



EUROPEAN
BOXING
CONFEDERATION

EUBC Bylaws

Adopted by the EUBC Board of Directors on January 31, 2023

Table of Contents

- 1. INTRODUCTION.....3
- 2. INTERPRETATION3
- 3. PURPOSE.....4
- Section I – The EUBC Committees5
- 4. COMMITTEES5
- 5. AUTHORITY5
- 6. COMMON RULES GOVERNING THE COMMITTEES.....5
- 7. ELIGIBILITY.....6
- 8. INCOMPATIBILITY.....7
- 9. VACANCY.....8
- 10. TERM8
- 11. CHAIRPERSON and VICE-CHAIRPERSON8
- 12. OFFICIAL LANGUAGE9
- 13. MEETINGS9
- 14. ADMINISTRATION 11
- Section II – The transparency standards 11
- 15. CONFLICT OF INTEREST..... 11
- 16. PUBLICLY AVAILABLE INFORMATION 11
- 17. PRIVACY 12
- 18. CONFIDENTIALITY 12
- Section III – Financial Regulations 12
- 19. EUBC ACCOUNTS 12
- 20. AUDIT..... 13
- 21. EUBC BUDGET..... 13
- 22. BANK ACCOUNT..... 13
- 23. ALLOWANCES..... 13
- 24. EXPENSES 14
- Section IV – Terms of Reference of the Board and the of the Committees..... 14
- 25. INTERNAL REGULATION OF THE BOARD 14
- 26. TERMS OF REFERENCE OF THE COACHES COMMITTEE 15
- 27. TERMS OF REFERENCE OF THE COMMUNICATION AND MARKETING COMMITTEE 16
- 28. TERMS OF REFERENCE OF THE COMPETITIONS COMMITTEE..... 16
- 29. TERMS OF REFERENCE OF THE MEDICAL COMMITTEE 16
- 30. TERMS OF REFERENCE OF THE REFEREES & JUDDGES COMMITTEE..... 17
- 31. TERMS OF REFERENCE OF THE WOMENS’ COMMITTEE 18

Section V – Rules of Congress and Elections 18

 32. GENERAL PROVISIONS 18

 33. REGISTRATION AND PARTICIPATION IN THE CONGRESS 19

 34. SCRUTINEERS 20

 35. VOTING 20

 36. MINUTES 21

 37. GENERAL OBLIGATIONS OF CANDIDATES 21

 38. CANDIDATE NOMINATION FORM 22

 39. CAMPAIGN RULES..... 23

 40. BREACH OF CAMPAIGN RULES 24

 41. ATHLETES’ COMMITTEE ELECTIONS 25

 42. TEMPORARY PROVISIONS..... 25

1. INTRODUCTION

1.1 The present regulation (“Bylaws”) has been adopted pursuant to Art. 28 of the EUBC Constitution, which confers power to the Board of Directors to adopt regulations.

1.2 The Bylaws has been approved by the EUBC Board of Directors on December 20, 2021 and is effective from this date. The amendments of the Bylaws have been approved by the EUBC Board of Directors on February 27, 2022, July 9, 2022 and on January 31, 2023.

2. INTERPRETATION

2.1 The following terms – used in these Bylaws only – have the meaning ascribed to them from this article:

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

“Board” means the EUBC Board of Directors;

“Bylaws” means the present regulation;

“Candidate” means any person seeking election by Congress as President or Director of the Board, and any person seeking election as member of the Athletes’ Committee;

“Code of Conduct” means the EUBC Code of Conduct;

“Committee” means a committee established by the Board which is not a Standing Committee pursuant to Art. 35 of the Constitution;

“**Competition Official**” means any person appointed to an official position at an IBA and/or EUBC competition;

“**Constitution**” means the EUBC Constitution;

“**Delegate**” means the delegate of a National Federation at the Congress meeting;

“**Voting Delegate**” means the Delegate of a National Federation at a meeting of the Congress with the right to vote on behalf of the National Federation in accordance with Art. 21 of the Constitution;

“**Non-Voting Delegate**” means the Delegate of a National Federation at a meeting of the Congress without the right to vote;

“**Election**” means a decision-making process by which Voting Delegates at the Election Congress Meeting elect persons to hold the positions of President and Directors of the Board;

“**Election Congress Meeting**” means a Congress meeting at which elections take place in accordance with the Constitution and the Bylaws;

“**Electoral period**” means the period which commences on the date following the deadline for nomination of the candidates in accordance with Art. 25.11 of the Constitution, and ends with the beginning of the Election Congress Meeting;

“**Standing Committee**” means a standing committee regulated by Art. 35 of the Constitution.

3. PURPOSE

3.1 The objective of the Bylaws is to lay forth the following, to the degree that it is not already regulated in the Constitution:

- (a) regulations and procedures of the Board;
- (b) structure, role, composition and procedures of Committees;
- (c) transparency standards;
- (d) financial regulations;
- (e) terms of reference of Committees;
- (f) rules of Congress and Elections.

3.2 The Bylaws do not regulate the Standing Committees, these are subject separate regulations.

Section I – The EUBC Committees

4. COMMITTEES

4.1 Pursuant to Art. 28 of the Constitution, the Board has established the following Committees:

- (a) Coaches Committee;
- (b) Communication and Marketing Committee;
- (c) Competitions Committee;
- (d) Medical Committee;
- (e) Referees & Judges Committee;
- (f) Women's Committee.

4.2 Pursuant to Article 28.1 (j) of the Constitution, the Board may create additional committees in order to perform specific tasks on an “as needed” basis. Such *Ad hoc* Committees shall be governed by these Bylaws as well as by specific decisions and/or regulations adopted by the Board.

4.3 Subject to these Bylaws, the Board shall approve terms of reference for each Committee which set out its (i) composition, (ii) specific role and responsibilities, (iii) reporting requirements to the Board.

5. AUTHORITY

5.1 The Committees are advisory to the Board. They have no authority to make decisions for or on behalf of the EUBC, and have no authority to incur in any expense or bind the EUBC to any financial or other commitments.

5.2 The Committees are accountable and report to the Board.

6. COMMON RULES GOVERNING THE COMMITTEES

6.1 The following rules – unless otherwise provided – apply to the Committees:

- (a) generally a Committee shall not have more than nine (9) members, with no more than one (1) member from each National Federation;
- (b) members are appointed by the Board, primarily considering (i) their expertise and skills in the nature of work or subject matter of the Committee and (ii) any other factors which the Board may consider relevant in order to appoint the best suited individuals;

- (c) National Federations may propose or recommend candidates for the Committees to the Board by setting out their skills, expertise and experiences. The proposal or the recommendation shall be accompanied by the CV of the candidate;
- (d) the Board shall consider the need for some independent members;
- (e) where possible there should be a gender balance (with the exception of the Women's Committee);
- (f) the chairperson of a Committee is appointed by the Board;
- (g) the vice chairperson of a Committee is appointed by the Committee itself;
- (h) the Committees – through its chairperson – report to the Board;
- (i) members shall give authorization to the Board to have his/her profile or his/her CV published;
- (j) the members – where appropriate and with reasons – may be removed at any time by the Board.

6.2 All members of the Committees are responsible and accountable for their own behaviour and conduct and they shall acknowledge, apprehend, and comply with the general principles of integrity and respect of the EUBC Code of Conduct.

7. ELIGIBILITY

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

- (a) have never been convicted of a serious criminal offence punishable by a term of imprisonment;
- (b) not be the subject of a current or pending prosecution for the commission of a serious criminal offence punishable by a term of imprisonment;
- (c) never been sanctioned for a breach of:
 - i. the Constitution, Bylaws, Code of Conduct, and its applicable regulations;
 - ii. the IBA Constitution and its applicable regulations;
 - iii. the IOC's Code of Ethics;
 - iv. anti-doping regulations adopted pursuant to the World Anti-Doping Code or any of its national derivatives;

which has been resolved in a monetary fine of minimum 1.000 EUR, or a suspension of minimum three months or any other more afflictive measure imposed by the relevant body of the EUBC, IBA, IOC or WADA

- (d) not be the subject of a current or pending proceeding for a breach of:
 - i. the Constitution, Bylaws, Code of Conduct, and its applicable regulations;
 - ii. the IBA Constitution and its applicable regulations;
 - iii. the IOC's Code of Ethics;
 - iv. anti-doping regulations adopted pursuant to the World Anti-Doping Code or any of its national derivatives;
- (e) not be a bankrupt or insolvent under the law of the candidate's place of domicile;
- (f) not be barred from conducting business in any country in Europe;
- (g) not be the subject of any current order, made under the law of the candidate's place of domicile, declaring him or her to be insane or of unsound mind; and
- (h) save without the express approval of the Board, a candidate cannot hold any position in any international boxing organization other than IBA or the EUBC.

7.2 A member – upon his/her appointment by the Board – shall confirm in writing:

- (a) his/her availability to undertake the role of member of a Committee;
- (b) his/her acknowledgement of the Constitution, Bylaws and any other relevant EUBC or IBA regulations;
- (c) disclosure – if any – of potential conflict of interests;
- (d) his/her authorization – in compliance with the applicable regulation of data protection – to have his/her profile or CV published in the EUBC (and/or IBA) website or in the EUBC (and/or IBA) social media accounts.

7.3 Any dispute or issue relating to the eligibility of a Committee member, or of a candidate to become a member of a Committee, shall be referred to the EUBC Legal Counsel or, upon request of the member/candidate, to the EUBC Ethics Committee.

8. INCOMPATIBILITY

8.1 In accordance with Article 24.3 of the Constitution, no Director may be a member of any Committee where the principal purpose of the Committee is to regulate technical and competition issues associated with boxing. This includes, but is not limited to, the following Committees: the Coaches Committee, the Competitions Committee and the Refereeing and Judging Committee.

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

8.3 No Director may be a Competition Official.

9. VACANCY

9.1 If a member of a Committee:

- (a) dies whilst in office;
- (b) resigns his or her office;
- (c) is removed by the Board pursuant to Art. 6(j);
- (d) is otherwise unwilling or unable to perform the duties of his or her office;
- (e) then the Board shall appoint such other person as it deems appropriately qualified to fill the vacant office in such Committee.

10. TERM

10.1 Members of Committees shall commence their terms of office upon notification of their appointment by the Board and shall end their term of office approximately four (4) years later, after the first Board meeting following the Election Congress.

10.2 Any member, upon completion of his or her term of office, may be re-appointed by the Board, up to two (2) consecutive terms, provided that such member is eligible.

11. CHAIRPERSON and VICE-CHAIRPERSON

11.1 The Board shall appoint the Chairperson of each Committee.

11.2 The Chairperson shall have a good knowledge of English – oral and written.

11.3 The Chairperson of each Committee shall:

- (a) convene meetings of the Committee;
- (b) prepare and organise – with the assistance of the EUBC Head Office – Committee meetings;
- (c) chair meetings of the Committee;
- (d) review and sign the minutes of the Committee meetings;
- (e) report the Board on activities and working progresses of the Committee;
- (f) act as primary spokesperson of the Committee; and
- (g) perform such other duties and tasks as he or she may be entrusted with from time to time by the Board.

11.4 Each Committee, at the first meeting after the appointment of the Chairperson, shall appoint – among its members – the Vice-Chairperson of the Committee.

11.5 In the event the Chairperson of a Committee is unable to perform his or her duties, the Vice-Chairperson shall act as Chairperson of such Committee. In the event the Chairperson and the Vice-Chairperson are unable to perform their duties, such Committee shall promptly appoint – among its members – an active Chairperson.

12. OFFICIAL LANGUAGE

12.1 English – pursuant to Art. 6 of the Constitution – is the official language of the Committees.

13. MEETINGS

13.1 The Committees should meet whenever necessary, in person or in hybrid format, or otherwise using technologies (e.g. video conferencing). In-person meetings, (including the date and the venue) will be agreed in advance with the President and the EUBC Secretary General, responsible for overseeing the governance budget of the EUBC.

13.2 Attendance at Committee meetings is mandatory. If a member of a Committee is unavailable to attend a meeting, he or she shall excuse himself or herself in advance. Repeated failures to attend meetings of a Committee without valid excuses may be grounds for removal in accordance with article 6(j) of the Bylaws. A member, who attends a meeting in video-conferencing for justified reasons, shall be regarded as being present.

13.3 Other persons may be invited by the Chairperson of a Committee to attend meetings to provide information or advice on a specific items of business. The invitation of other persons will be agreed in advance with the EUBC Secretary General, responsible for overseeing the governance budget of the EUBC.

13.4 A quorum for Committee meetings shall be constituted by the attendance at such meeting of not less than half plus one of the Committee's members.

13.5 A meeting of the Committee:

- (a) may be convened by the Chairperson of his or her own motion, if he or she considers that such meeting is necessary or desirable;
- (b) must be convened by the Chairperson upon request of the Board, the EUBC President or if at least 50% of the Committee members request that.

13.6 The Chairperson of a Committee shall send the agenda of the meeting two (2) weeks before such session. The other members may propose other agenda topics within the four (4) days. The final agenda, together with relevant materials, will be distributed one (1) week prior to the meeting. The members must be adequately prepared for each meeting in order to participate effectively and constructively.

13.7 Resolutions of the Committees should generally be made by consensus. If a consensus cannot be reached and a vote is required, each member will have one vote. Voting by proxy is not permitted. A majority of votes in favour of an action or motion by the members present at a meeting is required for it to be passed. In the event of a tie, the Chairperson will have both a deliberative and a casting vote. Members of a Committee shall be entitled to cast their votes, however any member with a conflict of interest regarding such matter shall not be entitled to vote.

13.8 A resolution in writing agreed to, by email, which is greater than two-third (2/3) of the Committee's members, shall be valid as if it had been passed at a Committee's meeting.

13.9 All meetings and the work of the Committees are confidential unless specified otherwise. For the avoidance of any doubt, this shall not prevent communications between the Committees and the Board, the EUBC President and the EUBC Secretary General.

13.10 Minutes for each meeting of each Committee will be taken by a member of the Committee, or by a EUBC staff member (if in attendance). The minutes will circulate among the members of the Committee. The minutes will be approved by the Committee no later than two (2) weeks after the meeting. The Chairperson, upon approval of the minutes, will sign them and send them the EUBC Secretary General.

14. ADMINISTRATION

14.1 The EUBC Head Office shall be responsible for supporting the work of the Committees, including by assisting with the organisation of Committees' meetings and with the drafting of Committee's minutes where appropriate.

14.2 Committee members act in a voluntary capacity. For in-person meetings, the EUBC will reimburse the expenses. The EUBC Head Office may organise and make logistic arrangements for travel, accommodation and meals.

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

Section II – The transparency standards

15. CONFLICT OF INTEREST

15.1 The President, any Director or any Committee or Standing Committee member or any EUBC official, who considers that may have a potential or actual conflict of interest in any matter being considered by his/her governing body, shall:

- (a) disclose the potential or actual conflict of interest prior or during the meeting;
- (b) not participate in any discussion or receive or review any information related to the matter he/she has a conflict in;
- (c) withdraw from the governing body's meeting for the period of the discussion and any vote on the matter he/she has a conflict in.

15.2 A conflict of interest may arise when personal interests, activities or relationships affect an individual's ability to be impartial and do what is in the best interest of the EUBC.

16. PUBLICLY AVAILABLE INFORMATION

16.1 Subject to Art. 18, as a minimum standard required the following information shall be publicly available on the EUBC website:

- (a) The Constitution;
- (b) The Bylaws;

- (c) An organization chart setting out the structure of the EUBC, including the National Federations, the Board, the Committees, the Standing Committees, the Secretary General, the Legal Counsel, the Auditor;
- (d) Profiles, photographs and contact details of the President, the Directors, the Chairpersons of the Committees and Standing Committees, the Secretary General, the Legal Counsel, the Auditor;
- (e) Profiles and photographs of members of Committees and Standing Committees;
- (f) List of the National Federations including contact details of each of them;
- (g) From each Congress meeting: the agenda, summary of the decisions and the results of all votes;
- (h) From each Board meeting: the agenda and summary of the decisions;
- (i) Audited financial statements.

17. PRIVACY

17.1 The EUBC complies with all relevant privacy, GDPR and data protections laws. All information collected and/or processed by the EUBC shall be held in accordance with the applicable data protection and privacy requirements.

18. CONFIDENTIALITY

18.1 The President may withhold the publication of any information if it is confidential or commercially sensitive.

Section III – Financial Regulations

19. EUBC ACCOUNTS

19.1 The EUBC accounts shall be kept in accordance with Art. 40 of the Constitution.

19.2 The EUBC accounts are audited in accordance with Art. 42 of the Constitution.

19.3 The Board, upon consultation with the Auditor, shall determine which financial norm shall apply to the EUBC accounts taking into consideration:

- (a) Italian Law requirements;
- (b) standard practices adopted by IBA or other International Federations.

19.3 The EUBC audited accounts approved by the Board, and the EUBC consolidated and audited bi-yearly accounts approved by the Congress, shall be published on the EUBC website in

accordance with Art. 16 of the Bylaws.

20. AUDIT

20.1 The Auditor appointed by the Board shall be a certified professional or a recognized accounting firm with a good reputation.

20.2 The Board may decide to organise *interim* audits of the EUBC accounts whenever necessary. Such interim audits may be conducted by the Auditor or by another professional or accounting firm.

21. EUBC BUDGET

21.1 The Secretary General, upon (i) suggestions and proposals made by Directors and/or the Board and (ii) consultation with the Auditor, shall prepare the annual EUBC budget.

21.2 The EUBC budget will be drafted with a certain level of details, taking into consideration:

- (a) Italian Law requirements;
- (b) standard practice adopted by IBA or other International Federations.

21.3 The EUBC Budget shall be approved by the Board before the beginning of the financial year.

21.4 Expenditures which are not foreseen in the EUBC budget and exceed EUR 10.000 have to be approved by the Board in accordance with Article 28.1 (n) of the Constitution. Such approval must occur before the funds are spent or definitively committed to.

22. BANK ACCOUNT

22.1 The EUBC has a bank account in Italy and may open, if needed, other accounts in Europe.

22.2 The President has its signature on the bank account.

22.3 Payments are processed (i) directly by the President or (ii) by the Secretary General or the EUBC Head Office upon authorization of the President.

23. ALLOWANCES

23.1 The President shall receive an allowance in accordance with Art. 30.3 of the Constitution.

23.2 The Secretary General and the EUBC administrative working staff shall be remunerated in accordance with the applicable standards and in compliance with the applicable law.

23.3 The Legal Counsel shall be remunerated in accordance with the provided professional services.

23.4 The members of the EUBC Ethics and Disciplinary Committees shall be remunerated in accordance with the provided professional services.

23.5 Directors, Chairpersons of Committees, members of Committees and any other EUBC official shall act as such in a voluntary capacity and shall not be remunerated during the term of his/her office and for the time and activities dedicated to the EUBC. In exceptional circumstances, the Board may decide to pay monies to EUBC officials in case of extraordinary work or workload required for the achievement of a mission or a task, save as provided by Art. 14.3 of the Bylaws.

24. EXPENSES

24.1 The EUBC shall refund – unless already covered by the EUBC – travel and lodging expenses of the EUBC officials, when they attend an EUBC in-person meeting in such capacity.

24.2 Travel and lodging expenses shall be refunded by the EUBC only upon receipt of documented expenses proofs.

24.3 Only EUBC officials shall have their travel and lodging expenses refunded. Travel and lodging expenses of accompanying persons will not be refunded by the EUBC.

24.4 The EUBC has limited resources and the EUBC officials are encouraged to travel in an efficient and economical way. Chairpersons of Committees shall organise meetings – when possible – in combination with EUBC competitions, Congress, Board meetings or other EUBC events, and to contemplate or facilitate meetings in video conferencing in accordance with Art. 13.1 of the Bylaws.

Section IV – Terms of Reference of the Board and the of the Committees

25. INTERNAL REGULATION OF THE BOARD

25.1 The Board collectively and the Directors individually shall aim to act as a role model respectively as a sport governing body and as individuals in their leading and executive positions.

25.2 The Directors are responsible and accountable for their own behaviour and conduct and they shall acknowledge, apprehend, and comply with the general principles of integrity and respect of the EUBC Code of Conduct.

25.3 Directors must at all times:

25.3.1 comply with the Constitution and the Regulations;

25.3.2 comply (and not publicly disagree) with the Board resolutions, even if privately they do not agree with them;

25.3.3 not to do anything (by act or omission) that (i) is contrary to the purpose or the objectives of the EUBC; (ii) is contrary to the best interests of the EUBC;

25.3.4 exercise the care, diligence, and skill that any reasonable governing board member would exercise in the same circumstances;

25.3.5 disclose to the Board the nature and extent of any direct or indirect interest that they have (or a person connected to them may have) in a transaction or proposed transaction of or involving the EUBC. The disclosure must be done as soon as they become aware of such interest or such transaction.

25.3.6 disclose to the Board the nature and extent of any direct or indirect interest that they have, or can have, which may possibly conflict with the interests of the EUBC. This must be done in compliance with Art. 15 of the Bylaws.

25.3.7 not disclose to any person or make use of or act on information that they would not be aware of if they were not a Board member, except (i) as agreed by the Board or (ii) as required by law.

25.3.8 act with independent judgement and not accept benefits (monetary or not) from third parties which may reasonably interfere with their independent judgement.

25.3.9 make reasonable efforts to attend and actively participate in all Board meetings.

25.4 A Director who fails to attend Board meetings without valid justification or, commits wilful or gross negligence misconducts, as determined by the Board, may result in (i) a Board resolution of no-confidence passed with a majority two-thirds, with temporary suspension from office applicable immediately and (ii) a Board recommendation of removal from office to be resolved by the Congress. The recommendation shall include the grounds for such proposal, and the Director shall be guaranteed the right to be heard at the Congress;

25.5 Directors – except for the President as per Art. 30.3 of the Constitution – act in a voluntary capacity. For in-persons meetings, the EUBC will reimburse the expenses when the meeting is not scheduled during a EUBC or IBA championship or event. The EUBC Head Office may organise and make logistic arrangements for travel, accommodation, and meals.

26. TERMS OF REFERENCE OF THE COACHES COMMITTEE

26.1 The missions of the Coaches Committee shall be to:

- (a) ensure representation, protection and promotion of the interests of coaches;
- (b) improve access to new training methods and information technologies;

(c) produce tools to comprehensively educate and train coaches.

26.2 No Director may be a member of the Coaches Committee in accordance with Art. 24.3 of the Constitution.

27. TERMS OF REFERENCE OF THE COMMUNICATION AND MARKETING COMMITTEE

27.1 The missions of the Communication and Marketing Committee shall be to:

- (a) develop a marketing strategy for the EUBC and advise the Board accordingly;
- (b) develop a communication and fan engagement strategy, especially with the use of the EUBC social media accounts;
- (c) provide to the Board with expertise and knowledge in the field of marketing.

28. TERMS OF REFERENCE OF THE COMPETITIONS COMMITTEE

28.1 The missions of the Competitions Committee shall be to:

- (a) propose to the Board the calendar of EUBC events and harmonise it with the IBA calendar;
- (b) ensure the compliance of the IBA Technical & Competition Rules at the EUBC competitions;
- (c) review the sporting aspects of the EUBC competitions and propose to the Board the measures deemed necessary or relevant on this matter.

28.2 No Director may be a member of the Competitions Committee in accordance with Art. 28.3 of the Constitution. In addition, no competition official, boxer or coach may be a member of the Competitions Committee.

28.4 In the event that a member of the Competitions Committee is, for any reason, directly or indirectly involved with the organization and/or management of a EUBC competition, he/she shall promptly inform the Competitions Committee and he/she will self-suspend from the Committee until the end of the relevant EUBC competition.

29. TERMS OF REFERENCE OF THE MEDICAL COMMITTEE

29.1 The missions of the Medical Committee shall be to:

- (a) deal with medical issues related to boxing, in particular the health and safety of boxers;
- (b) provide expertise, knowledge and advice with respect to the care and follow-up treatment of boxers in different environments, including at the ringside and out-of-competition, and with respect to fitness to box, performance and improvement issues;

- (c) ensure that a sufficient number of ringside doctors are available for the EUBC competitions;
- (d) arrange training courses, and provide educational materials to ringside doctors;
- (e) deal with anti-doping matters;
- (f) ensure that the EUBC competitions are organised in compliance with the IBA anti-doping Rules and the IBA Medical Rules.

29.2 The Medical Committee shall exclusively comprise of doctors and anti-doping experts.

30. TERMS OF REFERENCE OF THE REFEREES & JUDGES COMMITTEE

30.1 The missions of the Referees & Judges Committee ("R&J") shall be to:

- (a) deal with matters related to referees and judges;
- (b) ensure that the EUBC competitions are organised in compliance with the IBA Referee and Judge Regulations;
- (c) ensure that the IBA Technical Rules related to referees and judges' matters – including but not limited to bout review, protest against a referee – are implemented in the EUBC competitions;
- (d) identify and recommend referees and judges for the EUBC competitions;
- (e) ensure that the selected referees and judges for the EUBC competitions abide to the EUBC Code of Conduct;
- (f) arrange training courses, and provide educational material to referees and judges;
- (g) undertake such steps as it may consider necessary or desirable to improve the quality or refereeing and judging;
- (h) develop an "in and out competition" complaint system – securing anonymity – in relation to performances of referees and scoring of judges;
- (i) evaluate the performance of referees and judges;
- (j) report to the Board any case related to referees or judges that may be subject to an investigation or a disciplinary action;

30.2 No Director may be a member of the R&J Committee in accordance with Art. 24.3 of the Constitution. In addition, no competition official, boxer or coach may be a member of the R&J Committee.

30.3 In the event that a member of the R&J Committee is, for any reason, directly or indirectly involved with the organization and/or management of a EUBC competition, he/she shall

promptly inform the R&J Committee and he/she will self-suspend himself/herself from the Committee until the end of the relevant EUBC competition.

31. TERMS OF REFERENCE OF THE WOMENS' COMMITTEE

31.1 The missions of the Women's Committee shall be to:

- (a) promote grassroots boxing among women and women's boxing, including but not limited to women R&Js, coaches and officials;
- (b) deal with any other issue related to practice, development and promotion of women's boxing.

31.2 The Women's Committee comprise of women only.

31.3 The maximum number of the Women's Committee's members is seven (7).

Section V – Rules of Congress and Elections

32. GENERAL PROVISIONS

32.1 This Section sets out requirements and procedures applicable to Congress meetings, which supplement provisions set out in the Constitution.

32.2 A Congress meeting may be conducted in-person or, in accordance with Art. 15.7 of the Constitution, by means of telecommunication.

32.3 In Election Congress meetings, a notary from Italy or from the host country of Congress shall be in attendance and certifies the voting of the Elections. The notary, who shall be fluent in English, is appointed by the Board.

32.4 The Chairperson of the Congress has control over the meeting and will:

- (i) ensure that the Constitution and the Regulations are adhered to in relation to the execution of the Congress,
- (ii) rule on any matter relating to the execution of the meeting, points of order, requests for information, personal explanations, and the construction or interpretation of the Constitution and of the Regulations.
- (iii) rule on any matter of procedure where the Constitution or the Regulations has no or insufficient provisions. The ruling of the Chairperson on procedural matters is final and not open to debate, appeal or other challenge.

(iv) have the right to take all measures to stop any disruptive conduct obstructing the efficient administration of the Congress.

32.5 All Delegates have the right to speak during the Congress. The Chairperson of the Congress may also invite other attendees (if any) to speak during the meeting. Permission to speak is granted in the order in which it is requested. A speaker may not begin speaking until he or she has obtained permission to do so. Speakers must speak only to a specific subject or motion in issue, to a point of order or request for information, or to challenge a ruling from the Chairperson. A Delegate may only speak a maximum of twice on the same subject. If the Chairperson deems it necessary, he or she may authorize the Delegate to speak more than twice(2).

32.6 The Chairperson may impose and enforce time limits on speakers, and has the final decision in terms of what is considered a relevant contribution to a debate.

32.7 The Chairperson may stop a speaker from speaking or require any person to leave the meeting (temporarily or for the remainder of the meeting) if they are disrespectful, if they make statements that are offensive to any person or contain offensive language, or if their conduct risks disrupting the proper and efficient conduct of the meeting.

32.8 The Chairperson may delegate to the Secretary General or the Legal Counsel the authority to chair the Congress at any given time.

32.9 Congress meetings are conducted in English. The EUBC may make translation services available, costs permitting and if requested by a sufficient number of National Federations to warrant the expense.

33. REGISTRATION AND PARTICIPATION IN THE CONGRESS

33.1 Registration for Ordinary Congress opens at least two months before the Congress meeting. The Registration ends one month before the Congress meeting.

33.2 Registration for Extraordinary Congress opens at least one month before the Congress meeting. The registration ends fifteen days before the Congress meeting.

33.3 National Federations, with the right to attend the Congress, shall be represented by one Voting Delegate.

33.4 National Federations, with the right to attend the Congress, may also appoint one Non-Voting Delegate.

33.5 National Federations, when they register for the Congress, shall communicate to the EUBC Head Office the names of the Delegates.

33.6 A Voting Delegate and Non-Voting Delegate cannot switch their position, once the Congress meeting has begun.

33.7 The appointment of the Delegates may be subject to review by the Legal Counsel, who submits the review to the Board for a final decision. In the event the Board excludes a Delegate, the relevant National Federation may replace him/her within 48 hours from the beginning of the Congress Meeting.

34. SCRUTINEERS

34.1 The Board shall appoint three scrutineers before the beginning of the Congress meetings. The Congress may appoint other scrutineers at the beginning of the meeting.

34.2 The scrutineers shall belong to different nationalities, be fluent in English, and shall be appointed among: (i) Directors (who will not stand for re-elections in the event of Election Congress Meetings, (ii) members of Committees that will be in attendance of the Congress meeting and (iii) the Non-Voting Delegates.

34.3 The list of scrutineers will be promptly submitted to the Chairperson of the Ethics Committee for his/her review. After the review, the Chairperson of the Ethics Committee may request the Board to change a scrutineer providing reasons for such request.

35. VOTING

35.1 Voting shall be carried out by:

- (a) Electronic system chosen by the Board; or
- (b) raising of hands or similar tangible identifying manner such as the use of voting cards; or
- (c) secret ballot.

35.2 The Chairperson of the Congress announces the voting procedure before the voting takes place.

35.3 The Chairperson of the Congress shall conduct and manage the voting procedure, in coordination with the scrutineers.

35.4 It is forbidden to address the Congress during the voting operations until the voting results are announced.

35.5 To be valid and counted, a vote:

- (i) may only be cast by the Voting Delegate;
- (ii) may not be left blank, or spoiled, or unintelligible.

35.6 In Election Congress meetings, the Chairperson of the Ethics Committee or, in the alternative, a member of the Ethics Committee, shall supervise the elections in accordance with Art. 20.2 and 20.3 of the Constitution.

35.7 In Election Congress meetings, a notary, in coordination with the Chairperson of the Ethics Committee, controls the operations of voting and certifies the results.

36. MINUTES

36.1 The Secretary General shall take the minutes of the Congress meetings.

36.2 The minutes will be distributed to the National Federations in attendance of the Congress meeting.

36.3 The summary of the decisions and the voting results will be published in the EUBC website.

37. GENERAL OBLIGATIONS OF CANDIDATES

37.1 A Candidate, or any person proposing to be a Candidate, is entitled to promote their candidacy or proposed candidacy, provided it is conducted with honesty, dignity and moderation and complies with the Constitution, these Bylaws, the IBA Code of Ethics and any other applicable rules and regulations.

37.2 A Candidate, or any person proposing to be a Candidate, shall, in promoting their candidacy or proposed candidacy, respect the other Candidates and the EUBC itself, and shall not act in a way likely to adversely affect the reputation of the EUBC or boxing generally, or to bring the EUBC into disrepute or otherwise be in breach of the IBA Code of Ethics.

37.3 A Candidate, or any person proposing to be a Candidate, shall, in promoting their candidacy or proposed candidacy, respect National Federations, their representatives and delegates, and the EUBC;

37.4 A Candidate, or any person proposing to be a Candidate, shall not, by spoken or written word or other representation, harm or do anything likely to harm the image of another Candidate or cause any prejudice to them.

37.5 The content and presentation of all materials produced by or on behalf of a Candidate, or any person proposing to be a Candidate, to promote their candidacy or proposed candidacy (including any manifestos) must be fair, honest and respectful of other Candidates and the EUBC and must comply with IBA Code of Ethics and these Bylaws.

37.6 The candidacy of all Candidates is subject to the person being eligible, including satisfying an integrity check in accordance with Art. 25 of the Constitution.

38. CANDIDATE NOMINATION FORM

38.1 The Candidate, in accordance with Articles 25.2 and 25.11 of the Constitution, must submit together with his/her National Federation a completed Candidate Nomination Form to the Secretary General by no later than forty (40) prior to the Election Congress meeting at which the relevant election will occur. The Candidate Nomination Form or the exhibits received after the expiry of the deadline will not be taken into consideration and the Candidate will not be eligible. In case of a dispute, the Candidate has the burden of proof to demonstrate (on a balance of probability) that the application and nomination forms have been received by the EUBC Head Office in due time.

38.2 The Candidate must be supported by a National Federation by resolution of its board, executive committee or equivalent body. In particular, the Candidate Nomination Form must be signed on behalf of the National Federation in accordance with such resolution, by its most senior officer and a copy of the resolution must be attached to the Candidate Nomination Form.

38.3 The Candidate Nominations Form shall include the following annexes:

- (i) a copy of the Candidate's passport;
- (ii) a bio / profile / CV of the Candidate (in English) with supporting documentation
- (iii) a picture of the Candidate
- (iv) a proof of place of residence / official domicile / or alternatively a proof of tax residence;
- (v) a copy of the official register of criminal records or any similar official document issued by the competent authority of all Candidate's places of domicile for the last five years before the date of the filing of the application form;
- (vi) a copy of the official register of debt collection or of debtors or of any other official register showing that the Candidate is not insolvent or bankrupt;
- (vii) any further supporting document or material deemed useful by the Candidate to show that he / she fulfils the eligibility criteria listed in Art. 25 of the Constitution;
- (viii) a signed commitment to comply with the Constitution and the Regulations, including in particular the EUBC Code of Conduct and the IBA Code of Ethics;
- (ix) a self-declaration regarding any actual or potential conflicts of interests (whether financial or otherwise) in compliance with Art. 25.6 of the Constitution.

38.4 If a Candidate is unable to produce a document listed above for reasonable reasons, such as inexistence of registry, or material impossibility to get excerpt of the registry in a reasonable deadline due to administration failures in a given country, the concerned Candidate may file an affidavit that he or she fulfils the requirement, together with a detailed explanation about why the required document is not available and any other evidence fit to have the same purpose as the missing document. The affidavit must be countersigned by the National Federation of the Candidate, confirming the accuracy of the Candidate's statements in this respect.

38.5 Any document which is filed in a language other than English, must be accompanied by a certified translation in English.

38.6 The Candidate Nomination Forms may be subject to formal review by the Legal Counsel, including the compliance with the maximum terms of office as per Art. 29.4 of the Constitution. In the event the Legal Counsel finds that the Candidate Nominations Forms are incomplete or not formally correct, the EUBC Head Office promptly inform the Candidate and/or the National Federation, granting him/her a short deadline to complete or correct the Form within the deadline for nominations.

38.7 The Candidate Nomination Forms will be forwarded to the Ethics Committee for the vetting of the candidatures, specifying for each whether it has been received in due time and is formally correct.

39. CAMPAIGN RULES

39.1 During the Electoral Period, Candidates, or any person proposing to be a Candidate, may make public statements, give interviews or issue written materials to promote their Candidacy or proposed Candidacy, provided that they must:

- (a) comply with the IBA Code of Ethics;
- (b) comply with any guidelines issued by the Board and/or the Ethics Committee, concerning the use of media including social media;
- (c) not solicit, accept or offer, directly or indirectly any form of remuneration of commission, or any concealed benefit or service of any nature, connected with any EUBC activity, or election or appointment to office;
- (d) not give presents or offer donations or gifts or grant advantages or benefits of whatever nature to or at request of any party who will vote at, or who may otherwise influence, an election;

- (e) not enter into any promise or undertaking to personally act (whether as a Candidate or following elections) for the direct or indirect benefit of EUBC and IBA Officials, EUBC and IBA governing bodies and committees, National Federations or individuals within the EUBC;
- (f) disclose terms and conditions of any arrangements and the sources of funds, when he/she promises to attract any funds (including from sponsors or investors);
- (g) not produce, or cause or permit third parties to produce on behalf of the Candidate, any spoken word, written text or representation of any nature (including any manifestos), which does or is likely to harm the image or reputation of another Candidate or of the EUBC.
- (h) not enter into any form of undertaking with any individual or organization that is likely to affect the Candidate's freedom of decision or action if elected;
- (k) not engage in act, collaboration or collusion by or between Candidates with the intent to defraud or manipulate the result of the vote;
- (j) not request the support or service from the EUBC in connection with their Candidacies;
- (i) refrain from carrying out any electoral campaign outside the Electoral Period.

39.2 Any Candidate who is an existing Official shall continue to carry out official duties during their Candidacy, including scheduling meetings with National Federations on a basis consistent with the ordinary course of their business as EUBC Official, during which the Candidate may refer to their candidacy in a purely factual manner. However, the promotion of the Candidacy of an existing Official by organising or participating in meetings or events with National Federations or other events solely or mainly for the purpose of promoting a Candidacy is not permitted.

39.3 The above campaign rules are indistinctly enforceable either if the campaign is conducted directly by the Candidate or indirectly by a third party (e.g. an adviser, service provider, an associate, National Federation of the Candidate).

40. BREACH OF CAMPAIGN RULES

40.1 The Ethics Committee, *ex officio* or upon receipt of a written complaint of an Official, the EUBC Head Office, a Candidate or a National Federation, may open a proceeding against a candidate for an alleged breach of the IBA Code of Ethics and/or these campaign rules.

40.2 The written complaint shall be notified to the Board and/or the Ethics Committee within 24 hours following discovery of the alleged breach. The Ethics Committee may extend this time limit if there is good reason to do so. In addition, the Ethics Committee may consider any information that comes to its attention by whatever means to consider whether there has been a breach of the IBA Code of Ethics and/or these campaign rules.

40.3 The proceeding will be dealt by the Ethics Committee in an expedite basis ensuring the relevant Candidate with an opportunity to respond to the alleged breach. The Ethics Committee may provisionally suspend the candidacy of the relevant Candidate and his/her campaign during the proceeding.

40.4 The Ethics Committee will provide the relevant Candidate with a written decision as soon as practicable. The Ethics Committee may decide to publish the .

40.5 The decision of the Ethics Committee may be appealed before the CAS by the concerned candidate. Only the candidate (and not his/her National Federation) has standing to appeal. The appeal shall be lodged within 5 (five) days of issuance of the decision and shall be decided by a sole arbitrator to be appointed jointly by the EUBC and the candidate, or by CAS. The procedure before CAS shall be expedited for an award (without grounds) to be issued at the latest 10 (ten) days after the filing date of the appeal. The Statement of Appeal shall be considered the Appeal Brief, as specified in the CAS Procedural Rules , and the EUBC will file its Answer within four (4) days of receiving the Statement of Appeal.

41. ATHLETES' COMMITTEE ELECTIONS

The provisions of this Section V of the Bylaws shall apply to elections for the Athletes' Committee and if there is any inconsistency between the specific provisions of this Section V and the provisions of Athletes Committee Regulations, then the Section V shall prevail.

42. TEMPORARY PROVISIONS

The Board, by way of derogation of Art. 6.1 (a), may appoint during the current term of office an additional member of a Committee provided that the appointment (i) is justified by exceptional circumstances or (ii) the additional member has outstanding expertise and skills in the nature of work of the subject matter of the Committee that may be valuable and beneficial for EUBC.
