

**Proposals to the European Athletics Congress  
Proposals from the Members  
(in accordance with Article 15.1.o) and Article 16)**



European Athletics Congress  
Prague/CZE, 13 April 2019

To point 10.c

**FOR DECISION**

**1. Proposal from the Swedish Athletic Association**

**'A World Class Organisation' - Control that candidates meet the defined criteria**

Article 17.6 in the EAA Constitution defines the election criteria for individuals that are candidates to be elected to Council. It is important that these criteria are met. However, nothing is said in the Constitution about how the control of this is to be done, or who should do it.

It is important that this is controlled and evaluated well in advance of the Congress so that candidates that are not eligible are not considered for election. It is not appropriate that issues of this type are handled during the Congress. They should be sorted out well in advance. For example, it is not suitable to discuss during the Congress if someone is considered to be involved in corruption or have conflicts of interest with duties in EAA.

This type of control and evaluation should be done by independent persons to ensure that no one is treated in an incorrect way.

**Proposal**

This proposal suggests that the Council investigates how an independent panel or body best can be formed in order to control and evaluate that candidates to be elected meet the defined criteria and how this best is handled. A proposal for how this best is done shall be presented to the Congress 2021.

**Reasoning:**

Athletics today is a substantial business. Our organization needs the necessary structures, systems, practices and processes to protect and grow our assets. IAAF is reminding us that 'A World Class sport' needs 'A World Class Organization', with strong structures and the best governance standards. European Athletics - during the last 20-25 years - has developed its organization in a very impressive way. However, European Athletics needs to continue to improve. The above proposals aim to investigate how we could strengthen the organisation for European Athletics further, partly based on ideas from the new IAAF concepts and Governance Rules.

**This proposal is supported by:**

The Danish Athletic Federation  
The Finnish Athletics Federation  
The Icelandic Athletic Federation  
The Norwegian Athletics Federation  
The Royal Dutch Athletics Federation

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**Council Comment:**

European Athletics is strongly engaged in developing good governance and has implemented different measures and tools, most of those in line with the IAAF, but always adapted to the European Athletics' scope and dimension.

In the revision of the Constitution the vetting process and integrity checking were widely discussed and the conclusions led to the process currently foreseen in the Constitution:

- The eligibility principles are in line with those of the IAAF;
- The Member Federations shall be empowered and responsible to check the eligibility of their candidates before proposing them for election. European Athletics shall trust its Member Federations that know best their candidates and the national legislation regarding the possible background checking allowed for their country citizens;
- An independent panel/person does not ensure integrity (eg. Chairman of IAAF Vetting Panel).
- Such a system may require a heavy legal structure for which nowadays European Athletics does not have human or financial resources to implement; the process would be more complicated and not cost efficient if these services will be outsourced, as besides the selection panel there shall be lawyers to make all the profile and background checking in each country of the respective candidate.

To adapt the process to European Athletics scope, dimension and financial means, a proposal from the Council could be as follows:

- As the IAAF has created an "eligibility assessment form", European Athletics may use its content and request each candidate to sign it. In other words, such "eligibility form" would integrate the IAAF "Consent Form" and both the "Disclosure Form" and the Reporting Statement" questionnaires;
- Then the form should be underwritten by the Member Federation's President and General Secretary of the respective country;
- A candidate who is at the same time a Member Federation President or General Secretary should have the form signed by the most Senior Vice-President of the respective Member;
- The above procedures should be formalised into the European Athletics Constitution.

**Council recommendation:**

**The Council recommends that the Congress approves the proposal with a vote "In Favour".**

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**2. Proposal from the Swedish Athletic Association**

**'A World Class Organisation' - Proposals to Council of individuals to be appointed for Commissions and working groups**

Article 29, point 4 or 5, in the EAA Constitution states that the Council is deciding on appointments to Commissions and that it is done based on proposals from the President. It is an important process to identify the skills, find the candidates, assess, shortlist and recommend to the Council the most suitable and competent people for the different roles in bodies of European Athletics.

It seems natural to consider using recruitment professionals and independent people to support in this work, and in a process that is as transparent as possible. It could also make sense to form a small panel to support the President in this delicate task - as within the IAAF.

**Proposal**

This proposal suggests that the Council investigates how a professional and independent panel could be formed to support the President in the process to recruit, short list and propose the most suitable non-council-candidates, for the different Commissions and working groups. A proposal for how this best is done shall be presented to the Congress 2021.

**Reasoning:**

Athletics today is a substantial business. Our organization needs the necessary structures, systems, practices and processes to protect and grow our assets. IAAF is reminding us that 'A World Class sport' needs 'A World Class Organization', with strong structures and the best governance standards. European Athletics - during the last 20-25 years - has developed its organization in a very impressive way. However, European Athletics needs to continue to improve. The above proposals aim to investigate how we could strengthen the organisation for European Athletics further, partly based on ideas from the new IAAF concepts and Governance Rules.

**This proposal is supported by:**

- The Danish Athletic Federation
- The Finnish Athletics Federation
- The Icelandic Athletic Federation
- The Norwegian Athletics Federation
- The Royal Dutch Athletics Federation

**Council Comment:**

European Athletics primary goal with the creation and selection of the Commission members, so as for other expert groups' members is to gather the athletics experts in the areas covered by the respective Commission, from different countries and targeting at the same time a gender balance.

Informally there is already a panel to select the members to integrate the Commissions and expert groups led by the President who is supported by the CEO and the Head of President's

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Cabinet in the selection, and when relevant with the advice of the appointed Chairperson of the concerned/related Commission.

However to demonstrate transparency and equity the Council may study and formalise the composition of such panel to integrate also external advisors within the European Athletics Family. Furthermore the Council proposes the following principles to guide such selection:

- Maximum 8 members per Commission
- Ideally if possible to reach even a total gender equity (50% - 50%) in the membership
- Selection exclusively by expertise and experience

**Council recommendation:**

**The Council recommends that the Congress approves the proposal with a vote "In Favour".**