



**INTERNATIONAL
SAMBO FEDERATION**

FIAS Independent Disciplinary and Ethic Hearing Panel Terms of Reference

The International SAMBO Federation FIAS Independent Disciplinary and Ethic Hearing Panel is constituted under Article 12 of the FIAS Disciplinary Code of the organisation, The FIAS Independent judicial body composed by the professionals in governance, legal and ethical issues. The members for the Panel could not be members of FIAS Disciplinary and Ethic Commission to avoid the conflict of the interest.

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

The FIAS Independent Disciplinary and Ethic Hearing Panel can be referenced in conjunction with these Terms of Reference.

Purpose

To provide decisions to FIAS Executive Committee on all relevant matters related to the FIAS Disciplinary appeal actions.

Goals and Objectives

1. Ensures compliance of the disciplinary appeals with the FIAS Disciplinary Code;
2. Investigates complaints, alleged appeals of the FIAS Disciplinary Code;
3. Recommends sanctions or other actions.

Reporting Structure

Working in close co-operation with FIAS Management, the Disciplinary Commission, through its Chairperson, reports to the FIAS Executive Committee and when requested to FIAS Congress.

FIAS / International SAMBO Federation
Head office

Maison du Sport International
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FIAS / International SAMBO Federation
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Composition (including Terms of Appointment)

The FIAS Independent Disciplinary and Ethic Hearing Panel will not have more than 12 members and that each member, appointed for a period of four years. The term begins on the date of appointment, generally at the beginning of a calendar year. Members may be reappointed for a maximum of two further consecutive terms of four years.

A public call for candidates for any upcoming vacant seats of the Commission will be issued at least six months before the meeting date at which the vacancies will be approved. The list of candidates for vacancies, together with the continuing members, will be reviewed as a whole by the Chairperson of the FIAS Disciplinary Commission, in consultation with the Chief Executive Officer, the Secretary General and the President.

The composition of the Panel shall aim to ensure appropriate balance amongst and independence:

- Relevant background and experience;
- Proven interest / commitment to sport;
- Geographical region;
- Gender;
- Culture;

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

Skill Requirements

A detailed position description which outlines the profile and competencies of the members of the Panel is used in the selection process for the position. In general, each member must have an impeccable reputation, high integrity and strong ethics, and should have experience and skills commensurate with the purpose, goals and objectives of the Panel.

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Working Norms

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

All decision related to appeals will be sought in delay of 30 working days taking into account the frame of the FIAS Disciplinary Code.

Minutes will record any dissenting opinion on request.

Conflict of Interest

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

Confidentiality

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

Communications and Media

All members are required to read and comply with FIAS Media Relations Policy, as issued by the organisation from time to time. Should a member receive a request for an interview in relation to their role with the Panel decision, or FIAS's work, they should consult first with the FIAS Management or (if absent) with the FIAS Media and Communications Director.

Administrative and Funding Support

FIAS shall provide the necessary administration and financial resources for Panel meetings.

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

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Meetings

The Panel will meet in person or using the video conference system as required.

Outcomes of the Panel will be posted on the FIAS website once recognised or approved by the FIAS Disciplinary Commission. The reports and correspondence relative to the Panel shall be recorded and retained at the FIAS headquarters.

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