



CANDIDACY RULES

(Approved by Council on 30 November 2021 and effective from 10 December 2021)

Specific Definitions

The words and phrases used in these Rules that are defined terms (denoted by initial capital letters) shall have the meanings specified in the Constitution and the General Definitions, or (in respect of the following words and phrases) the following meaning:

“Constitution” means the constitution of World Athletics that came into effect on 1 January 2019, including any amendments to it made from time to time.

“Campaign Period” means the period of time beginning from the Commencement Date and ending upon the earlier of:

- a. withdrawal in writing to the Election Oversight Panel of the Candidate from the election;
- b. removal of the Candidate from the election; or,
- c. the announcement of the election results at the meeting at which the election is held, stating either the election or the non-election of the Candidate.

“Candidacy” means the campaign of a Candidate seeking election.

“Candidate” means any person seeking election by Congress as the President, a Vice President, Council Member, and, to the extent expressly set out in Rule 5, any person seeking election as an Area President by an Area Association, and, to the extent expressly set out in Rule 5, any person seeking election as member of the Athletes’ Commission as those positions are defined in the Constitution.

“Candidate Nomination Form” means the form included in the Candidate Pack as described in Appendix 2 to these Rules.

“Candidate Pack” means the pack of documentation containing the information and setting out requirements as determined by the Election Oversight Panel, including the Candidate Nomination Form to be completed by a Candidate as described in Appendix 2 of these Rules.

“Commencement Date” means the date on which Election Oversight Panel declares that the Candidacy for an election begins.

“Doping Violation” means a violation of Rule 3.3.3 of the Integrity Code of Conduct including an anti-doping rule violation under the Anti-Doping Rules.

“Election Congress” means the Congress meeting held every four (4) years at which elections under Article 36 of the Constitution are undertaken.

“Election Oversight Panel” means the independent panel established by the Council and endorsed by Congress to ensure that Candidates comply with applicable Rules and Regulations and carry out the proper administration of tasks relating to the organisation, running and supervision of the elections at the Election Congress meeting and elections of the Athletes’ Commission that are held at the World Athletics Championships.

“Eligible” and **“Eligibility”** have the meaning given to them in the Vetting Rules.

“Ethical Compliance Officer” means the person appointed by World Athletics to carry out the roles and responsibilities identified in the Rules and Regulations, including these Rules or other person acting under his or her authority.

“Existing Official” means any person who is in office as a World Athletics Official at the time they become a Candidate.

“Independent Member” means a person who does not have or hold any position, contract, or other personal or financial interest (whether directly or indirectly) with or in World Athletics.

“Ineligible” has the meaning given to it in the Vetting Rules.

“Integrity Standard” means an integrity standard as described in Rule 3 of the Integrity Code of Conduct.

“Nominations Panel” means the panel established by the Council pursuant to the Governance Rules to identify, recruit, assess and make recommendations to Council for the appointment (or removal) of members of the various World Athletics bodies, as described in the Governance Rules.

“Non-Doping Violation” means a violation of the Integrity Code of Conduct other than a Doping Violation.

“Prima Facie case” means a case considered by the Head of the Integrity Unit to warrant investigation.

“Provisional Suspension” means that the person is suspended temporarily from participating in any competition or activity (or such lesser restriction as may be specified in the Provisional Suspension Order) prior to the final decision at a hearing conducted under the Disciplinary Tribunal Rules.

“Terms of Reference” means the terms of reference for the Election Oversight Panel set out in Appendix One to these Rules and as amended by the Council from time to time.

“Vetting Disclosure Form” means the form defined as such in the Vetting Rules.

“Vetting Panel” means the panel of this name established pursuant to the Vetting Rules.

“Website” means the website of World Athletics.

1. Application of These Rules

- 1.1 These Rules apply to all World Athletics Officials and Staff, and all Commissions, Working Groups, committees, tribunals, panels, or persons (including Member Federation Officials and Area Officials), and to any person seeking to be elected as a Candidate.

2. Scope of these Rules

- 2.1 These Rules:

2.1.1 define the general and specific obligations to which Candidates and those persons dealing with them are subject (Rules 3 to 7);

2.1.2 set out the composition, appointment, responsibilities, powers, and duties of the Election Oversight Panel (Rule 8); and,

2.1.3 set out the separate process for elections to the Athletes' Commission.

- 2.2 Any time periods specified for the holding of elections, Election Congresses, terms of office and the like may be shorted or lengthened at the discretion of the Council if extraordinary circumstances exist compelling such change.

3. General Obligations of Candidates

- 3.1 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 Integrity Code of Conduct, these Rules and any other applicable Rules and Regulations.

- 3.2 A Candidate, or any person proposing to be a Candidate, shall, in promoting their Candidacy or proposed Candidacy, respect the other candidates and World Athletics itself, and shall not act in a way likely to adversely affect the reputation of World Athletics or Athletics generally, or to bring World Athletics or Athletics into disrepute or otherwise be in breach of the Integrity Code of Conduct.

- 3.3 A Candidate, or any person proposing to be a Candidate, shall, in promoting their Candidacy or proposed Candidacy, respect Member Federations, their representatives and delegates, and World Athletics.

- 3.4 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.

- 3.5 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 World Athletics and must comply with the Integrity Code of Conduct and these Rules. Materials which the Election Oversight Panel deems to be in contravention of these Rules may not be used by any person and must be corrected if so required by the Election Oversight Panel. The decision of the Election Oversight Panel in relation to such matters shall be final.

- 3.6 A Candidate, or any person proposing to be a Candidate, must provide any information requested by the Election Oversight Panel within any timeframe imposed by the Election Oversight Panel.

- 3.7 The Candidacy of all Candidates, including a Candidate for Area President and a Candidate for the Athletes' Commission, are subject to the person being Eligible, including satisfying an Integrity Check in accordance with the Vetting Rules.

4. Specific Obligations of Candidates

Submission of Candidate Nomination Form

- 4.1 In accordance with Article 30.2(c) of the Constitution, in order to stand for election, each person proposing to be a Candidate must submit a completed Candidate Nomination Form to the Chief Executive Officer of World Athletics by no later than three (3) months prior to the Election Congress at which the relevant election will occur.
- 4.2 The Candidate must be supported by a Member Federation by resolution of its Board, executive committee or equivalent body. In particular, the Candidate Nomination Form must be signed on behalf of the Member Federation in accordance with such resolution, by its most senior officer (or another senior officer approved by the Election Oversight Panel) and a copy of the resolution must be attached to the Candidate Nomination Form.

Eligibility

- 4.3 Before submission of a Candidate Nomination Form, and before the Candidate can be confirmed by the Election Oversight Panel (in accordance with Rule 8.9.5), each person proposing to be a Candidate must be determined by the Vetting Panel to be Eligible to stand for elected office.
- 4.4 Each such person must provide to the Vetting Panel such information as may be required by the Vetting Panel to make such determination. The failure to do so will mean that the person is not Eligible to be a Candidate (in accordance with Article 65.1 of the Constitution).
- 4.5 If a Candidate becomes Ineligible after submission of the Candidate Nomination Form and before the election, they will cease to be a Candidate.
- 4.6 Nothing in these Rules precludes the Vetting Panel from carrying out a further assessment of a Candidate's Eligibility, at any time, if it becomes aware of information that the Candidate may no longer be Eligible. The Election Oversight Panel will forward to the Vetting Panel any information of which it becomes aware that may be relevant to a Candidate's Eligibility.
- 4.7 Under Article 41.2 of the Constitution, there shall not be more than one (1) Council Member (in any capacity) from anyone (1) Member Federation Country except that (pursuant to Article 41.2 of the Constitution) this Rule 4.7 shall not apply to the members of the Athletes' Commission on the Council. As a result, save for Candidates to be elected as a member of the Athletes' Commission, a Candidate, or a proposed Candidate, who would otherwise be Eligible may become ineligible to be elected to the Council as a result of another person from that Member Federation Country being appointed (e.g. as Area President).

Public Statements, Interviews and Written Materials

- 4.8 A Candidate, 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 at all times:

- 4.8.1 comply with the Integrity Code of Conduct;
- 4.8.2 comply with any guidelines issued by the Election Oversight Panel, pursuant to Rule 4.21 below, concerning the use of media including social media, and/or requiring coordination with the World Athletics Press Office of any such statements or interviews (in whatever media used);
- 4.8.3 not make payments, directly or indirectly, to journalists or other persons affiliated to the media or lobbyists or public relations firms or the like, or make any use (free of charge or otherwise) of the services of a journalist, influencers, celebrities or the media in order to promote their Candidacies;
- 4.8.4 not produce, or cause or permit third parties to produce on behalf of the Candidate, or person proposing to be a 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 World Athletics.

Debates, Forums and Meetings

- 4.9 Except with the invitation or permission of the Election Oversight Panel, or in accordance with any guidelines issued by the Election Oversight Panel pursuant to Rule 4.21 below no forum, debate or public meeting of any kind may be organised, held or participated in, by a Candidate or any person on his or behalf, for the sole or main purpose of promoting a Candidacy. For any forum, debate or public meeting approved by the Election Oversight Panel, the following provisions shall apply:
 - 4.9.1 Any such forum, debate or public meeting must be organised so as to offer equal opportunities for participation to all Candidates seeking election;
 - 4.9.2 The Election Oversight Panel may issue guidelines pursuant to Rule 4.21 below, and assist with coordination of any such forum, debate or public meeting so as to ensure that these are scheduled and managed to optimise opportunities for all Candidates to promote their Candidacies to the widest possible group of relevant voters.
- 4.10 Any Candidate who is an Existing Official shall continue to carry out official duties during their Candidacy, including scheduling meetings with Member Federations on a basis consistent with the ordinary course of their business as a World Athletics 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 Member Federations or other events solely or mainly for the purpose of promoting a Candidacy is not permitted.

Gifts

- 4.11 Except as set out in this Rule 4.11, no Candidate, or person proposing to be a Candidate, may offer or give any gifts of any nature or value (including gifts otherwise in compliance with the Integrity Code of Conduct), whether directly or indirectly, to any World Athletics Official, Member Federation Official, Area Official or any person who will vote in an election. Notwithstanding the above, it is permissible for gifts and exchanges of tokens of courtesy to be given if they are of nominal value, meaning such

items must have little or no commercial value. The Election Oversight Panel may issue guidelines, pursuant to Rule 4.21 below in this respect.

- 4.12 Without limiting Rule 4.11, in no case and under no pretext shall Candidates, or persons proposing to be Candidates, give presents or offer donations or gifts or grant advantages or benefits of whatever nature (including those otherwise in compliance with the Integrity Code of Conduct) to or at the request of any World Athletics Official, Member Federation Official, Area Official or any person (whether directly or indirectly) who will vote in an election, during the course of their Candidacy and/or for the purpose of influencing the election or any vote.

Promises

- 4.13 Subject to Rule 4.14, Candidates, or persons proposing to be Candidates, shall not enter into any promise or undertaking to act, either as a representative of World Athletics or personally (whether as a Candidate or after the Election Congress in any capacity), for the direct or indirect benefit of an Area Association, Member Federation, a group of Member Federations, or individual or individuals within any such body or grouping, except in the course of an initiative approved by an appropriate body of World Athletics (including, for a Candidate seeking election as an Area President by an Area Association, the relevant Area Association).
- 4.14 Candidates, or persons proposing to be Candidates, shall not enter into any form of undertaking with, nor give any guarantee to, any natural or legal person that is likely to affect the Candidate's freedom of decision or action, or otherwise bind the Candidate, if elected.
- 4.15 Candidates, or persons proposing to be Candidates, shall not directly or indirectly solicit or accept any benefits of whatever nature intended to influence decisions within their authority once elected, or which may reasonably be perceived as intending to have that effect.

Collusion

- 4.16 Candidates, or persons proposing to be Candidates, shall not engage in any act, collaboration or collusion by or between Candidates with the intent to defraud or manipulate the result of the vote.

Candidacy Expenditure

- 4.17 Subject to Rule 4.18, no Candidate may spend more than Euro 25,000 (excluding any applicable taxes) on campaign expenditures for their Candidacy, regardless of the nature or source of the funding, except that a Candidate for President may spend up to Euro 50,000 (excluding any applicable taxes and a Candidate for the Athlete Commission may spend up to Euro 2,500); provided that:
- 4.17.1 the Election Oversight Panel may approve in advance spending above these limits in response to a detailed application by a Candidate demonstrating a need to spend an additional specified amount in order to operate an effective campaign (for example, because of reasonable travel costs due to the Candidate's place of usual residence);
- 4.17.2 Subject to Rule 4.17.3 (Area Presidents), the limit on campaign expenditure in this Rule shall only apply during the Campaign Period.

- 4.17.3 The limit on campaign expenditure in this Rule 4.17 shall apply to a Candidate seeking election as an Area President of an Area Association, unless the limit is reduced to a lower amount by the relevant Area Association, in which case the lower amount shall apply. For avoidance of doubt, the period covering the limit on campaign expenditure for a Candidate seeking election as an Area President shall commence from the date commencing six (6) months prior to the date scheduled for the election for Area President, or such earlier date as decided by the relevant Area Association.
- 4.18 For the avoidance of doubt and in the interests of transparency any Candidate who is a Council Member seeking re-election is required to comply with these Rules and report expenditure involved in connection with their role as a Candidate separately to those events and activities which they are required to attend as a Council Member or because of their position on Council (e.g. President or Vice-President) or because of the position they hold in an Area. For the avoidance of doubt, expenses incurred in attending activities and events (including World Athletics Series Events as required as a Council Member or because of their position on Council (e.g. President or Vice-President) or because of the position they hold in an Area are excluded from the limits on permitted expenditure set out in Rule 4.17 above.
- 4.19 Upon request from the Election Oversight Panel each Candidate shall provide
- 4.19.1 bank account statements and other relevant information concerning the nature, source and amount of funds used to support their Candidacy, upon request by the Ethical Compliance Officer; and
- 4.19.2 a final statement of all expenditure for their Candidacy to the Election Oversight Panel, for purposes of the preparation of a report to Congress following the Election Congress.

Support or Services from Staff

- 4.20 Unless in the ordinary course of their business as an Existing Official, no Candidate or person proposing to be a Candidate may receive individual or special support or services from Staff, including any consultants, agents or advisors engaged by World Athletics to assist with the conduct of Candidacies, beyond general administrative support and services provided to ensure that Candidacies are conducted in a fair, open and consistent manner.

Guidelines

- 4.21 In conducting Candidacies, Candidates shall comply with all guidelines, manuals or directives issued by the Election Oversight Panel, either generally or with respect to a particular Election Congress meeting.

Education

- 4.22 Candidates shall undertake any education or training programmes or modules which the Council directs to be mandatory to be Eligible to stand as a Candidate, and provide such proof of having successfully completed such education or training programmes or modules as the Election Oversight Panel may require.

Casual Vacancies

- 4.23 If there is a casual vacancy in the position of Individual Council Member that arises more than 12 months before the next Election Congress meeting, the Council may decide to fill this vacancy by:
- 4.23.1 Appointing a person who is willing to fill the casual vacancy from amongst those who unsuccessfully stood for election as an Individual Council Member at the previous Election Congress and who remains Eligible: or
 - 4.23.2 Directing that an election be held in accordance with the principles set out in these Candidacy Rules; or
 - 4.23.3 Appointing a person who is Eligible by any other means.

5. Area Presidents

- 5.1 These Rules apply to persons seeking election as an Area President of an Area Association, except to the extent set out below.
- 5.1.1 Every reference to “Campaign Period” shall mean the period of time beginning at such point as their nomination is received by the Area Association in accordance with the rules of the Area Association and ending upon the earlier of:
 - a. withdrawal of the Candidate from the election;
 - b. removal of the Candidate from the election; or,
 - c. the announcement of the election results at the meeting at which the election is held, stating either the election or non-election of the Candidate.
 - 5.1.2 Rules 4.1 and 4.2 shall not apply. The process for nomination for Area President shall be in accordance with the rules of the relevant Area Association, provided that the nomination process must require each person proposing to be a Candidate for Area President to agree to comply with these Rules to the extent they are applicable, including providing such documentation as required in order to determine Eligibility prior to declaring their Candidacy for Area President
 - 5.1.3 Rule 4.8.2 shall apply but the Candidate, or person proposing to be a Candidate, must in addition comply with any guidance or rules of the Area Association concerning use of social media, and/or any declarations or interviews (in whatever media used).
 - 5.1.4 Rules 4.9 and 4.10 shall apply but in addition any invitation or permission to allow a Candidate to participate in a forum, debate or public meeting, must be given by the Area Association (if the rules of the Area Association permit such approval).
 - 5.1.5 Rule 8 (Election Oversight Panel) shall not apply in respect of specific matters pertaining solely to the Candidacies of persons seeking to be elected at Election Congress meetings.

6. Athletes' Commission Elections

- 6.1 The provisions of Appendix 3 shall apply to elections for the Athletes' Commission and if there is any inconsistency between the specific provisions of Appendix 3 and the other provisions of these Rules, then Appendix 3 shall prevail.
- 6.2 The elections of members of the Athletes' Commission shall be overseen by a representative of the Election Oversight Panel provided that:
- 6.2.1 every reference to "Campaign Period" shall mean the period of time beginning at such point as their nomination is received by the Chief Executive Officer in accordance with Appendix 3 and ending upon the earlier of:
 - a. withdrawal of the Candidate from the election;
 - b. removal of the Candidate from the election; or,
 - c. the announcement of the election results at the meeting at which the election is held, stating either the election or non-election of the Candidate.
 - 6.2.2 Rules 4.1 and 4.2 shall not apply. The process for nomination for Athletes' Commission shall be in accordance with the procedure laid down in Appendix 3.
 - 6.2.3 Rule 4.8.2 shall apply but the Candidate, or person proposing to be a Candidate, must in addition comply with any guidance under Appendix 3 concerning use of social media, and/or any declarations or interviews (in whatever media used).
 - 6.2.4 Rule 8 (Election Oversight Panel) shall apply, subject to specific matters mentioned in Appendix 3, where the specific provision of Appendix 3 shall take precedence over general stipulations in Rule 8.

7. Obligations of World Athletics Officials

- 7.1 Existing Officials standing as Candidates shall comply with all obligations for Candidates set out in these Rules.
- 7.2 In dealing with Candidates, World Athletics Officials not standing as Candidates must comply with the Integrity Code of Conduct and all other applicable World Athletics Rules including these Rules.

Gifts, Promises and Undertakings

- 7.3 In no case and under no circumstances or pretext shall a World Athletics Official voting in an election or in a position to influence its outcome, accept gifts of whatever nature or value, or any grants of advantages or benefits of whatever nature or value, from a Candidate or person proposing to be a Candidate, (including gifts otherwise in compliance with the Integrity Code of Conduct), unless it is a gift or exchanges of tokens of courtesy as set out in Rule 4.11 above (and as set out in any guidelines issued by the Election Oversight Panel, pursuant to Rule 4.21 above in this respect).
- 7.4 No World Athletics Official shall enter into any promise or undertaking with a Candidate, or person proposing to be a Candidate, for that Candidate, or person

proposing to be a Candidate, to personally act (whether as a Candidate or following election), for the direct or indirect benefit of an Area Association, Member Federation, a group of Member Federations or individual or individuals within any such body or grouping, except in the course of an initiative approved by an appropriate body of World Athletics.

- 7.5 No World Athletics Official shall enter into any form of undertaking with, nor provide any guarantee to, any Candidate, or person proposing to be a Candidate, that is likely to affect the Candidate's freedom of decision or action if elected.
- 7.6 No World Athletics Official shall directly or indirectly give or offer any benefits of whatever nature intended to influence decisions by a Candidate, or person proposing to be a Candidate, within their authority once elected, or which may reasonably be perceived as intending to have that effect.
- 7.7 Any gifts of any nature or value, or any grants of advantages or benefits of whatever nature or value, offered to a World Athletics Official by a Candidate, or person proposing to be a Candidate, must be promptly disclosed to the Ethical Compliance Officer by the Official.

Staff

- 7.8 Staff shall maintain a strict duty of neutrality at all times, and a Candidate, or person proposing to be a Candidate, shall respect this duty at all times.
- 7.9 Staff shall limit their relations and communications with Candidates, or persons proposing to be Candidates, strictly to the performance of their duties and otherwise comply with these Rules and all other World Athletics Rules.
- 7.10 Unless in the ordinary course of business with an Existing Official, Staff shall not provide any additional support or service to a Candidate, or person proposing to be a Candidate, beyond ordinary and customary administrative support and services provided to all Candidates for election.

8. Election Oversight Panel

- 8.1 All Candidacies will be governed by the Election Oversight Panel, established and maintained in accordance with these Rules and in accordance with the Terms of Reference.

Composition

- 8.2 The Election Oversight Panel shall be comprised of five Independent Members, one of whom shall be appointed as the Chairperson.

Appointment of Election Oversight Panel

- 8.3 Before each Election Congress meeting, the members of the Election Oversight Panel will be appointed by the Council, on the recommendation of the Nominations Panel.
- 8.4 Each member of the Election Oversight Panel is a World Athletics Official and subject to Vetting. As such, the appointment of any person to be a member of the Election Oversight Panel is subject to the person being Eligible, including satisfying an Integrity Check by the Vetting Panel in accordance with the Vetting Rules.

- 8.5 Each member of the Election Oversight Panel shall have a term of office of four (4) years, commencing at the conclusion of the Election Congress meeting following their appointment by the Council, and ending at the conclusion of the Election Congress Meeting held four (4) years later, except to the extent required in order to complete their responsibilities, such as those set out in Rules 8.8 and 8.9.
- 8.6 If there is a Casual Vacancy in any position on the Election Oversight Panel it will be filled by the Council with a replacement member who meets the applicable description for that member and who is Eligible.
- 8.7 Members of the Election Oversight Panel may be re-appointed for further subsequent and consecutive terms without limitation.

Responsibilities and Powers of Election Oversight Panel

- 8.8 In carrying out its role, the Election Oversight Panel shall operate in accordance with its Terms of Reference (Appendix 1) and shall be responsible for:
- 8.8.1 Monitoring to ensure that Candidates conduct their Candidacies with honesty, dignity and moderation and in compliance with the Integrity Code of Conduct, these Rules and any other applicable Rules and Regulations; and
- 8.8.2 Subject to the Constitution and the Rules of Congress, ensuring the proper administration of tasks relating to the organisation, running and supervision of the elections at the Election Congress and the elections of the Athletes' Commission that are held at each World Athletics Championships.
- 8.9 The Election Oversight Panel shall have the responsibilities and powers to:
- 8.9.1 Manage the overall candidature process and ensure that the applicable deadlines are complied with;
- 8.9.2 Develop and maintain the Candidate Pack containing the elements described in Appendix 2;
- 8.9.3 Develop and issue directives, guidelines or manuals containing details of the obligations and procedures to be complied with by Candidates;
- 8.9.4 Publish notices regarding the election procedures on the Website;
- 8.9.5 Review all Candidate applications, ensuring that each Candidate has properly completed the Candidate Nomination Form and has been determined to be Eligible by the Vetting Panel, and determine whether the application is to be accepted and therefore whether the person is confirmed as a Candidate;
- 8.9.6 At its discretion and when requested to do so by any Candidate, review and if considered appropriate approve an application to permit campaign expenditures in excess of the limits specified in Rule 4.17;
- 8.9.7 At its discretion or when requested to do so by any person, review any written materials produced by or on behalf of a Candidate to ensure that such materials are consistent with these Rules;

- 8.9.8 Ensure that a list of confirmed Candidates, including brief profiles of each, is prepared and published on a timely basis to meet the deadlines for submissions to Congress on the Website;
- 8.9.9 Ensure that information relevant to the election process or individual Candidates is distributed to those attending the Election Congress meeting as well as to the media and the public;
- 8.9.10 On receiving nominations for scrutineers from Member Federations, assess and make recommendations to the delegates the Congress meeting, of the six (6) scrutineers (including a chief scrutineer) to observe the election in accordance with the Rules of Congress;
- 8.9.11 Consider whether an independent third-party scrutineer should be appointed for the Election Congress and if so, recommend such appointment to the Chief Executive Officer in accordance with the Rules of Congress;
- 8.9.12 Attend the Election Congress meeting to ensure the smooth running of the electoral process in accordance with the Constitution and the Rules of Congress;
- 8.9.13 Following the Election Congress, obtain information from all Candidates, and prepare a report to Congress, on campaign expenditures (such expenditure information to be provided by each Candidate, returned in their Candidate Pack);
- 8.9.14 Address any breaches or alleged breaches of these Rules in accordance with Rule 9 of these Rules; and,
- 8.9.15 Attend Area Association meetings held immediately before Congress, for the parts dedicated to discussing Candidacies to World Athletics elections, including presentations by Candidates for proposed elections at the Election Congress.

Duties of Election Oversight Panel Members

- 8.10 The duties of the members of the Election Oversight Panel are set out in the Terms of Reference.

Confidentiality and Personal information

- 8.11 All confidential and personal information provided to the Election Oversight Panel will be safeguarded in accordance with strict confidentiality procedures and in compliance with all applicable data protection and privacy laws.

Procedure

- 8.12 Except to the extent set out in these Rules, the Election Oversight Panel shall regulate its own procedures in accordance with the Terms of Reference.

9. Breaches and Disputes

- 9.1 All World Athletics Officials including Staff are subject to affirmative duties to report alleged wrongdoing in writing, as set out in the Integrity Code of Conduct. Where this pertains to an alleged breach of these Rules, such report should be made to the Head

of the Integrity Unit without delay, with a copy to the Election Oversight Panel. Without limiting the foregoing:

- 9.1.1 Any person may (other than World Athletics Officials and Staff who should make a report as set out in Rule 9.1, above) notify the Election Oversight Panel of an alleged breach of these Rules (in writing by email addressed to the Chair) within 24 hours following discovery of the circumstances, but prior to the conclusion of the relevant Election Congress meeting. The Election Oversight Panel may extend this time limit if there is good reason to do so. It will report any notice so received to the Head of the Integrity Unit.
- 9.1.2 In addition, the Election Oversight Panel may consider any information that comes to its attention by whatever means to consider whether there has been a breach of these Rules. If it considers that these Rules may have been breached, it will report the matter to the Head of the Integrity Unit.
- 9.2 The Head of the Integrity Unit shall decide, on an expedited basis (and in any event within 30 days), whether:
 - 9.2.1 to have the Integrity Unit deal with the reported alleged breach in accordance with the procedures set out in the Athletics Integrity Unit Reporting, Investigation and Prosecution Rules; or
 - 9.2.2 to refer the reported alleged breach to the Election Oversight Panel to resolve in accordance with Rule 7 of the Athletics Integrity Unit Reporting, Investigation and Prosecution Rules, as supplemented by these Rules.
- 9.3 Upon referral in accordance with Rule 9.2 (b) above, the Election Oversight Panel will promptly review any alleged breach of the Rules and will provide the Candidate with an opportunity to respond to the alleged breach within such time frame as the Election Oversight Panel considers appropriate (which time frame, depending on the proximity of the election, may be short), having informed the Candidate concerned of the alleged breach in writing. The Election Oversight Panel will provide the relevant Candidate with a written decision as to the alleged breach of the Rules as soon as practicable.
- 9.4 The Election Oversight Panel has the power to:
 - 9.4.1 issue general guidelines to all Candidates addressing the subject matter of the alleged breach.
 - 9.4.2 issue written observations to the Candidate, which may be made public by the Election Oversight Panel by such means as it considers appropriate, including on the Website and/or at the Election Congress.
 - 9.4.3 issue a warning to the Candidate, which may be made public by the Election Oversight Panel by such means as it considers appropriate, including on the Website and/or at the Election Congress.
 - 9.4.4 refer the alleged breach of the Rules back to the Integrity Unit for further consideration.

- 9.5 Decisions made by the Election Oversight Panel will be final and binding. The Terms of Reference include guidance for the Election Oversight Panel to help with its decision making.
- 9.6 In the event that an alleged breach of the Rules is to be dealt with by the Integrity Unit in accordance with Rule 9.2(a) or is referred by the Election Oversight Panel to the Integrity Unit for further investigation in accordance with Rule 9.4.4, above, then the Candidacy of the relevant Candidate (i.e., the Candidate whose alleged breach of the Rules has been referred to the Integrity Unit) will be automatically suspended until such time as the Head of the Integrity Unit has determined whether there has been a Prima Facie breach of these Rules and/or a Prima Facie breach of the Integrity Code of Conduct. Any automatic suspension triggered under this Rule 9.6 may not last for a period longer than ten days (starting from the date of the referral to the Integrity Unit). For the avoidance of doubt, any Candidate subject to automatic suspension must not engage in any campaign activity and/or undertake any other steps to further their Candidacy whilst suspended.
- 9.7 In the event that the Head of the Integrity Unit determines that a potential breach of the Rules referred or reported to it pursuant to Rule 9.1 or Rule 9.4.4, above, constitutes a Prima Facie breach of these Rules (being one which has the potential to seriously undermine the authenticity and integrity of the election and/ or the reputation of Athletics) and/or a separate Prima Facie case of a Non-Doping Violation of the Integrity Code of Conduct, they may apply for a Provisional Suspension against the Candidate as contemplated by Rule 3 of the Reporting, Investigation and Prosecution Rules (Non-Doping). That Rule 3 shall apply *mutatis mutandis* for the purposes of these Rules, meaning (among other things) that in the event that a Provisional Suspension is sought only in respect of a Prima Facie breach of these Rules (and not also in respect of a breach of the Integrity Code of Conduct), any Provisional Suspension that is granted may be restricted to activity relating to the Candidacy (and, for the avoidance of doubt, such Provisional Suspension may extend beyond the maximum ten day period for an automatic suspension contemplated by Rule 9.6, above).
- 9.8 The Provisional Suspension of any Candidate will remain in place until such time that the alleged breach of the Rules and/or the Integrity Code of Conduct has been investigated and/or prosecuted (pursuant to the Reporting, Investigation and Prosecution Rules (Non-Doping)) before the Disciplinary Tribunal.
- 9.9 Where a report of an alleged breach of these Rules prior to or during the Election Congress is made after the closure of the relevant Election Congress meeting, the Election Oversight Panel shall refer the matter to the Head of the Integrity Unit.

Disputes

- 9.10 An Applicable Person may appeal a final decision made by the Disciplinary Tribunal (pursuant to Rule 9.8, above) in accordance with provisions of the Disciplinary Tribunal Rules.

APPENDIX 1
ELECTION OVERSIGHT PANEL
TERMS OF REFERENCE

1. Status and Role

- 1.1 The role of the Election Oversight Panel (“Panel”) is:
- 1.1.1 to ensure that Candidates conduct their candidacies with honesty, dignity and moderation and complies with the Integrity Code of Conduct, the Candidacy Rules and any other applicable Rules and Regulations; and,
 - 1.1.2 subject to the Constitution and the Rules of Congress, ensuring the proper administration of tasks relating to the organisation, running and supervision of the elections at the Election Congress meeting.

2. Commencement

- 2.1 These Terms of Reference were approved by Council and are effective from 10 December 2021.

3. Composition

- 3.1 The Panel is appointed in accordance with the Candidacy Rules.

4. Resignation, Removal, Vacancies

- 4.1 A Panel Member may resign from the Panel prior to the expiry of their term of office by giving not less than 3 months’ notice in writing to the Chair of the Panel.
- 4.2 A Panel Member may be removed from the Panel prior to the expiry of their term of office, by decision of the Council (after first affording the Panel Member natural justice) on the recommendation to the President from the Panel Chairperson (or if it is the Chairperson to be removed, on the recommendation from the Chief Executive Officer):
- 4.2.1 If they are no longer Eligible;
 - 4.2.2 For breach of the Candidacy Rules or any other Rules or Regulations; or,
 - 4.2.3 For any other act or conduct that, in the opinion of Council, brings the Panel or World Athletics into disrepute.

5. Responsibilities and Powers

A Panel Member shall have the responsibilities and powers, set out in Rule 8.8 of the Candidacy Rules.

6. Duties of Panel Members

- 6.1 The duties of the members of the Election Oversight Panel are to:

- 6.1.1 Protect the integrity of Athletics and World Athletics as a whole throughout the world, by overseeing fair elections in accordance with the Integrity Code of Conduct and these Rules;
- 6.1.2 At all times act in good faith and in the best interests of World Athletics;
- 6.1.3 Exercise the powers of the Election Oversight Panel for proper purposes;
- 6.1.4 Act, and ensure the Election Oversight Panel acts, in accordance with the Constitution and the Rules and Regulations including but not limited to the Integrity Code of Conduct;
- 6.1.5 Maintain a reputation for high standards of ethical conduct in overseeing elections;
- 6.1.6 Be bound by all Election Oversight Panel decisions and publicly support all decisions made by the Election Oversight Panel, even if privately they do not agree with them;
- 6.1.7 Not disclose information that the Election Oversight Panel member would not otherwise have available, other than in their capacity as an Election Oversight Panel member, to any person, or make use of or act on the information except:
 - a. As agreed by the Election Oversight Panel for the purposes of carrying out its responsibilities and duties; or
 - b. As required by law;
- 6.1.8 Attend and actively participate in all work of the Election Oversight Panel including its meetings; and
- 6.1.9 Attend Election Congress meetings.

- 6.2 **World Athletics Interests:** In undertaking any work in connection with the Panel, each Panel Member shall act in the interests of World Athletics.
- 6.3 **Participation:** Panel Members shall attend each meeting of the Panel (in person or using technology) unless excused by the Chair. Each Panel member shall actively participate in Panel meetings and in matters undertaken by the Panel between meetings. Each Panel Member must be adequately prepared for each Panel meeting in order to participate effectively and constructively.
- 6.4 **Integrity Code of Conduct:** Each Panel Member shall agree to be bound by the Integrity Code of Conduct and all the Rules including the Candidacy Rules.

7. Reporting

- 7.1 **Reports to Council and Congress:** After each Election Congress, and in accordance with timings to be established by Council, the Panel shall prepare a report to Council and to Congress setting out the process and outcomes of the election taking place at that Election Congress, including without limitation a report on expenditures by all Candidates seeking election at that Election Congress.
- 7.2 **Council Meetings:** The Chair of the Panel shall attend Council meetings, as requested by the President, to report on any matter within the Panel's responsibilities.
- 7.3 **Annual Summary Report:** The Panel will report annually to Council and to Congress on its work.

8. Panel Meetings and Procedure

- 8.1 **Work:** The Panel shall undertake its work at meetings of the Panel and in between meetings as is necessary to fulfil its responsibilities.
- 8.2 **Meetings:** The Panel shall meet at least three times a year and on an ad hoc basis as necessary to fulfil its responsibilities.
- 8.2.1 At least one such meeting is expected to be held by using technology rather than in person.
- 8.2.2 The dates of scheduled meetings are to be agreed by the Chairperson, and as much notice as possible, usually at least one month's notice, will be given to all Panel Members of the date, time and venue for any meeting.
- 8.2.3 In addition, meetings may be called at any time by the Chairperson or any two (2) members of the Panel.
- 8.2.4 Panel meetings may be held by telephone, through video conference facilities or by other means of electronic communication (other than electronic mail (e-mail) communication) provided that prior notice of the meeting is given to all Panel Members and provided all persons participating in the meeting are able to hear each other effectively and simultaneously. Participation by any Panel Member in this manner at a meeting shall constitute the presence of that member at that meeting.

- 8.3 **Agenda:** The Chairperson shall prepare an agenda for each meeting. The agenda, together with relevant papers, will be distributed by email to all Panel Members prior to a Panel meeting (usually 1-2 weeks prior).
- 8.4 **Chair:** The Chairperson will chair all meetings.
- 8.5 **Attendees:** The Ethical Compliance Officer will attend all meetings, and other persons may be invited by the Chairperson to attend meetings to provide information or advice on a specific item of business at a meeting.
- 8.6 **Quorum:** The quorum for meetings of the Panel shall be at least 2 members of the Panel, one of whom must be the Chairperson.
- 8.7 **Voting:** Determinations of the Panel shall generally be made by consensus. If a consensus cannot be reached and a vote is required, each Panel Member (including the Chairperson) shall have one (1) vote. Voting by proxy is not permitted. Except to the extent specified in these Terms of Reference, a majority of votes in favour of an action by those Panel Members present at a meeting is required for it to be passed. In the event of an equality of votes, the Chairperson shall have both a deliberative and a casting vote.
- 8.8 **Resolutions:** A resolution in writing signed or consented to, by email, facsimile or other form of visible or other electronic communication, by all Panel Members, shall be valid as if it had been passed at a Panel meeting. Any such resolution may consist of several documents in the same form each signed by 1 or more of the Panel Members.
- 8.9 **Minutes:** Minutes of each meeting of the Panel shall be taken. The minutes will be finalised in consultation with the Chairperson and sent to Panel Members within a maximum of one (1) month of the meeting. Any amendments to the minutes will be agreed at the next meeting of the Panel and noted accordingly.
- 8.10 **Confidentiality:** All meetings and the work of the Panel are confidential. No documents, information, discussion and determinations made at a Panel meeting or otherwise exchanged or agreed in connection with the work of the Panel, shall be disclosed to any other person other than the relevant Candidate or other person to whom the Rules apply ("Applicable Person") unless:
- 8.10.1 the Panel Chairperson authorises such disclosure on a "need to know" basis to the President, Council Members, the Chief Executive Officer, Director of Legal and Business Affairs, and/or Ethical Compliance Officer;
 - 8.10.2 without limiting the foregoing to such persons as the Panel agrees that such disclosure is necessary or desirable to advance its work, including in connection with referral of alleged breaches of the Rules to the Head of the Integrity Unit;
 - 8.10.3 the matter is in the public domain; or,
 - 8.10.4 such disclosure is required by law or any applicable authority, including the Disciplinary Tribunal.

9. Administration

- 9.1 **Expenses:** For each Panel member, World Athletics will reimburse expenses, and provide any other allowances or service fees, in accordance with World Athletics policy.
- 9.2 **Administration:** World Athletics will arrange travel, accommodation and insurance for Panel meetings in accordance with World Athletics policy.
- 9.3 **Documents:** World Athletics will provide the Panel with all documents held by World Athletics relevant to the Panel's work.
- 9.4 **Indemnification:** The Panel Members will be indemnified by World Athletics and/or covered by insurance provided by World Athletics, against claims brought against them for actions properly taken in course of their responsibilities and duties.

10. Disputes and Breaches

- 10.1 In exercising its powers under Rule 9.4 of the Candidacy Rules, each case must be assessed on its own merits and the following Guidelines do not bind the Election Oversight Panel to any particular course of action.
- 10.2 The Election Oversight Panel is more likely to conclude that a breach is minor or technical if, in its opinion:
- 10.2.1 the breach was inadvertent or committed as a result of a genuine mistake or misunderstanding;
 - 10.2.2 the breach was an isolated incident;
 - 10.2.3 the breach would not be likely to influence the result of the election;
 - 10.2.4 the matter is a breach on the strict wording of the Rules but does not infringe the spirit of the Rules or conflict with, in the Election Oversight Panel's opinion, the intention of the World Athletics Council in making them; or
 - 10.2.5 the Candidate has remedied the breach.
- 10.3 The Election Oversight Panel is more likely to refer the alleged breach of the Rules back to the Integrity Unit for further consideration in accordance with Rule 9.4.4 if in its opinion based on the evidence it has, the alleged breach appears:
- 10.3.1 to have been committed deliberately;
 - 10.3.2 to have been repeated or is of a continuing nature;
 - 10.3.3 to have been committed by a Candidate who has been given written observations or a written warning concerning the same or a different previous breach;
 - 10.3.4 to be widespread in its effect (whether on one or more other Candidates);
 - 10.3.5 to be a case of continual or widespread campaign activity that is disruptive to other Candidates;

- 10.3.6 to be an activity that uses disorderly, threatening, harassing or offensive behaviour or language, in writing (including electronically) or orally;
- 10.3.7 to be an activity that uses intimidating or discriminatory behaviour or language, in writing (including electronically) or orally;
- 10.3.8 to have adversely affected, or may affect, the position of someone who is subject to the Rules in a way that may place them in breach of the Rules.
- 10.4 In addition, the Election Oversight Panel is more likely to refer a matter to the Integrity Unit when an alleged breach occurs shortly before, or during, the Election Congress.
- 10.5 In practice, it may be difficult to prove that the result of the election will be, or has been, influenced or affected by an alleged breach. However, the fact that an alleged or actual breach has or may have affected the result is a factor to be taken into consideration in deciding whether or not it is minor or technical.
- 10.6 Whilst every case will of course turn on its own facts, where there is clear evidence that an alleged breach has affected the result or is likely to have done so, a referral to the Integrity Unit is more likely - even if the alleged infringement itself is minor.
- 10.7 The Election Oversight Panel has a discretion whether to publish any written observations or warnings. The purpose of publication, i.e. to provide guidance to all Candidates about what is and is not acceptable behaviour.
- 10.8 Written observations are directed to Candidates who may have requested advice about their Candidates from the Election Oversight Panel or to those whose conduct may have been drawn to the attention of the Election Oversight Panel requiring clarification.
- 10.9 Written warnings are directed to Candidates whose conduct clearly infringe the Rules, such as by the making of promises or pledges in written materials, but which the Election Oversight Panel feels does not warrant further action due to inadvertence or a simple lack of care.
- 10.10 The Panel will not publish written observations unless there is a good reason to do so.
- 10.11 The Panel will use its discretion as to whether or not it will publish the name or names of the person or persons who have committed a breach or breaches of the Rules of whatsoever nature.

APPENDIX 2

CANDIDATE PACK

The content of the Candidate Pack shall be determined by the Election Oversight Panel, and unless otherwise determined by the Election Oversight Panel shall include the following:

1. A Candidate Nomination Form signed by the Candidate and by the most senior officer (e.g., President, Secretary General or Chief Executive Officer) of the Candidate's Member Federation, as authorised to do so by resolution of the Member Federation's Board, executive committee or equivalent body. If the Candidate is the President of the Member Federation, the form is to be signed by the next most senior officer of the Member Federation who is approved by the Election Oversight Panel. A copy of the resolution of the Member Federation's Board or equivalent shall be provided together with the Candidate Nomination Form.
2. A Competencies Statement (see below) completed and signed by the Candidate, including a statement of the reasons why the Candidate fulfils the Competencies, the reasons why the Candidate is seeking election, and what they would bring to the role;
3. A Letter of Eligibility issued by World Athletics Vetting Panel;
4. Acknowledgment and agreement to comply with the Integrity Code of Conduct and these Rules, signed by the Candidate;
5. Acknowledgement and agreement that the Candidate's Significant Interests and Sports Affiliations provided in the Reporting Statement during the Vetting Process will be published alongside the Candidate's Skills and Experience Statement;
6. Biography of the Candidate; and,
7. A statement of all expenditure covering their Candidacy.

Competencies Statement

Each Candidate will be required to complete a statement (provided as part of the Candidate Pack) setting out how they demonstrate or have experience in relation to the desired competencies for the position for which they are seeking election.

The Election Oversight Panel will ensure the information required from any Candidate in relation to the desired competencies is clear, consistent and easy to understand. The identified competencies desired of each position will be related to the actual and anticipated roles and responsibilities of that position. The list should consider the changing environment in which World Athletics will work and the roles and responsibilities of elected officials during the period in which the Candidates will be in office.

The competencies will be determined by the Governance Commission and shall include the following:

Council Members

Leadership

Strategic Thinking

Knowledge of Athletics

Decision-making

Honesty and Integrity

Interpersonal Communication

Organisational Awareness

Financial Understanding

Administrative and/or Governance Experience

Vision and Passion

International Relations

Vice-President and President (in addition to those suggested for a Council Member):

Leadership in a dynamic and complex environment

Ability to build consensus and collaborative decision-making

Ability to communicate to the media

Track Record of governing through openness and transparency

Commercial expertise, being the capability to understand large and complex commercial contracts in particular related to events, television broadcast and sponsorship

Working knowledge of international sport politics

APPENDIX 3

ELECTIONS FOR ATHLETES' COMMISSION

World Athletics shall organise the election of six Athletes' Commission members, on the occasion of each World Athletics Championships, in accordance with the following process:

1. Submission of a Candidature

- 1.1 Any person who meets all the eligibility requirements to be a member of the Athletes' Commission (set out in the Terms of Reference of the Athletes' Commission) may submit a Candidate Application Form to be elected to the Athletes' Commission.
- 1.2 The official candidature application form must be completed, signed by the candidate, endorsed by a Member Federation (such endorsement not to be unreasonably withheld) and received by World Athletics at the specified email address by the date and time notified by World Athletics, usually 3 months prior to the election. This deadline will be strictly enforced.
- 1.3 A Member Federation can submit only one candidature.
- 1.4 The Election Oversight Panel will develop a candidate pack for elections to the Athletes' Commission. This candidate pack will include the list of skills and competences required for the role. The candidate pack for elections to the Athletes' Commission must be signed and completed by the Candidates and sent together with the Candidate Nomination Form for elections to the Athletes' Commission
- 1.5 All Candidates to be elected to the Athletes' Commission must be Eligible in accordance with the Candidacy Rules.

2. Publication of Candidates and Campaigning

- 2.1 The names of the eligible candidates seeking election for the Athlete Commission will be published on the Website and circulated to all Member Federations no later than 15 days before the election.
- 2.2 Candidates (or any person authorized by them) may not promote their candidacy in any way whatsoever (other than to state they are a candidate) except throughout the Campaign Period described in paragraph 2.3, below.
- 2.3 Candidates may promote their candidacy from 15 days prior to the election, until the conclusion of the election ("Campaign Period"), in accordance with Rule 6.2.3 of the Candidacy Rules.
- 2.4 Candidates must campaign with respect for every other candidate.
- 2.5 In addition to the documents submitted with their candidature in paragraph 1.4 above, Candidates may make a responsible use of other documents, posters, signs, banners or presentations which may be distributed and/or displayed inside or outside the Athletes' accommodation. Such material must comply with Rule 4.7 of the Candidacy Rules.
- 2.6 Promoting a candidacy in or around the Voting Centres is prohibited.
- 2.7 The Constitution, Rules and Regulations apply including in particular the Integrity Code and the Candidacy Rules.

3. The Election

- 3.1 The election will be held over a period of 5 days at the times and places (including each Team Hotel in the City of the World Athletics Championships) established by the Election Oversight Panel and communicated to the Member Federations and all accredited Athletes at least 5 days before the elections take place.
- 3.2 Only accredited Athletes may vote. Only one vote per accredited Athlete is permitted.
- 3.3 The vote must be made in person, on the official voting paper, upon presentation of a valid accreditation card.
- 3.4 The vote will be undertaken by secret ballot.
- 3.5 To be valid the voting ballot must vote for six names, (not more, not less).
- 3.6 After voting has closed, the representative of the Election Oversight Panel appointed to oversee the election will inform the President of the result.
- 3.7 The names of the elected Athletes will be announced, before the closing of the Championships and posted on the Website. The Member Federations will also be informed of the results via Circular.