

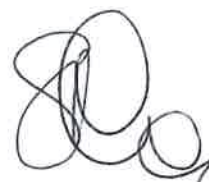
## TERMS OF REFERENCE FOR THE IAAF TASKFORCE

### **1. Background**

- 1.1 On 9 November 2015, an Independent Commission appointed by the World Anti-Doping Agency (**WADA**) published a report that (among other things): (1) identified systemic failures within Russia that prevent or diminish the possibility of an effective anti-doping programme, to the extent that neither the All-Russia Athletic Federation (**ARAF**), nor the Russian national anti-doping organisation (**RUSADA**), nor the Russian Ministry of Sport can be considered compliant with the World Anti-Doping Code (**Code**); and (2) noted that as a result there is a deeply rooted culture and practice of use of prohibited performance-enhancing substances and methods by Russian athletes, fostered by complicit coaches, administrators, medical personnel and laboratory personnel, who have persuaded Russian athletes to dope and/or facilitated and/or covered up their doping.
- 1.2 In response, on 13 November 2015 the IAAF Council provisionally suspended ARAF's membership of the IAAF with immediate effect, on the ground that it has breached the objects of the IAAF pertaining to eradicating doping and safeguarding the authenticity and integrity of the sport. The IAAF Council also stated that to regain IAAF membership, ARAF would have to fulfil a list of criteria, and that an inspection team would be appointed, consisting of an independent chair, Rune Andersen (the **Chair**), and a number of IAAF Council members, to determine whether or not those criteria have been met (the **IAAF Taskforce**, or **Taskforce**). On 17 November 2015, the IAAF announced that the Council members appointed with the Chair to the IAAF Taskforce are Abby Hoffman (Can), Anna Riccardi (ITA), Frank Fredericks (NAM), and Geoff Gardner (NFI). On 26 November 2015, the IAAF Council was advised that ARAF had accepted full suspension of its IAAF membership without requiring a hearing, and confirmed that it understood that the IAAF Council will only consider its reinstatement as an IAAF member on the recommendation of the IAAF Taskforce, once the Taskforce has decided that the agreed criteria have been met.
- 1.3 Meanwhile, on 10 November 2015 WADA provisionally suspended its accreditation of the Moscow laboratory, and appointed a disciplinary committee to review the case and to issue a recommendation with respect to the laboratory's accreditation status moving forward; and on 18 November 2015 the WADA Foundation Board declared RUSADA to be Code non-compliant.

### **2. Mandate**

- 2.1 ARAF has to demonstrate (by its own efforts but also by securing the support and assistance of other relevant parties, as necessary) that the following conditions (the **Reinstatement Conditions**) have been met, and can reasonably be expected to continue to be met moving forward:
- 2.1.1 ARAF complies with all of the requirements of the World Anti-Doping Program and of the IAAF Anti-Doping Rules and Regulations that are applicable to a national federation;
- 2.1.2 both the IAAF and RUSADA (once RUSADA has been declared Code-compliant again) are able to carry out their respective anti-doping activities in Russia and in relation to Russian athletes and athlete support personnel effectively and without interference; and



- 2.1.3 as a result the participation in international competitions of the athletes and athlete support personnel under ARAF's jurisdiction will not jeopardise the integrity of those competitions.
- 2.2 The IAAF Taskforce is mandated to take all such steps as it deems necessary to determine whether the Reinstatement Conditions have been met and can reasonably be expected to be met moving forward, including (without limitation):
- 2.2.1 Communicating to ARAF the specific requirements that the IAAF Taskforce has identified in consultation with WADA and with the agreement of the IAAF President (the **Verification Criteria**, set out at Annex 1 hereto).
- 2.2.2 Establishing appropriate mechanisms to assess ARAF's progress towards compliance with the Verification Criteria, and (once such compliance has been achieved) to monitor ongoing compliance with those criteria for such period as is deemed necessary to provide assurance that compliance will endure after any reinstatement of ARAF's IAAF membership. This includes checking that the necessary structures have been put in place but then also observing them in practice over a sufficient period to determine whether they are and will remain effective.
- 2.2.3 Coordinating and meeting as necessary with representatives of relevant third parties, including WADA, ARAF and its members and affiliated organisations (including regional members/affiliate organisations), RUSADA, the Russian Ministry of Sport, and the Russian Olympic Committee. Meetings with RUSADA, the Russian Ministry of Sport and the Russian Olympic Committee will be co-ordinated with WADA to avoid duplication and to ensure consistency.
- 2.2.4 Interviewing ARAF employees and others as necessary in order to understand historical practices and to determine the meaningfulness of proposed and actual reforms.
- 2.3 The Chair will provide progress reports to the IAAF President from time to time, as necessary, but in any event no less than monthly. The Chair will also provide progress reports in person at meetings of the IAAF Council, starting with its meeting currently scheduled for mid-March 2016. Such reports will include commentary on progress to date and also on any perceived obstacles to further progress, including obstacles presented by third parties.
- 2.4 These Terms of Reference will be published on the IAAF website. Thereafter the IAAF Taskforce will make any public statements, including comments to the media, through the Chair alone.
- 2.5 The IAAF Taskforce will make decisions unanimously or by majority vote, with each member of the IAAF Taskforce having one vote (so five in total). In the event of a deadlock (e.g., due to an absence or an abstention), the Chair will have the casting vote. In the event the Chair is in the minority, he will have the right to dissent and/or to resign from the Taskforce, as he sees fit.
- 2.6 If and when the IAAF Taskforce concludes that ARAF has demonstrated (by its own efforts but also by securing the support and assistance of other relevant parties, as necessary) that the Reinstatement Conditions have been met, and can reasonably be expected to continue to be met moving forward, such that in the opinion of the IAAF Taskforce its membership of

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the IAAF should be restored, the Chair will submit a written report to that effect to the IAAF Council, via the IAAF President (the **Final Report**). Any Taskforce member who dissents from this conclusion shall be entitled to have that dissent recorded in the Final Report, together with the reasons for that dissent. The Final Report will also contain any recommendations that the IAAF Taskforce may consider appropriate as to how to ensure ongoing satisfaction of the Reinstatement Conditions (such as, for example, reinstatement of ARAF's membership of the IAAF being made conditional upon periodic demonstration moving forward of continuing compliance with the Verification Criteria). The Final Report will be published on the IAAF website (less any confidential and/or sensitive information that the Chair decides should be redacted prior to publication).

### **3. Organisation/resources**

- 3.1 The IAAF Taskforce is free to organise its activities as it sees fit. It may meet in person or via teleconference, as the Chair sees fit.
- 3.2 The IAAF will supply the administration and operational resources required by the Taskforce to carry out its work, and will make its staff available to the Taskforce as reasonably necessary to support that work, it being acknowledged that most input is likely to be required from IAAF Legal Counsel Huw Roberts and IAAF Anti-Doping Administrator Thomas Capdevielle.
- 3.3 The IAAF will engage counsel as agreed by the IAAF President with the Chair to provide legal advice and assistance to the Taskforce in accordance with the instructions of the Chair, and will bear the related costs and expenses directly.
- 3.4 All members of the IAAF Taskforce will be bound by and required to comply with the Rules concerning Conflicts of Interest of IAAF Officials that are set out in the IAAF Code of Ethics.
- 3.5 The remuneration of the Taskforce and policy on reimbursement of expenses will be dealt with in a separate agreement.

### **4. Term**

- 4.1 The Taskforce has already commenced its work. There is no fixed deadline for completion of the Taskforce's mandate. It is to strive to complete that mandate as quickly as is reasonably practicable, but in no circumstances is that objective to be allowed to compromise the integrity of its conclusions and recommendations.
- 4.2 Save where the IAAF Council decides otherwise, the mandate of the Taskforce will end only once it has delivered the Final Report to the IAAF Council. If any member of the Taskforce steps down or otherwise becomes unavailable before that point, the Chair and the IAAF President will decide together whether that member should be replaced, and if so then by whom. If the person who steps down or otherwise becomes unavailable is the Chair, then the IAAF President will decide how to proceed, in consultation with the remaining members of the Taskforce.

### **5. Amendments/Matters not otherwise provided for**

- 5.1 These Terms of Reference, including the Verification Criteria, may be amended by the IAAF President, on behalf of the IAAF Council, as necessary following consultation with the Chair.

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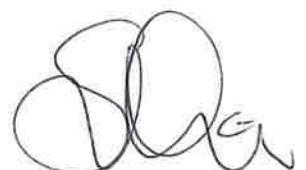
5.2 Any matter arising that is not addressed in these Terms of Reference will be determined by the IAAF President, on behalf of the IAAF Council, in consultation with the Chair.

Monaco, 11 December 2015

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Sebastian Coe, IAAF President

For and on behalf of the IAAF Council

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## Annex 1

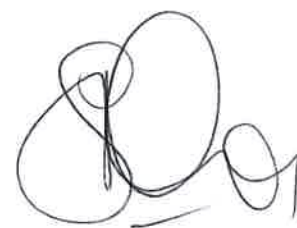
### Verification Criteria

#### **1. ARAF coordination committee**

- 1.1 ARAF must establish a coordination committee of suitably qualified representatives who are ready and willing to ensure that ARAF implements the Verification Criteria. ARAF must ensure that the coordination committee has the resources required to achieve this objective. In particular, all of the costs of complying and demonstrating compliance with the Verification Criteria are to be borne by ARAF.
- 1.2 The CVs and full contact details of the members of the coordination committee must be provided to the IAAF Taskforce. The coordination committee members must meet regularly together and with the IAAF Taskforce as necessary to monitor progress and to discuss future steps.

#### **2. ARAF structure and personnel**

- 2.1 The coordination committee must provide the IAAF Taskforce with (1) details of the name, background and responsibilities of each ARAF staff member, director, officer, committee/commission member, and Praesidium member, and of each candidate for election to any ARAF office; as well as (2) details of the vetting that has been done of each such individual to ensure that he or she has never been involved in any anti-doping rule violation. ARAF must take such further vetting steps with regard to such individual(s) as the IAAF Taskforce deems to be appropriate, and must sever all ties with any individual who does not pass that vetting to the satisfaction of the IAAF Taskforce.
- 2.2 In accordance with the recommendation of the Independent Commission (IC Report, p.317), ARAF must remove Dr Sergey Nikolaevich Portugalov from his position as Chief of the ARAF Medical Commission. The IAAF Taskforce notes ARAF's comment that Dr Portugalov is not and has never been Chairman of its Medical Commission and that its Medical Commission has not existed for at least the past four years. In any event, ARAF must sever any ties it has with Dr Portugalov, including any employment or consultancy contract and any office or directorship he might hold with ARAF or with any body associated with ARAF pending the outcome of the disciplinary proceedings that have been commenced against him (in which he has been provisionally suspended), and must take all steps within its power to ensure that athletes and athlete support personnel under its jurisdiction do not associate with him in any way pending the outcome of those proceedings.
- 2.3 Where any person contracted to ARAF (either as an employee or a consultant) or holding an ARAF office or directorship, or sitting on any ARAF committee or commission, is found to have committed an anti-doping rule violation, ARAF must terminate its relationship with that person immediately.
- 2.4 In accordance with the recommendation of the Independent Commission (IC Report, p.317), ARAF must propose reasonable term limits for all senior office-holders. Once agreed by the IAAF, ARAF must amend its constitution to implement those term limits with immediate effect.

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### **3. Immediate disciplinary action**

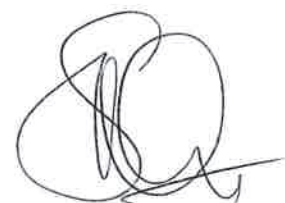
- 3.1 No later than 1 January 2016, ARAF must send the IAAF Taskforce a list of all disciplinary cases involving doping that are currently being investigated and/or have already been commenced by ARAF or RUSADA, together with an explanation in each case of the charge(s) brought or contemplated, the evidence, the status of the case, the hearing panel appointed to hear and decide the case, and the timetable for resolution of the case. ARAF must then meet with the IAAF Taskforce to discuss the management and completion of each case on an expeditious basis (usually, within no more than three months) by one of the following means, as determined by the IAAF Taskforce in its absolute discretion (with WADA being kept informed and consulted as necessary):
- 3.1.1 Where the hearing panel has already heard the case and has reserved judgment, its judgment will be awaited, and will be subject to appeal to CAS in accordance with IAAF Anti-Doping Rule 42; but otherwise:
  - 3.1.2 Referral of a case involving an International-Level Athlete or their Athlete Support Personnel to a sole CAS arbitrator sitting as a first instance hearing panel, to be prosecuted by the IAAF on behalf of the ARAF at ARAF's cost, in accordance with IAAF Anti-Doping Rule 38.3, and subject to appeal to CAS in accordance with IAAF Anti-Doping Rule 42; or
  - 3.1.3 Referral of a case involving an International-Level Athlete or their Athlete Support Personnel to be heard directly by the CAS as a single hearing, with the agreement of the individual charged and of WADA and any other anti-doping organisation with a right of appeal, to be prosecuted by the IAAF at its own cost, in accordance with IAAF Anti-Doping Rule 38.19.

Cases involving National-Level Athletes and/or their Athlete Support Personnel shall be managed and completed as directed by WADA.

- 3.2 In particular, in accordance with the recommendation of the Independent Commission (IC Report, p.316), ARAF must pursue as expeditiously as possible all disciplinary cases that have been referred to it by the IAAF or by WADA via the IAAF (including the nine cases referred to it by the IAAF in July 2015, i.e., against Mokhnev, Portugalov, Kazarin, Melnikov, Bazdyreva, Savinova, Poistogova, Ugarova, and Chegin), as well as any cases that are referred to it after this date by the IAAF or by WADA via the IAAF, before CAS, in accordance with paragraph 3.1.2 or 3.1.3, above.

### **4. Further investigations**

- 4.1 In accordance with the recommendation of the Independent Commission (IC Report, p.317), ARAF must provide the IAAF Taskforce (and the Ministry of Sport, and WADA) with a list of all athletes and athlete support personnel and other persons coming under ARAF's jurisdiction who have been provided with doping substances and/or counselled by Dr Sergey Nikolaevich Portugalov regarding doping. The list must also name all athletes and athlete support personnel and other persons coming under ARAF's jurisdiction who have been provided with doping substances and/or counselled by Mr Viktor Chegin or Mr Aleksey Melnikov, and any other person subsequently specified by the IAAF Taskforce. This list must be provided by 1 January 2016, and thereafter ARAF must conduct thorough and expeditious investigations in accordance with paragraph 4.3, below, to determine in each case whether



the athlete/athlete support personnel/other person coming under ARAF's jurisdiction in question has a case to answer for an anti-doping rule violation.

4.2 In accordance with the recommendation of the Independent Commission (IC Report, p.315), ARAF must undertake an investigation regarding conduct by any of its officials, coaches and athletes identified in the IC Report and since 1 January 2011 that is not compliant with the Code, to the extent not already covered by paragraph 4.1, above. The investigation must be conducted thoroughly and expeditiously and in accordance with paragraph 4.3, below, and must include interviews of:

4.2.1 all athletes and athlete support personnel who have had active working relationships with any of the individuals identified in paragraph 3.2, above;

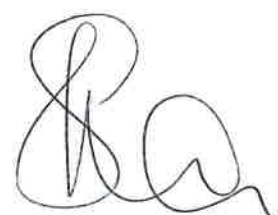
4.2.2 all International-Level Athletes from Russia who have been sanctioned for an anti-doping rule violation in the past four years, including in particular each of the 33 Russian athletes sanctioned on the basis of the IAAF Athlete Biological Passport programme in that period;

4.2.3 all athletes selected to participate as part of the senior Russian national squad at a major event in the past four years; and

4.2.4 any other athletes or athlete support personnel that ARAF and/or the IAAF Taskforce deems necessary.

Any such persons who admit to anti-doping rule violations and provide Substantial Assistance (as that term is defined in the IAAF Anti-Doping Rules) will be entitled to suspension of any applicable consequences in accordance with IAAF Anti-Doping Rule 40.7(a), the extent of such suspension to be discussed and agreed by the IAAF Taskforce with WADA.

4.3 ARAF must conduct the investigations referred to in paragraphs 4.1 and 4.2, above, in a manner that is consistent with the principles set out in Part 3 of the 2015 International Standard for Testing and Investigations (ISTI) and that is entirely transparent to the IAAF Taskforce, including (a) agreeing the scope, methodology and time-table for the investigations in writing with the IAAF Taskforce by no later than 1 January 2016; (b) thereafter, submitting reports every two weeks updating the IAAF Taskforce on the current status of the investigations; (c) permitting the IAAF Taskforce or its representatives to attend any interviews they wish, and providing the IAAF Taskforce with copies of the recordings and transcripts (together with English translations) of each interview; and (d) giving the IAAF Taskforce access to any other documents, minutes, meetings, evidence, and/or other aspects of the investigations as the IAAF Taskforce sees fit, as well as the opportunity to re-interview any persons that the IAAF Taskforce deems necessary. The full cooperation of all relevant officials, coaches, athletes and other necessary persons must be obtained, and the investigations must be completed to the IAAF Taskforce's satisfaction, and a full written report published and sent to the IAAF Taskforce setting out the findings reached, by the deadline agreed with the IAAF Taskforce. Where the report concludes that disciplinary action should be taken against any individual(s), ARAF must ensure that action is taken promptly and expeditiously by one of the means specified in paragraph 3.1, above, as determined by the IAAF Taskforce, including imposing provisional suspensions where appropriate during the pendency of the proceedings.

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- 4.4 In accordance with the recommendation of the Independent Commission (IC Report, p.316), ARAF must report to WADA on any anti-doping practices or procedures within its relationship with the IAAF that seem to be outside established authority or different from prior practices.
- 4.5 ARAF must immediately suspend all cooperation with and use of the Saransk Olympic Training Centre (Race Walking,) until a full audit of its operations has been conducted by the Russian Olympic Committee and any necessary corrective measures taken in co-operation with the Russian Olympic Committee.

**5. Drug-testing and results management**

**5A Emergency interim arrangements for 2016**

- 5.1 By no later than 15 December 2015, ARAF must provide to the IAAF Taskforce a list of Russian athletes who would be likely, if ARAF was reinstated to IAAF membership, to be put forward for participation in international competitions. It may add to that list (the **National List**) from time to time. The IAAF Taskforce may add further athletes to the National List as and when it sees fit, in its absolute discretion.
- 5.2 The IAAF will include the athletes on the National List in its Registered Testing Pool for the 2016 calendar year. It may appoint an agent to collect and process the whereabouts filings that such athletes are required to make under Appendix I of the International Standard for Testing & Investigations (**ISTI**), and to draw up, maintain and implement a test distribution plan in respect of those athletes that complies with Article 5.4.2 of the Code and Article 4 of the ISTI, and the WADA Technical Document for Sport Specific Analysis, including testing at national championships and other events and comprehensive out-of-competition testing, as well as storage of samples for possible future re-testing at the IAAF's discretion.
- 5.3 If ARAF is reinstated to IAAF membership during 2016 such that it (and/or the Russian Olympic Committee, as applicable) is permitted to enter athletes to represent Russia in international events, nevertheless a Russian athlete may not participate in an international event unless he or she has been in the IAAF's Registered Testing Pool (whether because he or she is on the National List or otherwise) for at least the six months immediately preceding the event and during that period he or she has undergone at least three no notice out-of-competition tests and (if he or she competes in a middle distance, long distance, combined events, or race walk discipline) at least three Athlete Biological Passport tests (blood and urine). ARAF must ensure that all athletes to whom this requirement may be relevant receive effective written notice of it by no later than 1 January 2016.
- 5.4 All such testing must be conducted at ARAF's expense by International Doping Control Officers. Samples must be shipped to a WADA-accredited laboratory outside Russia for full menu analysis (or, in the case of ABP samples, full ABP analysis) at ARAF's expense, and the results must be reported to the IAAF and WADA in accordance with the standard requirements of the International Standard for Laboratories.
- 5.5 ARAF must take all steps within its power to ensure permanent authorisation for shipment of samples out of Russia (urine and blood samples) as well as to procure working permits/visa for International Doping Control Officers. ARAF must procure free and unrestricted access to ARAF Training Centres for testing commissioned by the IAAF.

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- 5.6 The IAAF will be responsible for the processing of any whereabouts violations and for the investigation of any apparent anti-doping rule violations (e.g., refusals or failures to submit to sample collection, tampering with doping control, etc.), as well as for the management of the results of such investigations and of testing, in accordance with IAAF Anti-Doping Rule 37. Where it is determined that disciplinary action should be taken against any individual(s), such action shall be taken promptly and expeditiously by one of the means specified in paragraph 3.1, above, as determined by the IAAF. Aggravated sanctions will be pursued against any athlete support personnel and/or other persons under ARAF's jurisdiction who are found guilty of intimidating or threatening athletes or DCOs. ARAF must cooperate with the IAAF's pursuit of disciplinary charges against any athlete or athlete support personnel, including (without limitation) by recognising and giving effect to any provisional suspension imposed pending determination of the charges, and to any consequences imposed following determination of the charges, including seeking recognition of the ineligibility by other relevant bodies, and procuring that its members and affiliates do the same. ARAF must ensure that no athlete or athlete support personnel receives any benefits or services from ARAF during any period of provisional suspension or final ineligibility.
- 5.7 ARAF must establish effective mechanisms (e.g., hotlines, email addresses for the provision of tip-offs) for the provision to the IAAF of intelligence that may indicate behaviour contrary to the Code, including intimidation of or threats to athletes or DCOs by athlete support personnel. Where ARAF learns of information suggesting or relating in any way to an apparent anti-doping rule violation by an athlete or athlete support personnel under its jurisdiction, it must immediately report that information in full to the IAAF. Thereafter it must support and cooperate fully with the IAAF in its investigation of that information, including (without limitation) reporting any further information received on the same or any related subject. ARAF must also provide the same support and cooperation for any investigation conducted by the IAAF into information obtained from any other source.

#### **5B. Arrangements following reinstatement of RUSADA**

- 5.8 Following reinstatement of RUSADA, ARAF will cooperate with the IAAF Taskforce and with WADA on a plan for transitioning to RUSADA the collection of whereabouts information from athletes on the National List and for the testing of such athletes during and following completion of the testing distribution plan referenced in paragraph 5.2, above. Thereafter, ARAF must cooperate with RUSADA and support it in the finalisation of its test distribution plan each year, including (without limitation) upon request: (a) providing RUSADA with a calendar of events taking place in the period to be covered by the test distribution plan; and (b) providing RUSADA with information about the number of athletes under ARAF's jurisdiction and the levels at which they compete.
- 5.9 ARAF must cooperate with RUSADA and support it in the implementation of its test distribution plan with respect to athletes under ARAF's jurisdiction each year, including (without limitation): (a) confirming in its anti-doping rules the right of RUSADA to test any athlete under ARAF's jurisdiction at any time; (b) assisting RUSADA as required in the implementation of its test distribution plan, including (without limitation) providing access to athletes under its jurisdiction, and such other logistical and other assistance as may be required to facilitate the conduct of in-competition testing and out-of-competition testing of such athletes by RUSADA; (c) assisting RUSADA as required in the implementation of its National Registered Testing Pool, including as regards notification and induction of athletes who fall within the National Registered Testing Pool, and in the enforcement of such athletes' obligations to provide personal details required for carrying out testing, to file whereabouts information with RUSADA, and to make themselves available at such

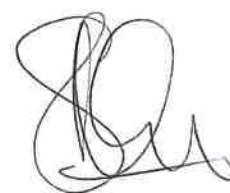


whereabouts for out-of-competition testing; and (d) ensuring that the details of testing to be conducted by RUSADA are not revealed in advance by ARAF personnel other than to those who need to know such details in order for the testing to be implemented.

- 5.10 In its anti-doping rules, ARAF must recognise the right of RUSADA to determine whether an athlete or athlete support personnel under ARAF's jurisdiction has a case to answer for violation of those rules, and shall take all necessary steps to give effect to that right.
- 5.11 Where ARAF learns of information suggesting or relating in any way to an apparent anti-doping rule violation by an athlete or athlete support personnel under its jurisdiction, it must immediately report that information in full to RUSADA. Thereafter it must support and cooperate fully with RUSADA in its investigation of that information, including (without limitation) reporting any further information received on the same or any related subject. ARAF must also provide the same support and cooperation for any investigation conducted by RUSADA into information obtained from any other source.
- 5.12 ARAF must cooperate with RUSADA's pursuit of disciplinary charges against the athlete or athlete support personnel, including (without limitation) by recognising and giving effect to any provisional suspension imposed pending determination of the charges. Where an athlete or athlete support personnel under its jurisdiction is found to have committed an anti-doping rule violation, ARAF must take all necessary steps in its power to recognise and give effect to the disqualification of results, period of ineligibility and/or other consequences imposed on the athlete or athlete support personnel in relation to that anti-doping rule violation, including seeking recognition of the ineligibility by other relevant bodies, and must procure that its members and affiliates do the same. ARAF must ensure that no athlete or athlete support personnel receives any benefits or services from ARAF during any period of provisional suspension or final ineligibility.

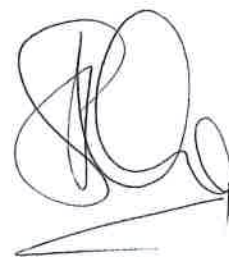
## **6. Establishing a strong anti-doping culture among ARAF officials, athletes and athlete support personnel**

- 6.1 In accordance with the recommendation of the Independent Commission (IC Report, p.316), ARAF must provide appropriate assurances to the IAAF Taskforce that its officials, coaches and athletes and all other persons under its jurisdiction will act in accordance with the Code moving forward. This will include demonstrating to the IAAF Taskforce that all of the requirements of the Code, the International Standards and the IAAF Anti-Doping Rules and Regulations have been validly and effectively incorporated into ARAF's rules and that all officials, coaches, athletes and other persons coming under its jurisdiction have confirmed their understanding of those requirements, have acknowledged that they are bound to comply with them, have agreed to do so (in the case of athletes representing Russia in any age group, by signing a declaration in a form approved by the IAAF Taskforce), and have submitted to the jurisdiction of the relevant hearing panel(s) and (where applicable) CAS to hear and determine charges that they have committed anti-doping rule violations. It will also include demonstrating that effective mechanisms are in place to ensure proper enforcement of any consequences imposed for anti-doping rule violations, including full respect for any periods of ineligibility imposed.
- 6.2 In accordance with the recommendation of the Independent Commission (IC Report, p.316), ARAF must provide and implement appropriate means and resources to enable athletes, athlete support personnel and other whistle-blowers to report on Code non-compliant situations, directly to an ARAF Ombudsman (e.g., Chair of Athletes Commission) and/or to



the IAAF and/or to WADA, and will actively promote an open environment that will encourage such conduct. ARAF will advise the IAAF Taskforce of all remedial actions that it has taken in this respect.

- 6.3 ARAF must arrange for anti-doping education for its athletes and athlete support personnel, the content of which must be prepared by/agreed with WADA, but to include an explanation of conduct that would constitute an anti-doping rule violation, the consequences of committing an anti-doping rule violation, and how to report apparent anti-doping rule violations by others. Such education must be disseminated in accordance with a plan approved by the IAAF Taskforce, to include e-learning modules, and the requirement for all athletes (and their athlete support personnel) to undergo continuous education (at least three modules per year) as a condition to representing Russia in any age-group.
- 6.4 In accordance with the requirement that the IAAF Council has imposed on all IAAF member federations, ARAF must adopt a Code of Ethics in a form approved by the IAAF Taskforce for all ARAF directors, office-holders, committee members, staff and consultants, must establish an independent hearing panel to hear and determine allegations of breach of that Code of Ethics, and must establish an independent division to investigate allegations of breach of that Code and to bring cases for breach of that Code before the independent hearing panel.
- 6.5 ARAF must consider and report to the IAAF Taskforce on ways of enhancing deterrence and reducing existing incentives to engage in doping, to include:
  - 6.5.1 proposing criminalizing the distribution and trafficking of prohibited substances under Russian law;
  - 6.5.2 identifying and addressing the different factors currently used to incentivise doping conduct in Russia, including (a) reforming the system of prize money/appearance money (for example, amounts being shared 50:50 with coaches etc.); and (b) addressing the availability of doping substances in Russia (over-the-counter, black market, etc.) and access to doping products by elite athletes;
  - 6.5.3 revising the contract system with coaches (both in terms of content of the contract and the direct contractual link between coaches and the Ministry rather than ARAF);
  - 6.5.4 considering creating contractual penalties and/or financial consequences for the commission of anti-doping rule violations by athletes and athlete support personnel over and above the consequences set out in the IAAF Anti-Doping Rules, in accordance with Article 10.10 of the Code; and
  - 6.5.5 ensuring the systematic publication of decisions imposing anti-doping sanctions in all athletics-related bullet ns/publications.

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke at the bottom.