



IFSC COMMISSIONS
TERMS OF REFERENCE

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EXECUTIVE SUMMARY

This document outlines the framework governing the operations of the International Federation of Sport Climbing (IFSC) Commissions and similar bodies, including working groups and task forces. Rooted in Article 14.1 of the IFSC Statutes, the document sets the principles, roles, and responsibilities that ensure these bodies operate in alignment with the IFSC mission, vision, and strategic objectives.

This document is subject to Executive Board approval and applies to all IFSC commissions; however, the Athletes, Disciplinary, and Ethics Commissions operate under their own specific sets of rules and terms of reference, approved by the General Assembly, as detailed in the relevant sections of this document.

Key highlights include:

1. Purpose and Scope:

Commissions serve as advisory bodies providing non-binding recommendations in areas of specific competence. Their role is to support the cohesive governance, development, and promotion of climbing worldwide.

2. Governance and Reporting:

Commissions are accountable to the IFSC Executive Board, adhering to clear reporting, governance, and documentation standards. Regular updates, quarterly reports, and performance evaluations are integral to maintaining efficiency and transparency.

3. Composition and Inclusivity:

Commissions must reflect the IFSC commitment to diversity, with equitable gender representation (30-70 ratio), inclusion of members from at least three continents, and limited representation per National Federation.

4. Ethical Standards and Impartiality:

Members are bound by the IFSC Code of Conduct, maintaining integrity, impartiality, and confidentiality. Procedures are in place to address conflicts of interest and disciplinary matters.

5. Operational Principles:

Commissions are required to collaborate effectively within and across groups, ensuring resource efficiency and proactive identification of challenges. Meetings are to be held quarterly, with one annual in-person meeting encouraged.

6. Role of the Chair:

The Chair oversees commission operations, liaises with the Executive Board and staff, manages meetings, and ensures progress aligns with the commission's mandate. They represent the commission in external interactions and uphold governance and accountability standards.

7. Member Participation and Protocol:

Members must actively participate in meetings and activities, with clear procedures to address inactivity or unprofessional conduct. Protocols ensure professionalism during IFSC events and activities.

8. Compensation and Volunteering:

Commission roles are voluntary, with exceptions for specific compensated roles. Travel and accommodation expenses for the Chair are covered by IFSC for selected events requiring attendance.

SECTION 1 – GENERAL PROVISIONS

Approved by the Executive Board on 5 February 2025

Pursuant to Article 14.1 of the IFSC Statutes, the following general provisions establish the framework within which all commissions operate. These principles ensure that all such bodies align with the mission, vision, and values of the IFSC, maintain the highest standards of professionalism and integrity, and contribute to the cohesive governance and development of Climbing worldwide.

By extension, these principles guide the conduct, responsibilities, and interactions of all groups formed under the auspices of the IFSC to fulfil specific objectives or address strategic priorities, including but not limited to working groups, task forces, and similar entities.

1. General Purpose

- 1.1. All Commissions must operate in alignment with IFSC mission, vision, and core values, ensuring their work contributes to the overarching goals outlined in the Strategic Plan, the good reputation of IFSC and the promotion of Climbing worldwide.
- 1.2. In principle, unless otherwise specified, all Commissions are established as advisory bodies with the purpose to deliver recommendations in the relevant area(s) of competence. As such, with the exception of Disciplinary Commission decisions, the recommendations resulting from the work of Commissions are not binding, and it is at the discretion of the Executive Board to implement them.
- 1.3. In addition to the Commissions expressed in the IFSC Statutes (Athletes, Disciplinary, Ethics, Para Climbing, Medical and Anti-Doping, Sport and Technical), the Executive Board shall establish the Commissions at its discretion based on the needs and priorities of the IFSC.
- 1.4. Unless otherwise specified, the Executive Board appoints the Chair and members of the Commissions.
- 1.5. The Athletes' Commission shall appoint one athletes' representative to sit in each Commission, with the exception of the Disciplinary Commission and Ethics Commission.
- 1.6. Each Commission shall have the support of one (1) member of staff tasked to coordinate meetings and manage the relevant operations.

2. Accountability and Reporting

- 2.1. Members of Commissions are subject to the IFSC Statutes, Code of Conduct, and all other regulations in place, including these Terms of Reference.
- 2.2. In principle, unless otherwise specified, Commissions are accountable to the Executive Board. Clear documentation, regular reporting, and adherence to established governance standards are essential.
- 2.3. Meeting minutes/notes shall be shared with the Executive Board for their information.
- 2.4. The Chair (or their delegate) shall give quarterly reports to the Executive Board. Such reports shall outline the ongoing activities, findings and decisions of the Commission, if any.
- 2.5. The Executive Board shall regularly evaluate the performance and impact of Commissions via feedback mechanisms to ensure continued efficiency and effectiveness, and to inform improvements in processes and outputs.

3. Inclusivity and Diversity

- 3.1. IFSC promotes diversity at all levels, and the composition of Commissions shall ensure equitable representation of different regions, genders, and stakeholder groups within the Climbing community.
- 3.2. Commissions must consider the principles of diversity and inclusivity while carrying out their mandates and activities.
- 3.3. Commissions should have a gender ratio between 30% and 70% for any one gender and include members from at least three (3) continents.
- 3.4. In principle, no more than one member per National Federation should be appointed in the same Commission.

4. Adherence to Ethical Standards and Impartiality

- 4.1. Commissions must conduct their activities with integrity, fairness and respect.
- 4.2. In the event that a member of a Commission is brought before the Disciplinary or Ethics Commission, such member may be suspended based on show of cause from the Commission until the relevant procedures have been fully carried out. If a sanction other than warning is issued towards the member, they shall be immediately dismissed from the Commission.
- 4.3. Members must act with impartiality and free from conflicts of interests.
- 4.4. In the event that a conflict-of-interest situation arises, the interested member shall disclose such conflict to the Chair and members of the Commission. The Chair and members of the Commission shall collectively define the appropriate mitigating measures or defer the matter to the Executive Board in case an agreement cannot be found.
- 4.5. All communications between Commissions and National Federations in relation to Commission matters shall occur through official channels, such as NF Calls, formal meetings, reports, or correspondence coordinated by the IFSC Office. For this, commission members must not engage in bilateral exchanges with National Federations and their representatives (or other entities and individuals affiliated with IFSC) in regard to Commission matters as this can undermine the transparency and integrity of the Commission's work.
- 4.6. If commission members encounter National Federations representatives at official events or competitions, casual and non-substantive interactions are permitted. However, discussions relating to commission matters should be avoided unless conducted in a formal, documented setting.
- 4.7. Athletes' representatives members of Commissions may interact with National Federations in their capacity as athletes but must avoid interactions that could be perceived as representing the Commission.

5. Confidentiality

- 5.1. Commission members are entrusted with privileged and sensitive information.
- 5.2. Commission members shall handle all data, documents, and communications with due regard for confidentiality and sign a non-disclosure agreement (NDA) with IFSC.

6. Collaboration and Resources

- 6.1. Commissions must work collaboratively within their group to deliver the given mandates.
- 6.2. When appropriate, Commissions may be asked to collaborate on joint initiatives, projects, or tasks to address issues that span across areas. This is also to avoid duplication of efforts, resolve overlaps, and harness the collective expertise of different groups to maximise impact.
- 6.3. Commissions should proactively identify emerging trends and challenges in their relevant area and include them in their findings to the Executive Board.
- 6.4. Commissions should ensure efficient and sustainable use of resources, including time and personnel, to maximise their contribution to IFSC.

7. Composition and Tenure

- 7.1. Commissions shall be composed of minimum three (3) member.
- 7.2. Unless otherwise specified, Commission members may be appointed upon nomination by National Federations or may be individuals appointed by the Executive Board to bring specific expertise, knowledge, and diverse perspective.
- 7.3. With the exception of Athletes, Disciplinary, and Ethics Commissions, the Executive Board may add members to Commissions at any time as needed, regardless of vacancies or other circumstance.
- 7.4. In principle, Commissions are appointed following the Executive Board term, and for a term of four (4) years with the possibility of reappointment not subject to term limits.
- 7.5. In compliance with Article 14.1.4 of the Statutes, in the event that a Commission is re-appointed or established mid-term, the new Commission will complete the ongoing term until the next cycle.

8. Participation and Protocol

- 8.1. Members are expected to carry themselves with professionalism and actively participate in meetings and other Commission activities.
- 8.2. Members must communicate and justify absence during meetings and other Commission activities as soon as practically possible to the Chair and the designated staff member.
- 8.3. Before considering a member inactive, the Chair shall attempt to re-establish communication with the inactive member and give them the possibility to return, explaining that they may be removed from the Commission.
- 8.4. After two (2) consecutive no shows, and/or no active participation for a period longer than two (2) months, and/or failure to respond to the Chair's attempt to re-establish communication, a member is considered inactive.
- 8.5. The Executive Board may remove inactive members upon receipt of notification by the Chair of the Commission. The interested member shall be notified in writing of their removal and shall be entitled to deliver their objection to the Executive Board which will finally decide on the matter upon receipt of the objection.
- 8.6. When invited to attend official IFSC meetings, whether in-person or virtual, such as Executive Board, General Assembly, Climbing Summit, etc., members shall respect the given protocols and dress code.

9. The Chair

- 9.1. The Chair shall liaise with the designated staff member for all operations, such as planning meetings and sending invites, preparing material, and circulating information among members.
- 9.2. The Chair represents the Commission in interaction with the Executive Board, other Commissions, and other stakeholders as required.
- 9.3. The Chair may delegate their duties to another member of the Commission when necessary.
- 9.4. The duties and responsibilities of the Chair include but are not limited to:
 - 9.4.1. Leadership and Governance
 - Act as the key point of contact between the Commission and the IFSC Executive Board and office.
 - Ensure that the Commission operates in accordance with its mandate as well as the IFSC Statutes, regulations, and strategic objectives.
 - Facilitate the implementation of work plans and priorities for the Commission.
 - Address conflict-of-interest situation or any other challenges that may occur at any time during a mandate of the Commission. Where the adopted measures are not sufficient, the Chair shall escalate the matter to Executive Board level to manage the situation.
 - 9.4.2. Meeting Management
 - Plan and preside over Commission meetings.
 - Foster open and constructive discussions, ensuring all members have the opportunity to contribute.
 - Draft agendas and ensure that meeting agendas, materials, and minutes are prepared and circulated in a timely manner.
 - 9.4.3. Oversight and Accountability
 - Monitor the progress of the Commission's work.
 - Provide regular updates and reports to the Executive Board as required.
 - 9.4.4. Any other duty, within reason, as required by the given mandate.

10. Resignations and Vacancies

- 10.1. A place may become vacant for the following reasons:
 - 10.1.1. Personal resignation
 - 10.1.2. Removal by Executive Board for inactivity
 - 10.1.3. Disciplinary sanction (with the exception of warnings)
- 10.2. A member may resign from the Commission at any time. Such resignation shall be submitted in written form to the Executive Board. The terms of confidentiality remain in place as per the terms, conditions, and timeframes set out in the signed NDA.
- 10.3. In the event that a place becomes vacant due to member resignation or due to removal by the Executive Board for inactivity, or other reason such as disciplinary sanctions (with the exception of warnings), the Executive Board may decide to:
 - 10.3.1. Replace the member with another member of their choice;
 - 10.3.2. Replace the member with another member via open call to all NFs;
 - 10.3.3. Not replace the member and wait until the next term.
- 10.4. Replacement of vacancies within the Athletes' Commission shall be dealt with in accordance with the specifics outlined in the relevant section.
- 10.5. Replacement of vacancies within the Disciplinary Commission shall be dealt with in accordance with the specifics outlined in the relevant section.
- 10.6. Replacement of vacancies within the Ethics Commission shall be dealt with in accordance with the specifics outlined in the relevant section.

11. Meetings and Decisions

- 11.1. Commissions shall meet as often as necessary and no less than once every three months (quarterly).
- 11.2. The frequency of meetings is detailed in the terms of reference specific to each Commission defined in this document.
- 11.3. Meetings shall be virtual and, ideally, one meeting per year should be in person.
- 11.4. IFSC should facilitate to the extent possible the possibility for Commissions to meet at least once per year in person within their group and with other Commissions.
- 11.5. A minimum of 50% of the members must be present for any meeting to proceed.
- 11.6. Decisions within the Commissions are made by consensus. In case no consensus can be found, the Commission shall take a vote and the majority decides. In case of a tie, the Chair shall have the casting vote.

12. Compensation

- 12.1. Commission members take on their role on a voluntary basis and as such no compensation is foreseen.
- 12.2. The travel and accommodation expenses of the Chair will be covered by IFSC for their attendance at selected events (i.e. Commissions' Week) that foresees displacement.
- 12.3. In the event that a Commission member is appointed for a role for which compensation is foreseen, they will be compensated in accordance with the terms and conditions described for that role.

ANNEX 1 – ATHLETES' COMMISSION

Approved by the Executive Board on 5 March 2025

Approved by the General Assembly on 11 April 2025

The IFSC Athletes' Commission serves as a vital liaison between active athletes and the IFSC, ensuring that athletes' perspectives are integral to the governance of Sport Climbing. Established under Article 14.2 of the IFSC Statutes, the Commission's primary responsibilities include:

- **Representation:** advocating for active athletes by providing input on governance matters, particularly those affecting the athletes. Proposals and recommendations from the Athletes' Commission are presented regularly by the Athletes' Representatives to the Executive Board at their meetings.
- **Liaison:** serving as a conduit for athletes' communication across IFSC bodies, such as Continental Councils, Commissions, National Federations, etc.
- **Collaboration:** engaging with organisations such as the IOC Athletes' Commission to address athlete-related concerns.
- **Executive Board Participation:** electing two representatives – one female and one male, each from different countries – to serve on the Executive Board, ensuring athletes have a direct voice in decision-making processes.

In principle, the provisions outlined in Section 1 above apply to the Athletes' Commission, unless otherwise specified.

1. Composition

- 1.1. The Athletes' Commission shall be composed of Chair, Vice Chair, and up to fifteen (15) Members, for a total of maximum seventeen (17) members inclusive of Chair and Vice Chair.
- 1.2. The Athletes' Commission must represent all IFSC disciplines.
- 1.3. Members must reflect the principle of universality and global representation: at least one member per continent must be elected.
- 1.4. The Athletes' Commission must strive for gender balance, ensuring equal representation of female and male athletes.
- 1.5. The Chair and Vice Chair sit on the IFSC Executive Board as Athletes' Representatives; consequently, they must be of different gender and from different countries.

2. Scope of Activity

- 2.1. Represent and advocate for the interests of Athletes in IFSC decisions.
- 2.2. Act as role models for all climbers, including youth.
- 2.3. Provide recommendations on athlete-related matters including:
 - 2.3.1. Competition format
 - 2.3.2. Medical and Anti-doping policies
 - 2.3.3. Athlete welfare and mental health initiatives
 - 2.3.4. Equity, diversity, and inclusion policies
- 2.4. Organise regular meetings to gather athletes' feedback and address concerns.
- 2.5. Organise minimum one Athletes' Forum each year, open to the whole IFSC athletes' community.
- 2.6. Elect the Chair and Vice Chair as the two representatives to sit on the Executive Board, who must be of different gender and from different countries.

3. Terms and Re-Election

- 3.1. Members are appointed for a term of four (4) years and may be re-elected for a maximum of two (2) consecutive terms and a total of eight (8) years.
- 3.2. In accordance with Article 10.10.1.9 of the Statutes, the term of the Athletes Representatives on the Executive Board may be renewed once by four (4) years, for a total period of eight (8) years.

4. Eligibility

- 4.1. Candidates must be active athletes or have retired no more than four (4) years prior to the nomination period.
- 4.2. Candidates must have competed in at least one discipline in one of the following:
 - 4.2.1. Olympic Games
 - 4.2.2. World Championships
 - 4.2.3. World Cup
 - 4.2.4. Continental Championships
- 4.3. Candidates must demonstrate commitment to the development of Climbing and advocate for athlete well-being.
- 4.4. Fluency in English is preferred to facilitate communication.

5. Election

- 5.1. The Athletes' Commission follows staggered terms.
- 5.2. Elections are held every two (2) years on the occasion of the IFSC World Championships.
- 5.3. At each IFSC World Championships, elections will be held to fill the vacant positions of the Athletes' Commission and give continuity to the group.
- 5.4. All athletes holding a valid IFSC Licence in the year of the Athletes' Commission Elections are eligible to vote for candidates of all disciplines and regions.
- 5.5. The IFSC office shall announce the open positions at least ninety (90) days prior to the day set for the opening ceremony of World Championships.
- 5.6. The nomination period shall close forty-five (45) days prior to the day set for the opening ceremony of World Championships.
- 5.7. The IFSC office shall circulate the names of the candidates among the athletes' community and National Federations at least thirty (30) days prior to the day set for the opening ceremony of World Championships.
- 5.8. The IFSC office shall communicate details of the nomination process, voting process, and all other relevant information.
- 5.9. Voting shall be electronic, and results shall be announced before the closing ceremony of the World Championships.
- 5.10. Once the Athletes' Commission is elected, they shall meet within fifteen (15) days in order to elect Chair and Vice Chair (one male, one female), as the two Representatives sitting on the Executive Board.

6. Continental Councils and Commissions

- 6.1. The Athletes Commission shall appoint:
 - 6.1.1. One (1) representative for each Continental Council to sit as athlete representative on each Continental Council Board. The Athlete Representative on the Continental Council Board must be from the relevant continent.
 - 6.1.2. One (1) representative to sit on IFSC Commissions to bring athletes' perspective and act as liaison between IFSC Commissions and the athletes' community.
- 6.2. The Athletes' Commission may appoint in the above-mentioned bodies members of the Commission or co-opt other athletes as long as they respect the eligibility criteria set out under point 4 of this Annex.
- 6.3. The athletes' representatives are appointed in a voluntary capacity.

7. The Chair of the Athletes' Commission

- 7.1. Chairs all Athletes' Commission's meetings.
- 7.2. Represents the Athletes' Commission on the Executive Board.
- 7.3. Serves as primary liaison for matters concerning the Athletes.

8. The Vice Chair of the Athletes' Commission

- 8.1. Assists the Chair and assumes responsibilities when the Chair is unavailable.
- 8.2. Represents the Athletes' Commission on the Executive Board.
- 8.3. Oversees internal communication and collaboration within the Commission.

9. Reporting

- 9.1. The Chair of the Athletes' Commission shall give an annual report on behalf of the Athletes' Commission to the General Assembly, summarising activities.
- 9.2. The Chair of the Athletes' Commission shall present proposals and recommendations of the Athletes' Commission during Executive Board meetings. In case of absence, the Vice Chair shall make the report on behalf of the Chair.

10. Meetings and Communications

- 10.1. The Athletes' Commission shall meet no less than every three (3) months.
- 10.2. Notice of meetings should preferably be circulated no later than five (5) days in advance.
- 10.3. An Athletes' Forum open to the whole IFSC athletes' community shall be organised by the Athletes' Commission every year, possibly before the start of the season.
- 10.4. Considering the season of events and associated commitments, the Athletes' Commission shall make the best effort to maintain active exchanges during the busier times of the year.
- 10.5. The Athletes' Commission shall adopt other means of communication to effectively maintain discourse and advance, to the extent possible, in their activities.

11. Participation and Protocol

- 11.1. Members are expected to carry themselves with professionalism and actively participate in meetings and other Commission activities while balancing their competitive careers. Participation may include, but is not limited to, attending meetings, contributing to discussions, reviewing documents, and providing athlete feedback when requested.
- 11.2. Members shall always speak on behalf of the athletes' community and avoid personal bias.
- 11.3. Members must communicate and justify any absence from meetings or other Commission activity as soon as practically possible to the Chair of the Athletes' Commission and the designated staff members. Whenever feasible, they should provide input in advance of the meeting to ensure their perspective is considered.
- 11.4. Members unable to attend are encouraged to delegate their input to another Commission member, who can relay their concerns or perspectives.
- 11.5. Before a member is considered inactive, the Chair shall attempt to re-establish communication with them and offer an opportunity to reaffirm their commitment to the Commission. The Chair shall clearly communicate that continued inactivity may result in removal from the Commission.
- 11.6. A member shall be considered inactive if they:
 - 11.6.1. Miss two (2) consecutive meetings without justification.
 - 11.6.2. Do not actively participate in Commission activities for a period longer than two (2) months.
 - 11.6.3. Fail to respond to the Chair's attempt to re-establish communication within a reasonable timeframe.
- 11.7. Upon notification by the Chair, the Athletes' Commission may remove inactive members. The affected member shall receive written notice of their removal and have the right to submit an objection to the Commission within fourteen (14) days of receiving the notification. The Commission will take the final decision upon review of the objection.
- 11.8. Members are encouraged to communicate openly about any challenges affecting their participation (e.g. competition and training schedules, injury, or other commitment) so that accommodations or alternative arrangements can be considered to ensure continued engagement.
- 11.9. When invited to attend official IFSC meetings (e.g. Executive Board Meetings, General Assembly, Athletes Forum, etc.), whether in person or virtual, members shall:
 - 11.9.1. Adhere to the meeting protocols and guidelines provided.
 - 11.9.2. Observe the appropriate dress code.
 - 11.9.3. Maintain professionalism in all communications and interactions.

12. Vacancies and Replacements

- 12.1. In the event that a place becomes vacant for any reason, including removal, the position may be filled by the Athletes Commission upon open call to the athletes' community or, in case the next election is less than six (6) months away, wait until the next elections

ANNEX 2 – DISCIPLINARY COMMISSION

Approved by the Executive Board on 5 February 2025.

Approved by the General Assembly on 11 April 2025.

In accordance with Article 14.4 of the IFSC Statutes, the Disciplinary Commission of the International Federation of Sport Climbing (IFSC) shall investigate, adjudicate, and take appropriate action following any complaint concerning a breach of the IFSC Rules and Regulations or misconduct reported to the IFSC, in accordance with the Disciplinary Rules approved by the General Assembly. The Disciplinary Commission shall not investigate, adjudicate, and take appropriate action in case of violations of the applicable anti-doping rules, which shall be assessed by the Anti-Doping Division of the Court of Arbitration for Sport in Lausanne, Switzerland.

The Disciplinary Commission is established to uphold the integrity, ethics, and fairness of IFSC ensuring that disciplinary matters and allegations of misconduct are addressed and adjudicated promptly, transparently and fairly.

In principle, the provisions outlined in Section 1 above apply to the Disciplinary Commission, unless otherwise specified in this section. For practical effectiveness, a copy of these Terms of Reference shall be attached to the Disciplinary Rules and Schedule of Offences.

1. Composition

- 1.1. The Disciplinary Commission shall consist of three (3) ordinary members, including one of which acting as Chair, and two (2) supplementary members, for a total of five (5) members.
- 1.2. All members are appointed by the General Assembly upon recommendation of the Executive Board.
- 1.3. Members must have legal background and expertise in sport governance is preferred.
- 1.4. Members may be appointed upon suggestion by National Federations as well as through external candidature.
- 1.5. The Disciplinary Commission shall be balanced in gender and its members shall be of different countries.
- 1.6. In the event of a vacancy, such vacancy shall be filled at the earliest opportunity by the Executive Board pending the ratification of the next General Assembly.

2. Terms and Appointment

- 2.1. Members of the Disciplinary Commission are appointed by the General Assembly upon recommendation of the Executive Board.
- 2.2. Members are appointed for a term of four (4) years, not subject to term limits.
- 2.3. A Chair shall be appointed by the Executive Board. In principle, the provisions outlined under Article 9 of Section 1 of this document shall apply to the Chair of the Disciplinary Commission.

3. Ethical Standards

- 3.1. Members of the Disciplinary Commission shall adhere to the principles outlined in the IFSC Code of Conduct and Conflict of Interest Policy.
- 3.2. Members must be independent of the parties involved in any proceedings and free of conflicts of interest.
- 3.3. Confidentiality is paramount, and breaches will be considered grounds for removal from the Commission.

4. Scope of Activity

- 4.1. Investigate and adjudicate complaints concerning violations of the Code of Conduct, Safeguarding Regulations, Competition Rules and all other IFSC regulations in place (with the exception of violations of the applicable anti-doping rules), in accordance with the Disciplinary Rules.
- 4.2. Issue sanctions according to the Schedule of Offences and Sanctions.
- 4.3. Resolve disputes between IFSC bodies in compliance with Article 25 of the Disciplinary Rules.

5. Jurisdiction

- 5.1. Athletes and Team Officials participating in IFSC-sanctioned events at all levels.
- 5.2. National Federations and their representatives.
- 5.3. IFSC Officials, members of IFSC Commissions, working groups and other similar bodies.
- 5.4. All individuals and legal entities involved in IFSC activities.
- 5.5. All individuals and legal entities covered by the Statutes, Code of Conduct, and other applicable regulations.

6. Authority and Key Responsibilities

- 6.1. Investigative Oversight: ensure all investigations are fair, thorough, and impartial.
- 6.2. Sanctioning: issue warning, impose fines, and enforce bans or suspensions based on the established Schedule of Offences.
- 6.3. Provisional suspension: enforce provisional suspension of individuals pending investigation and/or case resolution.
- 6.4. Compliance with Rules: ensure proceedings align with IFSC Disciplinary Rules and other applicable Regulations.
- 6.5. Confidentiality and Fairness: Safeguard the confidentiality of ongoing proceedings.
- 6.6. Rules and Policy Review: make recommendations to the IFSC Executive Board about systemic changes to IFSC policies to prevent future misconduct.

7. Reporting to the Disciplinary Commission

- 7.1. Reports to the Disciplinary Commission ('Complaints') shall be made according to the procedure set out in Article 2 of the Disciplinary Rules.

8. Meetings

- 8.1. The Disciplinary Commission shall have a regular schedule of one (1) meeting per month to address cases requiring disciplinary action.
 - 8.1.1. The designated staff member shall keep the Disciplinary Commission informed of any submitted Complaints.
 - 8.1.2. If no Complaints have been submitted, the Commission shall take no action and defer its meeting to the following month.
 - 8.1.3. If a Complaint is submitted, the Disciplinary Commission shall address it at its next monthly meeting.
- 8.2. In addition, the Disciplinary Commission shall meet as often as required by ongoing cases to be addressed.

9. Disciplinary Panel

- 9.1. For each established Complaint submitted to the Disciplinary Commission, the three (3) ordinary members of the Disciplinary Commission will constitute themselves as the Disciplinary Panel (Panel). Therefore, in ongoing proceedings the terms Disciplinary Commission and Disciplinary Panel are considered mutual.
- 9.2. In any event, each Panel must consist of three (3) members of the Disciplinary Commission, and, in principle, the Chair of the Disciplinary Commission is the Chair of the Disciplinary Panel.
- 9.3. In the event that the Chair of the Disciplinary Commission is prevented from overseeing a case, the Chair of the Panel for that specific case shall be appointed internally by the Disciplinary Commission and recorded by the Executive Board. The Executive Board shall reserve the right to review and, if necessary, approve or overturn the replacement.
- 9.4. In the event that one of the ordinary members is prevented from being part of the Panel, one of the two (2) supplementary members shall take their place. The same procedure applies if two (2) ordinary members are unable to carry out their Panel duties. Details are set out under Article 12. Replacements below.
- 9.5. Decisions of the Panel are taken by simple majority. In the event of a tie, the Chair of the Panel has the casting vote. In light of Article 9.1 above, the decision of the Panel is, by extension, the decision of the Disciplinary Commission.
- 9.6. The Disciplinary Panel may consult the Ethics Commission, experts or external advisors if specific expertise is required.

10. Functioning

- 10.1. The formation of the Panel marks the official commencement of Disciplinary Proceedings.
- 10.2. The Panel is responsible for:
 - 10.2.1. Evaluating complaints.
 - 10.2.2. Conducting investigations, or requesting additional documents and information, if necessary.
 - 10.2.3. Establishing that the required standard of proof set out in the Disciplinary Rules is fulfilled.
 - 10.2.4. Conducting hearings, where applicable.
 - 10.2.5. Rendering decisions on the case.
- 10.3. All proceedings are conducted in English. IFSC is not responsible for providing translation or translators. Athletes and other respondents are responsible for arranging their own translators if needed.

11. Conflicts of Interest

- 11.1. Panel Members are required to disclose any potential conflicts of interest at the earliest opportunity.
- 11.2. If a conflict of interest arises, the affected member may not act as Chair of the Panel.
- 11.3. If a conflict of interest arises, the Chair of the Panel shall determine whether the affected member shall be replaced by one of the two (2) supplementary members or if they may take part in the proceedings subject to the adoption of mitigating measures and the notice to the Executive Board.

12. Replacements

- 12.1. At any moment during disciplinary proceedings:
 - 12.1.1. A member of the Panel may resign if they can no longer serve because of illness or any other reason. The member shall be replaced by one of the two (2) supplementary members.
 - 12.1.2. If a member of the Panel becomes aware of a conflict of interest that could impair their personal impartiality in the case at hand, such member must bring this to the attention of the Disciplinary Commission. Where no mitigating measures can be implemented, the member shall present their resignation from the Panel and be replaced by one of the two (2) supplementary members,
 - 12.1.3. If the Chair of the Panel becomes aware of a potential conflict of interest that could impair the impartiality of another member of the Panel in the case at hand, they must bring this to the attention of the Disciplinary Commission. Where no mitigating measures can be implemented, the Chair of the Disciplinary Commission may remove such member from the Panel and replace them with one of the two (2) supplementary members.
- 12.2. Removal from the Disciplinary Panel does not mean removal from the Disciplinary Commission.
- 12.3. Any Panel member replacement shall be notified to the Executive Board who reserves the right to review and, if deemed necessary, approve or overturn the replacement decision.

13. Reporting

- 13.1. The Disciplinary Commission shall report annually to the IFSC General Assembly on its activities, excluding sensitive information or ongoing cases.
- 13.2. Decisions of the Disciplinary Commission shall be published on the IFSC website; the Disciplinary Commission shall establish the appropriate level of detail for the publication of its decisions on a case-by-case basis.

ANNEX 3 – ETHICS COMMISSION

Approved by the Executive Board on 5 February 2025.

Approved by the General Assembly on 11 April 2025.

In accordance with Article 14.5 of the IFSC Statutes the Ethics Commission of the International Federation of Sport Climbing (IFSC) shall address issues of ethical nature, receive complaints and address cases regarding the infringement of the IFSC Code of Conduct, conduct research on ethical practices and recommend further measures for the application and implementation within IFSC and advise and/or resolve existing conflicts of interests.

The Ethics Commission is established to safeguard the ethical integrity of IFSC, promote adherence to the Code of Conduct and ensure compliance with recognised international ethical standards and best practices.

In principle, the provisions outlined in Section 1 above apply to the Ethics Commission, unless otherwise specified.

1. Composition

- 1.1. The Ethics Commission shall consist of minimum three (3) members and maximum five (5) members appointed by the General Assembly upon recommendation of the Executive Board.
- 1.2. Members must provide demonstrated experience in at least one of the following areas: ethics, governance, legal matters, conflict resolution, organisational audits, risk, compliance, and control mechanisms.
- 1.3. Members may be nominated upon suggestion by National Federations as well as through external candidature.
- 1.4. The Ethics Commission shall be balanced in gender and its members shall be of different countries.
- 1.5. In the event of a vacancy, such vacancy shall be filled at the earliest opportunity by the Executive Board pending the ratification of the next General Assembly.

2. Terms and Appointment

- 2.1. Members of the Ethics Commission are appointed by the General Assembly upon recommendation of the Executive Board.
- 2.2. Members are appointed for a term of four (4) years, not subject to term limits.
- 2.3. A Chair shall be appointed by the Executive Board. In principle, the provisions outlined under Article 9 of Section 1 of this document shall apply to the Chair of the Ethics Commission.

3. Ethical Standards

- 3.1. Members of the Ethics Commission must be independent of IFSC governance structures, its National Federations and any entities bound by IFSC regulations at large.
- 3.2. Members shall adhere to the principles outlined in the Code of Conduct and Conflict of Interest Policy.
- 3.3. Members must be independent of the parties involved in any proceedings and free of conflicts of interest.
- 3.4. Confidentiality is paramount, and breaches will be considered grounds for removal from the Commission.

4. Scope of Activity

- 4.1. Address, investigate, and make non-binding recommendations to the Executive Board on ethical breaches, including safeguarding issues reported to the Ethics Commission by the Executive Board, National Federations, and other persons bound by the Code of Conduct.
- 4.2. Advise the Executive Board in instances requiring conflict resolution.
- 4.3. Advise the Executive Board and/or Office in matters posing ethical concerns.
- 4.4. Upon request of the Disciplinary Commission, provide advice and/or recommendations in ongoing cases concerning breaches of the Code of Conduct and Safeguarding Regulations.
- 4.5. Conduct research on ethical standards and recommend reviews of IFSC policies and regulations to align with international standards.
- 4.6. Promote awareness and understanding of ethical principles within the IFSC community.

5. Jurisdiction

- 5.1. Athletes and Team Officials participating in IFSC-sanctioned events at all levels.
- 5.2. National Federations and their representatives.
- 5.3. IFSC Officials, members of IFSC Commissions, working groups and other similar bodies.
- 5.4. All individuals and legal entities involved in IFSC activities.
- 5.5. All individuals and legal entities covered by the Statutes, Code of Conduct, and other applicable regulations.

6. Authority and Key Responsibilities

- 6.1. Advisory: offer non-binding recommendations to the Executive Board on ethical issues referred by the Executive Board or other entity covered by the Code of conduct.
- 6.2. Investigative: collaborate with the Ethics Officer and other relevant bodies such as the Disciplinary Commission to investigate complaints.
- 6.3. Policy Development: propose amendments to the Code of Conduct ensuring alignment with IOC Code of Ethics and international recognised ethical standards.
- 6.4. Safeguarding and Whistleblower Protection: oversee the implementation of the safeguarding regulations including the implementation of measures to protect whistleblowers against retaliation.

7. Reporting to the Ethics Commission

- 7.1. Reports to the Ethics Commission shall be made according to the procedure set out in the Code of Conduct.

8. Meetings

- 8.1. The Ethics Commission shall meet as often as necessary and no less than four (4) times per year.

9. Reporting

- 9.1. The Ethics Commission shall report annually to the IFSC General Assembly on its activities, excluding sensitive information or ongoing cases.

GLOSSARY AND DEFINITIONS

To be updated once all Commissions are established.

TERM	DEFINITION
Active Athlete	An Athlete with a valid IFSC Licence.
Advisory Body	A group established to provide non-binding recommendations and expert advice on specific matters.
Athletes' Commission	The Athletes' Commission of IFSC elected by the athletes for the athletes.
Chair	The person appointed to preside over the Commission.
Code of Conduct	The Code of Conduct of the IFSC, comprising of a set of rules and ethical guidelines outlining the expected behaviour of all individuals involved in IFSC.
Commission	Advisory body established by the IFSC to provide recommendations in specific areas of competence. This definition does not apply to Athletes, Disciplinary, and Ethics Commission whose structure and functions are detailed in the relevant section/annex.
Confidentiality	The obligation to handle all sensitive information securely and refrain from unauthorised disclosure.
Conflict of Interest	A situation where a commission member's personal or professional interests could improperly influence their contribution and/or decision.
Consensus	A general agreement among members of a commission, used as the primary method for decision-making.
Disciplinary Commission	The judicial body of IFSC charged with the handling (investigation and issuing of sanctions) of any complaint concerning a breach of the IFSC Rules and Regulations or misconduct, including safeguarding issues, reported to the IFSC.
Diversity	The practice of including individuals from different genders, regions, and backgrounds to ensure broad representation.
Ethics Commission	Independent body tasked with the handling of matters of ethical nature.
Executive Board	The Executive Board of IFSC.
Governance Standards	Principles and practices designed to ensure transparency, accountability, and effective management within the IFSC.
IFSC	International Federation of Sport Climbing.
Inclusivity	The principle of ensuring equitable representation of genders, regions, and stakeholders in IFSC activities.
Mandate	The official scope and objectives assigned to a commission or other IFSC body by the Executive Board.
Member(s)	The Members of IFSC Commissions. Where it is not specified, the Chair is also considered, by extension, a member.
National Federation (NF / NFs)	The recognised Members of IFSC.
Non-Disclosure Agreement (NDA)	A legal agreement signed by members to ensure confidentiality of sensitive information handled within IFSC.
Panel	Disciplinary Panel handling a specific Disciplinary Case.
Stakeholder	Any individual, group, or organisation with a vested interest in the activities or outcomes of the IFSC.
Statutes	The Statutes of IFSC.
Strategic Plan	The IFSC Strategic Plan 2020-2028 outlining IFSC goals, priorities, and strategies for the development of Sport Climbing.



Task Force	Specialised teams created to tackle urgent or critical matters affecting IFSC.
Working Group	Temporary group formed to address specific tasks or issues within the IFSC.