



**INTERNATIONAL
SAMBO FEDERATION**

FIAS Independent Anti-Doping Hearing Panel Terms of Reference

The International SAMBO Federation FIAS Independent Anti-Doping Hearing Panel is constituted under Article 8.1.1 of the FIAS Anti-Doping Rules as well as 2021 WADA Code. The FIAS Independent hearing body is appointed by taking into consideration their requisite Anti-Doping experience including their legal, sports, medical and/or scientific expertise. The members of the Panel could not be board members, staff members, commission members, consultants and officials of FIAS or its affiliates (e.g. National Federations or confederation), as well as any Person involved in the investigation and pre-adjudication of the matter, cannot be appointed as members and/or clerks (to the extent that such clerk is involved in the deliberation process and/or drafting of any decision) of FIAS's Hearing Panel. In particular, no member shall have previously considered any TUE application, Results Management decision.

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 Anti-Doping Hearing Panel can be referenced in conjunction with these Terms of Reference.

Purpose

To provide decisions to FIAS on all relevant matters related to the Anti-Doping Rules Violations.

Goals and Objectives

1. Ensures compliance with FIAS Anti-Doping Rules and 2021 WADA Code
2. Act as an independent justice
3. Is a decision making body in case of Anti-Doping Rules Violation

Reporting Structure

Working in close co-operation with FIAS Management, through its Chairperson. The FIAS Management provide to the Hearing Panel all available fact to the case they are currently solving.

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The decision is provided to FIAS management who is then responsible to inform all involved parties on panel's behalf.

Composition (including Terms of Appointment)

The FIAS Independent Anti-Doping Hearing Panel shall have the wider pool of hearing panel members, from which the hearing panels for specific cases shall be nominated. Appointment to the pool must be made based on anti-doping experience, including legal, sports, medical and/or scientific expertise. 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 Hearing Panel 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 Medical and Anti-Doping 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 chairperson of the pool shall determine in his/her discretion the composition of a particular hearing panel to adjudicate an individual case. At least one appointed hearing panel member must have a legal background. The chairperson may be replaced by a designated vice-chairperson in the event of a conflict of interest, or by the most senior hearing panel member with no conflict of interest, where there is no vice-chairperson, or both the chairperson and vice-chairperson are in a situation of conflict.

Based on article 8.1.1.4 of FIAS Anti-Doping Rules the FIAS's Hearing Panel shall consist of an independent Chair and three (3) other independent members.

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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.

Working Norms

Upon appointment to a hearing panel, each hearing panel member shall sign a declaration that there are no facts or circumstances known to him/her which might call into question their impartiality in the eyes of any of the parties, other than any circumstances disclosed in the declaration. If such facts or circumstances arise at a later stage of the Hearing Process, the relevant hearing panel member shall promptly disclose them to the parties.

FIAS shall provide adequate resources to ensure that hearing panels are able to fulfil their tasks efficiently and independently and otherwise in accordance with this Article 8 of FIAS Anti-Doping Rules. All agreed fees and reasonable expenses of the hearing panels shall be timely paid by FIAS.

The Hearing Process shall respect, at a minimum, all of the following principles:

- a. The hearing panel must remain fair, impartial and Operationally Independent at all times;
- b. The Hearing Process shall be accessible and affordable
- c. The Hearing Process shall be conducted within a reasonable time
- d. The right to be informed in a fair and timely manner of the asserted Anti-Doping rule violation(s), the right to be represented by counsel at the Athlete or other Person's own expense, the right of access to and to present relevant evidence, the right to submit written and oral submissions, the right to call and examine witnesses, and the right to an interpreter at the hearing at the Athlete or other Person's own expense; and
- e. The right for the Athlete or the other Person to request a public hearing. The Results Management Authority may also request a public hearing provided that the Athlete or the other Person has provided his/her written consent to the same

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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.

Hearing format

It is not a WADA Code requirement that a hearing should take place in person. Hearings may also take place remotely by the participants joining together using technology. There are no restrictions as to the technology that can or should be used, but include means such as conference calling, video conferencing technology or other online communication tools. The reports and correspondence relative to the Panel shall be recorded and retained at the FIAS headquarters.

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