

FIS Presidency and FIS Council Election

- **FIS Presidency and FIS Council – Candidate Application Process**
- **Code of Conduct for Candidates of the FIS Presidency and FIS Council**
- **FIS Election Qualification Criteria**

FIS President and FIS Council – Candidate Application Process

1 The International Ski and Snowboard Federation (FIS)

The International Ski and Snowboard Federation (FIS) is the sole and exclusive world governing body for the FIS Disciplines and it is responsible for the Olympic Disciplines of Alpine skiing, Cross-Country Skiing, Ski Jumping, Nordic Combined, Freestyle and Freeski, Snowboarding, the Paralympic Disciplines Para Alpine, Para Snowboard and Para Cross-Country as well as for the non-Olympic Disciplines Telemark, Speed Skiing, Grass Skiing and Freeride. FIS is also responsible for setting the International Competition Rules. The organisation presently has a membership of 140 National Ski Associations and is based in Oberhofen am Thunersee, Switzerland.

2 The President (Art. 12 FIS Statutes)

The President shall lead and represent FIS towards the Member Associations, the public, the state authorities and the sports organisations, including the IOC, the IPC and the WADA.

The President has the following duties and responsibilities:

- shall chair the Congress and the meetings of the Council;
- shall be responsible for the management and the decision making of the current activities of FIS;
- shall take care of such specific tasks that have been delegated to him by the Congress and the Council;
- may make proposals to the Council at any time;
- may appoint Working Groups and invite independent experts to the meetings of the Congress and the Council;
- shall supervise the Secretary General;
- shall inform the Council on the current activities of FIS in a written report on each Council Meeting, at minimum once every three (3) months;
- shall report to the Congress on the current activities of FIS in a written report.

3 The Council (Art. 11 FIS Statutes)

The Council consists of 23 Members accountable to the Congress and is the supreme authority of FIS between the Congress meetings. The Council meetings will be conducted in accordance with the FIS Council rules, which must be confirmed at the first Council Meeting following the election of the Council Members

The Council has the following Authority, Duties and Responsibilities (Art. 11.3.FIS Statutes):

- to take all necessary decisions, provided such decisions do not fall within the exclusive competence of the Congress
- is responsible for the strategy and the overall conduct of business of FIS
- to take decisions on the provisional application of new Member Associations, to provisionally suspend Member Associations and to recommend to the Congress to expel Member Associations which do not meet the Eligibility Criteria or the obligations of Member Associations set out in the Statutes;
- to establish and amend the FIS Rules and Regulations, including the International Competition Rules (ICR);

- to issue and review the Terms of Reference for all Committees;
- to review, approve or reject proposals of the Committees;
- to supervise the preparation of the Congress;
- to submit proposals to the Congress;
- to approve the proposal for the annual budget 30 days before the Ordinary Congress and to present it with its recommendations to the Congress;
- to prepare an annual report to the Congress;
- to supervise the execution of the decisions taken by the Congress;
- to award the FIS World Championships, FIS Games and any other FIS event that combines three (3) or more FIS disciplines as one (1) commercial offering;
- to award the FIS World Cup competitions and to decide on all matters concerning the FIS World Cup rights;
- to confirm and amend the FIS Calendar;
- to determine the distribution of fees received from candidates and organisers of FIS World Championships in favour of small and developing Member Associations;
- to take corrective actions in case of non-compliant use by a Member Association of financial distributions received from FIS;
- to ensure that the Statutes, the FIS Rules and Regulations, the FIS Council rules, Conflict of Interest policies and the decisions of the Council are updated and observed;
- to resolve and determine any matters of dispute for which an alternative resolution mechanism is not provided in the Statutes or the FIS Rules and Regulations.

The Council may delegate some of its tasks to the President and/or to the Secretary General.

The Council consists of (Art. 11.1.1 FIS Statutes):

- President
- Eighteen (18) Members of the Council
- Four (4) Members who are athlete's representatives of the Athletes' Commission, two of which must be athletes representing Para Snowsports

Minimum requirements for the composition of the Council (Art. 11.2 FIS Statutes):

- The President, and the other Members of the Council must belong to different Member Associations with the exception of the representatives of the Athletes Commission.
- Male and female genders must be represented by at least three (3) members.
- One (1) Council Member shall be nominated by a Member Association with one (1) vote.
- One (1) Council Member shall be nominated by a Member Association with two (2) votes.

4 Election of the President (Art. 10.10.2 FIS Statutes)

- 10.10.2.1 The President shall be elected by a majority of more than 50 % of all valid votes cast.
- 10.10.2.2 The President shall be elected by Secret Ballot supervised by a specialized independent scrutineer.
- 10.10.2.3 If no Candidate for the office of the President obtains a majority of all votes cast in the first round, there will be a second round in which the Candidate with the fewest votes in the first round is eliminated.

- 10.10.2.4 The procedure specified in article 10.10.2.3 shall be repeated until a Candidate receives a majority of more than 50 % of all valid votes cast. Voting shall continue such that there will be no postponement between the voting rounds.
- 10.10.2.5 In the event of a tie between the two Candidates with the fewest votes, there will be an intermediate voting round to determine the Candidate who is eliminated in the election. In case of two further ties, the winner will be determined by way of a draw.

5 Election of the FIS Council (Art. 10.10.3 FIS Statutes)

- 10.10.3.1 Eighteen (18) of the twenty-two (22) Council Members shall be elected in one single voting round. In the event that less than 18 candidates are elected, due to some candidates not receiving any votes or the original number of candidates is less than eighteen (18), the number of Council members would be reduced for the term.
- 10.10.3.2 The Congress shall be required to confirm the four (4) representatives, equally from different genders, which have been elected by the Athletes Commission according to the Rules for the Athletes Commission, by a separate vote.
- 10.10.3.3 Delegates shall enter the names of the Candidates of their choice in their Ballot.
- 10.10.3.4 In particular, the Ballots must contain at least three (3) Candidates of both genders and at least one (1) Candidate from a Member Association with one (1) vote and at least one (1) Candidate from a Member Association with two (2) votes. Ballots with too many or Ballots, which do not contain the minimum requirements set out shall be invalid.
- 10.10.3.5 The eighteen (18) Candidates with the most votes are elected as Council Members, subject to the following conditions:
- a) there must be at least three (3) Council Members of each gender. Accordingly, the three (3) Candidates of each gender with the most votes are deemed to be elected, irrespective of whether they are placed among the eighteen (18) Candidates with the most votes;
 - b) there must be one (1) Council Member from a Member Association with one vote and one (1) Council Member from a Member association with two votes. Accordingly, the best placed Candidates from a Member Association with one (1) and two (2) votes are deemed to be elected, irrespective of whether they are placed among the eighteen (18) Candidates with the most votes; and
 - c) if the election of Council Members pursuant to a) and b) above would lead to an increase of the maximum seats of the Council, the lowest placed Candidates who do not meet the criteria of a) or b) shall be deemed not to have been elected.
- 10.10.3.6 If there is a tie between Candidates for the last open seat, there will be an additional voting round between those who tied to determine the Candidate for the last open seat only. In case of two (2) further ties, the winner will be determined by way of a draw.

10.10.3.7 The Ballots for the election of the Council Members shall be published after the voting, unless the Congress decides by a majority of all votes cast, at the request of a Delegate or a Council Member, that the voting Ballots shall remain secret.

6 Application System

6.1 General

Candidates for the President and the Council shall conduct their candidacies and electoral campaigns in accordance with FIS regulations, upholding fairness, integrity, and fundamental ethical principles at all times. Campaigns should be carried out with dignity, moderation, and respect for fellow candidates, FIS, and its member associations.

6.2 Applications

Candidates for the position of President or FIS Council must be nominated by their National Ski Association at least sixty (60) days prior to the opening of the Congress (Art. 10.10.1.1 FIS Statutes).

A Member Association can propose Candidate(s) for both President and Council Member. If the Candidate for President is not elected as President, this candidate will be added as a Candidate for Council membership (Art. 10.10.1.4 FIS Statutes).

The nomination requires a written proposal, signed by the National Ski Association, and addressed to the FIS Secretary General (vion@fis-ski.com).

In addition to the written proposal the candidate will need to send the following:

- Biography including residence address
- Current Passport (ID "Check")
- [FIS Eligibility Questionnaire](#)
- [FIS Declaration of Interest](#)
- [FIS Conflict of Interest Acknowledgment Form](#)
- [FIS Code of Ethics Acknowledgment Form](#)
- Candidature Document

The list of eligible candidates will be distributed to Member Associations no later than twenty-one (21) days prior to the opening of the Congress. The Candidature documentations will be published on the FIS website at that time.

6.3 Election

For the election of the President and the Council Members, each Member Association is allocated a specific number of votes, as determined by the Statutes and the official list of votes distributed with the Congress Agenda.

Voting will be conducted using an Electronic Voting System, enabling each voting delegate to cast their votes securely and efficiently.

7 Eligibility Questionnaire

Candidates for official positions in FIS bodies who are subject to eligibility checks are obliged to collaborate in establishing relevant facts. In particular, they shall comply with requests for any documents, information or any other material of any nature held by them, upon reasonable notice. In addition, they shall comply with the procurement and provision of documents, information or any other material of any nature not held by them but which they are entitled to obtain.

In the context of carrying out eligibility checks, in principle, it shall be deemed as not passed if the individual concerned is found to have committed misconduct that has a direct material connection to the position they hold or is a candidate for.

Subject to the relevant provisions regarding disclosure and forwarding of the information and related data in accordance with the Eligibility Questionnaire, all such information and all related data must be treated as strictly confidential by FIS. Incomplete or false information submitted in the context of eligibility checks is subject to cancellation of the application.

The evaluation of the Eligibility Questionnaire will be conducted by the FIS Nomination and Remuneration Committee.

8 FIS Election Qualification Criteria and Code of Conduct for Candidates

All candidates for the FIS Presidency and FIS Council are required to meet the official qualification criteria and to comply with the ethical standards set by FIS.

These requirements are outlined in the attached documents “FIS Election Qualification Criteria” and “FIS Code of Conduct for Candidates of the FIS Presidency and FIS Council.”

Candidates must review these documents carefully and ensure full adherence throughout the application and election process.

9 Conflicts of interest Policy

The Conflicts of Interest Policy sets out the procedures for identifying and managing conflicts and potential conflicts of interests or duty (called “Conflicts” in this Policy) affecting all persons involved in the elected, appointed and professional administration and running of International Ski and Snowboard Federation (who are called “Parties” in the Policy).

Parties have an obligation to act in the best interests of the International Ski and Snowboard Federation (FIS) and in accordance with the FIS Statutes and Regulations. They are expected to act impartially and objectively and to actively take steps to avoid Conflicts.

Code of Conduct for Candidates of the FIS Presidency and FIS Council

The FIS Remuneration and Nomination Committee (NCR) herewith issues the following Code of Conduct for Candidates of the FIS Presidency and the FIS Council (COCC) as required by Article 10.10.1.1. c) FIS Statutes.

Scope of application of this COCC

Candidates for the office of President or Council membership shall be subject to the COCC from the date such Candidates have validly been proposed for election by their national Member Association.

General Principles of the Candidature

Candidatures and electoral campaigns shall be carried out by the Candidates and their supporters in a fair manner and in a spirit of respect for fundamental ethical principles and the integrity of the electoral process.

Candidates shall conduct all electoral campaigns in a fair and dignified manner, without personal insults and inappropriate statements, and shall comply with all FIS Rules and Regulations regarding conduct.

Electoral campaigning shall be defined, for the purposes of these regulations, as all activities undertaken by Candidates or those working for them or supporting their candidacy with the aim of canvassing support and votes.

FIS and National Ski Association Officials who are not Candidates

FIS and National Ski Association Officials who are not Candidates or their relations must:

- a) respect the integrity of the Candidacy process, allowing equal conditions and opportunities for each Candidate and potential Candidate, treating each Candidate and potential Candidate in a fair and equal manner, and avoiding any risk of conflict of interest;
- b) not accept gifts or hospitality from any Candidate;
- c) not directly or indirectly solicit or accept any form of advantage from the process;
- d) not use the resources of the FIS to back any Candidate; and
- e) be neutral in respect of all Candidates, including refraining from making any public declaration appearing to give an opinion on one or more Candidates.

Supervision and Sanctions

The NRC shall decide on any matters related to the electoral process and this COCC, arising during the Candidacies. The NRC may impose appropriate sanctions in its sole discretion for any breach of the FIS Statutes, the COCC or specific instructions of the Council, which could compromise the integrity of the electoral process or the reputation of FIS. Such sanctions may range from a warning, up to exclusion of a Candidate from the elections.

Candidates Promotional Campaign

No candidate presentations will be conducted during the Congress.

Candidates and their National Associations may not host any type of reception - including cocktail parties, buffets, breakfasts, lunches, dinners, or banquets - during FIS Meetings, including the FIS Congress where the election is held.

The promotion of a candidature shall be conducted with dignity and moderation and shall be done exclusively by the candidate. Promotion means any act or action that may enhance the level of awareness of a candidature. The promotion of a candidature shall exclude any form of advertisement (including but not limited to a paid advert in any type of media, regardless of the person/entity financing the advert). Any type of promotion undertaken by the candidate shall respect the other candidates and shall in no way be prejudicial to any other candidate, in particular by avoiding comparisons. The use of a communications agency shall be limited to the production of the Candidature Document.

Candidature Document

Each candidate may present their plans and views on FIS in the form of a written document, the Candidature Document, whatever the means of distribution. This document shall not refer to any other candidate or include any form of comparison. In order to prevent content which could be considered as unintentionally breaching these Directives, a copy of the final draft Candidature Document shall be provided to the FIS Integrity Director (FISID). When necessary, the FISID will inform the candidate with a view to finding the most appropriate solution to be compliant with these directives. The Candidature Document of each candidate shall be submitted to the FISID by no later than April 15, 2026. Each candidate's Candidature Document may not be distributed until it has been published on the FIS website which will take place on April 22, 2026.

The Candidature Document must be in written form; each candidate will decide whether this is to be in printed and/or electronic format. In order to ensure transparency, the document shall include, on the first page, the following elements:

- biographic elements – at least the candidate's date of birth, and
- all their interests as disclosed in the IOC Members' Interests Register.

Official FIS photos can be used for illustration; however, these photos may not include any other FIS NSA or Council member or any other person, even if the person concerned has approved such publication, as this would give the perception of support.

No form of video message is allowed.

Any form of comparison between the candidates is prohibited.

Use of social media

Social media is allowed for the promotion of the candidates' positions on different topics, provided that they respect the other candidates, in particular by avoiding any type of reference or comparison. The endorsement of candidates on social media (including shares, likes and retweets) by third parties (as detailed in article 13) is prohibited; this includes the staff and employees of the above-mentioned organisations on both personal and professional social media accounts. It is the responsibility of the candidate to proactively inform the constituents of FIS and third parties about these directives.

The candidates may exclusively use their individual social media accounts to promote their candidature on the basis of their Candidature Document. In particular, no social media campaign is allowed to be set up via their institutional social media accounts or via the institutional social media of the sports entity they are linked to, or via their business account. No videos shall be used, and no mention of the other candidates or comparison with any other candidates shall be made. No photo of any person, even if the person concerned has approved such publication, is permitted, as this would give the perception of support. At all times, and especially when using social media, each candidate shall respect the other candidates, the NSAs and FIS itself.

Meetings

No public meeting or gathering of any kind may be organised in the framework of promoting a candidature.

Assistance

No assistance, whether financial, material or in kind, be it direct or indirect, shall be given to candidates by an NSA, or by any other person or entity. If such assistance is proposed, the candidate concerned has a duty to refuse it and to inform the FISID.

Gifts – Benefits

Candidates or their nominating nation shall not, under any circumstances and under any pretext, give or receive presents, offer or accept donations, hospitality or grant advantages of any nature or value to any person or entity. The candidates shall not invite any person to any event organised by any NSA, any other person or entity, or the national embassies of their country other than in the ordinary course of duty or regular NSA business. If such an invitation is received, the invited person has a duty to refuse it and to inform the FISID.

Promises

Candidates or NSAs shall not make any promise or commit to any undertaking, whatever the timing of the action promised, for the direct or indirect benefit of any individual, organisation, region or partner. Any such promise or undertaking would be perceived as an attempt to adversely affect the integrity of the institution.

Declarations

To respect the secrecy of the vote, the NSAs shall not make any public declaration to support one of the candidates or to explain their intention to vote for one of the candidates. NSAs may “like” the candidates’ social media content. However, it is prohibited for the NSAs to support any type of public campaign in favour of one of the candidates, in particular through social media.

RELATIONS BETWEEN THE CANDIDATES AND THE FIS CONSTITUENTS AND THIRD PARTIES

Neutrality

FIS and NSA constituents and third parties, including FIS Honorary Members, continental associations, FIS-Recognised Organisations, Organising Committees for FIS events, Interested Parties to host a future FIS event, Media Rights-Holders, Sponsorship Partners, FIS commercial counterparts, foundations, national embassies and any other organisations, shall remain neutral in the election campaign. They shall refrain from making any public declaration in support of any of the candidates in anyway. In particular, the endorsement of candidates on social media, such as through shares, likes and retweets, by third parties is prohibited; this includes the staff and employees of the above-mentioned organisations on both personal and professional social media accounts.

Instructions

Candidates shall not accept instructions from any public or private entity or natural or legal person.

Undertaking

Candidates shall not enter into any form of undertaking with any natural or legal person, as this may be perceived as likely to affect the freedom of decision or action of a future FIS President or FIS Council member.

Assistance

No direct or indirect assistance, be it financial, material or in kind, shall be given to candidates by any FIS constituents or by Media Rights-Holders, Sponsorship Partners, FIS commercial counterparts or other third parties, including governments, embassies and governmental agencies. If offered such assistance, the candidate concerned has a duty to refuse it and to inform the FISID.

RELATIONS WITH THE MEDIA

Interviews – Publications

Candidates may grant interviews to the media and use their official written Candidature Document. No form of advertisement may be devoted to any of the candidates, regardless of the backer.

Debates

The candidates shall not take part in any public debate with each other, regardless of the organiser.

Media communication services

Journalists and media outlets may not be used – be it free of charge or in return for payment – to the benefit or detriment of a candidature.

RELATIONS WITH OTHER CANDIDATES

Respect due to candidates

Each candidate shall respect the other candidates, the NSAs and FIS itself.

Prejudice to a candidature

A candidate may not engage in any written or oral communication or any other type of representation or action likely to harm the image of another candidate or cause them prejudice.

Collusion

No arrangement, coalition or collusion between candidates is allowed, as this may be perceived as an intent to influence the result of the vote.

MISCELLANEOUS

Candidates' trips to promote their candidature

Candidates are encouraged to make contact through virtual means. If the candidates have to travel to promote their candidature, these trips shall be at their personal expense and not at any third party's expense.

Gifts, benefits and promises policy

In the framework of the Directives, no gift or token of friendship (whatever the value) shall be proposed or offered to any person. Only the official Candidature Document shall be distributed. No donations or any type of advantages of any nature shall be offered or granted by a candidate to any person. No invitation to any event, whether this includes transport and/or accommodation or not, shall be proposed by a candidate to any person, including sports events, and including if the event is organised by the candidate's NSA, Continental Association or national embassy, or any other entity. If such an invitation is received, the invited person has a duty to refuse it and to inform the FISID.

Candidates own Promotion and Communication

All Candidates will be given equal communication through FIS and FIS Member channels, relating to any features about the elections and Candidacies. FIS will publish one official introduction per Candidate.

Candidates who hold official positions within FIS, FIS member associations and/or any other body in skiing or snowboarding, are permitted to remain in office during the electoral campaign. They must however not use their current positions for campaigning and not use the resources of FIS, FIS member associations and/or any other body in skiing or snowboarding to promote their Candidacy.

FIS Election Qualification Criteria

Based on Article 10.10.1.1 and 14.2.5.2 of the FIS Statutes, the Nomination and Remuneration Committee (NRC) shall issue and oversee the Election Qualification Criteria for the election of the President and the Council Members and will be required to decide on any matter in relation to Eligibility and/or any campaign conduct issues of a candidate.

The NRC therefore issues the following Election Qualification Criteria, which have been reviewed by the Council, as at 25 March 2024 (EQC) which apply to elected and appointed positions:

1. Definitions

In addition to the Definitions as set out in the Statutes, the following apply:

"Application" means an application for appointment, or as a candidate for election, to a position as an Official.

"Applicant" means any person who submits an Application.

"Candidate Application Process" means the FIS Candidate Application Process (as amended), a copy of which is at Annex 1.

"Conflict of Interest" means a situation in which an Applicant or Existing Official has or is involved with multiple interests, which may include both personal Interests and Interests arising from the person's duties or positions as a representative of an organisation, and where benefiting one or more of these Interests may affect the outcome in respect to the Interest of FIS.

"Declaration of Interests" means the listing of all Significant Interests held by an Applicant or Existing Official. This Statement is to be included as a subset of the Application. If appointed, this statement should be updated by any Official whilst remaining in office such that it always reflects up to date information.

"Eligible" and **"Eligibility"** means that the NRC has decided that the person is eligible as set out in these Rules.

"Eligibility Questionnaire" means the FIS questionnaire to be included as a subset of the Application.

"Existing Official" means a person appointed or elected for the offices of the President or the Council.

"Assessment of Eligibility" means the assessment by the NRC of all available relevant information concerning the person, including but not limited to information provided:

- (a) on the Eligibility Questionnaire; and
- (b) on the Declaration of Interests; and
- (c) for existing Officials, by disclosures made to comply with the duties of disclosure for Officials.

"Official" means a person elected or appointed to carry out the roles and functions within or for FIS as defined in Rule 3 and the Statutes.

"Significant Interests" means

- any position as a partner, executive or non-executive director, management committee member or executive officer (including for example a chief executive officer or other member of senior management) of any business entity or professional organisation, as well as of any Member Association;
- any financial investment as a shareholder, member or partner amounting to 5% or more of the shares, capital or control (as the case may be) of any business entity or professional organisation connected to (i) FIS; (ii) any Member Association; any (iii) Local Organising Committee; or (iv) the sport of skiing and snowboarding;
- any other position or financial investment amounting to a Material Influence over any business entity or professional organisation;
- any interest of whatever nature or level which may present an actual or potential Conflict of Interest with an individual's duties to FIS, including in any business venture (of whatever type) having or seeking to have a contractual relationship with FIS as a supplier of goods or services, a sponsor, or as the host of, or part of a group hosting, any FIS Events; and
- any paid employment or executive function within a Local Organising Committee which, for the avoidance of doubt, must be indicated on the Applicant's Declaration of Interests.

"Vetting", "Vetting Process" and "to vet" means the assessment by the NRC as to whether an Applicant or an Existing Official is Eligible or not for the offices of the President or the Council.

2. NRC - Role, Powers, Duties and Procedure

- 2.1 Subject to the Statutes and these Rules, the NRC shall have all powers and authorities necessary to fulfil its role and carry out its duties in a reasonable and appropriate manner.
- 2.2 In this specific context, the role of the NRC shall be to assess whether an Applicant or Existing Official is Eligible to be, or remain in office as, an Official in accordance with these Rules. In the case of an Existing Official becoming ineligible whilst in office, the NRC will refer the matter to the independent FIS Ethics Committee for further assessment.
- 2.3 In carrying out its role, the NRC shall operate in accordance with its Terms of Reference.

3. Scope of Application

These EQC apply to all persons applying for or carrying out the following functions and positions, altogether defined as "Officials":

- (1) The FIS President;
- (2) The FIS Secretary General; and
- (3) Members of the FIS Council

4. Eligibility

4.1 A person seeking election or applying to be an Official (Applicant), or to remain in office as an Official (Existing Official), must be Eligible.

4.2 To be Eligible, every Applicant and Existing Official shall be approved by the NRC as having:

- a. satisfied the NRC requirements in these Rules, including having satisfied all applicable disclosure obligations as required and specified in the Statutes, Rules and Regulations;
- b. satisfied the criteria set out in 6.1.9 below taking into account the matters set out at 6.1.10 below; and
- c. not failed an Eligibility assessment on the basis of any of the following grounds:
 - i. **Bankruptcy:** the person has been declared by a Relevant Authority to be an undischarged bankrupt, or is subject to a condition not yet fulfilled or any order under insolvency laws;
 - ii. **Conviction:** the person has been convicted by a Relevant Authority of any offence punishable by a term of imprisonment of two (2) or more years (whether or not a term of imprisonment was imposed) unless that person has obtained a pardon or has served the full term of the sentence imposed on them so that their conviction is spent;
 - iii. **Disqualified Director:** the person is prohibited by a Relevant Authority from being a director or promoter of or being concerned or taking part in the management of a company for breach or non-compliance with any relevant law applicable to that person;
 - iv. **Property Order:** the person is subject to an order by a Relevant Authority that the person is lacking in competence to manage their own affairs;
 - v. **Majority:** the person is a minor by law under the laws of Switzerland;
 - vi. **Full Civil Rights:** the person is deprived of their civil rights by proper application of the law;

- vii. **Breach of FIS Code of Ethics:** the person has been found by Congress or the FIS Ethics Committee to have breached the FIS Code of Ethics;
- viii. **Anti-Doping Rule Violation:** the person is found by a Relevant Authority to have committed any anti-doping rule violation at any time;
- ix. **Removal:** the person was removed from office by Congress, in accordance with the Statutes, the Rules or Regulations;
- x. **Other:** the person is otherwise prohibited from holding such position, or any similar position, under any other circumstances as provided by regulation or law.

4.3 Where a conflict of interest arises within the NRC deliberations, for example if an NRC member is standing for Council election, the approval of that individual's application or continued role shall be made by appropriate NRC personnel who are not standing for election and therefore deemed not conflicted or, in the absence of such persons, by independent persons appointed by Council.

5. Applicability of Vetting

5.1 All Officials are subject to Vetting. Deputies will also be subject to Vetting, including those who exercise the role of a deputy whether formally designated or not.

5.1.1 The election or appointment process for each position will include a requirement for each Applicant to provide their written consent (including any Applicant who is an Existing Official) to be subject to Vetting:

- a. as a condition to proceeding with the proposed candidacy or appointment; and
- b. on an on-going basis throughout their term as an Official.

5.1.2 Such written consent is included in the Eligibility Questionnaire and includes:

- a. consents to the use of personal data (in accordance with applicable data protection and privacy laws and regulations) as required for purposes of carrying out the Vetting; and
- b. an acknowledgement by the Applicant (and reiteration by any Existing Official) that, in pursuing the proposed candidacy or appointment, the Applicant agrees to be bound by the FIS Rules and Regulations; and agrees to submit for review by the NRC an accurate and complete Assessment Form in a timely manner.

5.1.3 The Officials or bodies responsible for managing an election process for Applicants must refer all candidates proposing to stand for election to the NRC for determination of Eligibility before their candidacy can be accepted.

6. Vetting Process

- 6.1 The NRC shall carry out the Vetting Process, consistent with the following general framework and the Candidate Application Process.
- 6.1.1 Every person who is an Applicant agrees to be Vetted by timely submission of the Application in accordance with the Candidate Application Process, and is subject to a decision by the NRC that the person is Eligible.
- 6.1.2 Upon making an Application in accordance with the applicable deadlines, the Applicant (including any Applicant who is an Existing Official) will be notified that their Application has been received and will be referred to the NRC for a decision on Eligibility before proceeding with their appointment or candidacy.
- 6.1.3 Every Existing Official is obliged to regularly review their own Application to ensure it is complete and accurate at all times and to promptly notify the NRC if they are, or are likely to become, no longer Eligible.
- 6.1.4 The NRC will regularly review publicly available information sources, or other sources of information, such that oversight of the Eligibility of all Applicants or Existing Officials is maintained.
- 6.1.5 Upon notification pursuant to Rule 6.1.3, or upon becoming aware that an Applicant or an Existing Official may no longer be Eligible, the NRC will determine whether any further information or assessment is necessary and if so will, in the case of an Applicant or Existing Official, seek such information or carry out such an assessment.
- 6.1.6 In relation to an Applicant or an Existing Official, the NRC may proceed to refer the Candidate to an external vetting agency.
- 6.1.7 The NRC may either:
- a. make a decision that the Applicant or the Existing Official is Eligible; or
 - b. conduct further checks or supply further information; or
 - c. make a preliminary finding that the Applicant or Existing Official may not be Eligible.
- 6.1.8 The NRC will carry out its assessment in a reasonable and proportionate manner based on the level of authority and influence to be exercised by the relevant position as an Official.
- 6.1.9 In reaching its decision, the NRC must decide, on the balance of probabilities, and after considering all relevant information available to it, that the person:
- is able to meet the standards of conduct and integrity required of an Official or Specified Staff Member; and
 - is of good character and reputation; and
 - is fit to perform the role being sought or the position they hold; and
 - has fully disclosed all Significant Interests.

- 6.1.10 In assessing whether or not an Applicant or Existing Official satisfies the criteria specified in Rule 6.1.9 the NRC shall take into account whether the person
- has been the subject of an investigation or disciplinary action (whether or not in any sporting context) resulting in adverse findings about the person's credibility, integrity, honesty or reputation; and/or
 - has at any time been found guilty of a material breach of the criminal law as set out at Rule 4.2.(c) ii above; and/or
 - is unable to provide solutions to resolve any potential Conflict of Interest.
- 6.1.11 The NRC shall carry out a Vetting assessment on all parties applying for the offices of the President, the Secretary General or the Council.
- 6.1.12 The NRC may conduct an in-person interview with Applicants or Existing Officials in the course of its assessment.
- 6.1.13 Following a preliminary finding that an Applicant or an Existing Official is or may not be Eligible, the NRC shall notify the Applicant or Existing Official in writing of its preliminary finding and the reasons for it (which shall be confidential), and give the person at least 5 working days to make any submissions on such preliminary finding and provide any evidence in support of those submissions to the NRC.
- 6.1.14 The NRC shall then consider any such further submissions and evidence, and make any additional enquiries as it deems appropriate, before making a final decision on whether the Applicant or Existing Official is Eligible.
- 6.1.15 Once a final decision is made by the NRC under Rule 6, the Applicant or Existing Official will be notified of its decision in writing, and if the NRC decides the person is not Eligible it shall include a statement of the reasons for that decision.
- 6.2 For the purposes of implementing the Vetting assessment in a timely and efficient manner:
- 6.2.1 The NRC must make a preliminary finding as to Eligibility or non Eligibility (in the case of Applicants and Existing Officials) within 20 working days of receiving the Application. If further information is requested by the NRC under Rule 6.1.7 (b) the Applicant will be informed and a further reasonable period of time will be applied.
- 6.2.2 In extraordinary circumstances, which are not easily envisaged, it may be necessary to extend the time required to complete the Vetting Process, but in all cases the Vetting Process shall be completed in time to meet any applicable deadlines for appointment or election, and in any event no extension or series of extensions will exceed a period of one month in total.
- 6.2.3 An Applicant may withdraw their Application to be an Official at any time prior to a final decision by the NRC.

7. Appeal to CAS

A decision that an Applicant is not Eligible by the NRC shall be final, subject to a right of appeal to the Congress in accordance with Article 10.2.2 of the FIS Statutes and finally to the Court of Arbitration for Sport (CAS) Appeals Arbitration Division, in accordance with the CAS Code of sports-related arbitration. Any appeal of a decision of non Eligibility by the Congress under these Rules must be filed with the CAS within twenty-one (21) days of the Applicant or the Existing Official receiving the written decision of the NRC.

A decision that an Existing Official is or may have become no longer Eligible will, in the first instance, be referred to the FIS Ethics Committee for further assessment (see 2.2 above).