



**INTERNATIONAL  
SAMBO FEDERATION**

## **Women in Sport Commission Terms of Reference**

The International SAMBO Federation (FIAS) Women in Sport Commission is constituted under Article XII of the Constitutive Instrument of Foundation (also known as the Statutes) and Article 18 and Article 28 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 the current situation to FIAS Management, the FIAS Executive Committee on all relevant matters related to the practice, development and promotion of SAMBO amongst women.

### **Goals and Objectives**

1. Deals with specific issues related to the practice, development and promotion of SAMBO amongst women.
2. Encourage the grassroots development of women's SAMBO.
3. Encourage the development and increase in the number of women R&Js, Coaches, ITOs and Officials.
4. Adds and maintains women's SAMBO as well as weight categories to the women's competition in any international multisport event.
5. Ensures that girls and women have access to complete range of opportunities and choices and have equity as participants and leaders in SAMBO sport.
6. Support countries to build and share solutions for sustainable development and encourage the protection of human rights, capacity development and empowerment of women.

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**

7. Implementation of the global debate on the key issues as are harassment, peer pressure; teenage pregnancy as well as minimising lack of information.
8. Increase support of the young female athletes within SAMBO shall be the main interest of the Commission.
9. Gain recognition for the Commission as the leading sports and physical activity Organization for the women in sport, provide expert advice, positive solutions and support to the sports and active living communities.
10. Provide an opportunity for people to contribute in a variety of enjoyable and productive ways for women in sports and other.
11. Strengthening the FIAS network to build capacity within sectors by collaborating with event organizers in occasion to support opportunities for girls and women to participate, voluntary work or lead the FIAS events.
12. Ensure the education of girls and women through the sport SAMBO.
13. Avoid health diseases of adolescent female athletes through workshops.
14. Develop and implement a marketing plan to gain new sources of revenue.
15. Collect, organize and communicate relevant information/research on girls and women in leadership positions, determinate solutions and implement plans.

### **Reporting Structure**

Working in close co-operation with FIAS Management, the Women in Sport Commission, 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

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**

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;
- 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 Women in Sport Commission is appointed by the FIAS Executive Committee based on the recommendation of the Women in Sport Commission 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.

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**

### **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.

### **Expertise**

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

The Chair of the Women in Sport Commission, 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.

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**

### **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.

### **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.

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**

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