



**ASOIF Governance Task Force (GTF)
International Federation (IF) Self-Assessment Questionnaire
2021-22**

This self-assessment questionnaire has been updated by the GTF following the previous iterations of the IF Governance Review in 2017, 2018 and 2020.

The questionnaire should be filled in by one or more senior officials from your IF.

IF INFORMATION	
INTERNATIONAL FEDERATION	
NAME AND FUNCTION	

Please return completed questionnaires to James.Carr@asoif.com
by **19 January 2022**.

1. BACKGROUND

Please indicate whether or not you consider that your IF complies with the following:

1.1	The IOC Olympic Charter and in particular the missions set out in Rule 26 of the Olympic Charter	Yes	No
1.2	The World Anti-Doping Code and whether WADA has officially confirmed your compliance	Yes	No
1.3	Your IF is taking account of the Agenda 2020+5 recommendations when updating its governance and processes (revised for 2021)	Yes	No
1.4	Your IF complies with all applicable domestic laws of the country where it is registered and/or operates its main activities	Yes	No
1.5	The IF complies with all applicable and recognised international treaties and conventions (in particular the United Nations and Council of Europe Conventions enacted in the field of sport)	Yes	No
1.6	Please indicate what type of legal entity the IF is	Swiss-based Voluntary Association	
		Other Voluntary Association	
		Company limited by shares	
		Company limited by guarantee	
		Charity	
		Other (please specify)	
1.7	Please indicate what separate entities are associated with the IF and the legal association to the IF (e.g. a wholly-owned subsidiary limited company that owns marketing rights)		
1.8	In which country does your IF have its legal base?		

1.9	How many full-time equivalent paid staff does the IF have, including contractors?	0 – 9	
		10 – 19	
		20 – 49	
		50 – 119	
		120+	
	Full-time equivalent staff – comment		
1.10	What is the approximate annual revenue of the IF and its subsidiaries averaged over the 2016-2021 cycle (not including continental federations or members)?	< CHF 2m	
		CHF 2m-4m	
		CHF 4m-8m	
		CHF 8m-20m	
		CHF 20m-50m	
		>CHF 50m	
1.11	What are your IF's priorities for improving governance in the current electoral and/or Olympic cycle? What staff and other resources do you dedicate to governance work?	IF response 19-20	
		IF response 21-22	

2. TRANSPARENCY

Please indicate the extent to which your IF puts the following information into the public domain (i.e. via official website):

2.1	Statutes, rules and regulations				
	Score				
	0	1	2	3	4
	No	At least some information available on IF website	Latest version of statutes, rules and regulations published on IF website	Full publication, easy to find on IF website	Full publication, easy to find on IF website, latest versions available with mark ups identifying differences between previous versions
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
Evidence for score (e.g. website link, brief explanation, etc.)					
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

2.2	Explanation of organisational structure including staff, elected officials, committee structures and other relevant decision-making groups				
	Score				
	0	1	2	3	4
	No	Some basic information about organisation structure published on IF website	Organisation structure is published on IF website	Organisation structure is published on IF website with some information on how the structure works	An organisation chart is published on IF website, structure is clear, with several hierarchical levels
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
Evidence for score (e.g. website link, brief explanation, etc.)					
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

2.3	Vision, mission, values and strategic objectives				
	Score				
	0	1	2	3	4
	No	Some information published on IF website	Full publication on IF website	Full publication, easy to find on IF website	Full publication, easy to find on IF website, extra data or info such as strategic plan with indicators/outcomes
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

2.4	A list of all national member federations with basic information for each				
	Score				
	0	1	2	3	4
	No	Some member information published on IF website	Full publication of latest member information on IF website	Full publication, easy to find on IF website, basic data on members	Full publication, easy to find on IF website, with extra data or explanation about members
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

2.5	Details of elected officials with biographical info				
	Score				
	0	1	2	3	4
	No	Some information about elected officials available on IF website	Biographical information about all elected officials published on IF website	Full publication, easy to find on IF website, with photos	Full publication, easy to find, on IF website with extra data or explanation and mandate years
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

2.6	Annual activity report, including institutional information, and main event reports				
	Score				
	0	1	2	3	4
	No	Some news published on IF website	News published regularly and an annual report available on IF website	News published regularly and multiple years of annual reports, easy to find on IF website	Full publication, at least the three most recent years, easy to find on IF website, with extra data or explanation
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

2.7	Annual financial reports following external audit				
	Score				
	0	1	2	3	4
	No	Some financial information published on IF website	Publication of externally audited financial reports on IF website	Publication of audited financial reports, easy to find on IF website	Publication of audited financial reports for at least the last three years, easy to find on IF website, extra data, management letter
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

2.8	Allowances and financial benefits of elected officials and senior executives				
	Score				
	0	1	2	3	4
	No	Some information on allowances and financial benefits of elected officials and senior executives, such as total salaries figure in accounts	Basic policy on travel, allowances, per diem and benefits of elected officials and senior executives published on IF website or total figure on allowances published in accounts	Full details published including total figure paid by the IF, easy to find on website	Full details published, easy to find on IF website, with extra data or information
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

2.9	General Assembly agenda with relevant documents (before) and minutes (after) with procedure for members to add items to agenda				
	Score				
	0	1	2	3	4
	No	Some information published on General Assembly	General Assembly agenda published in advance, minutes afterwards or live streaming which is recorded	General Assembly full details published with minutes, easy to find on IF website	Full publication, with most recent minutes no more than a year old, easy to find on IF website, extra data or information (such as livestreaming), minutes archive
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

2.10	A summary of reports/decisions taken during Executive Board and Commission meetings and all other important decisions of IF				
	Score				
	0	1	2	3	4
	No	Some decisions from board and commission meetings published	All major reports /decisions from board and commission meetings are published on IF website	All major decisions are published appropriately promptly, easy to find on IF website	All major decisions published appropriately promptly, easy to find on IF website in a designated section, extra detail or information
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

3. INTEGRITY

Please indicate the extent to which you consider that your IF fulfils the following:

3.1	Has a unit or officer in charge of ensuring that the IF abides by the IOC Code of Ethics and/or the IF's own Code of Ethics				
	Score				
	0	1	2	3	4
	No	A designated staff member/unit has responsibility	Designated responsibility and a defined process for dealing with breaches of the Code of Ethics	Designated responsibility and a defined process and resources for investigating breaches, evidence of implementation	State of the art Ethics/Integrity unit with defined process, education, resources for dealing with breaches, outcomes published
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
Evidence for score (e.g. website link, brief explanation, etc.)					
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

3.2 (revised for 2021)	Has a unit or officer in charge of ensuring that the IF abides by the World Anti-Doping Code				
	Score				
	0	1	2	3	4
	No	A designated individual staff member/officer has responsibility for World Anti-Doping Code compliance	Anti-doping team and officials in place with appropriate expertise and resources	Anti-doping team and officials in place with appropriate expertise and resources, outcomes published	State of the art independent anti-doping programme (e.g. critical functions out-sourced to ITA or separate entity)
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
Evidence for score (e.g. website link, brief explanation, etc.)					
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

3.3	Complies with the Olympic Movement Code on the Prevention of the Manipulation of Competitions				
	Score				
	0	1	2	3	4
	No	Recognition and implementation of the Code to a certain degree but limited compliance (e.g. rules not fully Code compliant and no/limited education or investigative capacity)	Resources dedicated to complying with the Code (e.g. rules fully compliant, member of IBIS, some evidence of education)	Appropriate expertise and resources dedicated to complying with the Code which includes education and investigative capacity	State of the art compliance with the Code which includes publication of case outcomes
IF Response 19-20					
Moderated 19-20					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
IF Response 19-20					
Moderated 19-20					
IF response 21-22					

3.4	Conflict of interest policy identifying actual, potential and perceived conflicts with exclusion of members with an actual conflict from decision-making				
	Score				
	0	1	2	3	4
	No	Some conflict of interest rules	Defined conflict of interest policy	Defined conflict of interest policy, evidence of implementation	State of the art conflict of interest policy, checked against register and evidence of implementation
IF Response 19-20					
Moderated 19-20					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
IF Response 19-20					
Moderated 19-20					
IF response 21-22					

3.5	Establish confidential reporting mechanisms for “whistle blowers” with protection scheme for individuals coming forward				
	Score				
	0	1	2	3	4
	No	Some evidence of a response to comments and allegations	A confidential reporting mechanism is in place for whistle-blowers	A confidential reporting mechanism is in place for whistle-blowers with evidence of action taken	State of the art reporting mechanism with evidence of action taken, including information on the reporting process, verification of information, confidentiality and protection accorded
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

3.6	Provide for appropriate investigation of threats to sport integrity (competition manipulation, gambling-related or other)				
	Score				
	0	1	2	3	4
	No	Some reference to investigation of threats to sports integrity in official documents	Defined investigation process for threats to sports integrity (e.g. through participation in IBIS)	Dedicated resources and process for threats to sports integrity, evidence of implementation	State of the art intelligence gathering and investigation process for threats to sports integrity, evidence of implementation (e.g. case management system, cases investigated in accordance with due process)
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

3.7 (revised for 2021)	Make public decisions of disciplinary bodies and related sanctions, as well as pending cases, to the extent permitted by regulations				
	Score				
	0	1	2	3	4
	No	Some information about decisions of disciplinary bodies and related sanctions published	All decisions of disciplinary bodies and related sanctions published, to the extent permitted by privacy regulations	Full decisions of disciplinary bodies and related sanctions published, to the extent permitted by regulations	Full decisions of disciplinary bodies and related sanctions published promptly with appropriate details and extra info (e.g. pending cases, mutual recognition of decisions, disciplinary process)
IF Response 19-20					
Moderated 19-20					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
IF Response 19-20					
Moderated 19-20					
IF response 21-22					

3.8	Appropriate gender balance in Executive Board or equivalent				
	Score				
	0	1	2	3	4
	Female representation is no more than 5%	Female representation is more than 5% but no more than 15%	Female representation is at least 15% with rules/policy to encourage gender balance	Female representation is at least 25% with rules/policy to encourage gender balance	Executive Board has at least 40% of each gender with rules/policy to encourage gender balance
IF Response 19-20					
Moderated 19-20					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
IF Response 19-20					
Moderated 19-20					
IF response 21-22					

3.9 (new for 2021)	Programmes or policies in place to foster greater diversity of backgrounds in composition of Executive Board and committees				
	Score				
	0	1	2	3	4
	No	Representation of each continent on the Executive Board or Council	Representation on Executive Board or Council of stakeholder groups in addition to continental federations and athletes	Designated committee/process to consider IF skills and diversity requirements among elected and appointed officials	Nominations committee or equivalent considers diversity among criteria for new members of Executive Board and/or committees
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
IF response 21-22					

3.10	Programmes or policies in place regarding safeguarding from harassment and abuse				
	Score				
	0	1	2	3	4
	No	Some evidence of activity	Policies in place which includes reference to "IOC Guidelines for IFs and NOCs related to creating and implementing a policy to safeguard athletes from harassment and abuse in sport"	Policies in place consistent with IOC Guidelines, appropriate resources dedicated (including providing resources for members), plus evidence of implementation	State of the art policies and procedures in place, evidence of implementation, outcomes published
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

4. DEMOCRACY

Please indicate the extent to which you consider that your IF fulfils the following:

4.1	Election of the President and a majority of members of all executive bodies				
	Score				
	0 No	1 Some elections but for limited number of roles	2 Elections for president and majority of members of executive bodies	3 Elections for president and majority of roles, voting numbers published	4 Elections for president and majority of roles, voting numbers published, element of external scrutiny (e.g. notary and/or electronic voting system)
IF Response 19-20					
Moderated 19-20					
IF response 21-22					
Evidence for score (e.g. website link, brief explanation, etc.)					
IF Response 19-20					
Moderated 19-20					
IF response 21-22					

4.2	Clear policies/rules on campaigning to ensure election candidates can campaign on balanced footing including opportunity for candidates to present their vision/programmes				
	Score				
	0 No	1 Some opportunity for candidates to present their programme / manifesto in advance	2 Basic rules for campaigning with designated opportunity for candidates to present programme in advance with equal treatment	3 Publication of detailed campaigning rules for candidates. Candidates can announce well in advance (e.g. 3 months) and present programmes, including at General Assembly	4 Campaigning rules for candidates cover finances and disclosure
IF Response 19-20					
Moderated 19-20					
IF response 21-22					
Evidence for score (e.g. website link, brief explanation, etc.)					
IF Response 19-20					
Moderated 19-20					
IF response 21-22					

4.3	Election process with secret ballot under a clear procedure/regulation				
	Score				
	0	1	2	3	4
	No	Some provision for secret ballots	Clear procedure/ regulations in the statutes for secret ballots	Clear procedure /regulations for secret ballots, electronic and paper options if appropriate	Clear regulations for secret ballots, cover various scenarios including handling protests
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-20					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

4.4	Make public all open positions for elections and non-staff appointments including the process for candidates and full details of the roles, job descriptions, application deadlines and assessment				
	Score				
	0	1	2	3	4
	No	Some open positions made public	All elections and non-staff appointments referenced in General Assembly documents with details of roles, requirements, assessment provided	Elections/appointments advertised openly with details of roles, requirements, assessment	State of the art open recruitment for all roles with details of roles, requirements, assessment
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

4.5 (revised for 2021)	Establishment and publication of eligibility rules for candidates for election together with due diligence assessment				
	Score				
	0	1	2	3	4
	No	Some rules about eligibility for election candidates	Published eligibility rules for election candidates with a nominations process unrestricted except for proportionate rules to ensure involvement in the sport	Published eligibility rules with unrestricted nominations and a nominations committee	State of the art eligibility rules, an independent nominations committee (no other roles in organisation)
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

4.6	Term limits for elected officials				
	Score				
	0	1	2	3	4
	No	Some term limits but possibility of multiple re-elections to the same position	Term limits in place with a maximum of no more than 12 years in 1 role	Term limits in place with a maximum of 3 x 4 year cumulative terms in the same or multiple roles	Term limits with a max of 3 x 4 year terms in same or multiple roles, waiting period before new role
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

4.7	Provide for the representation of key stakeholders (e.g. “active” athletes as defined in the Olympic Charter) in governing bodies				
	Score				
	0	1	2	3	4
	No	Some representation of key stakeholders in governing bodies	Designated key stakeholder representatives in governing bodies (not consultative)	Representation of key stakeholders including athlete(s) on Executive Board, duly elected/designated by the relevant body	State of art athlete and other key stakeholder representation
IF Response 19-20					
Moderated 19-20					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
IF Response 19-20					
Moderated 19-20					
IF response 21-22					

4.8 (new for 2021)	Provide support to help enhance the governance of IF member associations				
	Score				
	0	1	2	3	4
	No	Occasional support offered to help enhance governance of IF member associations	Programme in place to help enhance governance of IF member associations (e.g. seminars at General Assembly)	Programme in place to help enhance governance of IF member associations with support materials provided and/or out-sourced training	Tailored governance support programme based on assessment of members' needs, linked to overall IF strategy
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
IF response 21-22					

4.9 (revised for 2021)	Actively monitor the governance compliance of IF member associations with Statutes, Code of Ethics and other rules				
	Score				
	0	1	2	3	4
	No	Occasional action in response to compliance failures by IF member associations	Rules and a programme to monitor compliance of IF member associations	Rules and a programme to monitor compliance of IF member associations, evidence of implementation	State of the art monitoring process in place to require IF member associations to comply, evidence of implementation, outcomes published
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

4.10 (revised for 2021)	Ensuring equal opportunities for members to participate in the General Assembly				
	Score				
	0	1	2	3	4
	No support for members to attend General Assembly and no information about this policy	Some IF support for members to attend General Assembly, or livestream available for members who do not attend	Equal financial support for members (including a decision to provide no funding), but limited information published	Published details (e.g. application forms/clear criteria) of financial support for members, or policy not to support; or successful delivery of at least one online General Assembly	Published details in addition to total expenditure on actively supporting members to attend General Assembly (e.g. line item in annual accounts); or successful delivery of an online General Assembly with rehearsals and training for participants
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

5. DEVELOPMENT AND SOLIDARITY

Please indicate the extent to which you consider that your IF fulfils the following:

5.1 (revised for 2021)	Clear policy and process in place to determine transparent allocation of resources in declared development objectives				
	Score				
	0	1	2	3	4
	No	Some information about allocation of resources in development objectives	Defined, transparent process to determine allocation of resources in development objectives	Defined, transparent policy and process for allocating resources in development objectives, all info published	State of the art policy and process for allocating resources in development objectives, all info published
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

5.2 (revised for 2021)	Information published on redistribution/support activity for main stakeholders, including financial figures				
	Score				
	0	1	2	3	4
	No	Some redistribution among main stakeholders or support provided directly	Formal redistribution policy or programme for main stakeholders, which may involve providing services directly	Formal redistribution policy or programme for main stakeholders, which may involve providing services directly, with financial figures published	State of the art redistribution programme for stakeholders, declared criteria and financial figures published
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

5.3	Monitoring / audit process of the use of distributed funds				
	Score				
	0	1	2	3	4
	No	Funding recipients provide a report on how money is spent	Monitoring / audit process in place for use of distributed funds and/or directly funded development work	Independent monitoring / audit process in place for use of distributed funds and/or directly funded development work	Independent monitoring/ audit process in place for use of distributed funds and/or directly funded development work, results published
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

5.4 (revised for 2021)	Respect principles of sustainable development and regard for the environment				
	Score				
	0	1	2	3	4
	No	At least some reference to environmental responsibility in official documents	Official guidance on respecting principles of sustainable development and environment in Statutes and/ or event hosting rules	Policy and measures on environmental responsibility, evidence of implementation, details published	State of the art policy on environmental responsibility, linked to UN SDGs or other recognised frameworks, monitoring in place, details published
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

5.5 (revised for 2021)	Existence of social responsibility policy and participation programmes targeting hard to reach areas				
	Score				
	0	1	2	3	4
	No	At least some reference to social responsibility in official documents	Social responsibility policy and programmes in place	Social responsibility policy and programmes in place, evidence of implementation, details published	State of the art social responsibility policy, linked to UN SDGs or other recognised frameworks, monitoring in place, details published
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

5.6	Education programmes (topics other than integrity) and assistance to coaches, judges, referees and athletes				
	Score				
	0	1	2	3	4
	No	At least some educational support for coaches, judges, referees and athletes	Education programme and assistance for coaches, judges, referees and athletes	Education programme and assistance for coaches, judges, referees and athletes with details published	State of the art education programme for coaches, judges, referees and athletes with details published
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

5.7 (revised for 2021)	Put in place integrity awareness/education programmes				
	Score				
	0	1	2	3	4
	No	At least some information on integrity awareness available	Integrity awareness/ education programmes in place	Formal, diversified integrity awareness/education programmes in place (e.g. anti-doping, match manipulation, safeguarding) with evidence of implementation	State of the art integrity awareness/education programmes in place with evidence of implementation (e.g. mandatory, regular education, online/offline, communication)
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

5.8	Legacy programmes to assist communities in which events are hosted				
	Score				
	0	1	2	3	4
	No	Some support for communities which host events in their legacy planning	Legacy programmes to assist communities in which events are hosted	Formal legacy programme and resources to assist communities in which events are hosted	State of the art programme and resources to assist event host communities, monitoring, details published
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

5.9 (revised for 2021)	Anti-discrimination policies covering a range of characteristics				
	Score				
	0	1	2	3	4
No		Recognition of anti-discrimination issues in official documents	Official anti-discrimination policy or policies in place	Anti-discrimination policy/ policies covering all characteristics, evidence of Implementation (e.g. education activity or sanctioning)	State of the art anti-discrimination policies, evidence of implementation, results published
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

5.10	IF dedicates appropriate resources to the Paralympic/disability discipline(s) in the sport (Note: for sports that have no Paralympic or disability discipline, the mean score for the rest of the questionnaire will be awarded for this question)				
	Score				
	0	1	2	3	4
No		IF provides some limited support to the organisation responsible for the Paralympic/ disability discipline(s) in the sport	IF has a committee and some staff support to oversee the Paralympic/ disability discipline(s), or IF has a formal agreement in	IF support for Paralympic/ disability discipline(s) integrated through multiple departments (or support for another organisation) with appropriate resources	IF provides state of the art support for Paralympic/disability discipline(s) integrated through all relevant departments with appropriate resources
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

6. CHECKS AND BALANCES / CONTROL MECHANISMS

Please indicate the extent to which you consider that your IF fulfils the following:

6.1	Establish an internal ethics committee with independent representation				
	Score				
	0	1	2	3	4
	No	Some monitoring of ethical behaviour	Ethics committee with independent representation in place to monitor application of ethics rules	Ethics committee with majority independent representation in place, rules of procedure and can propose sanctions	State of the art ethics committee, independent majority, rules of procedure adhering to the IOC Code of Ethics, proposes sanctions
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

6.2	Establish an internal audit committee that is independent from the IF decision-making body				
	Score				
	0	1	2	3	4
	No	Audit committee in place but no independence	Audit committee in place with independent (meaning not IF staff or members of IF executive) representation	Audit committee in place with independent majority, activity published	State of the art audit committee with independent majority, reports directly to members, activity published
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

6.3 (revised for 2021)	Adopt policies and processes for internal financial controls (e.g. budgeting, separation of duties, dual approvals for payments, IFRS/GAAP audit standard)				
	Score				
	0	1	2	3	4
	No	Some systems in place for internal control	Official procedure in place for internal control	Official procedure in place for internal control, evidence of implementation	State of the art internal control and procedure, evidence of implementation
IF Response 19-20					
Moderated 19-20					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
IF Response 19-20					
Moderated 19-20					
IF response 21-22					

6.4 (new for 2021)	Implement a risk management programme				
	Score				
	0	1	2	3	4
	No	Occasional discussion of risk management at Executive Board level	IF identifies strategic risks with updates considered at least annually at Executive Board level	Risk register or equivalent system and mitigations considered systematically by the Executive Board, delegated responsibility for a specialist sub-committee (e.g. audit, finance and risk)	State of the art risk management programme in place, summary information in Annual Report and/or Audited Accounts
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
IF response 21-22					

6.5	Adopt policies and procedures which comply with competition law / anti-trust legislation in eligibility of athletes and sanctioning of events				
	Score				
	0	1	2	3	4
	No	Some acknowledgement of potential issue in official documents, such as a basic eligibility rule	Proportionate eligibility rule (or no restrictions) for athletes and for sanctioning of events	Proportionate eligibility rule, evidence of relevant activity, such as discussion of eligibility/event sanctioning by Executive Board and/or General Assembly	State of the art policies and procedures in place, including appeal process
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

6.6	Observe open tenders for major commercial and procurement contracts (other than events)				
	Score				
	0	1	2	3	4
	No	Some tenders for major commercial and procurement contracts	Regular open tenders for major commercial and procurement contracts	Regular open tenders for major commercial and procurement contracts, full documentation	State of the art open tenders for major contracts, full documentation, publication of appointments
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

6.7 (revised for 2021)	Decisions made can be challenged through internal appeal mechanisms with a final right of appeal to CAS				
	Score				
	0	1	2	3	4
	No	Some opportunity for internal appeals	Internal appeals policy in place or a right to appeal directly to CAS	Internal appeals policy in place, evidence of implementation, with final right of appeal to CAS or equivalent	State of the art appeals policy, evidence of implementation, full decisions published; final right of appeal to CAS
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

6.8	Due diligence and effective risk management in bidding requirements, presentation, assessment and allocation of main events				
	Score				
	0	1	2	3	4
	No	Some due diligence and/or risk management in bidding and allocation of major events	Designated due diligence and risk management process for bidding, assessment, event allocation	Due diligence and risk management process for bidding, assessment, event allocation, info published	State of the art due diligence/ risk management for event process, info published, with element of external bidding assessment
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
<i>IF Response 19-20</i>					
<i>Moderated 19-20</i>					
IF response 21-22					

6.9 (revised for 2021)	Awarding of main events follows an open and transparent process				
	Score				
	0	1	2	3	4
	No	Some information published about process for awarding main events	Process for awarding main events with rules including criteria, fair timetables, outcomes published	Process for awarding events, rules include criteria, fair timetables, shortlisting or rotation	Process for awarding events, rules include criteria, fair timetables, shortlisting or rotation, with element of external bidding assessment, designated method for reallocation
IF Response 19-20					
Moderated 19-20					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
IF Response 19-20					
Moderated 19-20					
IF response 21-22					

6.10	Compliant with applicable laws regarding data protection (such as GDPR) and takes measures to ensure IT security				
	Score				
	0	1	2	3	4
	No	Some evidence of action taken regarding data protection issues	IF is compliant with applicable data protection laws, such as GDPR and undertakes IT security measures	IF is compliant with applicable data protection laws and provides training for staff members, undertakes regular risk reviews of its security of IT systems with actions taken to mitigate risks	State of the art policies and procedures in place
IF Response 19-20					
Moderated 19-20					
IF response 21-22					
	Evidence for score (e.g. website link, brief explanation, etc.)				
IF Response 19-20					
Moderated 19-20					
IF response 21-22					