
Terms of Reference

Athletes Representation in the IOF

1.0 Introduction

Athletes representation in IOF has three levels:

1. An Athlete Advisory Groups (AAG) for each discipline; FootO, MTBO, SkiO and TrailO.
2. The Athletes Commission (AC), 8 members in total, consisting of 2 members of different genders from each discipline AAG (FootO, MTBO, SkiO and TrailO)
3. Athletes Commission representatives on the Council, 2 members of different genders.

2.0 Vision and Mission

The mission is to represent the voice and interests of athletes by engaging in decision-making processes within the IOF organisation and to empower athletes through the communication of information.

The vision is to encourage innovation and growth of disciplines while advocating for human rights, health and safety, athlete development and promoting causes that are important to the development and sustainability of the sport's disciplines.

3.0 Aims

3.1 Promote Clean Sport

- To raise awareness of the importance of clean sport among athletes across disciplines
- To support the initiatives of the World Anti-Doping Agency (WADA) via IOF Anti-doping Rules
- To work together with the Council to enhance its procedures and provide athlete feedback about promoting clean sport.

3.2 Promote Fair Play

- To raise awareness of the importance of fair play for the integrity of our sport and its competitions.
- To work together with the Council to further develop a culture and understanding of fair play in our sport.
- To cooperate with the Council to develop and enhance fair play education tools.

3.3 Encourage Sustainable Practices

- To raise awareness of environmental issues, serve as role models and inspire others.
- To engage athletes in programs aimed at helping the environment as the "arena" of our sport

3.4 Support Youth Development

- To support youth development programs and serve as role models to promote orienteering as a healthy recreational activity for children and youth.

3.5 Enhance Athlete Networks Among Disciplines

- To develop effective communication networks within and across disciplines to communicate information between the Council and athletes and vice versa

3.6 Provide Organiser Feedback

- To gather assessments from athletes on World Championships and World Cup events across disciplines and provide the Council and Organisers with relevant feedback.

4.0 Athlete Advisory Groups

- 4.1 There shall be an Athlete Advisory Group (AAG) for each IOF discipline; FootO, MTBO, SkiO and TrailO.
- 4.2 Each discipline based AAG shall have a minimum of 4 members and a maximum of 6 members. Each AAG shall have at least one member from outside Europe and at a minimum two members each of different genders.
- 4.3 A person desiring to be a member of an AAG shall be nominated by their member federation. The nominating federation shall be a full member and have paid all membership fees at the time of nomination.
- 4.4 To be eligible to be a member of a discipline based AAG, the nominee shall have participated in a World Championship or World Cup in that discipline in the previous 3 years prior to the date of their nomination.
- 4.5 Elections for each discipline based AAG shall be by digital voting and shall occur in even years and not less than three months before the General Assembly held in that year.
- 4.6 The term for a person elected to an AAG shall be for two years. A person may be re-elected up to a maximum of 8 years total service, however not longer than allowed by §4.4 above.
- 4.7 Voting for a discipline based AAG shall be open to registered athletes who have participated in a World Championship or World Cup in that discipline in the previous 3 years prior to the date of the AAG election.
- 4.8 Within one month of election of the AAG in each discipline, the AAG shall meet and nominate two members of different genders to be the AAG representatives on the IOF Athletes Commission. These persons will be designated co-Chairpersons of the AAG.
- 4.9 Each AAG shall meet on at least three occasions, either face to face or digitally, in a calendar year. One meeting shall be at the respective World Championship of that discipline. Any costs incurred for meetings of each AAG shall be borne by the IOF member that the AAG representative is a member of. Digital meetings will be preferred to keep costs to a minimum.
- 4.10 In the event of the resignation of an elected member of the AAG, the vacant position shall be offered to the next eligible candidate on the voting result list who aligns with the criteria for gender balance within the AAG. If the first candidate declines the offer, the position shall be successively offered to the subsequent candidates meeting the gender balance criteria until a candidate accepts the position.
- 4.11 Remit
 - 4.11.1 To nominate a member or members of the AAG to take part in Discipline Commission meetings.
 - 4.11.2 To discuss and address issues concerning Athletes in the discipline.
 - 4.11.3 To present to the Council via the Athletes Commission viewpoints and wishes from the Athletes.

5.0 Athletes Commission (AC)

- 5.1 The Athletes Commission shall be 8 members, consisting of 2 members of different genders from each discipline AAG (FootO, MTBO, SkiO and TrailO)
- 5.2 The term for a person on the Athletes Commission shall be for two years. A person may be re-appointed to the AC up to a maximum of 8 years total service, however not longer than allowed by §4.4 above.
- 5.2 The Athletes Commission shall meet within one calendar month of the conclusion of appointment of representatives from each discipline based AAG.
 - 5.2.1 At this meeting the Athletes Commission will appoint two representatives to represent the Athletes Commission on the Council, designated as Co-Chairpersons of the AC. The two representatives shall be from different members and genders and one representative shall be from the FootO AAG. The second representative is appointed at the discretion of the AC.
 - 5.2.2 The term for Athletes Commission representatives on the Council shall be for one Ordinary General Assembly period. A person may, if appointed by the AC, remain a Council representative up to a maximum of 8 years total service, however not longer than allowed by §4.4 above.
 - 5.2.3 The Athletes Commission representatives on the Council shall be formally confirmed at the General Assembly.
 - 5.2.3 The IOF shall cover all costs for Athlete Commission representatives on the Council.
- 5.3 The Athletes Commission shall meet on at least three occasions, either face to face if possible at the IOF Joint Meeting or digitally, in a calendar year. The costs for one face-to-face meeting of the AC per year shall be borne by the IOF. Any additional costs incurred for meetings of the Athletes Commission shall be borne by the member that the Athletes Commission representative is a member of. Digital meetings will be preferred to keep costs to a minimum.

Approved by the IOF Council
24 November 2023