



Procedural Rules

FIS Independent Ethics and Compliance Officer

FIS Ethics Committee

Edition 2023

1 Scope

1. Based on Articles 11.3.3.3, 15.1.2, 15.2.4, 16.3 and 16.4 of the Statutes, the FIS Universal Code of Ethics and the FIS Rules on the Prevention of the Manipulation of Competitions, the Council issues the following Procedural Rules for the FIS Independent Ethics Officer ("IECO") and the FIS Ethics Commission ("FEC").

2 The FIS Independent Ethics and Compliance Officer (IECO)

2.1 Assignment

2. Upon proposal of the Council, the Congress shall appoint the IECO. The IECO shall be an individual or a company specialised in ethics and compliance investigation of suspicions. The IECO shall oversee any allegation of violation of (a) violation(s) of the Code of Ethics and the Rules on the Prevention of the Manipulation of Competitions).
3. As a principle, the IECO shall be appointed for an initial term of two (2) years which may be renewable for two (2) more terms. Any assignment shall be subject to a written mandate agreement.
4. If deemed necessary for substantiated reasons that render the handling of a specific case by the IECO inadequate or insufficient, the IECO may, in consultation with the FIS Integrity Director, at any time mandate additional investigators to perform specific investigations, which require special requirements and skills (the "Mandated Investigator"). The IECO shall define the scope of the mandate of the Mandated Investigator in writing. The IECO shall inform the FIS Integrity Director on any mandate and on its scope.
5. The FIS Integrity Director shall be the point of contact for the IECO and the Mandated Investigator for organisational (including financial) matters of the investigation.

2.2 Receipt of Notification and Preliminary Assessment

6. The IECO (or the Mandated Investigator) shall review open or confidential reporting of potential breach of the Code of Ethics and the Rules on the Prevention of the Manipulation of Competitions. The FIS Integrity Director shall immediately be informed of any new cases and their proposed course of action, and shall receive continuous updates concerning ongoing investigations.
7. In particular, the IECO (or the Mandated Investigator) shall operate the FIS Integrity Hotline and receive and review any notifications and make preliminary assessment of his/her jurisdiction and whether there is a reasonable suspicion of a breach of the Code of Ethics and/or the Rules on the Prevention of the Manipulation of Competitions ("Preliminary Assessment"). The IECO and the FIS Integrity Director shall then unanimously decide whether an Investigation Procedure shall be opened. In case of a split vote or a decision not to open an Investigation Procedure, the matter shall be referred to the Council for final decision, subject to Rule 19.

2.3 Investigation Procedure

8. If an Investigation Procedure has been ordered under Rule 7 above, the IECO shall conduct an independent investigation without influence by the FIS Council or the FIS management. If the reported matter does not concern a violation of the Code of Ethics or the Rules on the Prevention of the Manipulation of Competitions, the IECO may, in consultation with the FIS Integrity Director, either assign the matter to the appropriate body for Dispute Resolution according to Section 16 of the FIS Statutes, or close the matter.
9. The budget for the Investigation Procedure and any amendment thereof shall be subject to approval by the FIS President. If such approval is rejected, the IECO may refer the budget to the Council for approval.
10. The objective for each Investigation Procedure will be to gather information necessary to determine whether a person subject to the FIS jurisdiction has a case to answer for violation of the Code of Ethics and the Rules on the Prevention of the Manipulation of Competitions. This will include gathering and recording all relevant information, developing that information into reliable and admissible evidence, and identifying and pursuing further lines of enquiry that may lead to the discovery of such evidence.
11. The investigation is confidential. The IECO or Mandated Investigator shall conduct each investigation fairly, objectively, impartially and always respecting the due process rights of the person suspected of having breached a rule. They will be open to and consider all possible outcomes at each key stage of the investigation, and will seek to gather not only any available evidence of a violation but also any available evidence indicating that there is no case to answer. They shall fully document the conduct of investigations, the evaluation of information and evidence identified in the course of Investigation Procedures, and the outcome of investigations.
12. Where they deem it appropriate, the IECO or Mandated Investigator may coordinate and/or stay their own investigation pending the outcome of investigations and/or prosecutions by other competent bodies, including law enforcement and/or other regulatory or disciplinary bodies.

2.4 Final Report and Charges

13. The IECO or the Mandated Investigator shall present the results of the investigation in a Final Report and submit such Final Report to the Council, the FIS Integrity Director and the Secretary General.
14. Within 7 working days upon submission of the Final Report to the FIS Integrity Director, the IECO and the FIS Integrity Director shall unanimously decide whether or not Charges should be brought to the FEC. In case of a split vote or a decision not to bring formal Charges to the FEC, the matter shall be referred to the Council for final decision, subject to Rule 19.
15. If Charges have been ordered under Rule 14 above, the FIS shall submit a Request for Adjudication and a Notice of Charge together with the Final Report to the FEC and represent the case before the FEC. The FIS President shall make the necessary arrangements regarding the administration of the case before the FEC, including the

appointment of a legal representative of FIS, the determination of the budget for legal representation and the approval of the Notice of Charge.

2.5 Independence of the Investigation Procedure and Conflicts of Interest

16. No person conflicted with or otherwise involved or personally affected by the matter which has been notified to the IECO or which is subject to a Preliminary Assessment, an Investigation Procedure or a Procedure before the FEC may either receive any information on the matter subject to a notification, the Preliminary Assessment, the Investigation Procedure or the Charges, or participate in any decision related to the opening of an Investigation Procedure, the filing of Charges and/or the Case Administration.
17. In case of appearance of bias, partiality or conflict of interest, the person against whom such an allegation is made must recuse himself/herself from receiving information related to the matter and/or participating in any related decision. In case of doubt or dispute, a member of the FEC appointed by the Chairperson of the FEC shall render a final decision in an expedited procedure. That member of the FEC must not participate in the Panel hearing and adjudicating the merits of the Charges.
18. The replacement for the recused person shall be appointed by the Council unless this person has a deputy. If the appearance of bias, partiality or conflict of interest concerns a Council Member, the Council shall proceed without the recused person.

2.6 Appeal against a decision not to open an Investigation Procedure or not to bring Charges

19. A decision of the Council not to open an Investigation Procedure (Rule 7) or not to bring Charges to the FEC (Rule 14), the FIS Integrity Director shall inform the person(s) who notified the IECO of a potential violation of the Ethics Rules and/or the Rules for the Prevention of Manipulation of Competitions, and who shall then be entitled to appeal against such decisions within ten (10) days as of the receipt to the FEC.
20. Such appeal shall be decided by a member of the FEC appointed by the Chairperson of the FEC in an expedited procedure. That member of the FEC must not participate in the Panel hearing and adjudicating the merits of the Charge.

3 The FIS Ethics Committee (FEC)

3.1 Composition, Appointment and Removal

21. The FEC is composed of a chairperson appointed by the Congress upon proposal by the Council and at least five (5) members appointed by the FIS Council upon proposal of the chairperson subject to confirmation by the Congress. The names of the members of the FEC shall be published.
22. When appointing the members of the FEC, the Council shall make sure that the following requirements are represented in the Ethics Commission:
 - a) Experience in ethics, legal and compliance issues;
 - b) Diversity (e.g. gender, place of origin and residence, age);

- c) Safeguarding expertise; and
 - d) Familiarity with the disciplines governed by FIS.
23. The term of office of the members of the FEC shall be four (4) years. A member of the FEC may be re-elected for a second term. A successor of a retiring member of the Ethics Commission shall complete the term of office of the retiring member.
 24. The first term of the FEC shall begin on 1st June 2023 and expire on 31st May 2027.
 25. A member of the FEC must not hold any other function within FIS or a FIS Member Association.
 26. In the event a member of the FEC resigns (by giving not less than 30 days' written notice to FIS), dies, or is removed from office, the Council may appoint a replacement member to fill the vacancy on the FEC and such member's term shall expire at the date of expiration of the terms of the other members of the FEC.
 27. The powers of the FEC are not affected by any vacancy.
 28. A member of the FEC may, as appropriate, be suspended or removed from office prior to the expiry of their term of office as follows:
 - a) by the chairperson of the FEC, adopting whatever procedure to reach a determination he or she considers in his or her discretion to be fair and appropriate in the circumstances, if:
 - the respective member is alleged to have, or has, breached the FIS Statutes or any Rules and Regulations of FIS; or
 - the respective member is unable or unwilling to perform the duties of office, has neglected their duties, or has engaged in any material misconduct.
 - b) by the Council, adopting whatever procedure the Council considers in its discretion to be fair and appropriate in the circumstances, if any of the circumstances set out in Rule 28 a) apply to the chairperson;
 - c) by the Congress, adopting whatever procedure the Congress considers in their discretion to be fair and appropriate in the circumstances, if:
 - the Council considers that any decision under Rule 28 b) should be taken by the Congress in place of the Council or that the chairperson's decision under Rule 28 a) should be reviewed;
 - the Council has not acted under Rule 28.b), or the Congress considers that any decision of the Council under Rule 28 b) should be reviewed.
 - d) Before making any decision to remove a member of the FEC, the member concerned shall be given reasonable notice in writing by the relevant decision maker in Rule 28 of the proposal to remove them as a member of the FEC, the grounds for such proposal and the facts supporting the grounds for such proposal. The member concerned shall be entitled to respond to that proposal

in person or in writing within 7 days of being notified in writing of the proposal and the response must be taken into account by such decision maker.

29. The chairperson of the FEC shall represent the FEC towards FIS, its Member Associations and, if applicable, to the public.

3.2 Indemnity

30. No member of the FEC will be personally liable for any act done or omitted to be done by the FEC or any Member of the FEC in good faith in pursuance or intended pursuance of the functions, duties, powers and authorities of the FEC. FIS will indemnify such member for any costs, expenses or damages if they are made the subject of a claim or complaint by a third party arising out of any such act.

3.3 Remuneration and Expenses

31. FIS will provide reasonable compensation and reimbursement of expenses to the members of the FEC for their time spent on FEC matters, and such payments will not be deemed to compromise their independence.

3.4 Administrative Matters

32. The secretarial work of the FEC shall be performed by a secretariat which is independent from the FIS Administration. The costs of such secretarial work shall be borne by FIS.
33. The FIS Integrity Director shall be the point of contact for the FEC for organisational (including financial) matters of its work.

3.5 Confidentiality

34. Unless otherwise required by law, the members of the FEC shall ensure that everything disclosed to them during the course of their duties remains confidential, including the facts of any case or issue and any deliberations or decisions that are taken, save as provided by Rule 35 b) below.
35. Unless otherwise required by law, the members of the FEC shall not disclose the existence of, or make any statements relating to:
 - a) any matter that is before the FEC; or
 - b) any matter that has been discussed or decided by the FEC, except to the extent stated in any Provisional Suspension decision and the final decision of the Proceedings by the FEC.
36. Subject only to Rule 52, all proceedings and preliminary proceedings under these Procedural Rules (the "FEC Proceedings") will be confidential, and neither FIS, the FIS management, the Council, nor any FIS Member Association or any other party to the FEC Proceedings, nor any witnesses in any FEC Proceedings, will publicly comment on the specific facts of the case (as opposed to a general description of the process) except in response to public comments attributed to that person or entity (or their representatives) made other than as a result of a breach by them of this

paragraph. Witnesses shall keep confidential any document or information which they receive from their participation in such proceedings.

3.6 Specific Tasks and Jurisdiction

37. The FEC has the following tasks:

- a) **to decide** on complaints regarding any infringement of the Code of Ethics and the Rules on the Prevention of the Manipulation of Competitions and to impose sanctions in case it finds that such infringements have been committed;
- b) **to advice and assist** the Council upon request on ethical matters;
- c) **to report** to the Council on the application and infringements of the Code of Ethics and the Rules on the Prevention of the Manipulation of Competitions. The FEC shall present a report on its work and recommendations to the Congress;
- d) from time to time to **make proposals** for amendment of the Code of Ethics, the Rules on the Prevention of the Manipulation of Competitions and the Procedural Rules for the IECO and the FEC.
- e) to decide any other matters as set out in these Procedural Rules.

3.7 General Duties

- 38. The FEC shall meet at least once a year for the purpose of preparing a report on its work and recommendations to the FIS Congress and for dealing with any other business relevant to its duties and functions. Such meeting can be held in person or by way of video conferencing;
- 39. If the FEC so requests, any of its member can be given, at FIS expense, education and training on the topics that fall within the FECs areas of competence.

3.8 Procedure in cases of violations of the Code of Ethics and the Rules on the Prevention of the Manipulation of Competitions

3.8.1 The Parties

- 40. The parties to a FEC Proceeding shall be FIS and the Accused Person(s). The parties may be assisted or represented by a lawyer or by a trusted person at their own expense.
- 41. The IECO may appear as a witness in the procedures before the FEC.

3.8.2 Seat of the FEC and place of hearing

- 42. The seat of the FEC and of all proceedings and preliminary proceedings before it is Switzerland. In person hearings shall be held in Switzerland.

3.8.3 Procedural rules and law applicable to the merits

43. The FEC Proceedings shall be governed by these Procedural Rules, the Code of Ethics and the Rules on the Prevention of the Manipulation of Competitions as the case may be. In case of discrepancy, the provisions of these Procedural Rules shall prevail.
44. The Panel shall decide the matter according to the FIS Statutes, the Code of Ethics and the Rules on the Prevention of the Manipulation of Competitions, and subsidiarily, according to Swiss law.

3.8.4 Composition of the Panel

45. Upon receipt of the Request for Adjudication, the Notice of Charge and the Final Report (Rule. 14 and above), the chairperson of the FEC will establish the case panel composed of three (3) members to handle the matter, which may also include the chairperson of the FEC (the "Panel"). If the chairperson of the FEC does not participate in the Panel, he or she will appoint a chair of the Panel.
46. No members of the FEC may be on the Panel in any Proceeding if they:
 - a) have any personal connection or interest (whether directly or indirectly) with any of the parties or witnesses; or,
 - b) have had any prior involvement with any matter or any facts arising in the Proceedings (save as in a procedure for Provisional Suspension) or another Proceeding in which some or all of the same facts are relevant); or,
 - c) are of the same nationality as the accused person (unless their appointment is agreed by the parties); or,
 - d) are someone whose impartiality or independence could reasonably be questioned (as determined by the chairperson).
47. Upon being appointed to a Panel in charge for a particular matter, each member must provide a declaration to the parties, disclosing any facts or circumstances known to him or her that might reasonably call into question his or her impartiality or independence in the matter in the eyes of any of the parties. If any such facts or circumstances arise thereafter, the member must provide an updated declaration to the parties.
48. Any objection to a member of a Panel must be made to the chairperson of the FEC without delay, and in any event within 7 days of receipt of the written declaration referred to in Rule 47, or within 7 days of learning by any other means of the facts or circumstances giving rise to the objection.
 - a) Failure to comply with the time limits prescribed in Rule 48 will constitute a waiver of that objection. The chairperson of the FEC will rule on any objection made, and such ruling will be final and not subject to any appeal.
 - b) In reaching a decision on complaints that go before it, the FEC must respect the principles of independence, impartiality and fair trial including the right to be

heard by the parties concerned and affected. All specific procedural matters shall be decided by the chairperson of the FEC.

3.8.5 Provisional Measures

49. The chairperson of the FEC may issue provisional measures according to Article 5.3 of the Code of Ethics and Article 5 of the Rules on the Prevention of the Manipulation of Competitions.
50. Decisions on Provisional Measures will be final and not subject to any appeal.

3.8.6 Responsibilities of the Panel

51. The Panel will have all powers necessary for, and incidental to, the discharge of its responsibilities, including (without limitation) the power, whether on the application of a party or of its own motion:
 - a) to rule on its own jurisdiction;
 - b) to request the IECO or the Mandated Investigator to supplement the Final Report with further investigations;
 - c) to determine whether any hearing or any part thereof should be conducted in person or by video conference or on the basis of written submissions;
 - d) to expedite or to adjourn, postpone or suspend its proceedings, upon such terms as it will determine;
 - e) to reasonably extend or abbreviate any time limit specified in any rules or by the FEC itself, save for any limitations period or appeal deadline;
 - f) to order any party to make any property, document or other thing in its possession or under its control available for inspection by the Panel, the IECO or the Mandated Investigator and/or any other party;
 - g) to allow one or more third parties to intervene or be joined in the proceedings, to make all appropriate procedural directions in relation to such intervention or joinder, and thereafter to make a single final decision or separate decisions in respect of all parties;
 - h) to order that certain preliminary and/or potentially dispositive questions (e.g. as to jurisdiction, or as to whether a condition precedent has been met) be heard and determined in advance of any other issues in the matter;
 - i) to determine upon the manner in which it shall deliberate with a view to making any determination in or connected with the proceeding;
 - j) to make any other procedural direction or take any other procedural steps which the Panel considers to be appropriate in pursuit of the efficient and proportionate management of any Proceeding or matter pending before it; and
 - k) to impose costs orders as described in paragraph 64 below.

3.8.7 Course of the FEC Proceedings

52. As soon as practicable after a Panel has been convened in a particular matter, the chairperson of the Panel will issue directions to the parties in relation to the procedure and timetable to be followed in the FEC Proceedings. Where the Panel deems it appropriate, it may hear from the parties (in person, by telephone or video conference, or otherwise) prior to the issue of such directions. In particular, the directions will:
- a) fix the date, time, mode and venue of the hearing;
 - b) establish a schedule for the exchange of one or more rounds of written submissions and evidence in advance of the hearing, so that each party understands in advance of the hearing the case that it has to meet; and
 - c) make any appropriate order in relation to the disclosure of relevant documents and/or other materials in the possession or control of any party.
53. Unless the Panel orders otherwise for good cause shown by any party, all hearings will be conducted on a private and confidential basis, attended only by the parties to the proceedings and their representatives, witnesses and experts, as well as the representatives of any third party/parties permitted under the applicable rules to attend in order to participate in and/or to observe the FEC Proceedings.
54. Unless the Panel orders otherwise for good cause shown by any party, the hearing will be conducted in English. Any party wishing to rely on documents written in another language must provide certified English translations at their own cost. Any party who wishes (or whose witness wishes) to give oral evidence in another language must bring an independent interpreter to translate that evidence into English, at their own cost, unless the Panel orders otherwise.

3.8.8 Conduct of the Hearing

55. Subject to any other express rules herein, the procedure to be followed at the hearing will be at the discretion of the chairperson of the Panel, provided always that the hearing must be conducted in a fair manner, with a reasonable opportunity provided for each party to present evidence (including the right to call and to question witnesses/experts), and to present their case to the Panel. The Panel will have discretion as to whether to receive evidence from witnesses/experts in person, by telephone, by video conference, or in writing, and may question a witness/expert and control the questioning of a witness/expert by a party.
56. No formal rules as to admissibility of evidence will apply. Facts may be established by any reliable means.
57. The Panel may treat facts established by a decision of a court or tribunal of competent jurisdiction that is not the subject of a pending appeal as binding, where it considers it appropriate to do so.
58. Unless the Panel orders that parties may make submissions in writing only, all parties should attend hearings in person (or by videoconferencing), along with any representative(s). The non-attendance of any party and/or their representative(s) at the hearing, after due notice has been given, will not prevent the Panel from

proceeding with the hearing in their absence, whether or not written submissions have been made by or on behalf of that party.

59. Where a party:

- a) refuses or fails to respond to questions put to them as part of an investigation;
- b) refuses or fails to appear at a hearing to answer questions; or,
- c) appears but refuses or fails to answer questions;

then the Panel may infer that the answer(s) would be adverse to that party.

60. Once the parties have completed their respective submissions, whether orally or in writing, the Panel will deliberate in private. The Panel will make its decision unanimously or by majority. No member of the Panel may abstain.

61. The parties involved are entitled to enter into a settlement during the proceedings to be approved by the FEC which may lead to a considerable reduction of costs adjudicated (if any) and would prevent the parties from appealing the decision.

3.8.9 Burden and Standard of Proof

62. FIS will have the burden of establishing that a violation of the FIS Code of Ethics and the Rules on the Prevention of the Manipulation of Competitions has been committed. The standard of proof will be whether FIS has established the commission of the alleged violation to the comfortable satisfaction of the Panel. This standard of proof in all cases is greater than a mere balance of probability but less than proof beyond a reasonable doubt.

63. Where the Code of Ethics or the Rules on the Prevention of the Manipulation of Competitions place the burden of proof upon the Accused Person alleged to have committed a violation to rebut a presumption or establish specified facts or circumstances, the standard of proof will be by a balance of probability.

3.8.10 Consequences, Sanctions and Costs

64. In any case in which the Panel finds a violation of the Code of Ethics or the Rules on the Prevention of the Manipulation of Competitions, it may issue such sanction(s) it deems appropriate and proportionate including, without limitation, any or more of those set out in Article 16.9 of the Statutes, Article 5.4 of the Code of Ethics and Article 8 of the Rules on the Prevention of the Manipulation of Competitions.

65. In order to determine the appropriate sanction(s) to be imposed in each case, the Panel must first determine the relative seriousness of the violation, including identifying all relevant factors that it deems to:

aggravate the nature of the violation, including (without limitation):

- a) a lack of remorse on the part of the Accused Person;
- b) whether the Accused Person has previously been found guilty of any similar violation under the Code of Ethics or the Rules on the Prevention of the Manipulation of Competitions or any predecessor FIS code;

- c) where the violation substantially damaged (or had the potential to substantially damage) the commercial value and/or public interest in the relevant International Competition and/or the sport of Skiing or Snowboarding;
- d) where the violation affected (or had the potential to affect) the result of the relevant competition or event;
- e) where the welfare of a person has been endangered as a result of the violation;
- f) where the violation involved more than one person or entity; and
- g) where the Accused Person failed to cooperate with any investigation or requests for information from IECO or the Mandated Investigator.

mitigate the nature of the violation, including (without limitation):

- a) a timely admission of a violation by the Accused Person;
 - b) the Accused Person's clean disciplinary record;
 - c) the youth and/or inexperience of the Accused Person;
 - d) where the violation did not substantially damage (or have the potential to substantially damage) the commercial value and/or public interest in the relevant international competition and/or the sport of Skiing or Snowboarding;
 - e) where the violation did not affect (or have the potential to affect) the course or result of the relevant competition or event;
 - f) where the Accused Person has cooperated with FIS and any investigation or requests for information;
 - g) where the person or entity has provided substantial assistance to FIS, a criminal authority or a professional disciplinary body that results in FIS discovering or bringing forward a violation of the Code of Ethics or the Rules on the Prevention of the Manipulation of Competitions by another person or entity, or that results in a criminal authority or a professional disciplinary body discovering or bringing forward a criminal offence or the breach of professional rules by another person or entity;
 - h) where the Accused Person has displayed remorse; and
 - i) where the Accused Person has already suffered penalties under other laws and/or regulations for the same offence.
66. Any period of ineligibility will commence on the date the decision of the FEC is published and will end on the date stated in the decision. The Panel may at its sole discretion reduce the period of ineligibility imposed by any period of provisional suspension already served prior to the decision being reached. Any Accused Person subject to a period of ineligibility will remain subject to the Code of Ethics and the Rules on the Prevention of the Manipulation of Competitions and all other rules and regulations of FIS during that period. If such Accused Person commits a violation of

any rule or regulation of FIS during a period of ineligibility, that will be treated as a separate violation under the respective rules and regulations of FIS.

67. The FEC will have discretion to order any party subject to the FEC Proceedings to pay some or all of the costs of the proceedings, including
 - a) the costs of holding the hearing(s);
 - b) the legal/travel/accommodation costs and/or fees or charges of the members of the Panel; and/or
 - c) the legal/travel/accommodation costs of any party subject to, or witness involved in, the Proceedings.
68. The FEC will also have discretion to order some or all of the costs of the proceedings to be paid by some other person(s) or entity/ies involved in the proceedings that is considered to have acted frivolously and/or in bad faith in the matter, provided that such other person(s) or entity/ies will first be given an opportunity to make submissions (which may be limited to written submissions) as to why such an order should not be made.

3.8.11 Decisions

69. The FEC will announce its decision on the charges to the parties in a written, reasoned decision, dated and signed by at least the chairperson of the Panel, as soon as reasonably practicable and ordinarily no later than 30 days after the date of the oral hearing or the conclusion of the hearing where conducted in writing only. A copy of the decision will also be sent to the relevant FIS Member Association(s) and any other party that has a right of appeal against the decision (and any such party may, within 21 days of receipt, request a copy of the full case file pertaining to the decision). The FEC may, if it considers it appropriate, announce its decision in advance of the reasons for it in which case the deadline to file the appeal shall begin as of the receipt of the reasons of the decision.
70. If the decision is that a violation of the Code of Ethics or the Rules on the Prevention of the Manipulation of Competitions has been committed
 - a) the decision will be publicly disclosed in full (after giving the parties prior notice of the decision), and in any event no later than 20 days after its issue;
 - b) FIS may redact sensitive information contained in the decision at its sole discretion; and
 - c) FIS may also publish such other parts of the proceedings before the FEC as it thinks fit. Public disclosure will not, however, be required where the person found to have committed a violation is a minor. Any optional public disclosure in a case involving a minor will be proportionate to the facts and circumstances of the case.
71. If the person or entity is exonerated of all charges, then the decision may only be publicly disclosed with the consent of the person or entity who is the subject of the decision, however the FEC may publicly disclose the fact that the charge has been dismissed.

4 Final and Transitional Provisions

72. These Procedural Rules shall enter into force on 24th May 2023.
73. These Procedural Rules shall replace Article 63 of the FIS Rules and Terms of Reference for Committees.
74. All references in the Rules on the Prevention of the Manipulation of Competitions to the "FIS Hearing Panel" or "Hearing Panel" shall be replaced by "the FIS Ethics Commission." Article 6 of the Rules on the Prevention of the Manipulation of Competitions shall be replaced by Rule 3.8.8 of these Procedural Rules. Article 7 of the Rules on the Prevention of the Manipulation of Competitions shall be replaced by the Rule 3.8.9 of these Procedural Rules.

Definitions

Accused Person	means any natural or legal person or organisation which is or will be subject to, alleged violations of the Code of Ethics and/or the Rules on the Prevention of the Manipulation of Competitions.
Charge/Charges	means the formal indictment of a person subject to the jurisdiction of the IECO and the FEC which shall be adjudicated by the FEC.
Code of Ethics	means the FIS Universal Code of Ethics currently in force.
Congress	means the general assembly of the FIS Member Associations and the highest authority of FIS, as set out in Article 10 of the Statutes.
Executive Committee	means the committee which deals with all urgent matters between Council Meetings, as set out in Article 12 of the Statutes.
FEC	means the FIS Ethics Committee.
FEC Proceeding	means the process undertaken by the FEC from receipt of the Notice of Charge until the final determination of the charge, unless specified otherwise and any other procedure of the FEC leading to a preliminary or final decision.
Final Report	means the report provided by the IECO or the Mandated Investigator which contains the results of their investigation, according to Rule 2.3.
FIS Administration	means the totality of all persons in an elected or appointed position of one of the bodies (including committees and commissions) of FIS and all employees of FIS.
FIS Integrity Hotline	means the reporting point for the notification of possible breaches of governance and ethical matters as provided for in the FIS Code of Ethics, Rules on the Prevention of the Manipulation of Competitions, FIS Safeguarding Policy and the FIS Anti-Doping Rules.
FIS Integrity Director	means the FIS officer who is responsible for the education, management and coordination of matters of doping, safeguarding, prevention of manipulation in sports and ethical issues, and serves as liaison officer to the respective investigating and sanctioning bodies.
FIS Member Association	means the national body governing FIS Disciplines in any country which has been accepted as a FIS member.
FIS Rules and Terms of Reference for the Committees	means the FIS Rules and Terms of Reference for the Committees currently in force.
IECO	means the FIS Independent Ethics and Compliance Officer.
Investigation Procedure	means the investigation procedure initiated upon decision according to Rule 9.
Mandated Investigator	means an investigator in addition or instead of the IECO, mandated by the IECO in consultation with the FIS Integrity Director to perform specific investigations, as provided by Rule 4.

Notice of Charge	means the written notice submitted to the FEC according to Rule 15. The Notice of Charge shall give notice of a possible violation of the Code of Ethics and/or the Rules on the Prevention of the Manipulation of Competitions, including the identification of the specific rules allegedly breached, the applicable sanctions and the legal procedures for adjudication, including the rights of the Accused Person in these procedures.
Notification	means the reporting of a possible violation of the Code of Ethics and/or the Rules on the Prevention of the Manipulation of Competitions by any means of communication.
Panel	means the panel of the FEC appointed by the chairperson of the FEC dealing with a specific case, as set out in Rule 3.8.4 et seq. The reference to members of the FEC includes, where appropriate, the chairperson, except where the chairperson has been assigned a specific responsibility by these Procedural Rules.
Preliminary Assessment	means the preliminary assessment of the jurisdiction of the IECO and whether there is a reasonable suspicion of a breach of the Code of Ethics and/or the Rules on the Prevention of the Manipulation of Competitions, subject to decision whether or not to open an Investigation Procedure.
Provisional Suspension	means an accused person is barred temporarily from participating in any competition or activity (or such lesser restriction as may be specified in the Provisional Suspension order) prior to the final decision by the FEC, as set out in Article 5.3 of the FIS Code of Ethics and Article 5 of the Rules on the Prevention of the Manipulation of Competitions.
Request for Adjudication	Means the formal request of FIS to the FEC to conduct a hearing and to issue a decision on the matter submitted to the FEC.
Procedural Rules	means this document, i.e. the Procedural Rules for the FIS Independent Ethics and Compliance Officer and the FIS Ethics Commission currently in force.
Rules on the Prevention of the Manipulation of Competitions	means the FIS Rules on the Prevention of the Manipulation of Competitions currently in force.
Statutes	means the FIS Statutes currently in force.