THE FIS ATHLETES' COMMISSION GUIDE

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INTERNATIONAL
SKI AND SNOWBOARD
FEDERATION

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1. The FIS Athletes' Commission

FIS athletes have their own Commission whose role is to make sure that the athletes' rights are protected.

The mission of the FIS Athletes' Commission is to represent the voice and interests of the athletes by engaging in the decision-making processes within FIS and to empower athletes through communication of information.

Background

Established in 1999, the Athletes' Commission serves as a key link between active athletes and FIS advisory and decision-making bodies. The FIS Athletes' Commission works in close liaison with the IOC and IPC Athletes' Commissions in addition to individual National Ski Associations and their respective athlete representatives.

Four members of the Athletes' Commission, of which two men and two women, as well as two are representatives of able-bodied disciplines and two of Para snow sports, serve as full members with voting rights on the FIS Council. The Athlete Representatives sitting in the Council are chosen by the Athletes' Commission.

2. Vision and Mission

The mission of the FIS Athletes' Commission is to represent the voice and interests of athletes by actively contributing to decision-making processes within the FIS organization, while empowering athletes through clear and effective communication.

The Commission's vision is to drive innovation and support the continued growth of snow sports, while advocating for human rights, safety and health, and athlete career development. It also seeks to engage athlete champions and role models in promoting initiatives that contribute to the long-term development and sustainability of the sport.

3. Structure of the Athletes' Commission

The FIS Athletes' Commission is composed of 16 members elected for four years by the athletes participating in the FIS World Championships. It ensures a balance between regions, genders and sports, as follows:

Cross-Country Skiing:	2 members - 1 woman and 1 man
Ski Jumping:	2 members - 1 woman and 1 man
Nordic Combined:	2 members - 1 woman and 1 man
Alpine Skiing:	2 members - 1 woman and 1 man
Freestyle Skiing:	2 members - 1 woman and 1 man
Snowboard:	2 members - 1 woman and 1 man
Non-Olympic Disciplines	2 members - 1 woman and 1 man

Para Snow Sports: 2 members - 1 woman and 1 man

Any single nation can have no more than two representatives on the Athlete's Commission. Elections are held every four years at the respective FIS World Championships.

The co-Chairs, representing both genders, are elected by the members of the Athletes' Commission.

4. Roles and responsibilities

Represent the voice and interests of FIS athletes

- to discuss and address issues concerning athletes in general, be the spokesperson for all the athletes in your discipline when talking to FIS
- to present to the FIS Council viewpoints and wishes from the athletes
- to be a pathway of communication between the business that happens in the FIS Committees and Sub-Committees and the athletes
- to serve as a liaison for the Athletes' Commissions in all National Ski Associations and assist their set up
- to liaise with the International Olympic Committee (IOC), International Paralympic Committee (IPC), World Anti-Doping Agency (WADA), and other relevant athlete bodies

Promote education and career transition

- to inform about services available related to career preparation and management during and after a sports career

Raise awareness about the importance of clean sport among athletes

- to support the initiatives of the World Anti-Doping Agency (WADA)
- to work together with FIS and WADA to enhance the testing protocol, whereabout procedures and provide athlete feedback in anti-doping projects

Support youth programs

- to serve as role models to promote snow activities as the healthy recreational activity for youth in winter

5. Committees, Sub-Committees, and Working Groups: Liaison and Roles

Besides working with the main FIS Discipline Committees and Sub-Committees (including voting rights within these), the Athletes' Commission liaises with a number of other Committees and campaigns:

- FIS Strategic Planning Committee
- FIS Nomination and Remuneration Committee
- FIS Committee for Advertising Matters
- FIS Committee for Public Relations and Mass Media
- FIS Environmental, Social and Corporate Governance (ESG) Committee
- FIS Legal and Safety Committee
- FIS Medical Committee
- FIS Anti-doping Advisory Board
- IOC Athletes' Commission
- IPC Athletes' Commission
- WADA Athlete Council

6. Frequency of Athletes' Commission gatherings

The Athletes' Commission meets at least twice per year, online or in person, in conjunction with the FIS Technical Committee Meetings. Additional meetings may be held online as required. At least one meeting takes place in advance of the Spring Technical Committee Meetings.

Travel, accommodation, and meal expenses for Athletes' Commission meetings held in conjunction with the FIS Technical Committee Meetings are borne by FIS.

7. Connecting with athletes in your discipline

In addition to being a member of the Athletes' Commission, members also represent the athletes in their discipline. One of the most important roles as the athlete representative is to be a communicator of information between FIS and the athletes.

It is important to get to know the Chair and Members of your discipline's Executive Board,Technical Committees and any relevant Sub-Committees.

In order to best communicate what happens at the FIS level and to be able to bring the views of the athletes back to the FIS level, it is important to create a communication network. This can be done in several ways:

- **A WhatsApp Group:** allows you to post messages and communicate with the athletes in your discipline in the fastest way.
- **Email List:** collect as many athletes' e-mail addresses as possible to send out quick information updates. Try to keep it as current as possible. Note: Please respect the athletes' privacy and do not share these email addresses.
- **Athlete Meetings:** A good suggestion is a couple of meetings a year, one at the beginning of the season and one near the end. Topics can be update on rule changes, schedule changes, current topics, etc. and also give them a chance to give feedback.
- **Athlete Survey:** FIS can support in several ways to create surveys (e.g. Survey Monkey, Microsoft Forms). This is useful to get a feeling from the athletes on what went well, what needs to be better, opinions on proposed changes and feedback. This is a great tool as it gives you data to show in the Technical Committee Meetings and shows that you are representing the most popular opinions of the athletes, not just yourself.

If you have good communication with the athletes in your discipline and good communication with the FIS staff in charge of your discipline, and Technical Committees, a lot of positive work can be done!