) adopt a constitution, rules and regulations which comply with, and are consistent with, this Constitution and the Rules, Regulations and Codes and are consistent with, this Constitution (especially Art 4), the Rules, Regulations and Codes, and shall in particular contain, as a minimum, the following provisions:
 - (a) defining of the competences of the decision-making bodies;
 - (b) have terms of mandates;
 - (c) carry out yearly independent audits of the financial statements if they are independent legal organisations;
 - (d) send the minutes of the last congress to the members within 60 days; and
 - (e) send to its members and publish on their website the approved budget, financial statements and minutes of the congress within 60 days.
- b. govern, promote and develop Triathlon, in accordance with the Mission under Art 1 and Objects under Art 2 of the Constitution;
 - c. submit annual financial and activity reports to World Triathlon before the 1st of May of each year, which shall include, but not limited to, the following information:
 - (1) all (extraordinary) congress reports including the approved financial report and budget;
 - (2) the annual Survey of World Triathlon.
 - d. in case of a Continental Confederation also the obligations under Art 45.

15.5. Suspension of membership and Other Sanctions

The procedures for suspension and exclusion foreseen for Members in Art 11, Art 12, Art 13 and Art 14 are also applicable to Associate members.

Art 16. Affiliated member

Any Ligue (sub-national federation), club, organisation (LOC), athlete, coach, agent, staff, technical official and other official, affiliated with or licensed by Members (National Federations) are affiliated or licensed to World Triathlon and must always respect the Constitution as well as the Rules, Regulations and Codes.

Art 17. Good Standing

- 17.1. Members and Associate members shall be in Good Standing with World Triathlon
- a. Only Members in good standing can vote at Congress.
 - b. Only Officials of Members and Associate members in Good Standing may vote at meetings of the Executive Board, Committees and Commissions.
 - c. Only Members in Good Standing may register Athletes and Technical Officials to Events.
 - d. Only Members and Associate members in Good Standing can participate in development projects and programs funded by World Triathlon.
- 17.2. A Member or an Associate member is considered in Good Standing if it has fulfilled and continues to fulfil the requirements and obligations for membership of World Triathlon according to the Constitution.
- 17.3. A Member or Associate member shall automatically lose its Good Standing if it:
- a. has not paid its membership Fees or other fee(s) or other fees or payments to World Triathlon that are due and outstanding for more than thirty (30) days after the due date, or any later date, approved by Congress; or
 - b. has not submitted the full annual World Triathlon Survey or the reports under Art 8.1.b.(2)(b) or 15.2.d(1)(d) thirty (30) days after the due date, or any later date, approved by Congress; or
 - c. is suspended from Membership or Associate membership.
- 17.4. A Member or Associate member is automatically back in Good Standing if they have fulfilled the conditions of Art 17.3. for which they automatically lost their Good Standing.

CHAPTER III ORGANISATION

Art 18. Organisation

18.1. The organisational bodies of World Triathlon are as follows:

- a. Congress
- b. Executive Board
- c. Continental Confederations
- d. Committees:
 - (1) Athletes' Committee
 - (2) Audit, Risk and Integrity Committee
 - (3) Credentials Committee
 - (4) Legal & Constitution Committee
 - (5) Medical and Anti-doping Committee
 - (6) Multisports Committee
 - (7) National Coaches Committee
 - (8) Para triathlon 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

18.2. In all bodies under Art 18.1., twenty-five percent (25%) of the members of the relevant body must be of a different gender.

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).

Art 20. Delegates

- 20.1. A Member shall be represented by a maximum of four (4) delegates of whom a maximum of two (2) delegates may be from the same 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 Congress.
- 20.4. No member of the Executive Board, Tribunal, Credential Committee, or Staff may be a delegate.
- 20.5. At least one (1) delegate must be an executive board member of the respective Member.
- 20.6. Each delegate shall be:
 - a. appointed by their executive body;
 - b. a member of their respective Member.

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 Associate members with a maximum one (1) attendee 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 not the 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. Congress is organised annually, generally in conjunction with the Triathlon World Championships Final.
- 22.2. Congress may, at the discretion of the Executive Board be held at two (2) or more venues as a Hybrid meeting or as a Virtual Meeting, provided that the manner in which Congress is held is consistent with Swiss law and this Constitution and allows the Members as a whole a reasonable opportunity to participate. Each Member shall have only one (1) active access point (voice and vote) to the meeting of Congress.
- a. The virtual technology must make it possible to:
 - (1) verify the identity of the voting Delegates;
 - (2) take direct, simultaneous and uninterrupted (read live) notice of the discussions;
 - (3) exercise voting rights; and
 - (4) ask questions and thus take an active part in the deliberations.
 - b. Other rules governing the conduct of a Hybrid Meeting or a Virtual meeting shall be determined by the Executive Board by reference to the Rules of Congress Procedure.

- 22.3. The Executive Board shall be entitled to specify the date, time and place of the Congress in accordance with Art 24;
- 22.4. The procedure for meetings of Congress shall be as specified in this Constitution and interpreted in accordance with the Rules of Congress Procedure.

Art 23. Powers of Congress

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 and Associate 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. appoint the Tribunal members, upon the recommendation of the Panel established by the Executive Board pursuant to Art 34.3 and Art 50.3;
- 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 Tribunal;
- k. grant the titles of Honorary President, Honorary Members and Medals of Honour, on the recommendation of the Executive Board;
- l. dissolve 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 Congress and, if Congress is to be held as a Hybrid Meeting or as a Virtual Meeting;
- b. the date and time by which notification of the delegates of the Members and the Associate members for the annual Congress meeting shall be received by the Secretary General;
- c. if Elections are to take place, the positions to be elected and the date and time by which nominations with the personal records and goals of the candidates for those positions must be received by the Secretary General, i.e., not less than eighty-five (85) days before the election date for the position of President and not less than forty-five (45) days before the election date for other positions;
- 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, including the virtual technology that will be used, shall be sent to the Members and Associate members by the Secretary General, either by post or electronically. In case of modifications of the Constitution 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 save for nominations for President which shall be sent at least seventy-five (75) 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 31.4 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 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) appointment of any members of the 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, to take place no later than 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

No later than thirty (30) days of receipt of a request to call an Extraordinary Congress the Secretary General shall give notice to the Members of:

- a. the date, time, venue of the Extraordinary Congress;
- b. if the Extraordinary Congress is to be held as a Hybrid Meeting or as a Virtual Meeting;

- c. the virtual technology that will be used to facilitate this;
- d. the date and time by which notification of the Delegates of the Members shall be received by the Secretary General; and
- e. the proposed resolution(s) that have been submitted for consideration in accordance with Art 24.2

26.3. Agenda

- a. The Agenda for an Extraordinary Congress shall be dispatched no later than thirty (30) clear days before that Extraordinary Congress.
- b. 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 (minimum nine (9) in total).
- 27.4. If a quorum is not obtained at the second summons no later than 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. Each Member of World Triathlon has one (1) vote provided they are in Good Standing.
- 29.2. No proxy votes of any kind will be accepted at Congress.
- 29.3. Subject to voting for candidates under Art 30.14 and Art 30.15 all resolutions of Congress shall be done by open voting and passed by Simple Majority unless a different Majority is expressly specified in the Constitution.
- 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 all positions on the Executive Board and the Committees shall take place at the annual Congress in the first year of the Olympiad.
- 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 in Good Standing may nominate candidates for election.
- 30.6. Members may nominate only one (1) candidate for each position.
- 30.7. No candidate can be elected by Congress for more than one position as member of the Executive Board or a Committee. A serving Official can seek election for another Position, but if successful, must immediately resign from their previous position.
- 30.8. All bodies under Art 18 shall have a maximum one (1) elected voting member per Member.
- 30.9. Each candidate must be Eligible in accordance with Art 54 and be a member of, or be affiliated to the Member which is nominating them.
- 30.10. 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.
- 30.11. Staff members may stand for election in any position and if successful they must resign from their existing office.
- 30.12. The positions and order for elections shall be as follows:

- a. Executive Board:
 - (1) President
 - (2) Vice-Presidents (4);
 - (3) Ordinary Executive Board Members (4).

- b. Committees (in alphabetical order):
 - (1) Audit, Risk and Integrity Committee (5);
 - (2) Credentials Committee (7);
 - (3) Legal and Constitution Committee (7);
 - (4) Medical and Anti-Doping Committee (7);
 - (5) Multisports Committee (7);
 - (6) National Coaches Committee (7);
 - (7) Para triathlon Committee (7);
 - (8) Technical Committee (7);
 - (9) Women's Committee (7).

30.13. Eligibility

A person seeking to be Eligible for any of the positions enumerated in Art 30.12 or to remain in office as an Official in any capacity shall be Eligible in accordance with Art 54.

30.14. 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.

30.15. 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/or Art 46.3., and/or article 47.1.;

- b. Candidate selection will be based on the following priority criteria:
 - (1) Firstly, Continental representation;
 - (2) Secondly, Elite and Para representation (for Athletes' Committee only);
 - (3) Thirdly, gender representation.

30.16. Tie

In the event of a tie between two (2) or more candidates for the last position(s) to

be filled, a further round of voting shall take place only between the tied candidates.

If there is a tie again, the position is filled by the winner of the draw of lots or by the flip of a coin.

30.17. 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 54.

30.18. After acceptance as a candidate the Secretary General will forward the completed application including these items to Members together with the Agenda for Congress.

30.19. Scrutineers, Tellers and public Notary

a. For Congress held as Hybrid Meeting:

- (1) three (3) Scrutineers and three (3) Tellers will be appointed by Congress for the elections at Congress;
- (2) scrutineers and Tellers will be elected from a Member not presenting any candidate to any position on the Executive Board.

b. For Congress held as Virtual Meeting:

- (1) A public Notary will be appointed by 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.

31.4. Amendments to the Constitution

- a. Subject to Art 31.4, this Constitution may be amended, added to or repealed only by Special Majority of Congress.
- b. Notice of a proposal to amend this Constitution shall be given to the Secretary General:
 - (1) in accordance with Art 24:
 - (a) by the Executive Board no later than thirty (30) days prior to Congress;
or
 - (b) by a Member or Continental Confederation no later than forty-five (45) days prior to Congress.
 - (2) in accordance with Art 26, the same date on which the request is made to call an Extraordinary Congress.

Art 32. Minutes

- 32.1. Minutes shall be kept of all meetings of Congress and shall be communicated no later than forty-five (45) days of the meeting to all Members and Associate members.
- 32.2. The by Congress approved budget, financial statements and the minutes of the Congress shall be published on the World Triathlon website no later than forty-five (45) days from the approval.

Art 33. Errors

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.
 - (3) The four (4) Vice-Presidents must be from at least three (3) different Continental Confederations.
 - (4) Of the President and the four (4) Vice-Presidents, a maximum of three (3) may be of the same gender.
- c. Four (4) Ordinary members:
 - (1) A maximum of two (2) Ordinary Executive Board members may be of the same Continental Confederation;
 - d. Of the nine (9) Executive Board members elected by Congress, a maximum of five (5) may be of the same gender.
 - e. Five (5) Continental Confederation presidents or acting presidents elected by each Continental Confederation.
 - f. Chair and vice-chair of the Athletes' Committee:
 - Elected by the Athletes' Committee;
 - g. Secretary General.
 - As an ex-officio member with no voting right.
 - h. There shall be no more than one (1) elected Executive Board member from a Member. For the purposes of this rule the Secretary General, the Continental Confederation presidents and the Athletes Committee representatives shall not be considered.

34.2. Role

The role of each Executive Board member is to:

- a. act at all times 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. disclose to World Triathlon, in addition to any other steps specified in the Constitution, Rules, Regulations and Codes, 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, 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 34.2.f; and
- 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 15.1.b. and Art15.2.b;
- 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 Executive Board Report (see Art 60) 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 and 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 Events programme and select locations of International Events;
- j. approve and amend policies and procedures for the appointment and training of Officials for International Events;
- 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;
- 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 Tribunal;
- o. establish a panel tasked with recommending to the Congress members for the Tribunal amongst the candidatures received; and
- p. do all other acts and things which are specified in this Constitution, and in the Rules, Regulations and Codes.

34.4. Conflict of interest (COI)

- a. When the Executive Board must take a decision or decide on a transaction within its competence in which an Executive Board member has a direct or indirect interest that conflicts with the interests of World Triathlon, the Executive Board member concerned must inform the Executive Board on the nature of the conflict before the Executive Board deliberate on that decision or transaction. Their statement and explanation of the nature of this conflicting interest shall be included in the minutes of the meeting of the

Executive Board that is taking the decision.

- b. The Executive Board member with a conflict of interest will not participate in the Executive Board's deliberations on these decisions or transactions or in the vote on them and must leave the meeting. If the simple majority of the Executive Board have a conflict of interest, the decision or transaction is submitted to the Congress. In case the Congress approves this decision or transaction, the Executive Board will execute it.

34.5. Liability of Executive Board member

- a. The Executive Board members (and all other persons who have had actual managerial authority in respect of World Triathlon) are liable to World Triathlon for decisions, acts or conduct manifestly outside the range within which normally prudent and diligent Executive Board member, placed in the same circumstances.
- b. The Executive Board constitutes a college, their liability for its decisions or omissions is jointly and severally.
- c. In respect of any decision, act or conduct referred to under Article 34.5.a), in which an Executive Board member had no part or not voted in favour, such Executive Board member is relieved of liability if they reported the alleged error to the collegial Executive Board. This report, as well as the discussion to which it gives rise, shall be recorded in the minutes.

34.6. Term of Office

- a. The Executive Board members and Committee members are elected by the Congress for a term of four (4) years commencing at the conclusion of the Congress and ending automatically at the Ordinary Congress in the first year of the Olympiad. 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; and
 - (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).

34.7. 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.

34.8. 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.

34.9. 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.

34.10. 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.a shall be disclosed in the Annual Executive Board Report to Congress.

34.11. 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.

34.12. 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 from office, in writing;

- (2) death of the Executive Board member;
- (3) removal from office of the Executive Board member under Art 34.12;
- (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.a it must 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, in accordance with the Continental Confederation and gender representation as provided for in Art 34.1, 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.

34.13. Suspension of Executive Board member

a. The 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 54.5 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 the Constitution or one or more Rules or 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.a before the 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.

34.14. 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 Tribunal under Art 34.11.a on the Executive Board member has expired but the circumstances for which the suspension was imposed, continues.
- b. Congress, following the decision of the 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.

35.2. The President has the responsibilities to:

- a. be the lead representative for World Triathlon and the sport of Triathlon;

- 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; and
- l. 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 38.1 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 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 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; and
- 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.

CHAPTER IV CONTINENTAL CONFEDERATIONS

Art 40. Continental Confederation

- a. Continental Confederations are Associate members, subject to Art 15.
- b. Only National Federations which are a Member of World Triathlon have the right to be voting 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:
 - (1) a separate legal entity properly constituted in accordance with the law applicable to the Country where it has its seat; or
 - (2) an IOE of World Triathlon.
- f. The Executive Board 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 sought and considered.

Art 41. Admission as Associate member

- a. A continental governing body for the sport of Triathlon in any continent may apply for association to the World Triathlon. An application by a continental governing body seeking association shall be made in accordance with the admission procedures set out in Art 15.2. To be considered for Associate Membership an applicant shall furthermore demonstrate to the Executive Board's satisfaction that:
 - (1) it is recognised as the continental governing body for the sport of Triathlon 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, or is an IOE of World Triathlon;
 - (3) it fulfils the admission requirements for Associate members under Art 15.2.

Art 42. Role of Continental Confederations

Continental Confederations shall have the following responsibilities:

- a. to promote, develop and regulate Triathlon in their respective continents, in accordance with the Rules, Regulations and Codes;
- b. to encourage participation in Triathlon 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 in particular; and
- e. to promote (good) governance principles under Art 4.

Art 43. Continental Confederation Constitution

Each Continental Confederation constitution shall comply with the principles of good governance set out in Art 4, and furthermore shall contain provisions to:

- a. limit the terms of office of the President to no more than three (3) terms of four years (twelve (12) years in total); and
- b. regard the President as ex officio executive board member.

Art 44. Rights of the Continental Confederations

Each Continental Confederation shall have the following rights to:

- a. have a representative on the Executive Board which shall be the Continental Confederation president or acting president;
- b. organise its own continental competitions in accordance with the World Triathlon Rules;
- c. procure the funds necessary to fulfil its duties through inter alia race sanction fees and sponsorship;
- d. speak on and to propose resolutions agreed upon at a congress;
- e. 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; and

- f. to refer disputes within its continental confederation directly to the Tribunal for resolution.

Art 45. Obligations of the Continental Confederations

The Continental Confederations shall have, apart from the obligations set out in Art 15.4, the following obligations to:

- a. organise international continental competitions/events in close cooperation with World Triathlon; and
- b. 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.

CHAPTER V COMMITTEES

Art 46. General Rules

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

46.2. Role

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

46.3. 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;
- 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 second year of the Olympiad;
- d. all committees shall have seven (7) members except the Athletes Committee which shall have ten (10) members, and the Audit which shall have five (5) members;
- e. all Committees shall be comprised of at least two (2) members of the other gender. Each seven (7) member Committee shall have a maximum of four (4) members of the same gender;
- f. all Committees shall comprise members from at least three (3) Continental Confederations;
- g. any member of a Committee who is absent from three (3) consecutive committee meetings at which their 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.

46.4. 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.

46.5. 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 by Simple Majority of the members present. Documents containing further information on the items to be discussed may be distributed to the members at any time.
- 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 no later than thirty (30) days of the approval.

46.6. 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.

46.7. Expenses

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

46.8. 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.

46.9. 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) a maximum of five (5) athletes of the same gender;
- (2) each of the five (5) Continental Confederations shall have at least one (1) representative;
- (3) two (2) members shall be Paratriathletes each from a different gender and eight (8) shall be Elite athletes with a maximum of four (4) from the same gender;
- (4) the Committee will elect the chair and the vice-chair who shall each represent two (2) different Continental Confederations and shall be of different gender;

c. Election criteria

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

- (1) be eligible under Art 54;
- (2) have had recorded points on the World Triathlon Points List or World Triathlon Para triathlon Points List within the past four (4) years;
- (3) be nominated by their Member.

d. Voters

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

- e. Elected
Elections will be held as provided for in Art 30.15. and 30.16.

- f. 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;

- g. The chair and the vice-chair shall be members of the Executive Board.

47.2. Audit, Risk and Integrity Committee

- a. Mission

The Audit, Risk and Integrity Committee shall advise and assist the Executive Board on audit, risk and integrity matters and shall periodically report to the President, Executive Board and to Congress on its findings.

- b. Role

The role of the Audit, Risk and Integrity Committee is:

- (1) to periodically to review the financial statements prepared by the Secretary General and the Financial and Marketing Vice-President, to have contact with the external auditor and to periodically report to the Executive Board and to Congress on the status of the financial statements;
- (2) to advise on the risk and integrity implications of current and proposed practices, processes and controls as they relate to World Triathlon's governance and organisation;
- (3) to advise the President, Secretary General, the Executive Board on matters pertaining to risk and integrity as they relate to World Triathlon's governance and organisation;
- (4) any other function requested by the President, Executive Board, or the Secretary General.

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, and for the verification of Good Standing of the Members and Associate members.

b. Role

(1) The role of the Credentials Committee is to:

- (a) decide if a candidate or existing Official is eligible to take, or remain in Office as, an Official in accordance with the Constitution, Rules, Regulations and Codes;
- (b) examine the nominations from Members for all positions on the Executive Board, Committees, Commissions and the 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;
- (c) decide if Members and Associate members are in Good Standing.

(2) During Congress the Credentials Committee to:

- (a) keep a complete record of the Members;
- (b) examines the credentials of each Delegate attending Congress under Art 20;
- (c) verify the authenticity of credentials and supplies Congress materials, voting cards or machines, and a form of identification appropriate to the Delegates;
- (d) verify the authenticity of credentials and supplies Congress materials and a form of identification appropriate to the delegates of Associate members under 21.1.a;
- (e) verify the authenticity of credentials and supplies Congress materials and a form of identification appropriate to Attendees and Observers under Art 21;
- (f) report to Congress on the presence or absence of Members,

Committee and Commission chairs, and other Congress participants.

c. Decisions of Credentials Committee

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

47.4. Legal & 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 to:

- (1) provide advice on legal matters when asked by Congress or the Executive Board;
- (2) advise on the legal and constitutional implications of all proposed amendments to the Constitution, Rules, Regulations and Codes;
- (3) 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) 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 to:

- (1) 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) 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) provide input into the World Triathlon evaluation process for all bids submitted for Multisport World Championship events;
- (4) ensure all multisport events incorporating the disciplines listed above are governed by the World Triathlon;
- (5) make recommendations to the Executive Board on all and any aspects relating to Multisport.

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 to:

- (1) advise on issues related to high performance and the development of Triathlon;
- (2) collect opinions and information from coaches and athletes;
- (3) assist in the dissemination of information to coaches of Members;
- (4) provide input into the World Triathlon evaluation process on World Championship Events;
- (5) develop, 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;
- (6) 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. The Committee is advisory and submits Resolutions to the Executive Board for submission to Congress.

b. Role

The role of the Technical Committee is to:

- (1) supervise the strict application of the Competition Rules and Event Organizers Manual and consider requests for exceptions;
- (2) review and propose amendments to the Competition Rules and Event Organizers Manual;
- (3) propose Technical Delegates for official Competitions;

- (4) oversee the technical education programs, levels and accreditation of Technical Officials;
- (5) provide recommendations on protests and appeals post competition.

47.9. Para triathlon Committee

a. Mission

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

b. Role

The role of the Para triathlon Committee is to:

- (1) support the development of Para triathlon and strengthen its importance as part of the wider triathlon family, including the development of alliances;
- (2) encourage athlete participation along with Members and Continental Confederations to develop, grow and host Para triathlon 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 Para triathlon;
- (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.

b. Role

The role of the Women's Committee is to:

- (1) develop and implement World Triathlon initiatives that promote equal opportunities for girls and women;
- (2) review relevant board policies and make recommendations for revisions

related to gender equity;

- (3) 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) educate, promote and collaborate to ensure women are actively represented within all committees and sustainable programmes in World Triathlon, Members and Associated members;
- (5) support the development of women's skills in management and leadership within World Triathlon through seminars, workshops and mentoring;
- (6) promote Triathlon 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) communicate the activities of the committee through regular news bulletins distributed globally through World Triathlon Media;
- (8) 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 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 by Congress to attend to a specified subject and Ad Hoc Commissions are commissions limited in time and appointed by the Executive Board or Congress for a particular purpose only.
- 48.2. The members of Commissions shall be appointed by the Executive Board in accordance with Art 54.
- 48.3. Articles 46.5, 46.6 and 46.7 are applicable to Commissions.

Art 49. Standing Commissions

49.1. Age Group Commission

a. Composition

The Age Group Commission shall be composed as determined by the Executive Board. The chairperson to be appointed by the Executive Board.

b. Mission

The Age Group Commission shall advise the Executive Board on the policies, strategies and frameworks for Age Group development and participation and improvement of the athlete experience.

c. Role

The role of the Age Group Commission is:

- (1) Provide recommendations on the development, and sustainability of Age Group athlete attraction, participation and retention programmes and strategies;
- (2) To contribute towards the setting of international standards of excellence for World Triathlon as the world leaders in Age Group participation and development and successfully grow Age Group events globally via strong relationships with all strategic partners;
- (3) To contribute towards developing Age Group participation and strengthen its importance as part of the wider triathlon family, including the development of alliances to encourage National Federations and Regions to provide Age Group participation in all Multisport Events;
- (4) To make recommendations to the Executive Board on all and any aspects relating to Age Group development, participation and policy;

- (5) Any other function requested by the President, Executive Board, or the Secretary General.

49.2. 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 to:

- (1) 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) advise and assist the Executive Board in relation to matters concerning Members and their development programmes;
- (3) propose new development activities including an assessment of the relevant budget implications;
- (4) draw up guidelines and regulations for all existing and new development programmes provided to Members and Continental Confederations;
- (5) deal with other matters relating to development programmes.

49.3. Equity, Diversity and Inclusion Commission

a. Composition

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

b. 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.

c. Role

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

- (1) provide advice and assistance to the Executive Board and Committees in relation to equality, diversity and inclusion;
- (2) promote pro-active a climate of inclusion within World Triathlon;
- (3) 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) encourage diverse representation of multiple perspectives across the Executive Board, Committees and Commissions;
- (5) review relevant board policies and make recommendations for revision of board policies related to diversity, equity and inclusion;
- (6) develop innovative programs focused on the needs of an increasingly diverse community;

(7) solicit input from relevant community groups.

CHAPTER VII JUDICIAL BODIES

Art 50. World Triathlon Tribunal

50.1. Role

The role of the World Triathlon Tribunal (hereinafter “Tribunal”) is to safeguard the integrity and fairness in the sport of Triathlon. It achieves this goal by investigating and prosecuting any alleged breach of the Constitution, Rules, Regulations and Codes, and by deciding on cases brought to it and on appeal.

50.2. 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 to properly carry out its duties and responsibilities on a timely basis.
- c. The Tribunal shall have support from a Tribunal Secretary who is the chief administrator of the Tribunal and is responsible for the administrative and legal work as assigned by the Chair of the Tribunal from time to time.

50.3. Composition

- a. The members of the Tribunal shall be selected in accordance with Art 54. The Executive Board defines from time to time the necessary number of members in order for the Tribunal to be able to assume its tasks at all times. The Executive Board shall appoint a panel tasked with recommending to Congress members for the Tribunal amongst the candidatures received. The simple majority of the members shall be lawyers and judges by profession.
- b. The members of the Tribunal shall elect the Chair and a Deputy Chair from amongst their number both of whom shall be lawyers or judges by profession.
- c. The Tribunal Board’s secretariat is provided by Tribunal Secretary.

50.4. Term of Office

- a. The Term of Office of the members of the Tribunal shall be four (4) years, starting from the date of their approval by Congress.
- b. The members may be re-appointed for further terms of office in accordance with this Constitution.

50.5. Responsibilities of the Chair

The main responsibilities of the Chair are to:

- a. set a budget to be approved by Congress and to manage the operations and day to day management for the Tribunal in accordance with the Constitution, Rules, Regulations and Codes;
- b. propose amendments to the Regulations Codes, Rules and procedures governing the activities of the Tribunal;
- c. designate whether a case will be decided by a Panel or by a Single Judge; and
- d. report annually to Congress in accordance with Art 23.1.j.

50.6. Members of the Tribunal

Members of the Tribunal may be called upon by the Chair (being also a member) to:

- a. attend meetings of members of the Tribunal;
- b. act as Panel members;
- c. act as Single Judge or in other capacities for function of the Tribunal as determined by the Chair.

50.7. Panels or Single Judge

a. Role

A panel or Single Judge shall decide all cases brought before the Tribunal in accordance with the Constitution, Rules, Regulations and Codes and the Law.

With the exception of appeal, ethical and safeguarding cases which must be decided by Panel, all other matters shall be decided by a Panel or a Single Judge as designated by the Chair.

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. Designation of a Panel or Single Judge

If the applicable Rules and Regulations do not specify it, the Chair 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 Constitution and applicable Rules, Regulations and Codes.

Art 51. Disputes and Appeals

51.1. Disputes or differences between the Bodies which are not otherwise provided for in the Constitution, the Rules, Regulations or Codes, shall be referred to the Tribunal.

51.2. Disputes and differences in a Continental Confederation are dealt with by the competent and independent dispute resolution body of the relevant Confederation. In the absence of any such independent dispute resolution body within the relevant Confederation, the differences and disputes between the Parties shall be referred to the Tribunal.

51.3. Disputes and Appeals related to Events sanctioned and recognised by World Triathlon shall be referred to the Tribunal and determined in accordance with the Rules where provided for.

51.4. Alleged breaches of the Constitution, Codes, Rules and Regulations will be dealt with by the Tribunal except where otherwise provided.

51.5. The Chair of the Tribunal may decide on the admissibility of all such matters as are referred to it under Article 51.1 in accordance with the Rules and an appeal against the Chair's decision may be lodged with the CAS.

The procedure for such decisions on admissibility shall comply with the principles of natural justice.

51.6. Recognition of Decisions

Provisional Suspensions and other decisions of the Tribunal shall be applicable worldwide and shall be recognised and respected by the Members, Associated members and Affiliated members automatically upon publication.

51.7. Liability

Members of the Tribunal and other judicial bodies and the staff of such bodies shall not be liable for any actions or failures to act in connection with their duties of office, unless by gross negligence or willful misconduct.

Art 52. CAS

- 52.1. 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.
- 52.2. Any appeal under Art 052.1 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.

- 52.3. Pending resolution of the appeal by the CAS, the decision being appealed shall remain in full force and effect unless the CAS orders otherwise.
- 52.4. An appeal before the CAS shall be governed by this Constitution and the Rules, Regulations and Codes, and on a subsidiary basis by Swiss law. The appeal proceedings shall be conducted in English unless the parties agree otherwise.

Art 53. 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 54. Eligibility of Officials

- 54.1. A person seeking election or applying to be an Official (Applicant), or to remain in office as an Official (existing Official), must be Eligible.
- 54.2. No Official shall hold a position as a voting member in more than one (1) of the following bodies; Executive Board, Committees and Tribunal.
- 54.3. To be eligible, every candidate including those holding current positions must be accepted by the Credentials Committee. Candidates may not campaign or communicate as a candidate before their approval as candidate.
- 54.4. A candidate deemed ineligible by the Credentials Committee may appeal to the Tribunal within two (2) days of the Credentials Committee decision.
- 54.5. An applicant or existing Official will be Ineligible if:
 - a. Under age: the person is under eighteen (18) years old;
 - b. Removal: the person was removed from Office by Congress in accordance with this Constitution;
 - c. Breach of one or more Codes: the person is serving a period of ineligibility (including provisional suspension) for breach of the Codes;
 - d. Anti-Doping Rule Violation: the person is found by a Relevant Authority to have committed an anti-doping rule violation at any time and who has served any period of ineligibility for that violation;
 - e. Full Civil Rights: the person is deprived of his or her civil rights by proper application of the law;
 - f. 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;
 - g. Bankrupt: the person is declared bankrupt by a Relevant Authority;
 - h. Conviction: the person has been convicted by a Relevant Authority of an offence of which dishonesty is an element;
 - i. 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;

- j. Other circumstances: the person is otherwise prohibited from holding such position, or any similar position, under any other circumstances as provided by law.

54.6. Article 54.5 does not limit or waive the right to suspend or remove an Official as specified in this Constitution.

54.7. Position of the Official

- a. An Official is expected to perform their duties irrevocably for the benefit of World Triathlon and all its Members. On a change of National Federation membership, an Official must immediately inform the Secretary General. This will not affect their Congress-elected position.
- b. An Official elected by Congress can only be excluded or suspended by Congress or as provided for in Art 34.10.a. or Art 46.3.g.
- c. The Tribunal or the Executive Board can only suspend an Official until the next Congress.

Art 55. Eligibility of Athletes

55.1. General principle

- a. Any athlete taking part in an Event must be a national of the country of the Member (hereinafter “National Federation”) that has entered that athlete.
- b. All matters relating to the determination of the National Federation which an athlete may represent in a Event shall be resolved by the Executive Board.

55.2. Triathlon sporting nationality and Triathlon sporting nationality changes

- a. An athlete who is a national of two (2) or more countries at the same time may represent either one of them, as they may elect. However, after having represented one Country, the athlete may not represent another National Federation unless they meet the conditions set forth in Art. 55.2(b) below that apply to persons who have changed their nationality or acquired a new nationality.
- b. An athlete who has represented one National Federation in an Event and has changed their nationality or acquired a new nationality may only represent their new National Federation in a Event if at least two (2) years have passed since the athlete last represented their former National Federation. However, taking into account the circumstances of each case, the Executive Board may reduce this period to one (1) year or even waive this requirement if both National Federations concerned agree.
- c. If an associated State, province or overseas department, a country or colony acquires independence, or a country becomes incorporated within another

country by reason of a change of border, or a country merges with another country, or a new National Olympic Committee is recognised by the IOC, an athlete may continue to represent the National Federation to which they belong or belonged. However, the athlete may, if they prefer, elect to represent their National Federation or be entered in an Event by their new National Federation if one exists. This particular choice may be made only once.

- d. Furthermore, in all cases in which an athlete would be eligible to participate in a Event, either by representing a National Federation other than their own, or by having a choice as to the National Federation they wish to represent, the Executive Board may take all decisions of a general or individual nature with regard to issues resulting from nationality, citizenship, domicile or residence of any athlete, including the duration of any waiting period.
- e. During the transfer procedure, the athlete can continue to participate in Events under the World Triathlon flag.

Art 56. Eligibility of International Technical Officials

- 56.1. A Technical Official (TO) can be affiliated to any Member (National Federation) without any restrictions such as nationality or residence, provided such is in accordance with the relevant Members regulations.
- 56.2. 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.
- 56.3. 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 Tribunal, the TO will transfer automatically on the 1st of March of the second year.

56.4. During the transfer procedure, the TO can continue to act as an international TO under the World Triathlon flag.

CHAPTER IX ADMINISTRATIVE

Art 57. Official Languages

- 57.1. The official language of World Triathlon shall be English.
- 57.2. The working languages of the Congress are English, Spanish and French.

Art 58. Codes

- 58.1. The Executive Board shall issue, and may amend the Codes which set out the standards of conduct required for Officials, Continental Confederation officials, Member 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 Events and Competitions, including but not limited to athletes and athlete support personnel.
- 58.2. 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 59. Financial

- 59.1. Unless otherwise determined by Congress, the fiscal year end of the corporation shall be December 31st.
- 59.2. 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.
- 59.3. The President represents World Triathlon, and is able to sign any agreement or document concerning World Triathlon as foreseen in Art 35.2.k.
- 59.4. The income and property of World Triathlon shall be applied solely towards the promotion of the purposes to achieve the Objects under Art 2.

Art 60. Annual Executive Board Report

60.1. 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".

60.2. The annual financial statements shall be audited annually by an auditor appointed by Congress under Art Art 23.d. The auditor shall be a practising chartered accountant who is independent of World Triathlon.

60.3. The Annual Executive Board Report shall include:

- a. a report from the President/Secretary General (CEO) as chair of the Executive Board;
- b. reports from each of the Committees and Commissions;
- c. disclosure of any remuneration paid under Art 34.8; and
- d. 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.

60.4. 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 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.

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

- 62.1. The governing law of World Triathlon shall be Swiss law.
- 62.2. For Official communication the date and time will be that of Switzerland (CET/CEST) unless otherwise specified.

Art 63. Official Competitions

- 63.1. All international and national rights associated with Triathlon, its Related Multisports and Para-Triathlon competitions (including the virtual format thereof) organised and managed by World Triathlon are owned by World Triathlon in accordance with the regulations adopted.
- 63.2. Athletes and Technical Officials who are from Members which are not in Good Standing or who are refugees may take part in Competitions under the World Triathlon flag. This means the mention and involvement of the Member is excluded. Further specific conditions of participation (e.g. uniform) are mentioned in the Competition Rules.
- 63.3. The Regulations, Rules and Codes will apply at all Competitions.
- 63.4. The Regulations, Rules and Codes will apply at all real-life and virtual Official Events as decided by World Triathlon from time to time.

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;
- 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 D.

Annex A

Members

Member (Name)	Country	Country Code	CC
Afghanistan National Triathlon Federation	Afghanistan	AFG	Asia
Fédération Algérienne de Triathlon	Algeria	ALG	Africa
American Samoa Triathlon Association	American Samoa	ASA	Oceania
Federació Andorrana de Triatló	Andorra	AND	Europe
Antigua and Barbuda Triathlon Association	Antigua and Barbuda	ANT	Americas
Federación Argentina de Triatlón	Argentina	ARG	Americas
Armenian Triathlon Federation	Armenia	ARM	Europe
Aruba Triathlon Association	Aruba	ARU	Americas
Triathlon Australia	Australia	AUS	Oceania
Triathlon Austria	Austria	AUT	Europe
Azerbaijan Triathlon Federation	Azerbaijan	AZE	Europe
Bahamas Triathlon Association	Bahamas	BAH	Americas
Bahrain Triathlon Association	Bahrain	BRN	Asia
Bangladesh Triathlon Association (BTA)	Bangladesh	BAN	Asia
Barbados Federation of Island Triathletes	Barbados	BAR	Americas
Belarusian Triathlon Federation	Belarus	BLR	Europe
Belgian Triathlon (Be3)	Belgium	BEL	Europe
Belize National Triathlon Association	Belize	BIZ	Americas
Fédération Béninoise de Triathlon	Benin	BEN	Africa
Bermuda Triathlon Association	Bermuda	BER	Americas
Federación Boliviana de Triatlón	Bolivia	BOL	Americas
Triathlon and Pentathlon of Bosnia and Herzegovina	Bosnia and Herzegovina	BIH	Europe
Brazilian Triathlon Federation - Triathlon Brasil	Brazil	BRA	Americas
British Virgin Islands Federation	British Virgin Islands	IVB	Americas
Bulgarian Triathlon Association	Bulgaria	BUL	Europe
Comité provisoire de Triathlon du BURKINA FASO	Burkina Faso	BUR	Africa
Burundi triathlon union	Burundi	BDI	Africa
Cambodia Triathlon Federation (CTF)	Cambodia	CAM	Asia
Cameroun Triathlon	Cameroun	CMR	Africa
Triathlon Canada	Canada	CAN	Americas
Cayman Islands Triathlon Association	Cayman Islands	CAY	Americas
Fédération Centrafricaine de Triathlon	Central African Republic	CAF	Africa
Federacion Chilena de Triatlón	Chile	CHI	Americas
China Triathlon Sports Association (CTSA)	China	CHN	Asia
China Macau Triathlon General Association	China Macau	MAC	Asia

Federacion Colombiana de Triathlon	Colombia	COL	Americas
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Cook Islands Triathlon Association	Cook Islands	COK	Oceania
Federacion Unida de Triatlón Costa Rica	Costa Rica	CRC	Americas
Croatian Triathlon Federation	Croatia	CRO	Europe
Federación Cubana de Triatlón	Cuba	CUB	Americas
Cyprus Triathlon Federation	Cyprus	CYP	Europe
Czech Triathlon Association	Czech Republic	CZE	Europe
DR Congo federation of Triathlon	Democratic Republic of the Congo	COD	Africa
Triathlon Denmark	Denmark	DEN	Europe
Federación Dominicana de Triatlón	Dominican Republic	DOM	Americas
Federación Ecuatoriana de Triatlón	Ecuador	ECU	Americas
Egyptian Triathlon Federation	Egypt	EGY	Africa
Federación Salvadoreña de Triatlón	El Salvador	ESA	Americas
Estonian Triathlon Association	Estonia	EST	Europe
Fiji Triathlon Association	Fiji	FIJ	Oceania
Finnish Triathlon Association	Finland	FIN	Europe
Federation Francaise de Triathlon (FFTri)	France	FRA	Europe
Gambia Triathlon Union	Gambia	GAM	Africa
National Triathlon Federation of Georgia	Georgia	GEO	Europe
Deutsche Triathlon Union	Germany	GER	Europe
Gibraltar Triathlon Association	Gibraltar	GIB	Europe
Ghana Triathlon Federation	Ghana	GHA	Africa
British Triathlon Federation	Great Britain	GBR	Europe
Hellenic Triathlon Federation	Greece	GRE	Europe
Triathlon Grenada	Grenada	GRN	Americas
Guam Triathlon Federation	Guam	GUM	Oceania
Federación deportiva nacional de Triatlón Guatemala	Guatemala	GUA	Americas
Guinea Triathlon Federation	Guinea	GUI	Africa
Union de Haitienne Triathlon	Haiti	HAI	Americas
Honduras Triathlon Federation	Honduras	HON	Americas
Hong Kong China Triathlon Association (TriHK)	Hong Kong	HKG	Asia
Hungarian Triathlon Union	Hungary	HUN	Europe
Icelandic Triathlon Federation	Iceland	ISL	Europe
Indian Triathlon Federation	India	IND	Asia
Indonesian Triathlon Federation (ITF)	Indonesia	INA	Asia
Iran Triathlon Federation	Iran	IRI	Asia
Iraq Triathlon Federation	Iraq	IRQ	Asia
Triathlon Ireland	Ireland	IRL	Europe
Israeli Triathlon Association	Israel	ISR	Europe
Federazione Italiana Triathlon	Italy	ITA	Europe
Fédération Ivoirienne de Triathlon et Disciplines Associées	Ivory Coast	CIV	Africa
Jamaica Triathlon Association	Jamaica	JAM	Americas
Japan Triathlon Union (JTU) Triathlon Japan	Japan	JPN	Asia
Jordan Triathlon Association	Jordan	JOR	Asia
Kazakhstan Triathlon Federation	Kazakhstan	KAZ	Asia

Kenya Triathlon Federation	Kenya	KEN	Africa
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Kosovo Triathlon Federation	Kosovo	KOS	Europe
Kuwait Triathlon Club	Kuwait	KUW	Asia
Kyrgyz Republic Triathlon Federation	Kyrgyzstan	KGZ	Asia
Latvian Triathlon Federation	Latvia	LAT	Europe
Lebanese Triathlon Federation	Lebanese	LBN	Asia
Liechtenstein Triathlon Federation	Liechtenstein	LIE	Europe
Lithuanian Triathlon Federation	Lithuania	LTU	Europe
Federation Luxembourgeoise de Triathlon	Luxembourg	LUX	Europe
Libyan Triathlon Federation	Lybia	LBA	Africa
Madagascar Triathlon Federation	Madagascar	MAD	Africa
Malaysia Triathlon Association	Malaysia	MAS	Asia
Triathlon Association of Maldives	Maldives	MDV	Asia
Malta Triathlon Federation	Malta	MLT	Europe
Federation Mauricienne de Triathlon	Mauritius	MRI	Africa
Federacion Mexicana de Triatlon	Mexico	MEX	Americas
National Triathlon Federation of the Republic of Moldova	Moldova	MDA	Europe
Triathlon Monegasque Federation	Monaco	MON	Europe
Mongolia Triathlon	Mongolia	MGL	Asia
Triathlon Federation of Montenegro	Montenegro	MNE	Europe
Fédération Royale Marocaine de Triathlon	Morocco	MAR	Africa
União Moçambicana de Triatlo	Mozambique	MOZ	Africa
Myanmar Triathlon Federation	Myanmar	MYA	Asia
Namibian Triathlon Federation	Namibia	NAM	Africa
Nepal Triathlon Association	Nepal	NEP	Asia
Triathlon New Zealand	New Zealand	NZL	Oceania
Federación Nicaraguense de Triatlón	Nicaragua	NCA	Americas
Fédération Nigérienne de Triathlon	Niger	NIG	Africa
Nigerian Triathlon Union	Nigeria	NGR	Africa
Triathlon Federation of North Macedonia	North Macedonia	MKD	Europe
Norwegian Triathlon Federation	Norway	NOR	Europe
Oman Triathlon Federation	Oman	OMA	Asia
Pakistan Triathlon Federation (PTF)	Pakistan	PAK	Asia
Belau Triathlon Federation	Palau	PLW	Oceania
Palestine Triathlon Federation	Palestine	PLE	Asia
Unión de Triatlón de Panamá	Panama	PAN	Americas
PNG Triathlon Association	Papua New Guinea	PNG	Oceania
Federación Paraguaya de Triathlon	Paraguay	PAR	Americas
Federacion Peruana de Triatlon	Peru	PER	Americas
Triathlon Association of the Philippines	Philippines	PHI	Asia
Polski Związek Triathlonu	Poland	POL	Europe
Federacao de Triatlo de Portugal	Portugal	POR	Europe
Federación Puertorriqueña de Triatlón	Puerto Rico	PUR	Americas
Qatar Triathlon Federation	Qatar	QAT	Asia
Triathlon Romania	Romania	ROU	Europe
Russian Triathlon Federation	Russia	RUS	Europe
Federation Rwandaise de Triathlon	Rwanda	RWA	Africa
Saint Kitts & Nevis Triathlon Federation	Saint Kitts & Nevis	SKN	Americas

Samoa Triathlon Federation	Samoa	SAM	Oceania
Saudi Triathlon Federation	Saudi Arabia	KSA	Asia
Senegal Triathlon Federation	Senegal	SEN	Africa
Serbia Triathlon Union	Serbia	SRB	Europe
Seychelles Triathlon Federation	Seychelles	SEY	Africa
Sierra Leone National Triathlon Association	Sierra Leone	SLE	Africa
Triathlon Singapore	Singapore	SGP	Asia
Slovenska triatlonova unia	Slovakia	SVK	Europe
Slovenian Triathlon Federation	Slovenia	SLO	Europe
Triathlon Solomon Islands	Solomon Islands	SOL	Oceania
Triathlon South Africa	South Africa	RSA	Africa
Korea Triathlon Federation	South Korea	KOR	Asia
Federación Española de Triatlón	Spain	ESP	Europe
Sri Lanka Triathlon (SLT)	Sri Lanka	SRI	Asia
Surinaamse Triathlon Unie	Suriname	SUR	Americas
Swedish Triathlon Federation	Sweden	SWE	Europe
Swiss Triathlon	Switzerland	SUI	Europe
Syria Arab Triathlon Federation	Syria	SYR	Asia
Fédération Tahitienne de Triathlon	Tahiti	TAH	Oceania
Chinese Taipei Triathlon Association (CTTA)	Taipei	TPE	Asia
Tanzania Triathlon Federation	Tanzania	TAN	Africa
Federation Tchadienne de Triathlon	Tchad	CHA	Africa
Thailand Triathlon	Thailand	THA	Asia
Nederlandse Triathlon Bond	The Netherlands	NED	Europe
Togo Triathlon Federation	Togo	TOG	Africa
Tonga - Friendly Islands Triathlon Association	Tonga	TGA	Oceania
Trinidad & Tobago Triathlon Federation	Trinidad & Tobago	TTO	Americas
Fédération Tunisienne de Triathlon & Para triathlon	Tunisia	TUN	Africa
Turkish Triathlon Federation	Turkey	TUR	Europe
Uganda Triathlon Federation	Uganda	UGA	Africa
Ukrainian Triathlon Federation	Ukraine	UKR	Europe
UAE Triathlon Federation	United Arab Emirates	UAE	Asia
USA Triathlon	United States	USA	Americas
Union de Triatlón del Uruguay	Uruguay	URU	Americas
Uzbekistan Triathlon Federation (UTF)	Uzbekistan	UZB	Asia
Federación Venezolana de Triatlón	Venezuela	VEN	Americas
Vietnam Triathlon Federation	Vietnam	VNM	Asia
Virgin Islands Triathlon	Virgin Islands	ISV	Americas
Triathlon Zambia	Zambia	ZAM	Africa
Zimbabwe Triathlon Federation	Zimbabwe	ZIM	Africa

Associate members

Associate members (Name)	Country	Abbreviation or Country Code	CC
Africa Triathlon Union			
America Triathlon Confederation		CAMTRI	
Asia Triathlon			
Association des Pays Francophones de Triathlon		FRATRI	
Europe Triathlon		ETU	
Faroe Islands Triathlon Federation		FRO	Europe
Mediterranean Triathlon Association			
Oceania Triathlon		OT	
Triathlon Association of the Commonwealth of the Northern Mariana Islands	Northern Mariana Islands	NMI	Oceania

Annex B

Suggested Congress Agenda:

1. Roll-call of Members
2. Admission of new Members and Associate members;
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 the Members;
14. Elections;
15. Appeals;
16. Election of Honorary member(s);
17. New Business;
18. Adjournment.

Annex C

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:

Annex D

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
- Honorary Member, Mrs. Loreen Barnett, Canada, 2021

*Deceased



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