



**International Tchoukball Federation**

# **FITB Bylaws**

Adopted by The FITB General Assembly  
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## **NAME, DOMICILE, COMPOSITON**

### **Article 1: Name**

- 1.1. The "International Tchoukball Federation" officially called FITB is a non-profit legal entity disposing of all means to reach its objectives.
- 1.2. The FITB was founded on 5 June 1971 in Switzerland as an Association according to Article 60 of the Swiss Civil Code (extract below):

"Associations which have a political, religious, scientific, artistic, charitable, social, or any other than an industrial object, acquire the status of a person as soon as they show by their constitution their intention to have a corporate existence.

The constitution must be drawn up in writing and state the object, the capital and the organisation of the society.

*(the word "association" is here used as a generic term, whereas "society" is confined, except in combination with "co-operative", to associations with non-commercial objects, which form the subject of this chapter.)"*

### **Article 2: Domicile**

- 2.1. The domicile and official address of the FITB is that of the office of the acting President.

### **Article 3: Composition**

- 3.1. The FITB is composed of the National Federations of tchoukball on which it has bestowed recognition and which control tchoukball in their state or territories.
- 3.2. Only one federation per country shall be entitled to FITB Membership.



## PURPOSES

### Article 4: Purposes and Goals

- 4.1. The FITB shall lead, develop, and promote Tchoukball around the world, as a means to contribute to the positive development of our society.
- 4.2. It shall promote the practice of Tchoukball in the spirit of the educational and ethical values described in the Tchoukball Charter and according to the principles established by its founder, Dr Hermann Brandt.
- 4.3. It shall ensure:
  - 4.3.1. That its business is transacted pursuant to the FITB Bylaws and FITB regulations
  - 4.3.2. The ownership, management, and operation of all FITB events together with the control of media, marketing, sponsorship and broadcasting, and all other rights associated with such events.
  - 4.3.3. The development of new national federations.
  - 4.3.4. The development of all forms and modifications of tchoukball including tchoukball for people with a disability.
  - 4.3.5. The development of the cause of coaches, referees, and players.
  - 4.3.6. The development of junior players.
- 4.4. The FITB may undertake all actions deemed necessary in the pursuit of the goals stated above.

### Article 5: FITB Rights

- 5.1. FITB is the owner of all premiums and rights acquired on behalf of the FITB by itself or its employees, representatives or persons acting on its behalf unless otherwise agreed in a specific case. The same also applies to all intellectual and property rights (both tangible and intangible). FITB shall have complete control of these rights. However, FITB Executive Committee may delegate these powers or grant these rights (whether subject to payment or gratuitously) on an event-by-event basis.



## **Article 6: FITB Duties**

- 6.1. The FITB duties must be conducted subject to the bodies approval as listed in Appendix 2: Governance Processes. The FITB shall:
- 6.1.1. Issue bylaws, regulations, and official rules of the game for all forms and modifications of tchoukball including tchoukball for people with a disability.
  - 6.1.2. Govern, appoint, regulate, and assess FITB international referees.
  - 6.1.3. Govern its homologation programme, regulating the official standards and specifications for Tchoukball equipment
  - 6.1.4. Encourage good relations amongst its National Federations and between its National Federation Members and itself.
  - 6.1.5. Exercise its rights and obligations towards its Members.

## **Article 7: FITB Contribution**

- 7.1. With its activities, the FITB shall contribute to the promotion and strengthening of friendship and mutual respect and understanding among Tchoukball participants throughout the world with the promotion of peace, the most important prerequisite for the existence of Tchoukball, being the main objective.

## **Article 8: FITB Non-Discrimination Policy**

- 8.1. The FITB tolerates no discrimination on the basis of:
- 8.1.1. Age
  - 8.1.2. Disability
  - 8.1.3. Gender reassignment
  - 8.1.4. Marriage and civil partnership
  - 8.1.5. Pregnancy and maternity
  - 8.1.6. Race



- 8.1.7. Religion or belief
- 8.1.8. Sex
- 8.1.9. Sexual orientation
- 8.2. Organisers of official FITB events (tournaments, festivals, congresses, conventions, training seminars, symposia, etc) shall be compelled to make a declaration to that effect before the FITB transfers the event.
- 8.3. Teams shall not boycott official FITB events or refuse referees for reasons related in any way to Article 8.1. Violation of this article shall result in suspension of the national federations or teams concerned, by the FITB Executive Committee (EC) and the next General Assembly (GA) shall decide on the final suspension.
- 8.4. The FITB supports a fair representation of women in sporting activities and in the management of Tchoukball.

#### **Article 9: FITB and Fairness in Sport**

- 9.1. The FITB shall be committed to fairness in sports and prohibit any attempts at unfair performance improvement. The prevention of any use of doping shall be a special concern.
- 9.2. Current World Anti-Doping Agency (WADA) code and IOC doping regulations shall form part of the FITB Bylaws and Regulations.
- 9.3. Regulations concerning doping shall be the subject of a special body of regulations which shall include mention of the necessary sanctions.

#### **Article 10: Violations**

- 10.1. All violations of the provisions of the FITB legal instruments are subject to sanctions provided for in those Bylaws and in the FITB Regulations. Rights to proper defence are guaranteed by the FITB Bylaws.

#### **Article 11: FITB Mission**

- 11.1. The mission of the FITB is to govern, manage and develop Tchoukball so that it becomes a prominent team sport with a high global awareness.



- 11.1.1. In co-operation with its affiliated national federation members, the FITB will achieve its mission by:
  - 11.1.2. spreading the teaching and practice of Tchoukball worldwide.
  - 11.1.3. the development of high-quality training programs and modern communication tools.
  - 11.1.4. the staging of world class international events.
  - 11.1.5. the application of modern sport management principles.
- 11.2. The FITB wants to promote the practice of a healthy and ethical sport and wants to encourage the teaching of the educational merits of Tchoukball. It aims particularly:
  - 11.2.1. to promote the practice of Tchoukball as a tool for physical, educational, and positive social development.
  - 11.2.2. to vastly increase Tchoukball gatherings and to encourage exchanges between people, in order to promote peace and tolerance.
  - 11.2.3. to take measures to promote the participation of women and persons with disabilities, sport for all, fair play, athletes' health and safety, high standard arbitration, and clear competitions rules.
  - 11.2.4. to take measures to protect the athletes and their entourage from corruption, illegal and irregular betting, fraud, and other harmful practices linked to sport.
  - 11.2.5. to take measures to incorporate and implement sustainability principles both with regard to the environment and society.
  - 11.2.6. to be a signatory of the World Anti-Doping Code.
  - 11.2.7. to apply in all aspect of its daily business the principle of good governance.
  - 11.2.8. The FITB wants to be a modern, flexible, transparent, and accountable organisation



- 11.2.9. In all its activities, the FITB will endeavour to provide maximum enjoyment for participants and spectators, maintaining strong values of mutual respect.



## **MEMBERSHIP AND FITB BODIES**

### **Article 12: Membership**

- 12.1. The General Assembly alone shall grant membership.
- 12.2. Any National Tchoukball Federation (NF) may join the FITB if they are in agreement with its aims, fulfil FITB conditions and undertake to respect FITB Bylaws and Regulations. The FITB recognises the following membership levels:
- 12.3. Full Member (FMs): National Federations who pay the annual membership fee, and are in good standing are entitled to 1 (one) vote during the General Assembly. Full Members not in good standing lose their right to vote.
- 12.4. “Good standing” is defined as:
- 12.4.1. Having paid all membership fees and agreed liabilities to the FITB on 31 March of the year of a General Assembly or on the date of the General Assembly if it is earlier in the calendar year.
- 12.4.2. If the amount paid falls short of the total liability to the FITB by less than 10% due to banking fees, the Full Member may still vote if they pay the remaining liability by the start of the General Assembly. The Full Member must be made aware of the debt by the FITB Secretariat within 1 month of the General Assembly. If the FITB Secretariat fails to inform the Full Member by the deadline, no right to vote is lost.
- 12.5. Associate Member (AM): National Federations who pay no annual membership fee, are entitled to 0 (zero) votes during the General Assembly and may participate in FITB events with team(s).

### **Article 13: Application for Membership**

- 13.1. A national federation or Continental Federation candidate applying for membership shall address a written request to this effect to the FITB no later than 4 (four) months before the next GA. The application shall contain:
- 13.2. Name and address of the national federation's headquarters.



- 13.3. Name and address of the President and the Executive committee members of the national federation.
- 13.4. Bylaws and other Regulations of the national federation.
- 13.5. A writing agreement to certify that the national federation will do it's best to integrate and welcome any Tchoukball team without any discrimination of any kind in its country.
- 13.6. A writing agreement to certify that the national federation agrees to apply and promote the Rules of the Game, the FITB Bylaws and regulations.
- 13.7. For Full Member (FM), and Associate Member (AM), a copy of the proof of payment of the application fee to the FITB. This amount will not be reimbursed in case of rejection of the application.
- 13.8. Provide a five years Tchoukball development plan in the applicant country.
- 13.9. The National and official certificate of registration of the association of the country of origin.
- 13.10. A completed FITB Membership Application Form
- 13.11. The Executive Committee shall take a decision based on these documents pending ratification by the General Assembly. The candidate shall not be present during the vote. Upon approval, all FITB Membership shall become effective after the close of the General Assembly, and in case of Full Member (FM), only after the payment of the annual fee is received by the FITB which shall occur within 1 (one) month following the General Assembly.
- 13.12. The Executive Committee defines the conditions and procedures to be fulfilled for such request of affiliations and shall be approved by the General Assembly.

#### **Article 14: Annual Membership Fee**

- 14.1. Each Full Member (FM) shall pay an annual membership fee whose amount and conditions are established by the Executive Committee and ratified by the General Assembly.

#### **Article 15: Loss of Membership**

- 15.1. The FITB membership shall be forfeited:



- 15.2. For violation of the FITB Bylaws or FITB regulations, and decisions, by a 2/3 (two-thirds) majority of votes validly cast at the General Assembly.
- 15.3. If the member concerned no longer has the character of a national federation, by a 2/3 (two-thirds) majority of votes validly cast at the General Assembly
- 15.4. The Executive Committee may, by a majority decision, suspend, until the next General Assembly, a member who fails to comply with a provision of the Bylaws, regulations, directives, decisions of the FITB, and in particular for the following reasons:
  - 15.5. non-payment of any liabilities due to the FITB
  - 15.6. Owing 2 (two) years of overdue annual membership fee to the FITB. A final decision shall be made by the next General Assembly, according to 15.1 providing that the suspension is still in force at that time.
  - 15.7. Full Member (FM) and Associate Member (AM) wishing to resign their FITB membership shall inform the FITB Presidency, by registered letter.
  - 15.8. The resignation shall become effective 3 (three) months after the FITB has received the letter of resignation.

#### **Article 16: In Case of Loss of Membership**

- 16.1. The former FITB member shall make no reference whatsoever to the FITB, in particular the FITB's name and logo.
- 16.2. The outgoing Member loses its member rights after the expiration of membership. It is not entitled to any participation or advantage from the FITB, or to any financial compensation following its resignation or exclusion.

#### **Article 17: Membership Duties**

- 17.1. The Member shall respect and apply the FITB Bylaws, Regulations, and Official Rules of the Game. Their own Bylaws shall reflect the provisions of the FITB Bylaws and Regulations which are considered an integral part of their Bylaws. In case of contradiction, the FITB Bylaws and Regulations shall prevail.



## **FITB BODIES, MOTIONS, QUORUM, AGENDA, ELECTIONS, COMPETENCES**

### **Article 18: FITB Bodies**

- 18.1. The General Assembly is the supreme authority of the FITB. It shall meet at least once every 2 (two) years.
- 18.2. The FITB Executive Committee (EC) shall comprise a maximum of nine members.
- 18.3. The General Secretariat shall be the FITB administrative body.
- 18.4. The FITB auditors shall control financials matters.

### **Article 19: Motions**

- 19.1. FITB Members, Continental Federations, the FITB Executive Committee, and Chairperson of the committees may submit motions to the General Assembly. They shall be made in writing, in English, together with rationales to the Presidency:
  - 19.1.1. No later than 3 (three) months prior to the General Assembly in the case of ordinary General Assembly
  - 19.1.2. No later than 1 (one) months prior to an Extraordinary General Assembly
- 19.2. Motion submitted past the deadline or as late as while the General Assembly is in progress require a 2/3 (two-thirds) majority votes validly cast of the General Assembly to be heard. Excluded from this provision shall be Bylaws amendment, Rules of the Game, Beach and WheelChair Tchoukball Rules, and applications to hold FITB events.

### **Article 20: General Assembly Call, Organisation, and Planning**

- 20.1. The dates and the place of the next General Assembly must be announced to the FITB Members at the latest 4 (four) months in advance.



- 20.2. The amendment of the Bylaws, Rules of the Game, Beach and WheelChair Tchoukball Rules, shall be sent to the FITB Members 4 (four) months before the General Assembly.
- 20.3. The following documents have to be sent 1 (one) month before the General Assembly to the FITB Members:
- 20.3.1. The agenda.
  - 20.3.2. The last General Assembly minutes.
  - 20.3.3. The FITB President's reports.
  - 20.3.4. The financial reports.
  - 20.3.5. The commission reports.
  - 20.3.6. Election candidates as required.
  - 20.3.7. The commission proposals as required.
  - 20.3.8. The proposed motions of the Member as required.
- 20.4. An Extraordinary General Assembly (EGA) may be held any time the FITB Executive Committee deems it necessary. 1/5 (one fifth) of the Full Members (FM) in good standing can also request for an EGA by making a written request to the FITB with a detailed explanation of the grounds of this request. The EGA must allow for online voting. Only matters mentioned in these requests may be raised at an EGA. With the exception of those points covered within this article, the procedure shall be equal to the one of the Ordinary General Assembly. Deadlines for the EGA are as follows:
- 20.4.1. The EGA must be held within 4 (four) months and the date and place announced no later than 3 (three) months before the EGA.
  - 20.4.2. Motions for the EGA must be received by the FITB no later than 2 (two) months before the EGA.
  - 20.4.3. Documents for the EGA must be sent no later than 1 (one) month before the EGA.



## **Article 21: The General Assembly, Composition, and Competences**

- 21.1. The General Assembly is composed of all the affiliated Members up to date in their obligations and financial commitments (being in good standing at the time of the meeting). Each Member may be represented by a maximum of 2 (two) delegates, duly accredited for that purpose, who shall be members of the national federation (NF). All delegates other than the President/Chairperson, Secretary General, Treasurer, of the Member shall present at the meeting a power of Attorney document signed by one of the above-mentioned Officers. No-one shall represent more than one Member.
- 21.2. Associate Members (AM) shall have the right to raise issues and participate in all discussions at the General Assembly but shall not have the right of vote.
- 21.3. Those Bylaws entitle some observers to attend the General Assembly. The President may also entitle some observers. The observers have no right of vote.
- 21.4. 1 (one) Continental Federation representative may also attend the General Assembly. The delegate shall have the right to raise issues and participate in all discussion at the General Assembly, but the representative has no right of vote.
- 21.5. The Chair of the General Assembly shall be proposed by the FITB Executive Committee and named in the invitation send to the Member and Associates Member at the time of the General Assembly invitation.
- 21.6. The inalienable prerogatives of the General Assembly are:
- 21.6.1. To amend the Bylaws.
  - 21.6.2. To create, modify, approve the Official Rules of Tchoukball, Beach, WheelChair Tchoukball Rules.
  - 21.6.3. To accept the FITB budget.
  - 21.6.4. To ratify the affiliation and expelling of a Member and/or a Continental Federation.
  - 21.6.5. To approve the President's report, and the FITB financial reports.
  - 21.6.6. To decide of the use of any profits, and to approve the actions, regulations, directives, decisions, of FITB Executive Committee and its program for the following years.



- 21.6.7. To elect the President of the FITB, the Vice-President, the General Secretary, the Treasurer, and the FITB Executive Committee members.
- 21.6.8. To attribute the title of Honorary President or Honorary member to persons who have rendered remarkable services to the FITB, or revoke the title if the person deserves it.
- 21.6.9. To decide on membership fee.
- 21.6.10. To decide on the dissolution and the liquidation of the FITB.
- 21.6.11. To decide on the amount of royalties due by users of the certification material.
- 21.6.12. To decide on the delegation of power by the FITB Executive Committee or Power of Attorney.
- 21.6.13. To decide on the President proposal program.

## **Article 22: Agenda**

- 22.1. The FITB Executive Committee prepares the agenda for the General Assembly. In all cases, this agenda shall include, among others, the following items:
  - 22.1.1. Opening of the General Assembly.
  - 22.1.2. Election of the Chair of the General Assembly.
  - 22.1.3. Roll Call.
  - 22.1.4. Election of two examiners of the minutes.
  - 22.1.5. Approval of the minutes of the last General Assembly.
  - 22.1.6. Affiliating and expelling Member, Associate Members and /or Continental Federation as required.
  - 22.1.7. Modification of the Membership application, and fee process as required.



- 22.1.8. Presentation of the FITB President's reports.
  - 22.1.9. Presentation of the FITB financial reports.
  - 22.1.10. Presentation of the FITB committees reports.
  - 22.1.11. Approval of the FITB President's reports, the FITB financial reports, and committees reports.
  - 22.1.12. Amendments to the Bylaws as required.
  - 22.1.13. Changes in the Official Rules of Tchoukball, Beach and Wheelchair Tchoukball Rules, as required.
  - 22.1.14. Appointment and election of financial auditors as required.
  - 22.1.15. Appointment or removal of honorary members.
  - 22.1.16. Presentation of the FITB President's program.
  - 22.1.17. Election of the FITB President as required.
  - 22.1.18. Election of the FITB Executive Committee Members as required.
  - 22.1.19. Proposition of the amount of royalties due by users of the certification material as required.
  - 22.1.20. Proposition on the delegation of power by the FITB Executive Committee or Power of Attorney as required.
  - 22.1.21. Proposition of the budget.
  - 22.1.22. Propositions of FITB regulations, and/or motions proposed by the Executive Committee, committees, Member, continental federations as required.
- 22.2. At a General Assembly, only items on the agenda may be discussed. In case of emergency and/or on the recommendation of the FITB Executive Committee or on a delegate's request, items not on the agenda may be debated, provided that the General Assembly agrees by a 2/3 (two-thirds) majority of vote validly cast. See also 19.2 for the exclusion.



- 22.3. The Agenda of the General Assembly without elections shall be adjusted accordingly.

### **Article 23: Quorum and Decisions**

- 23.1. Only the Full Member (FM) in good standing (i.e. has satisfied all its financial obligations to the FITB at the time of the meeting) and are present, are counted to determine if the quorum is reached. They are entitled to attend with the right to vote. The delegates of a Full Member (FM) under suspension, by the Executive Committee, and ratified by the General Assembly, for any reason whatsoever, may attend the General Assembly as observers, but the Full Member (FM) cannot be counted for the purpose of the quorum.
- 23.2. Illegible, void, or blank votes, and abstentions shall not be included in the count of validly cast votes.
- 23.3. The General Assembly may make a decision if at least 3/5 (three/fifth) of the Members with the right to vote, as established by article 12.3 are present. If the quorum is not formed a new General Assembly may be organised.
- 23.4. Except where otherwise provided for in these Bylaws the decision shall be made by open ballot.
- 23.5. Except where otherwise provided for in those Bylaws or the FITB Regulations, the decisions of the General Assembly are taken by a simple majority of the Members (FM)votes validly cast, however:
- 23.5.1. An amendment to the Bylaws required a 2/3 (two-thirds) majority of votes validly cast.
- 23.5.2. Change in the Rules of the Game, Beach, Wheelchair Tchoukball rules, required a simple majority of votes validly cast.
- 23.5.3. In the case of equal numbers of votes the voting process shall be repeated. If a motion fails to reach a majority in a repeat vote, it shall be rejected.
- 23.6. Except where otherwise provided for in those Bylaws, or in specific decisions of the General Assembly which may fix a later date for the enforcement of its decisions, such decisions shall enter into force immediately following the General Assembly.



## **Article 24: Election of the President**

- 24.1. The President is elected by the General Assembly for a 4 (four) year term. Re-election is possible for 1 more consecutive term: 8 years total. No President may serve continuously for more than 8 years. Candidates shall have reached the age of 18 years at the time of the election. Candidacies for the Presidency shall be submitted to the FITB by fully paid-up Full Members (FM), no later than 3 (three) months prior to the opening of the General Assembly.
- 24.2. Before the elections, the candidates must present their program and the main results that they want the FITB to achieve before the next ordinary General Assembly.
- 24.3. The election for President requires a simple majority. If more than one candidate is presented, voting shall be by secret ballot. In the event there is only one candidate for the position being filled, the election will be carried out by acclamation, unless an election by secret ballot is requested by at least 2 (two) Full Members (FM).
- 24.3.1. If any voting is held by electronic means, the FITB Executive Committee will choose 2 people from within it to observe and record votes.
- 24.3.2. The General Assembly may choose a delegate or observer in attendance to also attend the secret ballot as an observer. This is not mandatory.
- 24.3.3. Any individual from the 2-3 observers that discuss the result of a secret ballot at any point after it is completed may be subject to disciplinary proceedings by the Ethical Commission.
- 24.4. If no candidate obtains a simple majority of votes validly cast, a run-off election shall be held between the two candidates who obtained most votes in the first ballot. In the second ballot, a simple majority and the most votes shall decide. In the case of a tie, the voting process shall be repeated.
- 24.5. If no candidate has been nominated within the deadline or if the nominee is no longer a candidate on the day of the General Assembly, candidates may be nominated at the General Assembly.
- 24.6. A candidate who has previously been President may run for election again after a full 4-year term's gap from their last Presidency regardless of the number of terms they served.



- 24.6.1. A former President who has served 2 consecutive terms may not become Acting President until the full 4-year term's gap has expired if the current President resigns from office.
  
  - 24.6.2. If a former President returns to office subject to article 24.6 after 2 consecutive terms, they may not be Acting President again. They may serve a maximum of 2 further terms whether consecutive or not: 4 terms total, 16 years maximum. Following this service, they may no longer serve again as President or Acting President for any reason.
- 24.7. The newly elected FITB President and Executive Committee shall take office 1 month after the close of the General Assembly.



## **Article 25: Elections of the FITB Executive Committee Officers**

- 25.1. Following the election of the President, the General Assembly shall proceed with the election of the members of the FITB Executive Committee according to the terms in Article 27. Candidates shall have reached the age of 18 years at the time of the election. The proposal shall include:
- 25.1.1. A Vice-President, a Treasurer, a General Secretary.
  - 25.1.2. Chairs of FITB Committees.
- 25.2. The President shall propose, for election, the members of the Executive Committee.
- 25.3. The election of members of the FITB Executive Committee is done by a multinomial vote (all names proposed by the President, are on the same ballot), and require a simple majority votes validly cast.
- 25.4. The General Assembly may refuse the President's proposal, by simple majority votes validly cast, in which case the President must make another proposal.

## **Article 26: Minutes of the General Assembly**

- 26.1. The minutes shall be sent to the FITB Members within 1 (one) month after the General Assembly has been held. The minutes shall be adopted at the next General Assembly.

## **Article 27: The FITB Executive Committee Competences and Duties**

- 27.1. The FITB Executive Committee (FITB-EC) shall consist of the following members:
- 27.1.1. President, Vice-President, Treasurer, General Secretary
  - 27.1.2. An additional 6 (six) members elected by the General Assembly who shall become chairperson of specific committees.



- 27.2. The FITB-EC members shall be a representation of the global tchoukball community. There must be citizenship in 3 (three) different continents amongst its members. Only 2 (two) of its members may have citizenship in a country which is an Associate Member (AM). The remaining members must have citizenship in a country that is a Full Member (FM).
- 27.3. The President, Vice-President, Treasurer and General Secretary may not also be a Chair of a committee. Each of the remaining 6 (six) FITB-EC members may only Chair 1 (one) committee.
- 27.3.1. Article 27.5 shall take effect after existing terms expire: the 2025 FITB General Assembly
- 27.4. In the performance of their executive duties, the President shall assign specific responsibilities to the Executive Committee members who are elected by the General Assembly.
- 27.5. The procedure within the FITB Executive Committee and the competence of its members shall be governed by these Bylaws and the FITB regulations.
- 27.6. The quorum for meetings of the Executive Committee is met when the President plus 4 (four) other members are present. The simple voting majority shall decide in Executive Committee vote.
- 27.7. Vacancies during the term of office may be co-opted by the FITB Executive Committee members, or new member nominated, and accepted by the majority of the Executive committee, pending ratification by the General Assembly with elections.
- 27.8. The retiring FITB President, Executive Committee members or committee members shall hand-over all necessary documents no later than 1 (one) month after their resignation or following an election.
- 27.9. Newly elected FITB Executive Committee members shall take office immediately after the close of the General Assembly or, when filling vacancies during a period of office, according the FITB Executive Committee directive to that effect.
- 27.10. The FITB Executive Committee shall be responsible for the administration and management of the FITB and shall make decisions on all matters that do not require a General Assembly decision. The FITB Executive Committee may delegate some of its powers. A delegation of power shall be adopted by the General Assembly and required a 2/3 (two-thirds) majority of votes validly cast.



- 27.11. The decisions of the FITB Executive Committee, derived from the competence entrusted to it by the Bylaws and the FITB regulations, are binding on all the FITB Members (FM, AM, CF) covered by such decisions.
- 27.12. The FITB Executive Committee may grant awards to persons who have rendered great services to the FITB.
- 27.13. The FITB Executive Committee has the competence to adopt, by majority of its members, all Regulations proposed by the President Commission unless specified in these Bylaws.
- 27.14. The FITB Executive Committee shall be responsible for personnel decision concerning the FITB General Secretariat.
- 27.15. The FITB Executive Committee shall keep minutes of its meeting. The minutes shall be presented upon a Member delegate's request.

#### **Article 28: The President's Competences and Duties**

- 28.1. The functions and responsibilities of the Presidency shall be carried out by the President, elected by the General Assembly.
- 28.2. Simultaneous chairmanship or presidency of the FITB and of a national or continental federation is not allowed.
- 28.3. Should the President be provisionally unable to carry out their functions, the Vice-President shall take over the President's functions while remaining Vice-President.
- 28.4. Should the President be definitely unable to hold office, the Vice-President shall take over the President's functions while remaining Vice-President until the next General Assembly at which new election shall be organised.
- 28.5. The President shall be responsible for the on-going administration and management of the FITB. They shall be the only person authorised to sign all contracts and committing documents. The President may delegate power of attorney on behalf of the FITB, this provision shall be approved by the General Assembly with a majority of votes validly cast. They manage the FITB and takes all the actions deemed appropriate for the good of the FITB. They shall make decisions on all matters that do not require a General Assembly or a FITB Executive Committee decision.



- 28.6. The President shall represent the FITB with all legal powers and chairs the meetings of the FITB Executive Committee.
- 28.7. The President has the particular responsibility to:
- 28.7.1. Present at the General Assembly, a FITB activity report of the last two years, his/her program and the objectives that he/she wants to achieve until the next General Assembly.
  - 28.7.2. Take the specific actions during his/her mandate to notably achieve those results.
  - 28.7.3. In his/her capacity as Chairman of FITB Executive Committee meeting, the President has the casting vote.

## **Article 29: The Committees**

- 29.1. The following six commissions are permanent, executive FITB bodies with specific tasks:
- 29.1.1. Coaching Commission (CC)
  - 29.1.2. Disability Commission (DC)
  - 29.1.3. Ethical Commission (EHC)
  - 29.1.4. Homologation Commission (HC)
  - 29.1.5. Public Relations Commission (PRC)
  - 29.1.6. Technical Commission (TC)
- 29.2. The committee shall consist of the Chair who shall be a member of the FITB Executive Committee, and members are appointed by the FITB Executive Committee.
- 29.3. If a committee Chair should retire before their period of office ends, the FITB Executive Committee appoints a new chairperson until the next General Assembly who shall possess the same rights as their predecessor.



- 29.4. The FITB Executive Committee shall appoint the committee members for a period of four years. The appointment is based on the representative chosen by the respective committee chair. Committee members serve at the pleasure of the FITB-EC and are not elected, nor do they have limited terms of office.
- 29.5. Each committee may include a maximum of 2 (two) representatives with citizenship in any FM or AM member.
- 29.6. The following tasks shall be incumbent upon the Coaching Commission (CC)
- 29.6.1. Analysing international games and events and drawing up proposals on the future content, organisation and structure of Tchoukball.
  - 29.6.2. Organizing, creating, coach regulations.
  - 29.6.3. Compiling training material for coach.
  - 29.6.4. Organizing international coach training and holding FITB symposia in its own field.
  - 29.6.5. Holding training courses for sports coaches, teachers and physical education teachers.
  - 29.6.6. Selecting, engaging, and monitoring international coaches.
  - 29.6.7. Issuing international coach identification.
  - 29.6.8. Recognizing and training instructors.
  - 29.6.9. Publishing FITB coach lists.
  - 29.6.10. Drawing up publications and teaching programs particularly to prevent Tchoukball injuries and damage.
  - 29.6.11. Instructing and supporting the respective committees or persons responsible in the national federations.
- 29.7. The following tasks shall be incumbent upon the Disability Commission (DC):



- 29.7.1. Recommendations for changes to the official rules of Wheelchair Tchoukball in partnership with the Technical Commission (TC).
  - 29.7.2. Development of tchoukball for people with different types of , physical and mental disability, based on the classifications of the International Paralympic Committee (IPC).
  - 29.7.3. Promotion and creation of opportunities for athletes with a disability to compete at FITB events.
- 29.8. The following tasks shall be incumbent upon the Ethical Commission (EHC):
- 29.8.1. Establish a Code of Ethics Agreement for Tchoukball Participants to sign at any given FITB event.
  - 29.8.2. Organise Ethics seminar, workshop, and teaching material to promote it to Tchoukball participants, Referee, Official, player.
  - 29.8.3. Encourage and urge the FITB to promote Tchoukball events for all, where Tchoukball can be learned, shared, and participants can grow in a safe, fun, and healthy social environment.
  - 29.8.4. Set up sanctions if required.
- 29.9. The following tasks shall be incumbent upon the Homologation Commission (HC):
- 29.9.1. Issuing certification process of Tchoukball Equipment (form, request of certification fee, deadlines).
  - 29.9.2. Issuing regulation and requirements for the certification of Tchoukball Equipment.
  - 29.9.3. Issuing certification contract.
  - 29.9.4. Testing, and delivering certification to sport manufacturers or distributors.
  - 29.9.5. Publishing FITB certified sport manufacturers and distributors lists.



- 29.9.6. Proposing the amount of royalties that are to be paid to the FITB by certified sport manufacturers and distributors and compelling the explanatory notes and dealing with proposals from the Member and submitting them to the General Assembly for approval.
- 29.9.7. Proposing the amount of royalties that are shared in proportions between the Member and the FITB and compelling explanatory notes and dealing with proposals on the recommendations and submitting them to the General Assembly.
- 29.10. The following tasks shall be incumbent upon the Public Relations Commission (PRC):
  - 29.10.1. Producing publicity, teaching, and illustrative material.
  - 29.10.2. Helping design FITB public relations, and produce FITB publications.
  - 29.10.3. Compiling a catalogue of FITB literature, films, videos, pictures and posters and expanding the library where necessary.
  - 29.10.4. Promoting Beach, and Wheelchair Tchoukball.
  - 29.10.5. Instructing and supporting the respective committees or persons responsible in the Member.
  - 29.10.6. Engage means to find sponsors and financial support.
- 29.11. The following tasks shall be incumbent upon the Technical Commission (TC):
  - 29.11.1. Amending the Regulations for FITB events.
  - 29.11.2. Drawing up an international calendar of events and explanatory notes and dealing with proposals on the calendar and submitting them to the General Assembly.
  - 29.11.3. Collaborating in the organisation of international events.
  - 29.11.4. Drawing up the opening and closing ceremony of FITB events and compiling the explanatory notes and dealing with the proposals from the Member, continental federation, and submitting them to the General Assembly.



- 29.11.5. Instructing and supporting the respective committees or persons responsible in the national federations above all in compiling the basic recommendation documents required for Tchoukball (technical installations, tournaments, announcements, media and sponsors recommended guidelines ) and explanatory notes and dealing with proposals on the recommendations and submitting them to the General Assembly.
- 29.11.6. Set the Anti-Doping Rules in accordance with WADA, and support the organisers of the FITB events to comply with these rules.
- 29.11.7. Drawing up the Rules of the Game and explanatory notes and dealing with proposals by the Member and submitting them to the General Assembly for approval in case of the Rules of the Game, Beach, and Wheelchair Tchoukball rules.
- 29.11.8. Organizing, creating, referee regulations.
- 29.11.9. Organizing, creating, training document for referee.
- 29.11.10. Organizing referee training and holding FITB symposia in its own field.
- 29.11.11. Selecting, engaging, and monitoring international referees.
- 29.11.12. Issuing international referee identification.
- 29.11.13. Recognizing and training instructors.
- 29.11.14. Publishing FITB referee lists.
- 29.11.15. Drawing up publications and teaching programs particularly to prevent Tchoukball injuries and damage.
- 29.11.16. Instructing and supporting the respective committees or persons responsible in the national federations.
- 29.11.17. Assist, provide, and support the organisers of FITB events with the schedule of the matches, Referee calendar for the events, Arbitration in case of Dispute, and all technical situations that may be needed by the organiser.



- 29.12. The Committees shall keep minutes of its meeting. The minutes shall be presented upon a Member delegate's request.

### **Article 30: Working Groups**

- 30.1. The FITB Executive Committee can convene working groups if it deems them necessary to deal with specific matters for a limited period.
- 30.2. The committee chairperson shall establish and propose the responsibilities and functions of the working groups through regulations and shall be accepted by majority of the FITB Executive Committee members.

### **Article 31: The Continental Federations**

- 31.1. Continental Federations shall be recognised when they have at least 3 (three) members.
- 31.2. The FITB recognises the following Continental Federations and its constituent members according to the International Olympic Committee (IOC) classifications:
- 31.2.1. Africa: African Tchoukball Federation.
  - 31.2.2. America: Pan American Tchoukball Federation.
  - 31.2.3. Asia: Asia-Pacific Tchoukball Federation.
  - 31.2.4. Europe: European Tchoukball Federation.
  - 31.2.5. Oceania: Oceania Tchoukball Federation
  - 31.2.6. Until such time as the Oceania Tchoukball Federation exists, this continent shall be managed by the Asia-Pacific Tchoukball Federation. This includes the participation in FITB events by Oceanic countries.
- 31.3. The Continental Federations have the following rights and duties:
- 31.3.1. Recognition of the binding character of FITB Bylaws, regulations and resolutions.



- 31.3.2. Cooperation with the FITB concerning international events and Tchoukball generally.
  - 31.3.3. Holding their continental tournaments and symposia.
  - 31.3.4. Holding their own international tournaments, particularly for juniors, for Beach, and Wheelchair Tchoukball.
  - 31.3.5. Drawing up their list of coaches and referees.
  - 31.3.6. Recruiting new FITB members.
  - 31.3.7. Electing candidates of the Continental Federations to the FITB General Assembly and committees, pursuant the article 21.4 of these Bylaws.
  - 31.3.8. Guaranteeing, in the interests of Tchoukball, regular, and responsible cooperation by members elected or appointed to the FITB Executive Committee, and committees.
  - 31.3.9. Making use of every opportunity to promote Tchoukball in their continent (including organisation of training courses, symposia, seminars).
  - 31.3.10. Creating all bodies needed to fulfil the duties of a Continental Federation.
  - 31.3.11. Right to put motions to the FITB General Assembly.
  - 31.3.12. Mutually exchanging resolutions and information with the FITB.
  - 31.3.13. Ensuring the respect of Tchoukball Charter, the Rules of the Game and the FITB Bylaws and regulations.
  - 31.3.14. Whenever possible. Continental Federation elections shall be scheduled to precede FITB elections.
- 31.4. The General Assembly shall confirm Continental Federation candidates to the FITB Executive Committee. The candidate applies for recognition following the Article 13.1 to the FITB, and the FITB Executive Committee submit the candidacy to the next General Assembly.



- 31.5. A Full Member (FM) or Associate Members (AM) is automatically member of its geographically Continental Federation if there is any.
- 31.6. The Bylaws, Regulations and functioning of the Continental Federation shall follow the general principles and provisions of the FITB Bylaws and regulations.
- 31.7. The Continental Federation shall keep the FITB informed of all:
- 31.7.1. The activities or competition organised by them.
  - 31.7.2. The results of international matches.
  - 31.7.3. Other information that may be useful for the interest of Tchoukball or the FITB.
- 31.8. Only a national federation which is a Full Member or Associate Members of the FITB may join a Continental Federation.

### **Article 32: The FITB General Secretariat**

- 32.1. It shall, under the authority of the President, provide support and assistance to the various institutions of the FITB.

### **Article 33: Honorary Membership**

- 33.1. The General Assembly may grant or remove the title of Honorary President or Honorary Member to any individual person who has rendered meritorious or despicable services to the FITB. The FITB Executive Committee shall submit the name of any such person to the General Assembly for approval.
- 33.2. Honorary Members shall be invited to the General Assembly.
- 33.3. An honorary status does not confer voting rights.



## **FINANCES**

### **Article 34: Financial Reports**

- 34.1. The financial period of the FITB is 2 (two) years and starts on the January 1st in the year in which an ordinary General Assembly is held. An Intermediate report is due the year between the GA by March 1st of the following year.

### **Article 35: Financial Auditors**

- 35.1. 2 (Two) financial auditors and 1 (one) substitute auditor are elected at the ordinary General Assembly for 2 (two) years. They are not necessarily FITB members. Corporate body is eligible. They report in writing on the accounts and on their conclusions to the General Assembly.
- 35.2. The auditors have access to all accounting documents for the purpose of their duties.
- 35.3. The General Assembly shall approve the profit and loss statements and balance sheet of the last biennial accounts for its approval and final discharge of the FITB Executive Committee.

### **Article 36: Revenues**

- 36.1. The revenues of the FITB consist of:
- 36.1.1. Annual membership fees.
  - 36.1.2. FITB Events registration fees.
  - 36.1.3. Revenue from marketing agreements.
  - 36.1.4. Subventions, donations.
  - 36.1.5. Certification application fees.
  - 36.1.6. Royalties on the certification of Tchoukball Equipment.
  - 36.1.7. Any other sources of funding approved by the Presidency, the FITB Executive Committee or the General Assembly.



## **Article 37: Budget**

- 37.1. On the proposal of the FITB Executive Committee, the General Assembly shall adopt the biennial budgets.
  
- 37.2. The FITB Executive Committee may adapt the budgets to newly arising needs; it shall justify it to the General Assembly. Nevertheless, except exceptional circumstances, all expenditure not written in the budget should be able to be financed by a new receipt.



## **OFFICIAL LANGUAGES, CORRESPONDENCE, ANNOUNCEMENT AND PUBLICATION**

### **Article 38: Official Languages and Communications**

- 38.1. The official languages of the FITB shall be English and French. The working language shall be English.
- 38.2. Correspondence between the FITB and its members shall be conducted in English.
- 38.3. In case of conflict of dispute in the interpretation of any FITB regulations, the English version shall prevail.
- 38.4. Every Full Member (FM), Associate Member, (AM), and Continental Federation (CF) shall inform the FITB Secretariat of the essential data (as defined by the FITB General Secretary) of those persons in charge of official correspondence between the FITB and the Member.
- 38.5. The FITB Executive Committee shall decide on Official FITB publications.



## INTERNATIONAL EVENTS

### Article 39: International Events Rights, and Duties

- 39.1. The FITB shall have exclusive rights to hold tchoukball events for teams of all genders and ages and for tchoukball in all its forms.
- 39.1.1. The FITB shall delegate responsibility for the bidding, hosting decision and management of continental events including its training programme to the relevant Continental Federation. It shall do so without losing its rights. Continental Federations shall retain the FITB's name within all their competitions and events.
- 39.1.2. The FITB may remove the delegation of these powers at any time should legitimate concerns be raised by National Federation members within the continent or by the FITB-EC.
- 39.2. The FITB shall be responsible for holding symposia, courses and training courses.
- 39.3. The FITB shall entrust each FITB event to a Full Member (FM) or Associate Member (AM) that has applied to hold it.
- 39.4. FITB events may be awarded to one applicant only, which fulfils the following conditions:
- 39.5. Presentation of a proper budget countersigned by the Member's executives, including participation fee.
- 39.6. Written agreement to fulfil all organisers duties as laid down on the FITB regulations.
- 39.7. And any other requirement stipulated in the Regulations for FITB Events.
- 39.8. The applicant may include a number of members in the organisation of the event.



## **RULES OF THE GAME**

### **Article 40: Rules of the Games Application**

- 40.1. All FITB Members shall be obliged to play tchoukball according to the Rules of the Game approved by the General Assembly and the Tchoukball Charter at FITB events. Within their own National Federation events, members shall be obliged to play tchoukball according to the Rules of the Game unless such changes are necessary for reasons of promotion, performance of their athletes, safety of athletes or spectators or for the efficiency of their events.
- 40.2. Once they have been passed by the General Assembly, changes to the Rules of the Game, or Beach, Wheelchair Tchoukball, shall be announced to all Members by the Secretariat. They shall be published officially 1 (one) month after the General Assembly, they shall be sent to the Member, and the General Assembly shall decide the when the rules will be implemented.
- 40.3. FITB members shall be responsible for quickly making known the changes within their associations. They shall be entitled to declare that changes to the Rules of the Game already announced shall immediately become valid within their association.



## **DISSOLUTION OF THE FITB AND LIABILITY**

### **Article 41: Dissolution**

- 41.1. Only 3/4 (three-quarter) majority of votes validly cast of the Member (FM) entitled to vote and present at the General Assembly may dissolve the FITB. The motion to dissolve the FITB shall have been sent together with the agenda for the General Assembly to all FITB Member.
  
- 41.2. In the event that the FITB shall be dissolved, the General Assembly shall decide on the use of its assets and settle any financial obligations, the assets may be used only for the purpose of non-profit-making sport.

### **Article 42: Liability**

- 42.1. The FITB is liable for its engagements exclusively and only with its own assets. Personal liability of FITB members is expressly excluded.



## MISCELLANEOUS

### **Article 43: Conflict of Interest and Ethical Practices**

- 43.1. If any office, or any officers of the FITB Executive Committee, any FITB officers or their direct relatives, or any other Commission, working group, has a financial interest in any contract or transaction involving the FITB, such individual shall absent himself from the FITB's evaluation or approval of such contract or transaction. The officer or member shall disclose such conflict to the FITB and to the FITB Members. Upon such disclosure being made, the contract or transaction shall not be void if the General Assembly in good faith authorised the contract or transaction by the affirmative vote of the majority of the disinterested FITB members and the contract or transaction is fair to the FITB at the time it is authorised.

### **Article 44: Application Law and Entry Into Force and Dispute Resolution**

- 44.1. Any dispute arising from, or related to the Bylaws, regulations, directives and decisions of the FITB, and for which there is no competent internal body, will be submitted exclusively to the Court of Arbitration for Sport (CAS) located in Lausanne, Switzerland, applying its own procedural rules. Its decisions are final.
- 44.2. Should be a dispute between national federations or between a national federation and the FITB, an amicable settlement will be sought within the FITB. If agreement cannot be reached, the dispute will be brought to the Court of Arbitration for Sport (CAS), in Lausanne, Switzerland, for conciliation, and as the case may be, for judgment.
- 44.3. Any appeal against a final and binding decision from any FITB organ shall exclusively be submitted to the Court of Arbitration for Sport (CAS), to the exclusion of any ordinary court of any country.

### **Article 45: Enforcement**

- 45.1. Those Bylaws shall enter into force immediately after its approval by the General Assembly.
- 45.2. Those Bylaws shall supersede the previous Bylaws and all amendments thereto, which are hereby abrogated.
- 45.3. This version of the Bylaws has been adopted at the General Assembly in Prague, Czech Republic on 1<sup>st</sup> of August 2023.



## APPENDICES

### The Tchoukball Charter

Tchoukball excludes any striving for prestige, whether individually or as a team; rather it is a sport in which players pursue excellence through personal training and collective effort. Tchoukball is open to players of all degrees of ability (natural or acquired) and skill. Inevitably one will encounter players of every possible ability/skill level during play. Every player must adapt his own play and attitude (technical or tactical) to the circumstances of the moment because each player - teammate or opposing player - is due proper respect and consideration.

On a individual level: the attitude of a player is paramount for it implies respect for himself/herself, for his/her own teammates and for opposing team players regardless of whether any are stronger or weaker players than one's self.

On a team level: no outcome, whatever it might be, should never impact one's sense of importance, individually or as a team, and it should never lead to sectarian rivalry. From victory one can derive satisfaction and even joy, but never exaggerated pride. The joy of winning should provide encouragement. Arrogance in victory carries with it the struggle for prestige, which is a source of common conflict among humans and condemned within the sport of Tchoukball.

Tchoukball requires total dedication: one must keep constant watch on the movement of the ball and the other players - both objectively and with empathy. As one participates individually in the sport, one subjects oneself to the group's needs. The result is that in the course of a game, different personalities come together as one when they react collectively within the game.

Thus, in Tchoukball:

- there is a collective achievement within a team. This binds the players together, it teaches appreciation and esteem for the values of others, and it creates a feeling of oneness in the common effort of a small group.
- there is an acceptance of the attitudes of the opposing team with whom one must engage in opportunistic play while resisting any hostile undercurrents.
- each player's major concern is to strive for beauty of play. The universal experience of sport can be summed up by the expression: "elegant play begets elegant play."

This attitude is the basis for social interaction of Tchoukball: it encourages one to aim for perfection while always avoiding any negative conduct toward the adversary.

This basic premise is more than just the rule of a sport - it is a rule for conduct at all times, a psychological component of behavior, the basis of an individual's personality.



The aim of Tchoukball is therefore the avoidance of conflict, with one main goal in mind: fair play that does not compromise the level of play but rather links the two teams together in common activity. The beauty of one team's play makes possible - and reinforces - the beauty of play by the other team.

Tchoukball provides social exercise through physical activity. By pooling the resources of all, everyone participates, with the more adept players accepting responsibility for teaching the less adept; therefore, there is no real individual champion, but rather a collective striving for perfection. When one says, "let the best man win," it should mean that a person achieves his/her best through adequate preparation. This being so, it is appropriate that the results reward the efforts which players have undertaken, individually and as a team. Within these limits, a victory can and should bring satisfaction and meet with an adversary's respect. Victory should inspire in an adversary a desire to do as well, without any feeling of belittlement. Winners should not convey any feeling of arrogant domination. Rather, a sense of healthy satisfaction on the winner's side is like a handshake to encourage the adversary to continue to train properly.

For these reasons, the notion of "victor" should give way to the simpler more appropriate one of "winner." Play as a means of perfecting one's performance is a basic desire that every activity should include and develop. It is toward this goal that every Tchoukball team must work, whether it is in the smallest, friendliest match or the most important meeting "at the summit.



## OVERVIEW FITB REGULATIONS, DUTIES, AND GLOSSARY

### Governance Processes

		Proposed by	Decision by	Implementation by
I	Bylaws	FM, CF, EC	GA	EC
II	Suspension of the membership	EC	GA	EC
III	Regulations new membership	FM, CF, EC	GA	EC
IV	Membership Fee	EC	GA	EC
V	FITB regulations	FM, CF, EC	GA,	EC
VI	Financial Regulations	FM, CF, EC	GA	EC
VII	Election Candidates	FM, CF, EC	GA	EC
VIII	Honorary Members	FM, CF, EC	GA	EC
IX	Dissolution	FM, EC	GA	GA
X	Delegation of Power and Outsourcing	EC	GA	EC
XI	Royalties	FM, CF, EC	GA	HC
XII	Calendar of International Events	FM, CF, EC	GA	TC
XIII	Regulations International Events	FM, CF, EC	GA	TC
XIV	Rules of the Game	FM, CF, EC	GA	TC
XV	Approbation of a new Continental Federation	FM, CF, EC	GA	EC
XVI	Responsibilities and Task of the Commissions	FM, CF, EC	EC	Each Commission
XVII	Official FITB Publication	EC	EC	EC
XVIII	Regulation for International Referee	TC, FM, CF, EC	EC	TC
XIX	Regulation for Official FITB referee courses	TC, FM, CF, EC	EC	TC



XX	Technical Regulations a) Ball Regulations c) Frames Regulations	HC, FM, CF, EC	EC	HC
XXI	Media Regulations	PRC, FM, CF, EC	EC	PRC
XXII	Regulations on Advertising	PRC, FM, CF, EC	EC	PRC
XXIII	Regulation of FITB symposia, and training	CC, FM, CF, EC	EC	CC
XXIV	Regulation for Award	FM, CF, EC	EC	EC
XXV	Standing Orders and Responsibilities and Task of Working Group	FM, CF, EC	EC	EC
XXVI	Submit Motions	FM, CF, EC	GA	EC



## Glossary

GA	General Assembly
FM	Full Member: national federation which is a member who pays an FITB annual membership fee, and is in good standing
AM	Associate Member: national federation which is a member who do not pay a FITB annual membership fee.
EC	FITB Executive Committee
CC	Coaching Commission
DC	Disability Commission
EHC	Ethical Commission
HC	Homologation Commission
PRC	Public Relations Commission
TC	Technical Commission
CF	Continental Federation
NF	National Federation
NR	National Representatives. A person or a group of people which belong to a country without any national federation member of the FITB
FITB Members	Full Member (FM) and Associate Members (AM)