

# ELECTORAL PACKAGE FOR 2025 WADA PRESIDENT AND VICE-PRESIDENT ELECTION

## Preamble

The terms of office of the incumbent WADA President and Vice-President will end on **31 December 2025**. As per the WADA Statutes, an open election will take place at least six months before the end of their terms. Any candidate meeting the eligibility criteria can apply as candidate, including the incumbent WADA President and Vice-President who can stand for re-election for a further term of three years. If any other candidate is elected, their term will be for six years.

The Foundation Board will elect the new (or renewed) WADA President and Vice-President at a virtual meeting on **Thursday 29 May 2025**.

The purpose of the present Electoral Package is to provide a comprehensive overview on, and details of, the upcoming election, reflecting applicable provisions of the [WADA Statutes](#) and Regulations on the Election of the President and Vice-President of the Foundation Board (Part II of the [WADA Governance Regulations](#)), in conformity with the provisions of Swiss law governing WADA.

This Package is divided into the following three sections:

- A. 2025 Election Calendar
- B. Rules of Conduct and Guidelines for Candidates
- C. Candidacy Forms (Exhibits 1 to 3)

## A. 2025 Election Calendar

Below is the timeline for the 2025 election of the WADA President and Vice-President and is further detailed in the next sections.

Date	Action
<b>Friday 15 November 2024</b>	Nomination of the Election Scrutineer by WADA's Independent Ethics Board
<b>Sunday 1 December 2024</b>	Open public call for interest ( <i>or Monday 2 Dec. 2024 if required for administrative reasons</i> )
<b>Friday 31 January 2025</b>	Close public call for interest (deadline to apply)
<b>Friday 7 February 2025</b>	Candidacy Forms provided to Nominations Committee
<b>7 February to 28 March 2025</b>	Nominations Committee to review and vet candidates
<b>Friday 28 March 2025</b>	Nominations Committee to provide dossiers of vetted candidates to Foundation Board
<b>Monday 31 March 2025</b>	Announcement of the official list of candidates and start of campaign period
<b>31 March to 28 May 2025</b>	Campaign period
<b>Thursday 29 May 2025</b>	Election at virtual Foundation Board meeting
<b>Tuesday 1 July 2025</b>	Entry into effect of cooling-off requirements
<b>Thursday 1 January 2026</b>	Entry into office

The following sections are mainly excerpts of Articles 2, 3, 5 and 6 of the Regulations on the Election of the President and Vice-President of the Foundation Board (pages 11 to 15 of the [WADA Governance Regulations](#)). Additional details and dates have been included below to provide a comprehensive description of the 2025 election process.

## 1. Election Scrutineer

The WADA [Independent Ethics Board](#) shall nominate among its independent members an Election Scrutineer, who will investigate any complaint related to the rules of conduct for candidates and oversee the election process. This nomination should be confirmed to the Director General by **Friday 15 November 2024**, two weeks before the call for interest is published by WADA (such call shall indicate the name of the Election Scrutineer).

## 2. Declaration of Candidacy

Candidates for the position of WADA President or Vice-President shall apply in writing by sending an application form, as per [Exhibit 1](#) hereto, with a resume (the “**Application Form**”), a nomination form, as per [Exhibit 2](#) hereto, signed by two members of the Foundation Board, one from the 20 Olympic Movement seats and one from the 20 Public Authorities seats (the “**Nomination Form**”) and a declaration of independence, as per [Exhibit 3](#) hereto, with a list of current relevant activities and positions (the “**Declaration of Independence**”, and together with the Application Form and the Nomination Form, collectively, the “**Forms**”).

The application period will start on **Sunday 1 December 2024**<sup>1</sup> via a public call for interest to be issued by WADA. WADA’s independent [Nominations Committee](#) will be consulted in the preparation of the application process for the positions of WADA President and Vice-President and as specified in the Regulations, can identify potential candidates. Any such candidates however would need to still meet all submission requirements for their candidacy file.

## 3. Submission of Applications

The Forms shall be addressed to the attention of the WADA Director General (c/o [governance@wada-ama.org](mailto:governance@wada-ama.org)) and shall be sent by email and be received at WADA’s Headquarters in Montreal in any event no later than **Friday 31 January 2025 by 5:00 PM EST** (Montreal time). Any Form received after this deadline or any Form which does not comply with the abovementioned requirements will automatically result in the relevant application not being admissible.

As part of the election process, WADA will process, collect, store, record and use personal data of each candidate and will process the various categories of personal data in accordance with WADA’s [Privacy Policy](#). By submitting the Application Form, candidates confirm that they have read and understood the policy and accept its terms.

## 4. Eligibility Criteria

The positions of President and Vice-President of the Foundation Board require skill, independence and a strong commitment. Candidates are required to meet these requirements, as well as the Operational and Personal Independence criteria throughout their mandate.

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<sup>1</sup> Or on Monday 2 December 2024, if required for administrative reasons.

- a) Operational Independence: operational independence requires that the Individual in the exercise of his/her mandate always acts in the best interest of WADA and remains free of undue influence. The fact that an Individual has a duty or responsibility to, or holds an office or a relationship with, a WADA stakeholder, or was nominated or proposed by a WADA stakeholder, does not per se hinder the Individual from exercising his/her mandate in the best interest of WADA.
- b) Personal Independence: personal independence requires that the Individual exercises his/her mandate in a personal capacity and does not act upon direction or coordinate with any other person / entity outside WADA.

It shall be noted that the elected President and Vice-President will also have to meet the Organizational Independence criteria for a six-month period prior to being eligible to hold office (“**cooling-off period**”) and throughout their mandate. In this instance, the cooling-off period will start on **Tuesday 1 July 2025**.

- c) Organizational Independence: organizational independence requires that the Individual does not exercise a non-executive, executive, operational or management function in / with any WADA stakeholder. The Individual is ineligible if he/she holds a duty or responsibility to, office or relationship with, the non-executive, executive, operational or management of a WADA stakeholder, i.e. any entity which can send representatives on WADA governing bodies, can be bound by rules enacted by WADA or can be directly or indirectly impacted by WADA activities.

By way of example, the following constitutes a non-exhaustive list of incompatibilities with Organizational Independence:

- a) staff member or elected/appointed position in organs exercising authority within a national or international sport institution;
- b) senior position (Head of State/Cabinet Ministers/Ministers/Secretary of State/Deputy Minister/heads of government departments/Executive Director/Senior Officers) with the public authorities or a public corporation, or the Individual perceives personal benefits from public authorities for the performance of duties for WADA;
- c) staff member or elected/appointed position in organs exercising authority within Signatories to the World Anti-Doping Code (Code);
- d) individuals/members of entities with long-term contractual relationships with WADA;
- e) members of law firms that regularly acts for / against WADA;
- f) staff member or elected/appointed position in organs exercising authority within service providers active in the anti-doping field.

On the contrary, the following constitutes a non-exhaustive list of possible examples of compatibility with Organizational Independence:

- g) independent member of certain advisory bodies of a national or international sport institution, public authorities, public corporation, Code Signatories or other WADA stakeholder<sup>2</sup>;
- h) independent member of an adjudicatory body of a national or international sport institution, public authorities, public corporation, Code Signatories or other WADA stakeholder.

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<sup>2</sup> For example, an independent member of an integrity body of a WADA stakeholder would be considered as meeting the Organizational Independence requirement.

## 5. Candidate Review and Vetting

No later than **Friday 7 February 2025**, the WADA Director General will send the received Forms (and any attachments thereto) to the WADA Nominations Committee, which is responsible for reviewing and vetting<sup>3</sup> the candidates. The Election Scrutineer shall be copied in the Director General's correspondence.

The Nominations Committee shall verify that the Forms, duly completed and signed, are included in the candidates' dossiers and that the candidates meet the eligibility criteria for their position. The Nominations Committee shall prepare a file for each candidate. To that effect, the Nominations Committee shall gather all useful information and data on the candidate, including their career, reputation, financial information and experience, in accordance with the privacy policy communicated as part of the candidate application materials. The Nominations Committee may also ask the candidate to provide references from personalities from whom it may obtain information, and source of information and advice from other personalities and organizations; the Nominations Committee may also invite the candidate for an interview.

If the incumbent President and/or the Vice-President are standing for re-election, they will be subject to the review and vetting process of the Nominations Committee described in this Section.

The Nominations Committee shall submit (via circular) the results of its review and vetting of the candidates, together with their relevant dossiers, to the Foundation Board no later than **Friday 28 March 2025**, copying the Election Scrutineer in their communication.

## 6. Rules of Conduct for Candidates

The campaign period will run from **Monday 31 March 2025**, once the candidates are vetted by the Nominations Committee and when the list of official candidates is announced by WADA, until the day prior to the election, i.e. **Wednesday 28 May 2025**.

During the entire campaign period until the end of the election, all candidates shall comply with the Rules of Conduct provided in the WADA Regulations on the Election of the President and Vice-President of the Foundation Board, which are further detailed in Part B below. The Election Scrutineer will have the responsibility to undertake an inquiry into any complaint of a breach of these Rules of Conduct. The same rules apply to other WADA Officials who may be seeking election for President or Vice-President.

## 7. Procedural Rules – Voting Process

- a) The voting process will take place during a virtual Foundation Board meeting on **Thursday 29 May 2025** and will be chaired by the WADA Director General. The Election Scrutineer will oversee the proceedings and ensure that they are conducted in accordance with the Procedural Rules. The members of the Foundation Board may be represented by their deputy in case of absence, in accordance with the WADA Statutes and the Regulations of the Foundation Board; voting by proxy granted to anyone but the designated deputy is not allowed.
- b) The votes will be organized in accordance with the WADA Statutes and will be held by secret ballot. The voting will be held electronically.

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<sup>3</sup> Per the Regulations of the Nominations Committee (part IV of the WADA Governance Regulations), "vetting" a candidate shall imply background checking, verifying the application and documents available, assessment of the skills against the requirements for the position and assessment of the diversity criteria for the appointment (such as in particular gender and regional diversity).

In accordance with the Statutes, to be elected to the position of WADA President or Vice-President, a candidate requires a two-thirds majority of the votes (including blank votes) cast by the Foundation Board members present at the time of the vote. Each member has one vote. Abstention and spoiled votes are not taken into consideration in the calculation of the majority.

*[The Statutes stipulate that the President is elected before the Vice-President.]*

- c) All persons in attendance during the meeting shall refrain from any form of external communication during the entire voting process. Only those persons authorized by the Director General will have the right to be present in the room or the virtual meeting during the voting process itself.
- d) The sitting President and Vice-President are not eligible to vote in the vote for the renewal of their mandate or the election of their successors. Furthermore, the sitting President is not eligible to vote in the election for the position of the Vice-President, and the Vice-President is not eligible to vote in the election for the position of the President. The President and the Vice-President are not counted in calculating the two-thirds majority.

If no candidate for either of the positions of President or Vice-President obtains a two-thirds majority of the votes cast, successive rounds of voting will be organized. At the conclusion of each round of voting, the candidate with the least number of votes will be eliminated. In the case of a tie among two or more candidates, a vote between those candidates will be organized and the candidate having the least number of votes will be eliminated.

*[Should multiple candidates be tied with the least number of votes while at least another candidate has more votes, all of the candidates with the least number of votes will be eliminated in that round.]*

- e) Once validated by the Election Scrutineer, the results of each round of voting will be communicated in writing by the Election Scrutineer to the Director General, who will be responsible for announcing them to the Foundation Board as follows:
  - i. If a candidate obtains a two-thirds majority, the election is over and the candidate is elected.
  - ii. At the end of each round, if no candidate is elected, the Director General will not communicate the number of votes received per candidate and will announce only the name of the candidate(s) who will not participate in the following round.
  - iii. As soon as a candidate is elected, the Director General will inform the Foundation Board that the voting is over and proclaim the new President, and/or the new Vice-President, elected.

The full results of all rounds of voting may be published and communicated by the Director General as soon as the result of the election is proclaimed.

If the last candidate, or the only candidate, does not obtain a two-thirds majority in the last voting round, an additional round of voting on such candidate will take place; if the candidate still does not obtain a two-thirds majority, then the current President and/or Vice-President will remain in their position and a new election will be held under the same process within one year as per WADA Statutes.

- f) Any matter of procedure concerning the votes which is not covered by the WADA Statutes or the Procedural Rules of the Regulations on the Election of the President and Vice-President of the Foundation Board will be decided by the Director General, whose decisions will be final and binding and which cannot be challenged or appealed.

- g) The Director General is responsible for executing the legal and administrative formalities required following the election of the new President and Vice-President.

*[For any matter not specifically addressed in the WADA Governance Regulations or Statutes, the provisions of the Swiss Civil Code are applicable.]*

## **8. Beginning of Office**

The offices of the elected WADA President and Vice-President will begin on **1 January 2026** and will end on **31 December 2031** (initial six-year term), except if the incumbent President and/or Vice-President are re-elected, in which case their term would end on **31 December 2028** (subsequent three-year term).

*[The Statutes stipulate that the President and the Vice-President become members of the Foundation Board at the time of entry into office, if not already members of the Foundation Board at the time of their election.]*

## B. Rules of Conduct and Guidelines for Candidates

Below is an excerpt of Article 4 of the Regulations on the Election of the President and Vice-President of the Foundation Board (pages 12 to 14 of the [WADA Governance Regulations](#)). These rules apply throughout the campaign period as defined above.

Additional details and practical guidelines are provided within (ref. [Note:](#)) to assist the candidates.

### 1. General Principles

Candidates shall respect fundamental ethical principles and those outlined in the WADA Code of Ethics, which include:

- a) Respect of the principle of universality and political neutrality of WADA;
- b) Harmonious relations with all WADA stakeholders;
- c) Respect for international conventions on protecting human rights which ensure in particular:
  - Respect for human dignity;
  - Rejection of discrimination of any kind on whatever grounds, be it for race, color, gender, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status;
  - Rejection of all forms of harassment and abuse, be it physical, professional or sexual, and any physical or mental injuries.

**Note:** Candidates must agree to be bound by the WADA Code of Ethics.

The WADA Independent Ethics Board will nominate among its independent members an Election Scrutineer, who will investigate any complaint related to the rules of conduct for candidates and oversee the election process.

The promotion of a candidature shall be conducted with dignity and in moderation:

- a) The candidates shall limit the number of trips that they make with a view to promoting their candidature in order to avoid excessive expenditure, which may constitute a factor of inequality amongst the candidates;

**Note:** For the avoidance of doubt and in the interests of transparency, any candidate who is an existing WADA Official (including the incumbent President or Vice-President) is prohibited from using WADA funds for events and activities that are solely or mainly related to their candidacies during the campaign period. They may continue to attend events and activities which they are required to attend in their capacity as WADA Officials.

- b) No assistance, whether financial, material or in kind, be it direct or indirect, may be given to candidates by a Public Authority or Signatory to the World Anti-Doping Code (Code). If offered such assistance, the candidate concerned has the duty to refuse it and to immediately disclose the offer to the Election Scrutineer;

**Note:** Except as set out in section 3.4 of the WADA Code of Ethics, no candidate may offer or give any



gifts, presents or donations of any nature or value or grant advantages or benefits of whatever nature, whether directly or indirectly, to any WADA Official or any WADA stakeholder.

- c) No candidate may promise or give an undertaking to perform, whatever the timing of such performance, for the direct or indirect benefit of a WADA stakeholder;
- d) Candidates must not accept instructions from any WADA stakeholders;

Note: Candidates shall operate with an independent mindset at all times, in the same manner they are required to operate if elected as an independent President or Vice-President. They shall not commit to any engagement that would impair their personal independence if elected President or Vice-President.

- e) Candidates must not enter into any form of undertaking likely to affect, or appear to affect, the freedom of decision or action or the future WADA President or Vice-President;

Note: 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.

- f) Concealed promotion in the form of participating in meetings or other events is prohibited;

Note: Debates or public meetings can be organized with the participation of candidates as long as the present Rules of Conduct are being observed, the event is not disguised as unrelated to the election, and it is organized so as to offer equal opportunities for participation to all candidates seeking election.

- g) Incumbent President or Vice-President standing as candidates shall not abuse their positions to promote their candidatures.

Note: Any candidate who is an existing WADA Official shall continue to carry out official duties during their candidacy, on a basis consistent with the ordinary course of their business as a WADA Official, and may refer to their candidacy in a purely factual manner during meetings. However, the promotion of the candidacy of an existing WADA Official by organising or participating in meetings or events with WADA stakeholders or other events solely or mainly for the purpose of promoting a candidacy is not permitted.

Note: Unless in the ordinary course of their business as an existing WADA Official, no candidate may receive individual or special support or services from WADA staff beyond general administrative support and services provided to ensure that candidacies are conducted in a fair, open and consistent manner. WADA staff shall always maintain a strict duty of neutrality, and a candidate shall respect this duty at all times.

Note: Existing WADA Officials standing as candidates shall comply with all obligations for candidates set out in these Regulations on the Election of the President and Vice-President of the Foundation Board.

The Foundation Board may adopt rules of conduct that further regulate the rights and requirements that apply to candidates.



## 2. Relation with the Media

Candidates shall exercise self-restraint with the media, including social media, when promoting their candidature. They shall comply with the WADA Media Relations Policy (as amended from time to time).

Note: Candidates may make public statements, give interviews, or issue written materials to promote their candidacy, provided that they must at all times be fair, honest and respectful of other candidates and WADA. Candidates must 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, public relation firms, influencers, celebrities or the media in order to promote their candidacies.

## 3. Relations with other Candidates

All communications undertaken by the candidate shall respect the other candidates and shall in no way be prejudicial to any other candidate.

Each candidate shall, in the framework of promoting his/her candidature, respect the other candidates and WADA.

A candidate may produce no spoken word, written text or representation of any nature likely to harm the image of another candidate or WADA.

Note: 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.

## 4. Breach of the Rules of Conduct

Any person within WADA, any candidate, any Public Authority and any Code Signatory may bring a breach of these Rules of Conduct to the attention of the Election Scrutineer. Upon receipt of any such complaint, the Election Scrutineer shall have the responsibility to undertake an inquiry into the complaint. The Election Scrutineer may ask the support of the Ethics Officer to that effect.

The Election Scrutineer shall invite the person concerned to exercise his/her right to be heard through the filing of written submissions, which must be submitted within the deadline set by the Election Scrutineer.

If, after concluding its inquiry and considering the concerned person's written submissions, the Election Scrutineer considers that a breach of these Rules of Conduct has been committed, the Election Scrutineer shall refer the matter to the Independent Ethics Board. The Independent Ethics Board takes action(s) as it sees fit. This may include removing such candidate from the election process.

Note: Any complaint of a breach of these Rules of Conduct must be made in good faith.

Note: The Chair of the Independent Ethics Board may, either *ex officio* or upon request from the Election Scrutineer, decide on provisional measures, provided that the situation so requires, until a final decision is made. The candidate shall have the same rights as provided for in the WADA Code of Ethics (in particular under Article 6 thereof) and the same procedure will apply.

## C. Candidacy Forms

The Candidacy Forms are set forth in the following Exhibits:

1. Application Form (President and Vice-President)
2. Nomination Form (President and Vice-President)
3. Declaration of Independence (President and Vice-President)

## Exhibit 1

### APPLICATION FORM – WADA FOUNDATION BOARD

#### FORMULAIRE DE CANDIDATURE – CONSEIL DE FONDATION DE L'AMA

#### **President / Président**

20... – 20...

**I hereby apply for the position of President of WADA / Je sou mets ma candidature pour le poste de Président de l'AMA**

(Print name | Nom – en lettres moulées)

(Position | Position)

(Organization | Organisation)

(Country | Pays)

I hereby confirm that I meet all conditions required for the position and that I shall abide to the WADA Regulations on the Election of the President and Vice-President of the Foundation Board, which content I am fully aware of.

*Je confirme que je remplis toutes les conditions exigées pour ce poste et que je me conformerai au Règlement relatif à l'élection du Président et du Vice-Président du Conseil de fondation de l'AMA, qui m'est connu.*

After having read the conditions under which my personal data will be processed as set out in WADA's [Privacy Policy](#), I hereby give my consent to the processing by WADA of all information and personal data concerning me which are required by WADA for the purpose mentioned in the Policy, in particular in order for the Foundation Board to be fully informed when proceeding to the election.

*Après avoir pris connaissances des conditions dans lesquelles mes données personnelles seront traitées telles qu'exposées dans la [Politique de confidentialité](#) de l'AMA, je donne ici mon consentement au traitement par l'AMA de mes données personnelles pour les buts mentionnées dans la Politique, à savoir en particulier pour permettre au Conseil de fondation d'être pleinement informé lors du processus d'élection.*

I hereby confirm that the information provided in my resume, which is attached hereto, is true and accurate. / *Je confirme que les renseignements contenus dans mon curriculum vitae ci-joint sont véridiques et exacts.*

I agree to be bound by the WADA Code of Ethics. / *J'accepte d'être lié par le Code d'éthique de l'AMA.*

Signature: \_\_\_\_\_

PLEASE SEND COMPLETED FORM TO WADA HEAD OFFICE, to the attention of the Director General,  
**NO LATER THAN FRIDAY 31 JANUARY 2025 (05:00 PM EST)**  
BY E-MAIL ([governance@wada-ama.org](mailto:governance@wada-ama.org)).

VEUILLEZ RETOURNER CE FORMULAIRE D'UNEMENT COMPLÉTÉ AU BUREAU PRINCIPAL DE L'AMA, à l'attention du Directeur général,  
**AU PLUS TARD LE VENDREDI 31 JANVIER 2025 (17H00 HNE)**  
PAR COURRIEL ([governance@wada-ama.org](mailto:governance@wada-ama.org)).

## APPLICATION FORM – WADA FOUNDATION BOARD

### FORMULAIRE DE CANDIDATURE – CONSEIL DE FONDATION DE L'AMA

#### Vice-President / Vice-Président 20... – 20...

**I hereby apply for the position of Vice-President of WADA / Je sou mets ma candidature pour le poste de Vice-Président de l'AMA**

(Print name | Nom – en lettres moulées)

(Position | Position)

(Organization | Organisation)

(Country | Pays)

I hereby confirm that I meet all conditions required for the position and that I shall abide to the WADA Regulations on the Election of the President and Vice-President of the Foundation Board, which content I am fully aware of.

*Je confirme que je remplis toutes les conditions exigées pour ce poste et que je me conformerai au Règlement relatif à l'élection du Président et du Vice-Président du Conseil de fondation de l'AMA, qui m'est connu.*

After having read the conditions under which my personal data will be processed as set out in WADA's [Privacy Policy](#), I hereby give my consent to the processing by WADA of all information and personal data concerning me which are required by WADA for the purpose mentioned in the Policy, in particular in order for the Foundation Board to be fully informed when proceeding to the election.

*Après avoir pris connaissances des conditions dans lesquelles mes données personnelles seront traitées telles qu'exposées dans la [Politique de confidentialité](#) de l'AMA, je donne ici mon consentement au traitement par l'AMA de mes données personnelles pour les buts mentionnées dans la Politique, à savoir en particulier pour permettre au Conseil de fondation d'être pleinement informé lors du processus d'élection.*

I hereby confirm that the information provided in my resume, which is attached hereto, is true and accurate. / *Je confirme que les renseignements contenus dans mon curriculum vitae ci-joint sont véridiques et exacts.*

I agree to be bound by the WADA Code of Ethics. / *J'accepte d'être lié par le Code d'éthique de l'AMA.*

Signature: \_\_\_\_\_

PLEASE SEND COMPLETED FORM TO WADA HEAD OFFICE, to the attention of the Director General,  
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BY E-MAIL ([governance@wada-ama.org](mailto:governance@wada-ama.org)).

VEUILLEZ RETOURNER CE FORMULAIRE DÛMENT COMPLÉTÉ AU BUREAU PRINCIPAL DE L'AMA, à l'attention du Directeur général,  
**AU PLUS TARD LE VENDREDI 31 JANVIER 2025 (17H00 HNE)**  
PAR COURRIEL ([governance@wada-ama.org](mailto:governance@wada-ama.org)).

## EXHIBIT 2

### NOMINATION FORM – WADA FOUNDATION BOARD

#### FORMULAIRE DE NOMINATION – CONSEIL DE FONDATION DE L'AMA

### **President / *Président*** 20... – 20...

**I hereby nominate for the position of President / *Je propose pour le poste de Président la candidature de***

(Print name | *Nom – en lettres moulées*)

(Position | *Position*)

(Organization | *Organisation*)

(Country | *Pays*)

#### **Nomination from / *Proposé par***

(Print name | *Nom – en lettres moulées*) (Position | *Position*)

(Organization | *Organisation*) (Country | *Pays*)

(Signature | *Signature*) (Date | *Date*)

**Note:** The candidate must provide two completed Nominations Forms, each signed by a member of the Foundation Board, one from the 20 Olympic Movement seats and one from the 20 Public Authority seats.

*Remarque : Le candidat doit soumettre deux formulaires de nomination, chacun signé par un membre du Conseil de fondation, l'un parmi les vingt sièges du Mouvement Olympique et l'autre parmi les vingt sièges des Autorités Publiques.*

PLEASE SEND COMPLETED FORM TO WADA HEAD OFFICE, to the attention of the Director General,  
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BY E-MAIL ([governance@wada-ama.org](mailto:governance@wada-ama.org)).

VEUILLEZ RETOURNER CE FORMULAIRE D'UMENT COMPLÉTÉ AU BUREAU PRINCIPAL DE L'AMA, à l'attention du Directeur général,  
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PAR COURRIEL ([governance@wada-ama.org](mailto:governance@wada-ama.org)).

## NOMINATION FORM – WADA FOUNDATION BOARD

### FORMULAIRE DE NOMINATION – CONSEIL DE FONDATION DE L'AMA

## Vice-President / Vice-Président 20... – 20...

**I hereby nominate for the position of Vice-President / Je propose pour le poste de Vice-Président la candidature de**

(Print name | Nom – en lettres moulées)

(Position | Position)

(Organization | Organisation)

(Country | Pays)

### Nomination from / Proposé par

(Print name | Nom – en lettres moulées) (Position | Position)

(Organization | Organisation) (Country | Pays)

(Signature | Signature) (Date | Date)

**Note:** The candidate must provide two completed Nominations Forms, each signed by a member of the Foundation Board, one from the 20 Olympic Movement seats and one from the 20 Public Authority seats.

*Remarque : Le candidat doit soumettre deux formulaires de nomination, chacun signé par un membre du Conseil de fondation, l'un parmi les vingt sièges du Mouvement Olympique et l'autre parmi les vingt sièges des Autorités Publiques.*

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PAR COURRIEL ([governance@wada-ama.org](mailto:governance@wada-ama.org)).

## EXHIBIT 3

### **DECLARATION OF INDEPENDENCE – WADA FOUNDATION BOARD**

### **DÉCLARATION D'INDÉPENDANCE – CONSEIL DE FONDATION DE L'AMA**

### **President / Président**

20... – 20...

**I apply for the position of President of WADA / Je sou mets ma candidature pour le poste de Président de l'AMA**

(Print name | Nom – en lettres moulées)

(Position | Position)

(Organization | Organisation)

(Country | Pays)

By signing this Declaration of Independence, I hereby confirm that, if elected as President of WADA, I shall meet the Organizational Independence criteria throughout the six months before holding office and commit to fulfill the Operational and Personal Independence criteria at the time of taking office, as these criteria are defined in the WADA Regulations on Independence. In particular I confirm that:

- a) In the exercise of my mandate, I shall always act in the best interest of WADA and remain free of undue influence;
- b) I shall exercise my mandate in a personal capacity and shall not act upon direction or coordinate with any other person / entity outside WADA; and
- c) I shall not exercise a non-executive, executive, operational or management function in / with any WADA stakeholder, and I shall not hold a duty or responsibility to, office or relationship with, the non-executive, executive, operational or management of a WADA stakeholder.

*En signant la présente Déclaration d'indépendance, je confirme que, si je suis élu Président de l'AMA, je répondrai à tous les critères d'indépendance organisationnelle au cours des six mois précédant mon entrée en fonction et m'engage à remplir les critères d'indépendance opérationnelle et personnelle au moment d'exercer ledit mandat, tels que ces critères sont définis dans le Règlement sur l'indépendance de l'AMA. Je confirme en particulier que :*

- a) Dans l'exercice de mon mandat, j'agirai toujours dans le meilleur intérêt de l'AMA et resterai libre de toute influence indue;*
- b) J'exercerai mon mandat à titre personnel et n'agirai pas sur instruction ou en coordination avec une autre personne / entité extérieure à l'AMA; et*
- c) Je n'exercerai pas de fonction non-exécutive, exécutive, opérationnelle ou de gestion au sein / avec une partie prenante de l'AMA, et je n'aurai pas de devoir ou responsabilité envers, et n'exercerai pas de fonction ou n'aurai pas de relation avec le personnel non-exécutif, exécutif, opérationnel ou de gestion d'une partie prenante de l'AMA.*

Signature: \_\_\_\_\_

PLEASE SEND COMPLETED FORM TO WADA HEAD OFFICE, to the attention of the Director General,  
**NO LATER THAN FRIDAY 31 JANUARY 2025 (05:00 PM EST)**  
BY E-MAIL ([governance@wada-ama.org](mailto:governance@wada-ama.org)).

VEUILLEZ RETOURNER CE FORMULAIRE DÛMENT COMPLÉTÉ AU BUREAU PRINCIPAL DE L'AMA, à l'attention du Directeur général,  
**AU PLUS TARD LE VENDREDI 31 JANVIER 2025 (17H00 HNE)**  
PAR COURRIEL ([governance@wada-ama.org](mailto:governance@wada-ama.org)).



## DECLARATION OF INDEPENDENCE – WADA FOUNDATION BOARD

### DÉCLARATION D'INDÉPENDANCE – CONSEIL DE FONDATION DE L'AMA

## Vice-President / Vice-Président 20... – 20...

**I apply for the position of Vice-President of WADA / Je sou mets ma candidature pour le poste de Vice-Président de l'AMA**

(Print name | Nom – en lettres moulées)

(Position | Position)

(Organization | Organisation)

(Country | Pays)

By signing this Declaration of Independence, I hereby confirm that, if elected as Vice-President of WADA, I shall meet the Organizational Independence criteria throughout the six months before holding office and commit to fulfill the Operational and Personal Independence criteria at the time of taking office, as these criteria are defined in the WADA Regulations on Independence. In particular I confirm that:

- In the exercise of my mandate, I shall always act in the best interest of WADA and remain free of undue influence;
- I shall exercise my mandate in a personal capacity and shall not act upon direction or coordinate with any other person / entity outside WADA; and
- I shall not exercise a non-executive, executive, operational or management function in / with any WADA stakeholder, and I shall not hold a duty or responsibility to, office or relationship with, the non-executive, executive, operational or management of a WADA stakeholder.

*En signant la présente Déclaration d'indépendance, je confirme que, si je suis élu Vice-Président de l'AMA, je répondrai à tous les critères d'indépendance organisationnelle au cours des six mois précédant mon entrée en fonction et m'engage à remplir les critères d'indépendance opérationnelle et personnelle au moment d'exercer ledit mandat, tels que ces critères sont définis dans le Règlement sur l'indépendance de l'AMA. Je confirme en particulier que :*

- Dans l'exercice de mon mandat, j'agirai toujours dans le meilleur intérêt de l'AMA et resterai libre de toute influence indue;*
- J'exercerai mon mandat à titre personnel et n'agirai pas sur instruction ou en coordination avec une autre personne / entité extérieure à l'AMA; et*
- Je n'exercerai pas de fonction non-exécutive, exécutive, opérationnelle ou de gestion au sein / avec une partie prenante de l'AMA, et je n'aurai pas de devoir ou responsabilité envers, et n'exercerai pas de fonction ou n'aurai pas de relation avec le personnel non-exécutif, exécutif, opérationnel ou de gestion d'une partie prenante de l'AMA.*

Signature: \_\_\_\_\_

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**AU PLUS TARD LE VENDREDI 31 JANVIER 2025 (17H00 HNE)**  
PAR COURRIEL ([governance@wada-ama.org](mailto:governance@wada-ama.org)).