

WADA Athlete Council Appointment Procedure

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I. PREAMBLE

The World Anti-Doping Agency's (WADA)'s Athlete Council (hereinafter the "Council") is composed of 20 members:

- five athletes appointed by the International Olympic Committee (IOC)'s Athletes' Commission and International Paralympic Committee (IPC)'s Athlete Council (group 1),
- eight athletes elected by the Athlete bodies, known hereinafter as Athlete Commissions ("ACs") of International Federations ("IFs") and International Organisations of Sports for the Disabled (IOSD) which manage IFs (group 2), and
- seven athletes selected by the Council's Appointment Panel that is made up by a majority of Council members, to fill skills and diversity gaps (group 3).

This Appointment Procedure regulates and governs the appointment of athletes in group 3.

This Appointment Procedure is adopted by the Executive Committee of WADA.

II. GENERAL PROVISIONS

1. Scope of application

The Appointment Procedure shall be applicable to the following "Participants":

- Candidates for appointment;
- WADA Officials involved in the appointments process;
- Any other individuals or legal entities, involved in and/or supporting, acting in favor of or opposing any candidate.

Officials are defined as:

- each person serving as a member of the governing bodies, committees or any other statutory bodies of the IF, IF AC or WADA;
- each person engaged as an agent, consultant or contractor, or employed by the IF, IF AC or WADA.

2. Fundamental principles

Participants shall respect the WADA ethical principles as defined in the [WADA Code of Ethics](#). Each Participant must conduct himself/herself honestly, fairly and impartially, and must act in accordance with the principles of integrity and transparency.

Each Participant must in particular:

- Demonstrate the highest standards of integrity and act in good faith, with intellectual honesty and fairness;

- Respect human dignity;
- Reject and refrain from discrimination of any kind on whatever grounds;
- Reject and refrain from all forms of harassment, bullying and abuse, be it physical, professional or sexual, and any physical or mental injuries;
- Refrain from any behavior which would bring, or risk bringing WADA into disrepute.

III. ELIGIBILITY AND APPLICATION

3. Eligibility criteria

3.1 To be eligible to apply, a candidate shall meet the eligibility criteria of the Council:

- Be an International-Level Athlete as defined by the World Anti-Doping Code (Code);
- Be bound by the Code;
- Must meet the two above criteria within the last nine years before taking office for the first time. The candidate can be re-elected twice for a three-year term but cannot stand on the Council for more than 12 years after his/her (last) fulfilment of the first two criteria.

3.2 A candidate who has stood on the ballot for the elections of the Council group 2 and who was not elected is eligible to apply. Members of the IOC AC and IPC AC are not eligible to apply¹.

3.3 A candidate who has been a past member of the WADA Athlete Committee or WADA Athlete Council, including within groups 1 and 2, is eligible to apply, as long as the maximum membership of nine years has not been reached².

3.4 The candidate must have reached the age of 18 no later than by the date of the deadline that applications must be received by.

3.5 The candidate must not be Provisionally Suspended or serving a period of Ineligibility under the Code.

3.6 The candidate must be able to communicate effectively in English. The two working languages of WADA are French and English. The primary working language of the Council will be English.

3.7 The candidate must be able to fulfil the requirements outlined in the Council Terms of Reference.

¹ Members of the IOC AC and IPC AC can be elected on to the WADA AC through group 1.

² The nine-year term limit is currently set out in the WADA Governance Regulations.

4. Candidate application

Candidates nominate themselves. They shall apply by sending to WADA a detailed C.V. or biography, a motivation letter, confirming that they meet the Council eligibility criteria, and confirmation that they both have the time and ability to take part in the activities of the Council.

IV. ATHLETE COUNCIL APPOINTMENT PANEL

The Athlete Council Appointment Panel (“Panel”) shall be set up before the appointment process begins. The Panel will be supported administratively by WADA Management.

5. Composition of the Panel

The Athlete Council Appointment Panel (“Panel”) is composed of three members:

- Two members from the Council, one elected by group 1 among its members and one elected by group 2 among its members. Members of group 3 cannot sit on the Panel.
- One member of the Nominations Committee representing the Nominations Committee³.

6. Role of the Panel

- 6.1 The Panel shall undertake an initial assessment of the current diversity and skills of the Council, noting in particular the role and strategic priorities of the Council.
- 6.2 The Panel shall consult with the WADA President in order to take into consideration the strategic priorities and needs of the organization before drawing up its final list of candidates.
- 6.3 The Panel shall consult with the Chair of the Council to take into consideration the needs of the Council.
- 6.4 Should the Panel consider that the desired skill and diversity needs cannot be found within the applicant pool, the Panel may recommend extending the call for applications.
- 6.5 The Panel shall have a transparent process and explain the strategic priorities and other criteria it took into account when drawing up the final list of candidates. Such report should be made available to all Athlete Council members, as well as WADA Executive Committee and Foundation Board.
- 6.6 The Panel should work on a consensus basis. If a vote is needed, decisions are taken by majority.
- 6.7 The Panel shall finally decide on which candidates will become members of the Council.

³ The Nominations Committee can only hold one vote on the Panel. However this should not prevent the Nominations Committee to be involved as a whole in the proceedings of the Panel, in order to preserve the benefits of its collective work.

V. APPOINTMENT CRITERIA

7. Purpose

The purpose of the appointment process for group 3 members is to fill skills and diversity gaps not otherwise sufficiently provided for by groups 1 and 2 and thus ensure that the Council can adequately represent athletes and conduct its work.

The appointment process should therefore be based at first on a skills and diversity analysis of groups 1 and 2 members, conducted by the Panel. Any skills or diversity not adequately covered should be sought through the appointment process.

The Panel should use its discretion when considering the skills and diversity criteria (see Articles 9 and 10) and deciding on the final list of appointed members for group 3.

8. General Criteria

- 8.1 In case no athlete from Paralympic sports is elected to Group 2, the Panel shall appoint an athlete from Paralympic sports within group 3 in order to ensure that a minimum of two athletes from Paralympic sports sit on the Council.
- 8.2 Given the high number of athletes coming from Olympic and Paralympic Sports that are subject to the World Anti-Doping Code (Code), the majority of the Council is to be composed of athletes coming from Olympic and Paralympic Sports. The Panel must ensure this criterion is met as part of the outcomes of its appointments.

9. Skills Criteria

The skills criteria should be considered by the Panel so as to ensure that the Council has the required skills to effectively represent athletes and while also taking into account the strategic priorities and needs of WADA and the Council.

Skills to be considered may include experience, knowledge, or expertise of the following:

Legal	Medical	Scientific	Education	Anti-doping
WADA AC	Nutritional	Athlete representation	Athlete Committee	Communications
Management	Regulation	Policy Development	Outreach	Financial
Strategic Planning	Human resources	Research	Human rights	

10. Diversity Criteria

The diversity criteria to be considered by the Panel should include, but not be limited to the following:

Sport	Disability	Nationality	Gender
Ethnicity	Culture	Background	Age

VI. PROCEDURE FOR THE INAUGURAL ATHLETE COUNCIL

Considering that the first appointment process under this procedure will be conducted before the first Council is established, specific provisions will be applied for the inaugural Athlete Council.

11. Inaugural appointment procedure

- 11.1 A public notification of the procedure for the establishment of the Council and the key dates to achieve that establishment will be published by WADA by the end of June 2022.
- 11.2 Following the completion of the notification of the IOC and IPC AC members (Group 1) and the completion of the Election (Group 2), the Panel will be set up. Group 1 and group 2 will each elect among their members their representative on the appointment panel. The two representatives should be elected by simple majority of the members present. If members fail to elect two representatives, the WADA President will nominate two outgoing members of the WADA Athlete Committee who do not stand for appointment on the AC to sit on the Panel.
- 11.3 The Nominations Committee will select their representative to be on the Panel.
- 11.4 Once the Panel is set up, it will complete an initial skills and diversity analysis of groups 1 and 2.
- 11.5 The public call for candidates for group 3 will set out the deadline by which candidates need to submit their application, the eligibility criteria, required documents for the candidate, and all other required information. The call should highlight the skills and diversity criteria that are being sought. The deadline to submit an application should not expire before the confirmation of elected members from group 2 of the Athlete Council so that candidates who did not get elected have the opportunity to apply.
- 11.6 Should less than seven applications be received by WADA by the deadline to submit an application, WADA will extend such deadline.
- 11.7 On receipt of the applications, the Panel shall review them, consult with WADA's President, and compare the applicant's skill and diversity against the desired skill and diversity needs of the Council. Should the Panel consider that the desired skill and diversity needs cannot be found within the applicant pool, the Panel may recommend extending the call for applications.

- 11.8 The Panel may conduct interviews of candidates and referees, carry out vetting/background checks, and request further information from the candidates.
- 11.9 The Panel shall decide on who the appointed members shall be and shall present its list of appointed members. This list is communicated to the Council, as well as to WADA Executive Committee and Foundation Board.
- 11.10 The Panel will cease its mandate once the appointment process for the inaugural Athlete Council is complete.

12. Inaugural appointment procedure timeline

Date	Steps
By end of June	WADA communication on Athlete Council establishment procedure and timeline
2 September to 30 September	Public call for Interest (for Group 3) – general list of skills listed
Week of 5 or 12 September	Group 1 and Group 2 meet to appoint their representatives on the Appointment Panel
Week of 12 or 19 September	Panel meet to determine process, including development of assessment of skills and diversity of Groups 1 and 2
30 September to 9 December	Review, interview process etc. including consultation with WADA President
Week of 12 December	Successful candidates advised, including the process to elect Chair and Members for the Foundation Board

VII. PROCEDURE BEYOND THE INAUGURAL ATHLETE COUNCIL

The below provisions describe the Appointment Procedure to be followed after the establishment of the inaugural Athlete Council and as such replace any of the provisions of Article 6 that are in conflict.

13. Appointment procedure

- 13.1 The public call for candidates to fill upcoming vacancies from group 3 should be issued by WADA not later than six months before the term of the appointed member/s to be replaced expires. The deadline for candidates to apply after the public call for candidates should be not less than 2 months and not more than 3 months after date of publication.
- 13.2 The two members of the Athletes Council sitting on the Panel should be elected respectively within group 1 and group 2 by simple majority of all present members at the beginning of each calendar year to fill the role for the year.
- 13.3 The skills and diversity analysis of the Council should be updated every year and at a minimum, whenever a new appointment process is necessary. Such analysis should encompass all members whose terms are not affected by the appointment process, i.e., the vacancy or vacancies in question.
- 13.4 The Panel may conduct interviews of candidates and referees, carry out vetting/background checks, and request further information from the candidates.
- 13.5 Not later than one month before the end of the term of the members to be replaced, the Panel presents its list of appointed members. This list is communicated to the Council, as well as to WADA Executive Committee and Foundation Board.

VIII. PROTECTION OF PERSONAL INFORMATION

Any personal information collected within the Appointment Procedure will be processed in accordance with the [International Standard for the Protection of Privacy and Personal Information](#) and the applicable laws protecting such personal information.

IX. TRANSITIONAL PROVISIONS

Considering that the inaugural appointment process will be conducted before the first Council is established in its full composition, any references to the Council Terms of Reference should be understood as referring to the Terms of Reference of the WADA Athlete Committee (Version 23 September 2019) until the newly established Council has adopted its own Terms of Reference.

Furthermore, any timeline/date set out in the procedures will be followed as best as possible and any delay will be minimised as much as possible. Any delay shall respect the order of procedure as set out in the above provisions.

X. FINAL PROVISIONS

In case of discrepancy between the English and the French versions of this document, the English version shall prevail.

The Appointment Procedure has been adopted by the Executive Committee of WADA on 18 May 2022. It enters into force immediately.