



## **ETHICS COMMISSION**

### **TERMS OF REFERENCE**

The Ethics Commission is established within World Lacrosse (WL) under section 7.3 of the WL Bylaws.

The Commission will report to the WL Executive Board via the President and the Chief Executive Officer (CEO).

#### **PURPOSE**

The Commission is responsible for safeguarding the ethical principles of WL as set out in the Code of Ethics.

The mission is to uphold the commitment of WL to integrity, good governance and transparency. The primary intent is both preventative, ensuring that individuals understand the Code by providing information and education and training on ethical principles, and also advisory, serving the entire WL Membership, to help achieve better application of ethical principles and rules across various levels.

In all cases, such advice is confidential.

#### **1. COMPOSITION AND MEMBERSHIP**

1.1. The Ethics Commission shall consist of six people plus the Chair.

1.2. The Chair and the majority of the Commission members will be independent of the Board (in this context, independent is defined as not being current WL Board members or former WL Board members). The Athletes Commission will appoint a member for one of the positions; this should be an AC representative not on the Board. The Board or past Board may have up to two places on the Commission.

1.3. Additionally, a member of the WL Management team will be designated as the Ethics and Compliance Officer without vote but to attend meetings and assist in carrying out investigations for the Commission. This will be the Chief Operating Officer (COO).

#### **2. SKILLS, QUALITIES AND COMPETENCIES**

2.1. The membership of the Commission will need to have the skills, qualities and competencies as outlined in Appendix 1.

#### **3. RESPONSIBILITIES**

3.1. The Commission will:

- 3.1.1. Review the framework of ethical principles, including the Code of Ethics approved by the General Assembly (GA) and make recommendations on changes
- 3.1.2. Consider complaints raised in relation to the non-respect of the Code of Ethics and, where necessary, propose recommendations and/or sanctions to the WL Board. In the most serious cases, the final decision will be made by the GA.
- 3.1.3. Ensure that all decisions taken (excluding the confidential detail) in relation to complaints are published in summary on the WL website
- 3.1.4. Consider the work of the International Olympic Committee (IOC) Ethics Commission and those of other International Federations to ensure that WL is advised of best practice
- 3.1.5. Deliver advice to WL on the implementation of the ethical principles and what needs to be done at a practical level
- 3.1.6. Consider how a case can be referred and investigated, and by whom, and how full confidentiality will be guaranteed providing recommendations to the WL Board

#### **4. OPERATING AND REPORTING PROCEDURE**

- 4.1. The Commission will follow the WL General Procedures applicable to all Commissions. (see Appendix 2)

#### **5. MEETINGS**

- 5.1. Records (Minutes or summary reports) of all meetings will be kept but are confidential to the Commission.
- 5.2. A summary report of decisions by the WL Board and/or GA should be placed on the WL website but no other detail.
- 5.3. A quorum of a minimum of 50% of the Commission shall be required for all meetings. In the absence of the Chair, he/she will appoint a deputy, or the members present will appoint a Chair for that meeting, who will liaise with the Commission Chair.

#### **6. DELEGATED AUTHORITY**

- 6.1. The Commission is authorized to seek additional external professional expertise as required, subject to budget agreement of the President and/or CEO.
- 6.2. The Commission is authorized to carry out appropriate investigations as required and will have the support of the WL CEO and President as necessary.

6.3. The Commission has otherwise no delegated authority for decisions or expenditure other than where specifically authorised by the Board or WL Management in relation to events.

## **APPENDIX 1. SKILLS, QUALITIES AND COMPETENCIES FOR MEMBERS OF THE ETHICS COMMISSION**

The Ethics Commission will seek to gain a balance of the following amongst its members:

- An independent Chair (as defined in section 1 Composition)
- Independence of spirit
- International reputation
- Competences in ethical areas
- Holding good governance as a high value

Members of the Ethics Commission should aim to uphold the values of World Lacrosse and to encourage these to be upheld across the community.

- Teamwork
- Passion
- Respect
- Integrity
- Friendship
- Inclusiveness



**APPENDIX 2. GENERIC PROCEDURES FOR ALL WORLD LACROSSE COMMITTEES, COMMISSIONS AND WORKING GROUPS**