



ATHLETE COMMITTEE

Terms of Reference

The World Anti-Doping Agency (WADA)'s Athlete Committee is constituted under Article 11 of the Constitutive Instrument of Foundation (also known as the Statutes) as a designated Standing Committee of the organization.

These Terms of Reference have been approved by the WADA Executive Committee and are publicly available and published on the WADA website. They are reviewed annually to ensure they remain accurate and fit for purpose.

The WADA Statutes and By Laws of the WADA Executive Committee on Standing Committees can be referenced in conjunction with these Terms of Reference.

Purpose

To provide an athlete perspective to WADA Management, the WADA Executive Committee and Foundation Board on all relevant anti-doping matters, and to represent the views and rights of athletes as it relates to anti-doping.

Goals and Objectives

- 1) Support and promote voices of athletes on anti-doping issues by engaging, informing and interacting with athletes, athlete representatives and other relevant stakeholders;
- 2) Continually solicit and share athlete feedback on WADA programs and activities;
- 3) Review, evaluate and provide guidance on educational programs and materials;
- 4) Provide insight to and feedback on the World Anti-Doping Program including the World Anti-Doping Code, International Standards, ADAMS, etc.;
- 5) Act as ambassadors for WADA and role models for clean sport;
- 6) Promote WADA's Outreach activities and participate in events upon request;
- 7) Assist in reviewing and recommending effective ways to reach athletes and their entourage.

Reporting Structure

Working in close co-operation with WADA Management, the Athlete Committee, through its Chairperson, reports to the WADA Executive Committee and Foundation Board.

Composition (including Terms of Appointment)

Article 11 of the WADA Statutes states that the Committee will not have more than 12 members and that each member, including the Chair shall be appointed for a period of three years. The term begins on the date of appointment, generally at the beginning of a calendar year. Members may be reappointed for a maximum of two further consecutive terms of three years. They cannot serve for more than nine years in aggregate for the same Committee. These limitations shall be immediately applicable to each member of the Committee for their next appointment.

A rotation policy for the Committee shall apply so that generally one third of the members change every year. Such rotation will be carried out in a manner that ensures continuity of Committee experience and expertise. A public call for candidates for any upcoming vacant seats of the Committee will be issued at least six months¹ before the meeting date at which the vacancies will be approved. The list of candidates for vacancies, together with the continuing members of the Committee, will be reviewed as a whole by the Chairperson, in consultation with the Chief Operating Officer, the Director General and the Chair of the
Foundation Board.

The composition of the Committee shall aim to ensure appropriate balance amongst the membership:

- Relevant background and experience (Athletes - current/retired; Coaches/athlete entourages, etc.);
- Proven interest/commitment to clean sport;
- Sport discipline (including able/disabled sports and winter/summer sports);
- Geographical region;
- Gender;
- Culture; and
- Government and/or sports nominations.

The proposed composition of the Committee for the following year will be approved by the Executive Committee in November of each year², by way of a simple majority of the votes cast by the members present at the time of the vote.

The WADA Statutes state that the Executive Committee may remove individuals from the Committee where it considers it is appropriate to do so (in its sole discretion) by way of a simple majority of the votes cast by the members present at the time of the vote.

¹ In 2019 (for 2020), the six-month period will exceptionally not apply due to limited timing in the roll-out of WADA governance reforms.

² The 2020 Committees will exceptionally be approved early in 2020 (and not in November 2019) due to limited timing in the roll-out of governance reforms.

Chairperson

The Chairperson of the Athlete Committee is appointed by the WADA Executive Committee³ based on the recommendation of the Athlete Committee Members in place at the time of the upcoming vacancy. If there are five or less applications (received via public call) for the position, the Nominations Committee will vet these applicants before forwarding to the WADA AC for selection. If there are more than five, the WADA AC Members will review the applicants received and provide a list of five preferred applicants to the Nominations Committee for vetting, after which the vetted candidates who have been deemed eligible will be returned to the WADA AC for selection. The selected candidate(s) will then be submitted to the WADA Executive Committee for appointment.

The Chairperson must meet WADA's general definition of independence (as outlined in the WADA Foundation Board Bylaws on Independence): "*An individual is considered independent when he/she is independent in character and judgment and there are no relationships or circumstances which to an informed third party could affect, or could appear to affect, the individual's judgment*".

The Chairperson cannot be a member of the WADA Executive Committee.

Skill Requirements

A detailed position description which outlines the profile and competencies of the Chair of the Committee is used in the selection process for the position. In general, the Chair must have an impeccable reputation, high integrity and strong ethics, and should have experience in chairing Committees.

On the whole, the Members of the Committee should have skills and experience commensurate with the purpose, goals and objectives of the Committee.

Observers and Outside Expertise

Nominated observers (non-voting) may also be invited to attend meetings on an ad-hoc or regular basis.

The Chair of the Athlete Committee, in consultation with and upon approval of WADA Management, may seek assistance from outside experts from time to time.

Working Norms

The Committee will normally operate on the basis of consensus and maintain as informal a manner as is possible or appropriate for the conduct of Committee business.

Consensus will be sought whenever possible. In the event of divergence of opinion or disagreement concerning recommendations, the absolute majority (determined by vote by hand) will rule. In the event of a tie, the Chairperson has the casting vote. There is presently no formal practice concerning a quorum.

³ Whilst the objective is to appoint the best candidate for a Chair vacancy, the Executive Committee will collectively appoint Chairs of all the WADA Standing Committees taking into account a balanced allocation of regional and gender representation.

The Chairperson has the responsibility to determine if a quorum is present. Minutes will record any dissenting opinion on request.

The Chairperson may limit discussion of resurfacing issues by referring to previous recommendations or conclusions of previous discussions.

Conflict of Interest

Committee members will be bound by the Conflict of Interest policy adopted by the WADA Executive Committee, which is modified from time to time, and in this light, every year will be required to complete and sign a Statement of Independence and Interest in accordance with the current policy.

Confidentiality

All Committee members are required to sign a confidentiality agreement upon appointment.

Communications and Media

All members are required to read and comply with WADA's Media Relations Policy, as issued by the Agency from time to time. Should a member receive a request for an interview in relation to their role with the Committee, or WADA's work in the fight against doping in sport, they should consult first with the WADA Media Relations Senior Manager or (if absent) with the WADA Communications Director.

Administrative and Funding Support

WADA shall provide the necessary administration and financial resources for Committee meetings. The Chief Operating Officer will act as the liaison person (Secretary) to the Committee.

WADA provides on an annual basis "General Information and Guidelines" to all its Committee members. This document provides an overview of administrative policies and procedures applicable to the Committee.

Meetings

The Committee will meet in person, as required, up to a maximum of two times per year. WADA will look for opportunities to hold such meetings around major sporting events or other sports meetings, such as athlete forums. Informal meetings can also be held around WADA's Foundation Board or Executive Committee meetings with some members as appropriate. Additional meetings may be held via teleconference.

Outcomes of the Committees' meetings will be posted on the WADA website once approved by the Committee Members. Other reports and correspondence relative to the Committee shall be recorded and retained at the WADA headquarters.