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## World Lacrosse Constitution

As approved by the General Assembly

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## 1.1 Definitions

The following definitions are used throughout the World Lacrosse Handbook:

- 1.1.1 **Affiliate member:** Organizations who align with WL, but do not meet criteria for other categories of membership.
- 1.1.2 **Board:** Reference to Board in this document is to the World Lacrosse Board of Directors unless otherwise stated.
- 1.1.3 **Clarification:** Minor changes to wording for information purposes and/or to improve understanding.
- 1.1.4 **Code of Conduct:** A set of rules, obligations and expectations that members of an organization, and/or those with a specific role within that organization, must follow. Failure to comply with the provisions of a Code of Conduct may result in disciplinary action.
- 1.1.5 **Continental Federations (CFs):** Generic term for the Continental / Regional bodies that represent a specific geography and are CF Members of WL.
- 1.1.6 **Diversity:** Refers to group social differences such as race/ethnicity, class, gender, sexual orientation, gender preferences, nationality, national origin, abilities/disabilities, or group affiliations (culture, political, religious). The condition of being different or having differences. Fundamental to this understanding are respect and mutual acceptance of such differences and respect of human rights.
- 1.1.7 **Equipment Modification:** Changes to equipment specifications which are measurable.
- 1.1.8 **Equity:** Perspectives and actions that promote fair treatment for all. Support of opportunities to promote equality and equity as conditions that are available to all; and equally matched by efforts to identify and eliminate barriers to equality and equity.
- 1.1.9 **Federation:** All references to Federation in this document should be taken to mean World Lacrosse.
- 1.1.10 **Full member:** NGB that meets WL criteria to govern lacrosse domestically and contribute to regional/global lacrosse development.
- 1.1.11 **General Assembly Delegate:** The officially notified voting representative of a Full Member or Continental Federation member.
- 1.1.12 **General Assembly Observer:** The second representative of a Full or Continental Federation Member and both representatives of Provisional Members and Affiliate members. Observers do not have a vote or voice at the General Assembly.
- 1.1.13 **Inactive member:** Members who have failed to meet WL requirements and whom the General Assembly have determined should become Inactive.
- 1.1.14 **Inclusion:** Practices that include an active, intentional, meaningful and equitable engagement across the diverse lacrosse community. An organizational culture where everyone is visible and has a voice.

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- 1.1.15 **Lacrosse:** Lacrosse will include all disciplines, forms and formats of the sport approved by the General Assembly (GA) of the Federation.
- 1.1.16 **Leadership Group:** This is a term used to describe a small group of WL Board and Management staff to take the lead on and progress a specific task, generally in between Board meetings. The group composition will vary according to the nature of the task.
- 1.1.17 **Member:** The generic term “member” is used to denote the collective of Full Member, Provisional Member, Continental Federation Member, Affiliate Member and Inactive Member.
- 1.1.18 **Multi-Sport Event:** A multi-sport event is an organized sporting event, often held over multiple days, featuring competition in many different sports between organized teams of athletes from (mostly) nation-states.
- 1.1.19 **National Governing Body (NGB):** The organization controlling lacrosse within the member nation.
- 1.1.20 **Not in Good Standing:** A WL Member not in good standing is one whose membership is suspended, cancelled, or otherwise limited by WL.
- 1.1.21 **Policy:** A set of principles and directives which determine the acceptable practices and processes for the conduct of the business of the Federation. Policies are developed in consultation with the Governance Committee with relevant input from Membership and are approved and implemented by the WL Board.
- 1.1.22 **Procedure:** A set of actions which are required for the fulfilment of the various objectives of the Federation, and to ensure compliance with the WL Constitution, Bylaws, Policies, Protocols and Codes of Conduct, or other appropriate administrative, operational or legal instrument.
- 1.1.23 **Protocol:** A set of rules and acceptable behaviors used for designated purposes for specific events, occasions and/or ceremonies.
- 1.1.24 **Provisional member:** New members and/or those who are developing domestic lacrosse governance.
- 1.1.25 **Rules Assembly (RA):** The RA is the virtual decision-making body for WL playing rules. The quorum, voting entitlements, processes, sector voting and voting majority follow the same constitutional provisions as the General Assembly. Votes on rules will normally take place electronically within 28 days following an RA, but on occasion votes may be taken electronically during an RA if Members agree. Attendees at an RA including one official voting representative and representatives of officials, coaches and athletes and others as each NGB determines.
- 1.1.26 **Sector voting (sector functioning program):** An established structure (Either Club, University, College and/or School teams playing in a competitive format acceptable to the WL Board).
- 1.1.27 **World Events:** Generic term used to cover the WL World Championships, some of which were previously known as “World Cup”.

## 1.2 Name

- 1.2.1 The name of the Federation will be World Lacrosse (WL) and is referred to in this Constitution and associated Bylaws as “the Federation”.

## 1.3 Language, Governing Law and Interpretation

- 1.3.1 **Language:** The official language of World Lacrosse is English, and all notices and documentation will be in US English or accompanied by an English translation. All meetings will be conducted in English.
- 1.3.2 **Governing Law:** This Constitution will be governed by and construed in accordance with New York State, United States of America Law.
- 1.3.3 All meetings of the Federation and its committees will be conducted according to the policies and procedures as set-out in the World Lacrosse Handbook, and where relevant, the current version of Robert's Rules of Order.
- 1.3.4 Full Members and Continental Federation Members must be present (in-person or virtually) at a meeting of the GA to exercise their privilege of voting, except as outlined in 1.3.5 for electronic votes. Proxy votes are not permitted.
- 1.3.5 Any vote or ballot may be conducted at a meeting of the Federation or by electronic vote or ballot as outlined in section 1.6 of this Constitution. This applies to both the General Assembly and the Board.

## 1.4 Objectives

The objectives of the Federation will be to:

- 1.4.1 Coordinate the development of lacrosse throughout the world.
- 1.4.2 Promote lacrosse (as defined in 1.1.13) through specific initiatives.
- 1.4.3 Establish and maintain rules and regulations governing international competition, including playing rules.
- 1.4.4 Establish policies for the operation of international competition and sanction events.
- 1.4.5 Represent Lacrosse on / to other international sports bodies (e.g. Global Association of International Sports Federations (GAISF) / Sport Accord, International World Games Association, International Olympic Committee, Association of Recognized International Sports Federations, etc.).
- 1.4.6 Maintain alliances with lacrosse organizations including Professional Leagues and organizations representing particular forms of lacrosse.
- 1.4.7 Preserve the integrity of all disciplines of lacrosse.
- 1.4.8 Deter alcohol, drug and tobacco abuse in lacrosse.
- 1.4.9 Acquire such property, assets and rights as the Federation believes fit and conducive to the attainment of its objects in such manner and upon such terms as it thinks appropriate.
- 1.4.10 Dispose of the Federation's property, assets and rights in such manner and upon such terms as the Federation may believe conducive to the attainment of its objects.

- 1.4.11 Undertake such obligations and incur such liabilities as the Federation may believe conducive to the attainment of its objects.
- 1.4.12 Do all such things as in the opinion of the Federation are or may be conducive or incidental to the attainment of the above objects.

## 1.5 Membership

- 1.5.1 The National Governing Body (NGB) for lacrosse in any country or nation will be eligible for membership of the Federation. Only one Association from each country or nation may be a member, and such member will be recognized by the Federation as the only NGB for all lacrosse in such country or nation.
- 1.5.2 Membership may be conferred following the policy, process and criteria set by the General Assembly.
- 1.5.3 Membership categories shall be:
  - 1.5.3.1 Full Member (FM)
  - 1.5.3.2 Provisional Member (PM)
  - 1.5.3.3 Continental Federation Member (CFM)
  - 1.5.3.4 Affiliate Member (AM)
  - 1.5.3.5 Inactive Member (IM)
- 1.5.4 Any member may resign from membership of the Federation by giving notice in writing to the President or Finance and Governance Director, but such member will remain liable for all monies due by the member to the Federation at the time of ceasing to be a member.
- 1.5.5 The Federation may place any condition to or refuse to continue the membership of a member by a resolution passed by a majority of at least two thirds of votes cast. Such motion will only be considered provided that a minimum of two (2) months' notice of motion has been provided to all members, and the Board, and that the member has the opportunity to make written representation to all members, and the Board, and personal representation at a meeting of the General Assembly to consider the motion.
- 1.5.6 Failure of a Full Member or Continental Federation Member to meet their membership obligations, as set out in the WL Handbook, without reasonable cause, and following due process, will cause the General Assembly to consider a resolution to refuse to continue the membership of that Member, to place any condition deemed necessary or to place that member in the Inactive Member category.
- 1.5.7 There is an expectation, but not a specific requirement, that a Provisional Member or Affiliate Member will attend General Assemblies. Potential new Provisional Members or new Affiliate Members will be invited as guests in the year of considering joining. Provisional Members who do not meet their membership obligations may also be considered for and be placed in the Inactive Member category.

## 1.6 General Assembly

### 1.6.1 Structure

1.6.1.1 The General Assembly (GA) consists of the Membership, the Board, the Athletes Commission and Lifetime Award holders (Lifetime Award holders are entitled to attend General Assembly meetings but are not entitled to vote). The President will act as the chair of the General Assembly.

### 1.6.2 Role

- 1.6.2.1 Elect the Directors of the Board that have been nominated for Elected Board positions.
- 1.6.2.2 Vote on Constitution and Bylaw changes.
- 1.6.2.3 Rule changes will be voted on in a separate Rules Assembly (RA) and will be subject to sector voting.
- 1.6.2.4 Membership will have the opportunity to comment on relevant Policies through the Governance Committee before they are approved and implemented by the Board.
- 1.6.2.5 Approve the Strategic Plan.
- 1.6.2.6 Approve the forward (generally 2-4 year period) budget and authorize the Board to oversee the annual budget.
- 1.6.2.7 Delegate day-to-day operations to staff through the Board.
- 1.6.2.8 Oversee Board activity and performance.
- 1.6.2.9 Receive and review reports from the Board.
- 1.6.2.10 Delegate to the Board the responsibility of determining the structure of the Committees, Sub-Committees, Commissions and Working Groups needed to effectively govern World Lacrosse.
- 1.6.2.11 Set policies and criteria for acceptance of new members.
- 1.6.2.12 Agree acceptance of new members.
- 1.6.2.13 Agree the conditions and responsibilities of membership.
- 1.6.2.14 Review quarterly financials and receive a copy of the annual audited financial statements when the reports are issued.
- 1.6.2.15 Approve the Auditors when proposed by the Board of Directors. The Federation will review the Auditors at least every three (3) years.

### 1.6.3 Meetings

1.6.3.1 The General Assembly will meet annually or as determined by the membership and the meeting should be held virtually, except for every third year, which will be held in person at a WL World Championship. Virtual General Assemblies will be held in October/November of each relevant year.

### 1.6.4 Attendance

- 1.6.4.1 All Full Members and Continental Federation Members are entitled to appoint one delegate and may have one observer in attendance (in-person or virtually) at a General Assembly. Provisional and Affiliate Members are expected to attend.
- 1.6.4.2 The name of the delegate and any observer must be submitted to WL at least 30 days before a meeting of the General Assembly.

### 1.6.5 Quorum

- 1.6.5.1 The Quorum will be one third rounded up of the eligible voting members in attendance (in person or virtual) or participating in an electronic vote.

## 1.6.6 Voting

Those entitled to vote are:

- 1.6.6.1 Full Members and Continental Federation Members (one vote per Full Member and Continental Federation Member) in good standing.
- 1.6.6.2 The previously named delegate must cast the Full Member and Continental Federation Member vote.
- 1.6.6.3 The Athletes' Commission will have one vote cast by either the Chair or Vice Chair of the Athletes' Commission.
- 1.6.6.4 The Board will have one collective vote, most likely this will be cast by the Finance and Governance Director. The Chair [most likely the President] will have a casting vote in the event of a tie.
- 1.6.7 Voting Process: The Member vote must be cast by the NGB delegate declared prior to any vote. In the event of a tie the Chair [most likely the President] will have a casting vote.
- 1.6.8 Constraints
- 1.6.8.1 A Board member may not also represent their country within the General Assembly.
- 1.6.8.2 A person can only exercise one vote.
- 1.6.8.3 A Board member may "step down" from their position to speak against a Board recommendation but may not vote as a Full Member delegate.
- 1.6.8.4 A Full Member and Continental Federation Member placed into the Inactive Member category will not be entitled to vote.
- 1.6.9 Sector Voting
- 1.6.9.1 On specific matters covering Rules, Officiating and Competition, only those Full Members who have a functioning program in that specific version of lacrosse will be entitled to vote.
- 1.6.9.2 Proposals for sector specific voting must be submitted to the Board for approval to ensure they do not conflict with other sectors or conflict with risk management or finances of the Federation otherwise a full GA consideration will be appropriate.
- 1.6.9.3 For a sector specific vote the quorum will be one third rounded up of the eligible (for that sector) Full Members.
- 1.6.9.4 Currently there are five sectors:
- Men's Field
  - Women's Field
  - Men's Box
  - Women's Box
  - Sixes
- 1.6.9.5 Criteria for Sector Voting
- To be eligible to vote in the relevant sector the member must meet the following criteria:
- Administration – a dedicated person (e.g. committee chair / director) or sector / division / chapter for women's / men's / box / sixes lacrosse, formally identified to receive correspondence via the member advised primary contact point.
  - Playing - A minimum of 18 players
  - Coaching - A minimum of 2 coaches
    - A pathway for coaches from junior to national coaching

- Officiating - A minimum of 2 officials  
A pathway for officials from junior to national representation.
- Competition - A structured domestic competition e.g. school, youth, university or club teams

At least 2 of the following 3 met:

- Competed in 1 WL or a WL recognized event
- Competed against a WL member in at least 2 organized matches
- Hosted a WL or WL recognized event

## 1.6.10 Voting Majority

1.6.10.1 On all matters related to the Constitution, Bylaws, Membership and Playing Rules, the majority must be at least two thirds of those present (in person or virtual) at a quorate meeting, who are eligible to and cast a vote, recording a vote in favor.

1.6.10.2 For clarity it should be noted that an abstention is not considered as a cast vote.

1.6.10.3 For all other matters, at a quorate meeting, a simple majority (of the eligible voters who cast a vote) is sufficient.

1.6.10.4 In the event of a tie or deadlock the chair will have a casting vote.

## 1.7 Board

Except as otherwise provided in this Constitution all corporate powers and authority to conduct business affairs will be exercised by, or under the authority of the WL Board.

### 1.7.1 Structure

1.7.1.1 The Board of the Federation will be comprised of positions as determined by the Board of Directors. Section 1.4 of the Bylaws (World Lacrosse Board Composition) includes the list of specific Board roles.

1.7.1.2 The Board structure will be such that the number of elected voting members will be greater than that of the appointed/otherwise selected voting members.

1.7.1.3 Elections for Board members are held during a General Assembly. Successful candidates will normally take up their position and duties one month after the General Assembly, or after all World Events (World Lacrosse and Multi-Sport Events) in that year are completed, whichever is the later, to avoid disruption to planning of and representation at World events in any given year. Exceptionally, the Board may agree to bring forward the start date by agreement with all parties involved.

1.7.1.4 Terms of office for appointed Board members are determined by the Board according to the specific needs of the positions.

1.7.1.5 Independent Directors once appointed are voting Board members and subject to the same terms and conditions as all other Board members including declaration of any conflicts of interest and acceptance of the code of conduct. Terms of office will be decided by the Board.

1.7.1.6 The GA will be advised of all appointed Board members and their terms of office.

1.7.1.7 Members of staff may also participate in Board meetings with voice but no voting privileges (except the CEO who is a member of the Board and who has voting privileges on the Board).

1.7.1.8 Specific roles and role descriptions/titles of Board Members going forward may change, under Board direction, to suit identified needs.

### 1.7.2 Role



- 1.7.2.1 The Board will have and may exercise all of the powers and authority of the General Assembly, in between meetings of the General Assembly, in the management and governance of the Federation. The WL Board will represent the interests of the WL membership by providing strategic direction, guidance and management oversight. The Board will also select, manage and evaluate the performance of a Chief Executive Officer (CEO) who will be empowered to engage and manage additional staff subject to Board approval.
- 1.7.2.2 The role of the Board is to:
- a) Report on the activities that have occurred since the last General Assembly and to keep the membership informed of significant matters.
  - b) Prepare, seek approval and implement, the Strategic and Operational plans and monitor progress.
  - c) Provide the fiduciary responsibility of oversight of a forward budget.
  - d) Develop policies in consultation with the Governance Committee and with relevant input from the membership and approve and implement those policies.
  - e) Oversee communications with members and external stakeholders.
  - f) Appoint Chairs of the Committees and review the Committees work.
  - g) Select and approve Hosts for International Events.
  - h) Determine whether an applicant country meets the criteria and policies set by the General Assembly and then propose acceptance to the membership.
  - i) Prepare audited accounts on an annual basis and review with the membership.
  - j) Exercise due diligence, including risk management, ensuring compliance with statutory and legal obligations (e.g. employment and tax law and general and Directors and Officers Liability).
  - k) Review and recommend auditor appointments.
  - l) Approve contractual agreements in compliance with approved delegated authorities.
  - m) Oversee and monitor the agreed anti-doping rules and policies.
  - n) Ensure that the Code of Ethics (section 1.11 of this Constitution) is met at all times.
  - o) Record and manage any conflicts of interest on a regular basis. The annual summary of Declared Conflicts of Interest will be published on the World Lacrosse website. Declarations of any new conflicts will be made at each meeting of the Board.

### 1.7.3 Meetings

- 1.7.3.1 The Board will normally hold a minimum of four meetings per year (face to face or electronically) with additional calls as needed.
- 1.7.3.2 The Board will be chaired by the President or in their absence by the Vice President. If neither is present, then the Board will decide.

### 1.7.4 Quorum

- 1.7.4.1 The Quorum will be 50% plus one (1) of the Board Members.

### 1.7.5 Voting

- 1.7.5.1 Each Board Member, except Legal Counsel, may vote.
- 1.7.5.2 Resolutions will be decided by simple majority.
- 1.7.5.3 In the event of a tie or deadlock the Chair will have an additional (casting) vote.
- 1.7.5.4 For electronic votes within the WL Board the response period will be 15 days however this may be reduced to a shorter period if a matter of critical urgency.

## 1.8 Committees, Sub-Committees, Commissions and Working Groups

- 1.8.1 The Board will establish Committees, Sub-Committees and Commissions. The membership, composition and Terms of Reference, and the frequency and conduct of meetings, will be determined by the Board, the members, and by those Committees, Sub-Committees and Commissions, subject to the approval of the Board. The Terms of Reference of all such Committees, Sub-Committees and Commissions must be published and publicly available.
- 1.8.2 The Board will establish any and all Working Groups, which are temporary groups normally designed to address particular issues or circumstances. The membership, composition and Terms of Reference, and frequency and conduct of meetings of any such Working Group, will be determined by the Board in consultation with the members of any such Working Groups. The Terms of Reference will normally be published unless deemed confidential by the Board because of the nature and business of the Working Group. Working Groups are not generally decision-making bodies.
- 1.8.3 A Committee, Sub-Committee or Commission Chair is responsible for communicating its activities to the Board and World Lacrosse members. The Board provides oversight of and direction to each Committee, Sub-Committee and Commission based on the strategic priorities of World Lacrosse. Committee Chairs are also responsible for participating in the budget process and effectively managing budget allocations. Committees, Sub-Committees and Commissions are not generally decision-making bodies.
- 1.8.4 Committee, Sub-Committee and Commission Chairs – nominations may be made by World Lacrosse members, Board members and individuals and the relevant Board member will make a recommendation to the Board for appointment.
- 1.8.5 Working Groups will be set up as required and Chairs will be nominated by Board Members who will advise the Board of the Working Group remit and timescales.
- 1.8.6 Committees, Sub-Committees, Commissions and Working Groups will normally meet electronically or in association with another event and will not incur travel expenses unless agreed by the Board as part of the annual budget.
- 1.8.7 Geographic diversity on Committees, Sub-Committees, Commissions and Working Groups should be achieved.
- 1.8.8 Gender diversity on Committee, Sub-Committee, Commission and Working Group membership should be achieved.
- 1.8.9 No more than 50% of Committee, Sub-Committee, Commission or Working Group members, including the Chair, may be from the same member.
- 1.8.10 Rules Sub-Committees must include non-Officiating representation.
- 1.8.11 Terms of Office on any individual committee will normally be for two (2) x four (4) year consecutive appointments with a requirement to stand down from that committee for one year. Exceptionally, a person subsequently appointed as Committee Chair does not have to stand down from that committee and will have a new set of consecutive Terms of Office available.
- 1.8.12 From time to time the Board may agree that any Committee, Sub-Committee, Commission or Working Group may benefit from external advice and membership and agree appointments to those groups for specific terms of office and role.
- 1.8.13 **Committee / Sub-Committee / Commission / Working Group Meetings**

- 1.8.13.1 The Chair of each Committee / Sub-Committee / Commission / Working Group will preside as Chair of every meeting of the relevant Committee / Sub-Committee / Commission / Working Group. In their absence or if they are unwilling to act, the Committee / Sub-Committee / Commission / Working Group members present may choose one of their members to act.
- 1.8.13.2 No resolution will be put to vote at any meeting of any Committee / Sub-Committee / Commission / Working Group unless a majority of Committee / Sub-Committee / Commission / Working Group members are present at the time the resolution is so put.
- 1.8.13.3 At any meeting of any Committee / Sub-Committee / Commission / Working Group a resolution put to vote will be decided on a show of hands unless, before the show of hands, a poll is demanded by the chair or by at least two Committee / Commission / Working Group Members.

## 1.9 Financial

- 1.9.1 The financial year of the Federation will commence on January 1 and end on December 31, in each year.
- 1.9.2 All sums payable to the Federation will be received by the nominated staff members and deposited in a bank account approved by the Board.
- 1.9.3 All members will pay such subscription and other fees as may from time to time be prescribed by the Federation. Any Member who has not paid in full all subscriptions and fees within ninety (90) days from notification of the subscription or fee will not be entitled to participate in any of the Federation events or vote at the Federation meetings. This may result in loss of membership and a change in status to Inactive Member.
- 1.9.4 The travel and accommodation costs for delegates to the General Assembly will be the responsibility of the member.
- 1.9.5 An annual examination of the accounts of the Federation will be undertaken by qualified and independent auditors and their findings will be reported by the Finance and Governance Director to the members. The auditors will be recommended by the Board to the membership for approval every three years.

## 1.10 Constitution, Bylaws, Policies and Playing Rules

- 1.10.1 The General Assembly may make, repeal and amend the Constitution and Bylaws for the furtherance of the objects of the Federation and for the conduct of its business. It is essential that the World Lacrosse Handbook is considered in its entirety as containing all formal provisions for the conduct of all World Lacrosse business.
- 1.10.2 **Policies:** Members will have the opportunity to propose and contribute to Policies, through the Governance Committee, which will oversee a process to determine the approval pathway for all policies, including where approval by the General Assembly may be required.
- 1.10.3 **Amendments:** Proposed amendments to the Constitution and Bylaws must be advised in writing to the Finance and Governance Director at least ninety (90) days prior to any meeting of

the General Assembly. Those proposed amendments will be circulated to Board and members at least sixty (60) days before the date of the meeting.

- 1.10.4 Proposed changes to the Playing Rules must be submitted in accordance with the Rules Change Process approved in 2021 and will need to be submitted to the WL Rules Committee Chair, with proposals seconded by a Member from another Continental Federation region. The timelines for the rule changes are different from those of the General Assembly and proposed rule changes must be submitted in January of each calendar year.
- 1.10.5 Amendments require a majority vote of at least two thirds of votes cast at a quorate meeting. Proposed amendments for which proper notice has not been given, but which have been discussed and agreed at a meeting of the General Assembly, may be determined by postal/electronic ballot as outlined in section 1.6. In addition, any other General Assembly business may be determined by postal/electronic ballot.
- 1.10.6 The General Assembly will establish and maintain policies that direct the conduct of all World Events. Management staff will be responsible for operations and for managing the specific activities of all World Events, bidding process (recommendation of event hosts to the Board), sponsorship / broadcasting rights and all contract negotiations in liaison with the Competition Director and relevant committees.
- 1.10.7 **Playing Rules:** The Playing Rules of the disciplines of lacrosse may be amended from time to time by the WL Rules Assembly.

## 1.11 Code of Ethics

- 1.11.1 It is the aim of World Lacrosse (WL), its member associations and all those involved in lacrosse to represent and promote the highest possible ethical values within the sport. WL is committed to the Olympic Charter and its fundamental principles. In furtherance of this aim the WL Board has adopted this Code of Ethics based on the principles and rules of the IOC Code of Ethics. At all times WL, and event participants within the framework of events organized and/or recognized and approved by WL, will endeavor to represent the principles of the Code of Ethics. This Code of Ethics applies to the WL Board, Committee/Sub-Committee/Commission/Working Group Chairs and members, WL staff (including consultants, agents and any person acting on behalf of WL), WL members (National Governing Bodies and Continental Federations) and to all participants in WL events in any capacity whatsoever, in particular athletes and the athlete's entourage.
- 1.11.2 **EQUALITY and DIGNITY**
  - 1.11.2.1 Safeguarding the dignity of the individual is a fundamental requirement of Olympism.
  - 1.11.2.2 There will be no discrimination between the participants on any basis listed in the WL Protected Class List shown in 1.11.2.8.
  - 1.11.2.3 All doping practices at all levels are strictly prohibited. The provisions against doping in the World Anti-Doping Code will be scrupulously observed.
  - 1.11.2.4 All forms of harassment of participants are prohibited.
  - 1.11.2.5 All forms of participation in, or support for betting related to WL events, and all forms of promotion of betting related to WL events are prohibited.
  - 1.11.2.6 Participants in WL events must not, by any manner whatsoever, infringe the principle of fair play, show non-sporting conduct, or attempt to influence the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics.
  - 1.11.2.7 WL and the relevant parties will seek to ensure the athletes' conditions of safety, well-being and medical care favorable to their physical and mental equilibrium.

- 1.11.2.8 The **WL Protected class list** includes race, ethnicity, sexual or romantic orientation, gender (including gender identity and gender expression), trans status, age, family status, including marriage or pregnancy status, differences in ability including neurodiversity, nationality, national origin, language, education, socio-economic status or religious or non-religious beliefs.
- 1.11.2.9 In documentation the use of exclusionary statements such as ‘including but not limited to’ or ‘at the discretion of.’ should be avoided.
- 1.11.2.10 **WL DEI statement.** WL is committed to the belief that our world must be inclusive in its diversity, visionary in its approach to equal opportunities in sports participation for all and pioneering in seeking equitable outcomes for all our stakeholders. Through our engagement in the sport of lacrosse, internationally and regionally, we must be the voice of Diversity, Equity and Inclusion for our athletes, coaches, staff and volunteers all over the world. We accomplish this by engaging in a robust and broad dialogue with our NGBs, CFs, committees and key organizations, and in acting as a role model for Diversity, Opportunity and Inclusion for our members.
- 1.11.2.11 **Enacting the WL DEI statement:** To achieve the WL DEI statement, we recognize that the process requires a long-term commitment to process improvements, identification of barriers to success, acknowledgements of bias and discriminations within our organizations, and amplifying processes and people that will lead to success. To such end WL will continue to improve on existing policy documents that support Diversity, Equity and Inclusion(DEI); use gender-neutral or nonbinary pronouns in WL communications and documents, except where context suggests a single gender term be used; implement strategic goals and initiatives that support DEI; encourage NGBs and CFs to include DEI statements into their bylaws, Constitution or policy documents; create a learning environment that supports DEI initiatives; conduct periodic reviews of DEI documents and processes to ensure that they reflect current best practices and international standards; strongly recommend all WL job requirements should include a DEI statement from applicants.

### 1.11.3 INTEGRITY

- 1.11.3.1 WL Board and staff or their representatives will not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with the organization of WL events. An exception may be granted if such remuneration, commission, benefit or service is pre-approved by the WL Board upon recommendation of the Ethics Commission.
- 1.11.3.2 Only gifts of nominal value, in accordance with prevailing local customs, may be given or accepted by the WL Board and staff or their representatives, as a mark of respect or friendship. Any other gift must be passed on to the organization of which the beneficiary is a member.
- 1.11.3.3 The hospitality shown to WL Board members and staff and the persons accompanying them shall not exceed the standards prevailing in the host country.
- 1.11.3.4 WL Board and Committee members and staff shall respect the Conflicts of Interest Policy.
- 1.11.3.5 WL Board members and staff shall use due care and diligence in fulfilling their mission. They must not act in a manner likely to tarnish the reputation of WL, the lacrosse family or the Olympic movement.
- 1.11.3.6 WL Board members and staff, their agents or their representatives must not be involved with firms or persons whose activity or reputation is inconsistent with the principles set out in the Olympic Charter and this Code of Ethics.

### 1.11.4 GOOD GOVERNANCE AND RESOURCES

- 1.11.4.1 WL will adhere to basic universal principles of good governance of the Olympic and sports movement, in particular transparency, responsibility and accountability.
- 1.11.4.2 The income and expenditure of WL shall be recorded in its accounts, which must be maintained in accordance with generally accepted accounting principles. An independent auditor selected by the membership via the General Assembly will check these accounts.
- 1.11.4.3 WL recognizes the significant contribution that broadcasters, sponsors, partners, donors and other supporters of sports events make to the development and prestige of WL events throughout the world. However, such support must be in a form consistent with the rules of sport and the principles defined in the Olympic Charter and this Code of Ethics. They must not interfere in the running of sports institutions. The organization and staging of sports competitions are the exclusive responsibility of the independent sports organizations recognized by the IOC.

#### **1.11.5 RELATIONS WITH NATIONS AND MEMBER NATIONAL GOVERNING BODIES (NGBs)**

- 1.11.5.1 The WL Board will work to maintain harmonious relations with nation state authorities and NGBs in accordance with the principle of universality and political neutrality of the Olympic movement.
- 1.11.5.2 Members of the WL Board are free to play a role in the public life of the states to which they belong. They may not, however, engage in any activity or follow any ideology inconsistent with the principles and rules defined in the Olympic Charter and set out in this Code of Ethics.
- 1.11.5.3 The WL Board will endeavor to protect the environment on the occasion of any events they organize and undertake to uphold generally accepted standards for environmental protection.

#### **1.11.6 CONFIDENTIALITY**

- 1.11.6.1 WL member NGB officers and staff shall not disclose information entrusted to them in confidence and shall abide by the provisions of the WL Data Protection Policy & Protocols.
- 1.11.6.2 Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organization.

#### **1.11.7 IMPLEMENTATION / ETHICS COMMISSION**

- 1.11.7.1 WL will ensure that the principles and rules of the Olympic Charter and this Code of Ethics are applied.
- 1.11.7.2 The member NGB officers and staff will inform the WL President of any breach of the Code of Ethics with a view to an investigation and possible disciplinary action by the Federation in accordance with the procedures set-out in the WL Handbook.
- 1.11.7.3 The WL Ethics Commission will be chaired by the WL President, or a designated representative approved by the Board and composed of the chair and up to four additional members independent of the Board. Nominations to the Ethics Commission can be made by each WL member NGB, CF and or Olympic Movement party. Additional members will be added as appropriate by the WL Board.
- 1.11.7.4 Any disciplinary procedures recommended by the Ethics Commission to the Board will follow the procedures as outlined in the WL Handbook.

#### **1.11.8 ANTI-DOPING**

- 1.11.8.1 The Federation adopts the Anti-Doping Rules and International Standards prescribed by the World Anti-Doping Agency (WADA). The banned substances and prohibited methods (WADA Prohibited List) will be determined by WADA and further will be published on the WL website.

## 1.12 Disputes and the Court of Arbitration for Sport (CAS)

- 1.12.1 Procedures for management of disputes between Members, or between a Member and the WL Board, and associated Disciplinary Procedures, are provided in the Codes of Conduct, Protocols and Procedures section of the World Lacrosse Handbook.
- 1.12.2 WL Members who disagree with the results of an appeal conducted according to the approved WL procedures may contact the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland for appropriate guidance.
- 1.12.3 Any costs associated with the engagement of the Court of Arbitration for Sport (CAS) will be the responsibility of the Member taking such action.

## 1.13 Dissolution and/or Merger

- 1.13.1 The Federation shall not be merged, amalgamated or dissolved except by at least a two-thirds majority resolution of all Full Members voting on a resolution at a meeting of the General Assembly of the Federation.
- 1.13.2 Any merger, amalgamation, dissolution, re-organization or reconstitution will take effect from the conclusion of the meeting of the General Assembly at which the relevant resolution is passed or such later date as is specified in the resolution.
- 1.13.3 Any property, assets and rights of the Federation remaining after discharge of its liabilities will be applied in such manner as the General Assembly (acting by resolution) think fit for the promotion or development or protection of the interests of lacrosse.

## World Lacrosse Constitution – Version History

<b>Version/Date</b>	<b>Status/Committee</b>
December 2020	• Changes approved at General Assembly (18 October & 15 November 2020)
December 2021	• Changes approved at General Assembly (9 & 31 October 2021)
January 2022	• DEI changes approved by General Assembly 2021
March 2022	• Consistency check and edit across all Handbook and Events Hosting and Competition Manual