



## **VETTING RULES**

*(Approved by Council on 09 September 2025, effective 29 September 2025)*



## Specific Definitions

The words and phrases used in these Rules that are defined terms (denoted by initial capital letters) shall have the meanings specified in the Constitution (unless stated otherwise) and the General Definitions, or (in respect of the following words and phrases) the following meanings:

**"Constitution"** has the same meaning as defined in the Constitution.

**"Application"** means an application for appointment, or as a candidate for election, to a position as an Official.

**"Applicant"** means any person who submits an Application to become an Official.

**"Compliance and Risk Officer"** means the person appointed by World Athletics from time to time to act as the compliance and risk officer (or their equivalent) for World Athletics including any person deputising for that individual.

**"Disclosure Statement"** means the listing of all Significant Interests held by an Applicant or Existing-Official, included in the Vetting Form.

**"Eligible"** has the same meaning defined in the Constitution and **"Eligibility"** shall be interpreted and construed accordingly .

**"Existing Official"** means a person appointed or elected as an Official to a "Level 1" or "Level 2" position as described in Rule 8.6.

**"Ineligible"** has the same meaning as defined the Constitution and **"Ineligibility"** shall be interpreted and construed accordingly.

**"Integrity Check"** means the assessment by the Vetting Panel of all available relevant information concerning the person, including disclosures by that person:

- (a) on a Vetting Form; and
- (b) for Existing Officials, disclosures made to comply with the duties of disclosure for Officials, including completion of a Reporting Statement.

**"Official"** has the same meaning as defined in the Constitution.

**"Reporting Statement"** means the disclosure statement of Significant Interests which all Officials must submit, and keep updated, in accordance with the Conflicts, Disclosures and Gifts Rules.

**"Screening Panel"** means the panel described in Article 67.5 of the Constitution.

**"Vetting"**, **"Vetting Process"** and **"to vet"** means the process by which the Vetting Panel decides whether an Applicant or an Existing Official is Eligible as an Official.

**"Vetting Form"** means the form to be adopted and amended from time to time by the Vetting Panel for purposes of gathering relevant information from Applicants or Existing Officials as described in Rule 10.

### Application of these Rules

- 1.1 These Rules establish a process for determining that each Official is, and remains, Eligible.
- 1.2 These Rules apply to an Applicant or an Existing Official, including any other person who is an Official at the time these Rules become effective.
- 1.3 Members of the Vetting Panel, the Athletics Integrity Unit Board and the Disciplinary and Appeals Tribunal are also considered Officials for the purposes of these Rules.

## **2. Scope of these Rules**

- 2.1 These Rules define the structure and process for the Vetting of Officials by:
  - 2.1.1 Establishing the terms for the appointment, operation, duties, powers and responsibilities of the Vetting Panel;
  - 2.1.2 Describing the process for determining “Ineligibility”;
  - 2.1.3 Describing the process by which Integrity Checks commence, and how they are conducted; and
  - 2.1.4 Describing how the Vetting Panel is to decide if a person is Eligible to be, or remain as, an Official.

## **3. Screening Panel**

- 3.1 The Screening Panel shall have the same duties, powers and responsibilities as the Vetting Panel, and shall follow the same procedures for conducting the Vetting Process. References to the Vetting Panel in these Rules shall be deemed to apply to the Screening Panel where an Applicant, or Existing Official is a proposed or existing member of the Vetting Panel.
- 3.2 The Eligibility of members of the Screening Panel is determined by the Chief Executive Officer on the advice of the Compliance and Risk Officer.
- 3.3 A member (including any alternate member) of the Vetting Panel shall be removed from the Vetting Panel upon a determination by the Screening Panel at any time during their term that the member is no longer Eligible.

## **4. Vetting Panel - Role, Powers, Duties and Procedure**

- 4.1 Subject to the Constitution and these Rules, the Vetting Panel shall have all powers and authorities necessary to fulfil its role and carry out its duties.
- 4.2 The role of the Vetting Panel shall be to decide if an Applicant or Existing Official is Eligible to be, or remain in office as, an-Official in accordance with these Rules.
- 4.3 In carrying out its role, the Vetting Panel shall operate in accordance with the Terms of Reference set out as Appendix 1 to these Rules.

## **5. Compliance and Risk Officer**

- 5.1 World Athletics shall appoint a Compliance and Risk Officer in accordance with, and to carry out the roles and responsibilities identified in the Constitution and these Rules.
- 5.2 The roles and responsibilities of the Compliance and Risk Officer shall include:
  - 5.2.1 assisting in the conduct of the Vetting Process under the oversight and direction of the Vetting Panel;
  - 5.2.2 assisting in the conduct of the Vetting process under the oversight and direction of the Screening Panel;
  - 5.2.3 informing the Vetting Panel or Screening Panel, as the case may be, immediately after they become aware that an Applicant or an Existing Official is, or may be, no longer Eligible; and
  - 5.2.4 carrying out such other requests as the Vetting Panel or Screening Panel might make from time to time for the purposes of the Constitution and these Rules.

## **6. Applicability of Vetting**

- 6.1 All Officials are subject to Vetting.
  - 6.1.1 The election or appointment process for each position must include obtaining written consent from each Applicant (including any Applicant who is an Existing Official) to be subject to Vetting:
    - a. as a condition to proceeding with the proposed candidacy or appointment; and
    - b. on an on-going basis throughout their term as an Official whenever determined to be necessary by the Vetting Panel.
  - 6.1.2 Such written consent shall include:
    - a. consents to use of personal data (in accordance with applicable data protection and privacy laws and regulations) as required for purposes of carrying out the Vetting; and
    - b. acknowledgement by any Applicant (and reiteration by any Applicant who is an Existing Official) that, in pursuing the proposed candidacy or appointment, the Applicant agrees to be bound by these Rules and the Integrity Code of Conduct; and
    - c. agreement to timely submit for review by the Vetting Panel an accurate and complete Vetting Form.
  - 6.1.3 The Officials or bodies responsible for managing an election process for Applicants must refer all candidates proposing to stand for election to the Vetting Panel for determination of Eligibility before their candidacy is accepted.

- 6.1.4 The Officials or bodies responsible for managing an appointment process for Applicants must refer all short-listed Applicants to the Vetting Panel for determination of Eligibility before proceeding further with the appointment.

## **7. Vetting Process**

- 7.1 The Vetting Panel shall establish the details of the Vetting Process, consistent with the following general framework.

- 7.1.1 Every person who is an Applicant must apply to be Vetted by timely submission of a Vetting Form in accordance with Rule 7 of these Rules, and is subject to a decision by the Vetting Panel that the person is Eligible.
- 7.1.2 Upon making an Application, the Applicant (including any Applicant who is an Existing Official) will be notified by World Athletics that their Application will be referred to the Vetting Panel for a decision on Eligibility before proceeding with their appointment or candidacy.
- 7.1.3 Every Official responsible for managing an appointment or election process for a position as an Official is obliged to promptly notify all Applications for such appointment or election to the Vetting Panel in due time for the Vetting Process to be completed in accordance with the applicable deadlines for the appointment or election.
- 7.1.4 Every Existing Official is obliged to promptly update their Vetting Form to ensure it is complete and accurate at all times and to promptly notify the Vetting Panel if they are or are likely to become no longer Eligible, or becomes aware that any Applicant or Existing Official is, or may be, no longer Eligible (for the avoidance of doubt, this includes notification by an Existing Official that they have become Ineligible).
- 7.1.5 The Vetting Panel may also become aware from publicly available information sources or otherwise that an Applicant or an Existing Official is, or may be, no longer Eligible.
- 7.1.6 Upon notification pursuant to Rule 7.1.4, or upon becoming aware that an Applicant or an Existing Official is, or may be, no longer Eligible, the Vetting Panel will determine whether any further information or assessment is necessary and if so will, in the case of an Applicant or Existing Official, instruct the Compliance and Risk Officer to seek such information or carry out such an assessment in accordance with Rule 7.1.11(b) below.
- 7.1.7 If the Vetting Panel determines at any time during the Vetting Process that no further information or assessment is necessary, the Vetting Panel will promptly notify the Applicant or the Existing Official accordingly.
- 7.1.8 On receipt of a Vetting Form or upon instruction by the Vetting Panel, in relation to either an Applicant or an Existing Official, the Compliance and Risk Officer will proceed to carry out an assessment of Eligibility, by considering if any of the circumstances set out in Article 65 of the Constitution apply, in order to make a recommendation to the Vetting Panel accordingly.

- 7.1.9 As part of this assessment, the Compliance and Risk Officer will liaise with the Applicant's Member Federation to ensure that any fit and proper person assessment or integrity check carried out by the Member Federation relating to the Applicant are provided to the Vetting Panel.
- 7.1.10 Upon completion of the assessment, the Compliance and Risk Officer shall report their recommendation to the Vetting Panel for determination of Eligibility or otherwise.
- 7.1.11 The Vetting Panel will review the Compliance and Risk Officer's report as set out in Rule 7.1.10 or in accordance with Rule 7.1.11(b) below and conduct an Integrity Check and on that basis, may either:
  - a. make a decision that the Applicant or the Existing Official is Eligible; or
  - b. instruct the Compliance and Risk Officer to conduct further checks or supply further information and prepare a further report for the Vetting Panel; or
  - c. make a preliminary finding that the Applicant or Existing Official may not be Eligible.
- 7.1.12 Following a preliminary finding that an Applicant or an Existing Official is Ineligible, or may not be Eligible due to failure to satisfy an Integrity Check, the Vetting Panel shall notify the Applicant or the Existing Official in writing of its preliminary finding and the reasons for it (which shall be confidential), and give the person at least 5 working days to make any submissions on such preliminary finding and provide any evidence in support of those submissions to the Vetting Panel.
- 7.1.13 The Vetting Panel shall then consider any such submissions and evidence, and make any further enquiries as it deems appropriate, before making a final decision on whether the Applicant or the Existing Official is Eligible.
- 7.1.14 Once a final decision is made by the Vetting Panel under Rules 7.1.13 or 7.1.14, the Applicant or the Existing Official will be notified as soon as possible, in writing, of its decision, and if the Vetting Panel decides the person not Eligible it shall include a summary of the reasons for that decision.
- 7.2 For purposes of implementing the Vetting Process in a timely and efficient manner:
  - 7.2.1 The Compliance and Risk Officer must report their recommendation as to Eligibility or Ineligibility to the Vetting Panel within 10 working days after instruction by the Vetting Panel.
  - 7.2.2 The Vetting Panel must make a preliminary finding as to Eligibility or Ineligibility (in the case of Applicants and Existing Officials) within 10 working days of receiving the report or supplemental report of the Compliance and Risk Officer.
  - 7.2.3 If necessary, and without jeopardising the ability to complete the Vetting Process within applicable deadlines for appointment or election to the relevant position, the Compliance and Risk Officer may seek a short extension of time.

- 7.2.4 Subject to unforeseen circumstances requiring extended inquiry or otherwise necessitating additional time, and in all cases subject to the obligation to complete the Vetting Process in time to meet any applicable deadlines for appointment or election, the duration of the Vetting Process will not exceed 3 months.
- 7.2.5 An Applicant may withdraw their Application to be an Official at any time prior to a final decision by the Vetting Panel on whether or not the Applicant or person is Eligible.

## **8. Integrity Check**

- 8.1 Integrity Checks shall be carried out in a reasonable and proportionate manner based on the level of authority and influence exercised by the person holding, or proposing to hold, the relevant position as an Official as set out in these Rules.
- 8.2 For an Applicant or an Existing Official to satisfy an Integrity Check, the Vetting Panel must decide, on the balance of probabilities, and after considering all relevant information available to it, that the person:
  - 8.2.1 is able to meet the high standards of conduct and integrity required of an Official; and
  - 8.2.2 is of good character and reputation; and
  - 8.2.3 is physically and mentally fit to perform the position being sought or the position they hold; and
  - 8.2.4 has fully disclosed all Significant Interests; and
  - 8.2.5 is free of any actual Conflict of Interest.
- 8.3 In assessing whether or not an Applicant or an Existing Official satisfies the criteria specified in Rules 8.2.1 to 8.2.5 the Vetting Panel, shall without limiting its considerations, take into account whether the person:
  - 8.3.1 is, or has been, the subject of an investigation or disciplinary action, (whether or not in any sporting context including within Athletics), resulting in adverse findings being made about the person's credibility, integrity, honesty or reputation; or
  - 8.3.2 has undergone and meets any integrity or fit and proper person test or check conducted by their Member Federation or Area Association; or
  - 8.3.3 has at any time not complied with the law; or
  - 8.3.4 is or has been the subject of any public controversy, which has so undermined that person's credibility, integrity, honesty or reputation or has brought the person into such disrepute, that their association, or continued association, with World Athletics has or is likely to adversely affect the reputation or interests of the sport of Athletics or World Athletics; or
  - 8.3.5 is unwilling or unable to deal with any potential actual Conflict of Interest.



- 8.4 The Vetting Panel may determine that an Applicant or an Existing Official satisfies an Integrity Check even though one or more of the matters specified in Rules 8.3.1 to 8.3.5 (inclusive) exist. In reaching this determination, the Vetting Panel may also take into account the process by which any of the circumstances in Rules 8.3.1 to 8.3.5 occurred, including whether the process involved a fair hearing before an impartial body or followed the applicable rules or law, or an appeal is pending.
- 8.5 The Vetting Panel may issue informative guidance from time to time elaborating on the matters which may be taken into account by the Vetting Panel in determining whether an Applicant or an Existing Official satisfies an Integrity Check.
- 8.6 The nature and extent of Integrity Checks on Applicants and Existing Officials under these Rules shall be established by the Vetting Panel but shall be consistent with the following:
- 8.6.1 “Level 1” - For decision-making roles such as those of the President, Vice Presidents, Council Members (Area Presidents, chairperson and deputy chairperson of the Athletes’ Commission and Individual Council Members), members of the Executive Board and its committees, Athletics Integrity Unit Board, Vetting Panel, and the Disciplinary and Appeals Tribunal, the Integrity Check shall include:
- a. review of the Vetting Form;
  - b. review of any Reporting Statements (for Existing Officials);
  - c. research of publicly available information sources and other information made available to World Athletics;
  - d. in-depth specialised research commissioned from independent experts; and
  - e. such further inquiry as deemed necessary by the Vetting Panel.
- 8.6.2 “Level 2” - For roles exercising significant influence in decision-making of World Athletics such as Chairs and members of Commissions, working groups, advisory groups, taskforces and panels appointed by World Athletics, the Integrity Check shall include:
- a. review of the Vetting Form;
  - b. review of any Reporting Statements (for Existing Officials) and Significant Interests; and
  - c. research of publicly available information sources and other information made available to World Athletics.

## **9. Referral to Athletics Integrity Unit**

- 9.1 If at any time during the course of conducting the Vetting Process, the Vetting Panel decides that any matter pertaining to the Applicant or an Existing Official should be referred to the Athletics Integrity Unit, the matter shall be promptly referred to the Head of the Athletics Integrity Unit.

- 9.2 In the case of any such referral, the Vetting Panel shall suspend the Vetting Process until the matter is dealt with by the Athletics Integrity Unit, and shall so notify the Applicant or the Existing Official, and the Official(s) responsible for conducting the election or appointment process, when deemed appropriate by the Athletics Integrity Unit.

## **10. Vetting Form**

- 10.1 For purposes of providing the Vetting Panel with relevant information concerning each Application, the Vetting Panel shall develop standard forms for submission by each Applicant or Existing Official.
- 10.2 The format and content of the forms shall be established by the Vetting Panel but shall be consistent with the following:
- 10.2.1 Each Application must be accompanied by a Vetting Form, in which the Applicant or Existing Official confirms knowledge and understanding of the provisions of the Constitution defining the meaning of “Eligible” and “Ineligible” and of the Integrity Code of Conduct; and declares whether there are any potential or actual conflicts of interests, on-going litigation, applicable sanctions, or other matters likely to adversely affect the image or reputation of World Athletics.
  - 10.2.2 Each Application must be accompanied by a Disclosure Statement listing all Significant Interests held by the Applicant or the Existing Official.
  - 10.2.3 No Application may proceed to Vetting unless and until the Vetting Form is submitted.
  - 10.2.4 Failure to provide or update the Vetting Form in a timely, accurate and complete manner may be grounds for a finding by the Vetting Panel that the Applicant or the Existing Official is not Eligible or is no longer Eligible, and may also be the basis for referral to the Athletics Integrity Unit in accordance with Rule 9.

## **11. Notification of Area Associations and Member Federations**

- 11.1 Where an Existing Official is an official of an Area Association or a Member Federation and is found Ineligible, the Vetting Panel shall notify such Area Association and Member Federation of the Vetting Panel’s decision.

## **12. Appeals**

- 12.1 A decision that an Applicant or an Existing Official is Ineligible, either by the Vetting Panel or the Screening Panel, may only be appealed to the Appeals Panel in accordance with the Disciplinary and Appeals Tribunal Rules and only on the grounds that the Vetting Panel or Screening Panel came to a decision which has no reasonable basis in all the circumstances.
- 12.2 To bring an appeal under these Vetting Rules, the individual must give notice of the appeal in writing to the Appeals Panel in accordance with the Disciplinary and Appeals Tribunal Rules copying the Compliance and Risk Officer within fourteen (14) days of notification of the decision of Ineligibility.

- 12.3 The appeal shall be conducted in accordance with the Disciplinary and Appeals Tribunal Rules and any decision of the Appeal Panel shall be final and binding on the Applicant or Existing Official and World Athletics and there shall be no further right of appeal.

## APPENDIX 1

### VETTING PANEL

#### Terms of Reference

*(Effective from 04 December 2024)*

#### 1. Status and Role

- 1.1 The Vetting Panel (“Panel”) is appointed by, and reports to, Congress.
- 1.2 The role of the Panel is to determine the Eligibility of persons to be appointed or elected as, or to remain as, Officials.

#### 2. Composition

- 2.1 **Size:** The Panel shall consist of a Chairperson and two members, together referred to as Panel Members.
- 2.2 **Membership:** The Panel shall comprise persons independent of World Athletics, with experience in vetting or screening applicants and candidates for appointments to official positions, one of whom shall be a lawyer.
- 2.3 **Appointment:** The Panel Members shall be appointed by Congress on the recommendation of Council.

#### 3. Term and Vacancies

- 3.1 **Term:** The term of office for Panel Members shall be four (4) years commencing at the conclusion of the Election Congress at which their appointment is effective, and expiring at the commencement of the first Council meeting held after the next Election Congress.
- 3.2 Members of the Panel may be re-appointed for further subsequent and consecutive terms of office without limitation.
- 3.3 Members of the Vetting Panel shall remain in office until their successors have been appointed at the conclusion of the Congress at which they are appointed.

#### 4. Resignation, Removal, Vacancies

- 4.1 A Panel Member may resign from the Panel prior to the expiry of their term of office by giving not less than 3 months’ notice in writing to the President.
- 4.2 A Panel Member shall be removed from the Panel prior to the expiry of their term of office upon a determination by the Screening Body that the Panel Member is no longer Eligible.

- 4.3 If any position on the Panel is vacant, whether by resignation, removal or otherwise at any time:
- 4.3.1 Congress shall appoint a replacement member for the balance of the term of office of the vacated position;
  - 4.3.2 In the period between meetings of Congress, Council may temporarily appoint a replacement member for a maximum period of 2 years, pending a decision by Congress.

## **5. Responsibilities**

- 5.1 A Panel Member shall have the following responsibilities:
- 5.1.1 to act at all times independently of World Athletics, for the sole purpose of conducting a full and fair assessment of every Applicant and Existing Official's Eligibility;
  - 5.1.2 to safeguard confidential and personal data in accordance with strict confidentiality procedures and in compliance with all applicable data protection and privacy obligations;
  - 5.1.3 to adopt a standard Vetting Form and a standard Declaration Form seeking information on each item of Ineligibility and to require all Applicants or Existing Officials to complete it in accordance with the application of the Integrity Checks to various levels of Officials positions (a) as a condition to seeking office or (b) where already an Existing Official, upon request where necessary to conduct Vetting;
  - 5.1.4 to instruct and oversee review by the Compliance and Risk Officer of the information disclosed on the Vetting Form, Declaration Form and, for Existing Officials, the Reporting Statement;
  - 5.1.5 to instruct and oversee the gathering of additional information by the Compliance and Risk Officer from publicly available sources and external business intelligence agencies as deemed necessary by the Panel for a proper determination of Eligibility;
  - 5.1.6 to receive reports from the Compliance and Risk Officer concerning the information obtained from the sources described above;
  - 5.1.7 to compel disclosure of information (either to the Compliance and Risk Officer or directly to the Panel) by any Official as deemed necessary by the Vetting Panel for a proper determination of Eligibility;
  - 5.1.8 to make decisions on Eligibility in a timely and efficient manner in accordance with the timeframes set out in these Rules;
  - 5.1.9 to report issues and matters of concern to the Head of the Athletics Integrity Unit where considered by the Panel to be potentially relevant to the work of the Athletics Integrity Unit.

## 6. Duties of Panel Members

- 6.1 **World Athletics Interests:** In undertaking any work in connection with the Panel, each Panel Member shall act in the interests of World Athletics.
- 6.2 **Participation:** Panel Members shall attend each meeting of the Panel (in person or using technology) unless excused by the Chair. Each Panel Member shall actively participate in Panel meetings and in matters undertaken by the Panel between meetings. Each Panel Member must be adequately prepared for each Panel meeting in order to participate effectively and constructively.
- 6.3 **Integrity Code of Conduct:** Each Panel Member shall agree to be bound by the Integrity Code of Conduct and the Rules and Regulations.

## 7. Reporting

- 7.1 **Council Meetings:** The Chair of the Panel shall attend Council meetings, as requested by the President, to report on any matter within the Panel's responsibilities.
- 7.2 **Annual Summary Report:** the Panel will report annually to Congress on its work.

## 8. Panel Meetings and Procedure

- 8.1 **Work:** The Panel shall undertake its work at meetings of the Panel and in between meetings as is necessary to fulfil its responsibilities.
- 8.2 **Meetings:** The Panel shall meet at least three times a year and on an ad hoc basis as necessary to respond to the need to conduct Vetting. At least one such meeting is expected to be held by using technology rather than in person. The dates of scheduled meetings are to be agreed by the Chairperson, and as much notice as possible, usually at least one month's notice, will be given to all Panel Members of the date, time and venue for any meeting.
- 8.3 **Agenda:** The Chairperson shall prepare an agenda for each meeting. The agenda, together with relevant papers, will be distributed by email to all Panel Members by prior to a Panel meeting (usually 1-2 weeks prior).
- 8.4 **Chair:** The Chairperson will chair all meetings
- 8.5 **Attendees:** The Compliance and Risk Officer will attend all meetings, and other persons may be invited by the Chairperson to attend meetings to provide information or advice on a specific item of business at a meeting
- 8.6 **Meetings using Technology:** Subject to paragraph 8.9 (Resolutions Outside of Meetings) below, Panel meetings may be held by telephone, through video conference facilities or by other means of electronic communication (other than electronic mail (e-mail) communication) provided that:
  - 8.6.1 prior notice of the meeting is given to all Panel Members; and

- 8.6.2 all persons participating in the meeting are able to hear each other effectively and simultaneously.

Participation by any Panel Member in this manner at a meeting shall constitute the presence of that member at that meeting.

- 8.7 **Quorum:** The quorum for meetings of the Panel shall be at least 2 members of the Panel one of whom must be the Chairperson, (unless the Chairperson is recused pursuant to paragraph 8.11, below).
- 8.8 **Voting:** Determinations of the Panel shall generally be made by consensus. If a consensus cannot be reached and a vote is required, each Panel Member (including the Chairperson) shall have one (1) vote. Voting by proxy is not permitted. Except to the extent specified in these Terms of Reference, a majority of votes in favour of an action by those Panel Members present at a meeting, is required for it to be passed. In the event of an equality of votes, the Chairperson shall have both a deliberative and a casting vote.
- 8.9 **Resolutions Outside of Meetings:** In addition to resolutions made during meetings of the Panel, a resolution in writing signed or consented to, by email, facsimile or other form of visible or other electronic communication, by all Panel Members, shall be valid as if it had been passed at a Panel meeting. Any such resolution may consist of several documents in the same form each signed by 1 or more of the Panel Members.
- 8.10 **Minutes:** Minutes of each decision of the Panel shall be taken and recorded in consultation with the Chairperson and made available to the Panel Members within a maximum of 1 month of the meeting. Any amendments to the Minutes will be agreed by the Panel and noted accordingly.
- 8.11 **Recusal:** No member of the Vetting Panel may take part in assessing whether an Applicant or Existing Official is Ineligible if the member of the Vetting Panel:
- 8.11.1 is of the same nationality or resides in the same country as the Applicant or Existing Official; or
- 8.11.2 has or previously had a personal connection or direct interest in any dealings with or matters involving the Applicant or Existing Official; and
- if any of the circumstances in paragraphs 8.11.1 and 8.11.2, above, exist, the member concerned shall immediately notify the Chairperson and the other members of the Vetting Panel of such circumstances.
- 8.12 **Confidentiality:** All meetings and the work of the Panel are confidential. No documents, information, discussion and determinations made at a Panel meeting or otherwise exchanged or agreed in connection with the work of the Panel, shall be disclosed to any other person unless:
- 8.12.1 the Panel Chairperson authorises such disclosure;
- 8.12.2 the Panel agrees that such disclosure is necessary or desirable to advance its work;

- 8.12.3 the matter is in the public domain; or
  - 8.12.4 such disclosure is required under these Rules, or by law or any applicable authority, including the Athletics Integrity Unit or the Disciplinary and Appeals Tribunal.
- 8.13 Exchange of Information with the Athletics Integrity Unit:
- 8.13.1 The Vetting Panel may consult confidentially with the Athletics Integrity Unit to enquire about any prima facie charges or any ongoing or closed investigations against or into an Applicant or Existing Official who is or has been Vetted. The Vetting Panel and the Athletics Integrity Unit shall not disclose this communication to the person who has or is being Vetted unless this communication is then relied upon as part of a finding of Ineligibility.
  - 8.13.2 The Athletics Integrity Unit may request information from the Vetting Panel about an Applicant or Existing Official the Panel has Vetted or is in the process of Vetting, and the Vetting Panel shall provide such information in accordance with that request which it possesses, if it considers such request is necessary and desirable to advance the work of the Athletics Integrity Unit.

## 9. Administration

- 9.1 **Expenses:** For each Panel member, World Athletics will reimburse expenses, and provide any other allowances or service fees, in accordance with World Athletics policy.
- 9.2 **Administration:** World Athletics will arrange travel, accommodation and insurance for Panel meetings in accordance with World Athletics policy.
- 9.3 **Documents:** World Athletics will provide the Panel with all documents held by World Athletics relevant to the Panel's work.
- 9.4 **Indemnification:** The Panel Members will be indemnified by World Athletics and/or covered by insurance provided by World Athletics, against claims brought against them for actions properly taken in course of their responsibilities and duties.