



**INTERNATIONAL  
SAMBO FEDERATION**

## **Commission for the Athletes with Different Abilities Terms of Reference**

The International SAMBO Federation (FIAS) Commission for the Athletes with Different Abilities is constituted under Article XII of the Constitutive Instrument of Foundation (also known as the Statutes) and Article 18 and Article 30 of ByLaws as a designated Standing Commission of the organisation.

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 Statutes and By Laws of the FIAS Executive Committee on Permanent Commissions can be referenced in conjunction with these Terms of Reference.

### **Purpose**

To provide all aspects to FIAS Management, the FIAS Executive Committee on all relevant matters related to SAMBO for the Athletes with Different Abilities.

### **Goals and Objectives**

1. Create, develop and present to the Executive Committee of FIAS rules for discipline - SAMBO for the Deaf and Blind.
2. Establish and implement a strategy for development of SAMBO within people with different abilities.
3. Taking into consideration the grassroots of the martial art sports in order to exploit the opportunities to support the Organisations and holding the international events for the athletes with the Deaf and Blind disability.
4. Works closely and encourages its member's organisation to holding the seminars for training people working with Deaf and Blind: coaches, referees and administrative personnel.
5. Assistanes in formation of competitive environment accessible for the Deaf and Blind.

FIAS / International SAMBO Federation  
Head office

Maison du Sport International  
Av. De Rhodanie 54  
Ch-1007 Lausanne  
Switzerland  
Tel.: +41-21-601-7014  
Fax: +41-21-601-7016  
swissoffice@sambo-fias.com  
sambo-fias.org

FIAS / International SAMBO Federation  
President's office

17\9, build.2, Gazetny pereulok,  
125009, Moscow  
Russian Federation  
Tel.: +7 (495) 411-61-37  
Fax: +7 (495) 411-61-38  
info@sambo-fias.com  
sambo-fias.org



**INTERNATIONAL  
SAMBO FEDERATION**

6. Exploits the programmes and development plans for Sambo among people with disabilities.
7. Take a service intensive approach with emphasis on education and consultation within the sport and active living SAMBO communities.
8. Support the FIAS members to build and share solutions for sustainable development of SAMBO and inclusion of Sambo in the Summer Deaflympics and Paralympic movement.
9. Facilitate the organizing committee of Deaflympics and Paralympic in hosting SAMBO competition

### **Reporting Structure**

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

### **Composition (including Terms of Appointment)**

Article 12 of the FIAS Statutes states that the Commission will not have more than 12 members and that each member, including the Chair shall be 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. They cannot serve for more than twelve years in aggregate for the same Commission. These limitations shall be immediately applicable to each member of the Commission for their next appointment. A rotation policy for the Commission shall apply so that generally one third of the members change two years. Such rotation will be carried out in a manner that ensures continuity of Commission experience and expertise. 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 of the Commission, will be reviewed as a whole by the Chairperson, in consultation with the Chief Executive Officer, the Secretary General and the President.

The composition of the Commission shall aim to ensure appropriate balance amongst the membership:

- Relevant background and experience;

FIAS / International SAMBO Federation  
Head office

Maison du Sport International  
Av. De Rhodanie 54  
CH-1007 Lausanne  
Switzerland  
Tel.: +41-21-601-7014  
Fax: +41-21-601-7016  
swissoffice@sambo-fias.com  
sambo-fias.org

FIAS / International SAMBO Federation  
President's office

17\9, build.2, Gazetny pereulok,  
125009, Moscow  
Russian Federation  
Tel.: +7 (495) 411-61-37  
Fax: +7 (495) 411-61-38  
info@sambo-fias.com  
sambo-fias.org



**INTERNATIONAL  
SAMBO FEDERATION**

- Proven interest / commitment to sport;
- Sport discipline (including able/disabled sports);
- Geographical region;
- Gender;
- Culture;

The proposed composition of the Commission 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.

The FIAS Statutes state that the Executive Committee may remove individuals from the Commission where it considers it is appropriate to do so (in its sole discretion) by way of a simple majority of the votes cast by the members present at the time of the vote.

### **Chairperson**

The Chairperson of the Commission for the Athletes with Different Abilities is appointed by the FIAS Executive Committee based on the recommendation of the Commission for the Athletes with Different Abilities Members in place at the time of the upcoming vacancy. If there are two or less applications for the position, the Nominations Commission will examine these applicants before forwarding to the FIAS AC for selection. If there are more than three, the FIAS AC Members will review the applicants received and provide a list of two preferred applicants to the Nominations Commission for vetting, after which the vetted candidates who have been deemed eligible will be returned to the FIAS AC for selection. The selected candidate(s) will then be submitted to the FIAS Executive Committee for appointment.

The Chairperson will be not a member of the FIAS Executive Committee.

### **Skill Requirements**

A detailed position description which outlines the profile and competencies of the Chair of the Commission is used in the selection process for the position. In general, the Chair must have an impeccable reputation, high integrity and strong ethics, and should have experience in chairing Commissions. On the whole, the Members of the Commission should have skills and experience commensurate with the purpose, goals and objectives of the Commission.

FIAS / International SAMBO Federation  
Head office

Maison du Sport International  
Av. De Rhodanie 54  
Ch-1007 Lausanne  
Switzerland  
Tel.: +41-21-601-7014  
Fax: +41-21-601-7016  
swissoffice@sambo-fias.com  
sambo-fias.org

FIAS / International SAMBO Federation  
President's office

17\9, build.2, Gazetny pereulok,  
125009, Moscow  
Russian Federation  
Tel.: +7 (495) 411-61-37  
Fax: +7 (495) 411-61-38  
info@sambo-fias.com  
sambo-fias.org



**INTERNATIONAL  
SAMBO FEDERATION**

### **Expertise**

Nominated observers (non-voting) may also be invited to attend meetings on an ad-hoc or regular basis.

The Chair of the Commission for the Athletes with Different Abilities, in consultation with and upon approval of FIAS Management, may seek assistance from outside experts from time to time.

### **Working Norms**

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

Consensus will be sought whenever possible. In the event of divergence of opinion or disagreement concerning recommendations, the absolute majority (determined by vote by hand) will rule. In the event of a tie, the Chairperson has the casting vote. There is presently no formal practice concerning a quorum. Whilst the objective is to appoint the best candidate for a Chair vacancy, the Executive Committee will collectively appoint Chairs of all the FIAS Permanent Commissions taking into account a balanced allocation of regional and gender representation.

The Chairperson has the responsibility to determine if a quorum is present. Minutes will record any dissenting opinion on request.

The Chairperson may limit discussion of resurfacing issues by referring to previous recommendations or conclusions of previous discussions.

### **Conflict of Interest**

Commission 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.

FIAS / International SAMBO Federation  
Head office

Maison du Sport International  
Av. De Rhodanie 54  
CH-1007 Lausanne  
Switzerland  
Tel.: +41-21-601-7014  
Fax: +41-21-601-7016  
swissoffice@sambo-fias.com  
sambo-fias.org

FIAS / International SAMBO Federation  
President's office

17\9, build.2, Gazetny pereulok,  
125009, Moscow  
Russian Federation  
Tel.: +7 (495) 411-61-37  
Fax: +7 (495) 411-61-38  
info@sambo-fias.com  
sambo-fias.org



**INTERNATIONAL  
SAMBO FEDERATION**

### **Confidentiality**

All Commission 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 Commission, 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 Commission meetings. The FIAS Executive Committee shall appoint the FIAS Management Representative as the liaison person (Secretary) to the Commission.

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

### **Meetings**

The Commission will meet in person, as required, up to a maximum of once per year. FIAS will look for opportunities to hold such meetings around major sporting events or other sports meetings, such as athlete forums. Informal meetings can also be held around FIAS Executive Committee meetings with some members as appropriate. Additional meetings may be held via teleconference.

Outcomes of the Commissions' meetings will be posted on the FIAS website once approved by the Commission Members. Other reports and correspondence relative to the Commission shall be recorded and retained at the FIAS headquarters.

FIAS / International SAMBO Federation  
Head office

Maison du Sport International  
Av. De Rhodanie 54  
Ch-1007 Lausanne  
Switzerland  
Tel.: +41-21-601-7014  
Fax: +41-21-601-7016  
swissoffice@sambo-fias.com  
sambo-fias.org

FIAS / International SAMBO Federation  
President's office

17\9, build.2, Gazetny pereulok,  
125009, Moscow  
Russian Federation  
Tel.: +7 (495) 411-61-37  
Fax: +7 (495) 411-61-38  
info@sambo-fias.com  
sambo-fias.org