

EUBC Bylaws



adopted by the EUBC Board of Directors on December 20, 2021



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1. INTRODUCTION

1.1 The present regulation (“**Bylaws**”) has been adopted pursuant to Art. 28 of the EUBC Constitution, which confers power to the Board of Directors to adopt regulations.

1.2 The Regulation has been approved by the EUBC Board of Directors on December 20, 2021 and is effective from this date.

2. INTERPRETATION

2.1 The following terms – used in these Bylaws only – have the meaning ascribed to them from this article:

“**Ad hoc Committee**” means a committee established by the Board which performs specific tasks on an “as needed” basis;

“**Board**” means the EUBC Board of Directors;

“**Bylaws**” means the present regulation;

“**Committee**” means a committee established by the Board which is not a Standing Committee pursuant to Art. 35 of the Constitution;

“**Constitution**” means the EUBC Constitution;

“**Standing Committee**” means a standing committee regulated by Art. 35 of the Constitution.

3. PURPOSE

3.1 The objective of the Bylaws is to lay forth the following, to the degree that it is not already mentioned in the Constitution:

- (a) structure, role, composition and procedures of Committees;
- (b) transparency standards;
- (c) financial regulations;
- (d) rules of Congress;
- (e) terms of reference of Committees.

3.2 The Bylaws do not regulate the Standing Committees, these are subject separate regulations.

Section I – The EUBC Committees



4. COMMITTEES

4.1 Pursuant to Art. 28 of the Constitution, the Board has established the following Committees:

- (a) Coaches Committee;
- (b) Communication and Marketing Committee;
- (c) Competitions Committee;
- (d) Medical Committee;
- (e) Passion for Boxing Committee;
- (f) Referees & Judges Committee;
- (g) Women's Committee;
- (h) Youth Committee.

4.2 Pursuant to Article 28.1 (j) of the Constitution, the Board may create additional committees in order to perform specific tasks on an "as needed" basis. Such *Ad hoc* Committees shall be governed by these Bylaws as well as by specific decisions and/or regulations adopted by the Board.

4.3 Subject to these Bylaws, the Board shall approve terms of reference for each Committee which set out its (i) composition, (ii) specific role and responsibilities, (iii) reporting requirements to the Board.

5. AUTHORITY

5.1 The Committees are advisory to the Board. They have no authority to make decisions for or on behalf of the EUBC, and have no authority to incur in any expense or bind the EUBC to any financial or other commitments.

5.2 The Committees are accountable and report to the Board.

6. COMMON RULES GOVERNING THE COMMITTEES

6.1 The following rules – unless otherwise provided – apply to the Committees:

- (a) generally a Committee shall not have more than nine (9) members, with no more than one (1) member from each National Federation;
- (b) members are appointed by the Board, primarily taking into account (i) their expertise and skills in the nature of work or subject matter of the Committee and (ii) any other



- factors which the Board may consider relevant in order to appoint the best suited individuals;
- (c) National Federations may propose or recommend candidates for the Committees to the Board by setting out their skills, expertise and experiences. The proposal or the recommendation shall be accompanied by the CV of the candidate;
 - (d) the Board shall take into account the need for some independent members;
 - (e) where possible there should be a gender balance (with the exception of the Women's Committee);
 - (f) the chairperson of a Committee is appointed by the Board;
 - (g) the vice chairperson of a Committee is appointed by the Committee itself;
 - (h) the Committees – through its chairperson – report to the Board;
 - (i) members shall give authorization to the Board to have his/her profile or his/her CV published;
 - (j) the members – where appropriate and with reasons – may be removed at any time by the Board.

7. ELIGIBILITY

7.1 To be eligible to be appointed as a member of a Committee a candidate must:

- (a) have never been convicted of a serious criminal offence punishable by a term of imprisonment;
- (b) not be the subject of a current or pending prosecution for the commission of a serious criminal offence punishable by a term of imprisonment;
- (c) never been sanctioned for a breach of:
 - i. the Constitution and its applicable regulations;
 - ii. the AIBA Constitution and its applicable regulations;
 - iii. the IOC's Code of Ethics;
 - iv. anti-doping regulations adopted pursuant to the World Anti-Doping Code or any of its national derivatives;
- (d) not be the subject of a current or pending proceeding for a breach of:
 - i. the Constitution and its applicable regulations;
 - ii. the AIBA Constitution and its applicable regulations;
 - iii. the IOC's Code of Ethics;



- iv. anti-doping regulations adopted pursuant to the World Anti-Doping Code or any of its national derivatives;
- (e) not be a bankrupt or insolvent under the law of the candidate's place of domicile;
- (f) not be barred from conducting business in any country in Europe;
- (g) not be the subject of any current order, made under the law of the candidate's place of domicile, declaring him or her to be insane or of unsound mind; and
- (h) save without the express approval of the Board, a candidate cannot hold any position in any international boxing organization other than AIBA or the EUBC.

7.2 A member – upon his/her appointment by the Board – shall confirm in writing:

- (a) his/her availability to undertake the role of member of a Committee;
- (b) his/her acknowledgement of the Constitution, Bylaws and any other relevant EUBC or AIBA regulations;
- (c) disclosure – if any – of potential conflict of interests;
- (d) his/her authorization – in compliance with the applicable regulation of data protection – to have his/her profile or CV published in the EUBC (and/or AIBA) website or in the EUBC (and/or AIBA) social media accounts.

7.3 Any dispute or issue relating to the eligibility of a Committee member, or of a candidate to become a member of a Committee, shall be referred to the EUBC Legal Counsel or, upon request of the member/candidate, to the EUBC Ethics Committee.

8. INCOMPATIBILITY

8.1 In accordance with Article 24.3 of the Constitution, no Director may be a member of any Committee where the principal purpose of the Committee is to regulate technical and competition issues associated with boxing. This includes, but is not limited to, the following Committees: the Coaches Committee, the Competitions Committee and the Refereeing and Judging Committee.

9. VACANCY

9.1 If a member of a Committee:

- (a) dies whilst in office;
- (b) resigns his or her office;
- (c) is removed by the Board pursuant to Art. 6(j);



- (d) is otherwise unwilling or unable to perform the duties of his or her office;
- (e) then the Board shall appoint such other person as it deems appropriately qualified to fill the vacant office in such Committee.

10. TERM

- 10.1 Members of Committees shall commence their terms of office upon notification of their appointment by the Board and shall end their term of office approximately four (4) years later, after the first Board meeting following the Election Congress.
- 10.2 Any member, upon completion of his or her term of office, may be re-appointed by the Board, up to two (2) consecutive terms, provided that such member is eligible.

11. CHAIRPERSON and VICE-CHAIRPERSON

- 11.1 The Board shall appoint the Chairperson of each Committee.
- 11.2 The Chairperson shall have a good knowledge of English – oral and written.
- 11.3 The Chairperson of each Committee shall:
 - (a) convene meetings of the Committee;
 - (b) prepare and organise – with the assistance of the EUBC Head Office – Committee meetings;
 - (c) chair meetings of the Committee;
 - (d) review and sign the minutes of the Committee meetings;
 - (e) report the Board on activities and working progresses of the Committee;
 - (f) act as primary spokesperson of the Committee; and
 - (g) perform such other duties and tasks as he or she may be entrusted with from time to time by the Board.
- 11.4 Each Committee, at the first meeting after the appointment of the Chairperson, shall appoint – among its members – the Vice-Chairperson of the Committee.
- 11.5 In the event the Chairperson of a Committee is unable to perform his or her duties, the Vice-Chairperson shall act as Chairperson of such Committee. In the event the Chairperson and the Vice-Chairperson are unable to perform their duties, such Committee shall promptly appoint – among its members – an active Chairperson.



12. OFFICIAL LANGUAGE

12.1 English – pursuant to Art. 6 of the Constitution – is the official language of the Committees.

13. MEETINGS

13.1 The Committees should meet whenever necessary, in person or in hybrid format, or otherwise using technologies (e.g. video conferencing). In-person meetings, (including the date and the venue) will be agreed in advance with the President and the EUBC Secretary General, responsible for overseeing the governance budget of the EUBC.

13.2 Attendance at Committee meetings is mandatory. If a member of a Committee is unavailable to attend a meeting, he or she shall excuse himself or herself in advance. Repeated failures to attend meetings of a Committee without valid excuses may be grounds for removal in accordance with article 6(j) of the Bylaws. A member, who attends a meeting in video-conferencing for justified reasons, shall be regarded as being present.

13.3 Other persons may be invited by the Chairperson of a Committee to attend meetings to provide information or advice on a specific items of business. The invitation of other persons will be agreed in advance with the EUBC Secretary General, responsible for overseeing the governance budget of the EUBC.

13.4 A quorum for Committee meetings shall be constituted by the attendance at such meeting of not less than half plus one of the Committee's members.

13.5 A meeting of the Committee:

- (a) may be convened by the Chairperson of his or her own motion, if he or she considers that such meeting is necessary or desirable;
- (b) must be convened by the Chairperson upon request of the Board, the EUBC President or if at least 50% of the Committee members request that.

13.6 The Chairperson of a Committee shall send the agenda of the meeting two (2) weeks before such session. The other members may propose other agenda topics within the four (4)



days. The final agenda, together with relevant materials, will be distributed one (1) week prior to the meeting. The members must be adequately prepared for each meeting in order to participate effectively and constructively.

13.7 Resolutions of the Committees should generally be made by consensus. If a consensus cannot be reached and a vote is required, each member will have one vote. Voting by proxy is not permitted. A majority of votes in favour of an action or motion by the members present at a meeting is required for it to be passed. In the event of a tie, the Chairperson will have both a deliberative and a casting vote. Members of a Committee shall be entitled to cast their votes, however any member with a conflict of interest regarding such matter shall not be entitled to vote.

13.8 A resolution in writing agreed to, by email, which is greater than two-third (2/3) of the Committee's members, shall be valid as if it had been passed at a Committee's meeting.

13.9 All meetings and the work of the Committees are confidential unless specified otherwise. For the avoidance of any doubt, this shall not prevent communications between the Committees and the Board, the EUBC President and the EUBC Secretary General.

13.10 Minutes for each meeting of each Committee will be taken by a member of the Committee, or by a EUBC staff member (if in attendance). The minutes will circulate among the members of the Committee. The minutes will be approved by the Committee no later than two (2) weeks after the meeting. The Chairperson, upon approval of the minutes, will sign them and send them the EUBC Secretary General.

14. ADMINISTRATION

14.1 The EUBC Head Office shall be responsible for supporting the work of the Committees, including by assisting with the organisation of Committees' meetings and with the drafting of Committee's minutes where appropriate.



14.2 Committee members act in a voluntary capacity. For in-person meetings, the EUBC will reimburse the expenses. The EUBC Head Office may organise and make logistic arrangements for travel, accommodation and meals.

14.3 The Board may decide to pay additional monies to the Committee members, or to allocate a budget, in case of exceptional work or workload required by such members.

Section II – The transparency standards

15. CONFLICT OF INTEREST

15.1 The President, any Director or any Committee or Standing Committee member or any EUBC official, who considers that may have a potential or actual conflict of interest in any matter being considered by his/her governing body, shall:

- (a) disclose the potential or actual conflict of interest prior or during the meeting;
- (b) not participate in any discussion or receive or review any information related to the matter he/she has a conflict in;
- (c) withdraw from the governing body's meeting for the period of the discussion and any vote on the matter he/she has a conflict in.

15.2 A conflict of interest may arise when personal interests, activities or relationships affect an individual's ability to be impartial and do what is in the best interest of the EUBC.

16. PUBLICLY AVAILABLE INFORMATION

16.1 Subject to Art. 18, as a minimum standard required the following information shall be publicly available on the EUBC website:

- (a) The Constitution;
- (b) The Bylaws;
- (c) An organization chart setting out the structure of the EUBC, including the National Federations, the Board, the Committees, the Standing Committees, the Secretary General, the Legal Counsel, the Auditor;
- (d) Profiles, photographs and contact details of the President, the Directors, the Chairpersons of the Committees and Standing Committees, the Secretary General, the Legal Counsel, the Auditor;
- (e) Profiles and photographs of members of Committees and Standing Committees;



- (f) List of the National Federations including contact details of each of them;
- (g) From each Congress meeting: the agenda, summary of the decisions and the results of all votes;
- (h) From each Board meeting: the agenda and summary of the decisions;
- (i) Audited financial statements.

17. PRIVACY

17.1 The EUBC complies with all relevant privacy, GDPR and data protections laws. All information collected and/or processed by the EUBC shall be held in accordance with the applicable data protection and privacy requirements.

18. CONFIDENTIALITY

18.1 The President may withhold the publication of any information if it is confidential or commercially sensitive.

Section III – Financial Regulations

19. EUBC ACCOUNTS

19.1 The EUBC accounts shall be kept in accordance with Art. 40 of the Constitution.

19.2 The EUBC accounts are audited in accordance with Art. 42 of the Constitution.

19.3 The Board, upon consultation with the Auditor, shall determine which financial norm shall apply to the EUBC accounts taking into consideration:

- (a) Italian Law requirements;
- (b) standard practices adopted by AIBA or other International Federations.

19.3 The EUBC audited accounts approved by the Board, and the EUBC consolidated and audited bi-yearly accounts approved by the Congress, shall be published on the EUBC website in accordance with Art. 16 of the Bylaws.

20. AUDIT

20.1 The Auditor appointed by the Board shall be a certified professional or a recognized accounting firm with a good reputation.

20.2 The Board may decide to organise *interim* audits of the EUBC accounts whenever necessary. Such interim audits may be conducted by the Auditor or by another professional or accounting firm.



21. EUBC BUDGET

21.1 The Secretary General, upon (i) suggestions and proposals made by Directors and/or the Board and (ii) consultation with the Auditor, shall prepare the annual EUBC budget.

21.2 The EUBC budget will be drafted with a certain level of details, taking into consideration:

- (a) Italian Law requirements;
- (b) standard practice adopted by AIBA or other International Federations.

21.3 The EUBC Budget shall be approved by the Board before the beginning of the financial year.

21.4 Expenditures which are not foreseen in the EUBC budget and exceed EUR 10.000 have to be approved by the Board in accordance with Article 28.1 (n) of the Constitution. Such approval must occur before the funds are spent or definitively committed to.

22. BANK ACCOUNT

22.1 The EUBC has a bank account in Italy and may open, if needed, other accounts in Europe.

22.2 The President has its signature on the bank account.

22.3 Payments are processed (i) directly by the President or (ii) by the Secretary General or the EUBC Head Office upon authorization of the President.

23. ALLOWANCES

23.1 The President shall receive an allowance in accordance with Art. 30.3 of the Constitution.

23.2 The Secretary General and the EUBC administrative working staff shall be remunerated in accordance with the applicable standards and in compliance with the applicable law.

23.3 The Legal Counsel shall be remunerated in accordance with the provided professional services.

23.4 The members of the EUBC Ethics and Disciplinary Committees shall be remunerated in accordance with the provided professional services.

23.5 Directors, Chairpersons of Committees, members of Committees and any other EUBC official shall act as such in a voluntary capacity and shall not be remunerated during the term of his/her office and for the time and activities dedicated to the EUBC. In exceptional circumstances, the Board may decide to pay monies to EUBC officials in case of extraordinary



work or workload required for the achievement of a mission or a task, save as provided by Art. 14.3 of the Bylaws.

24. EXPENSES

24.1 The EUBC shall refund – unless already covered by the EUBC – travel and lodging expenses of the EUBC officials, when they attend an EUBC in-person meeting in such capacity.

24.2 Travel and lodging expenses shall be refunded by the EUBC only upon receipt of documented expenses proofs.

24.3 Only EUBC officials shall have their travel and lodging expenses refunded. Travel and lodging expenses of accompanying persons will not be refunded by the EUBC.

24.4 The EUBC has limited resources and the EUBC officials are encouraged to travel in an efficient and economical way. Chairpersons of Committees shall organise meetings – when possible – in combination with EUBC competitions, Congress, Board meetings or other EUBC events, and to contemplate or facilitate meetings in video conferencing in accordance with Art. 13.1 of the Bylaws.

Section IV – Terms of References of Committees

25. Terms of Reference of the Coaches Committee

25.1 The missions of the Coaches Committee shall be to:

- (a) ensure representation, protection and promotion of the interests of coaches;
- (b) improve access to new training methods and information technologies;
- (c) produce tools to comprehensively educate and train coaches.

25.2 No Director may be a member of the Coaches Committee in accordance with Art. 24.3 of the Constitution.

26. Terms of Reference of the Communication and Marketing Committee

26.1 The missions of the Communication and Marketing Committee shall be to:

- (a) develop a marketing strategy for the EUBC and advice the Board accordingly;
- (b) develop a communication and fan engagement strategy, especially with the use of the EUBC social media accounts.



27. Terms of Reference the Competitions Committee

27.1 The missions of the Competitions Committee shall be to:

- (a) propose to the Board the calendar of EUBC events and harmonise it with the AIBA calendar;
- (b) ensure the compliance of the AIBA Technical & Competition Rules at the EUBC competitions;
 - a. review the sporting aspects of the EUBC competitions and propose to the Board the measures deemed necessary or relevant on this matter.

27.2 No Director may be a member of the Competitions Committee in accordance with Art. 27.3 of the Constitution. In addition, no competition official, boxer or coach may be a member of the Competitions Committee.

27.3 In the event that a member of the Competitions Committee is, for any reason, directly or indirectly involved with the organization and/or management of a EUBC competition, he/she shall promptly inform the Competitions Committee and he/she will self-suspend from the Committee until the end of the relevant EUBC competition.

28. Terms of Reference of the Medical Committee

28.1 The missions of the Medical Committee shall be to:

- (a) deal with medical issues related to boxing, in particular the health and safety of boxers;
- (b) provide expertise, knowledge and advice with respect to the care and follow-up treatment of boxers in different environments, including at the ringside and out-of-competition, and with respect to fitness to box, performance and improvement issues;
- (c) ensure that a sufficient number of ringside doctors are available for the EUBC competitions;
- (d) arrange training courses, and provide educational materials to ringside doctors;
- (e) deal with anti-doping matters;
- (f) ensure that the EUBC competitions are organised in compliance with the AIBA anti-doping Rules and the AIBA Medical Rules.

28.2 The Medical Committee shall exclusively comprise of doctors and anti-doping experts.

29. Terms of Reference of the Passion for Boxing Committee

29.1 The missions of the Passion for Boxing Committee shall be to:



- (a) promote grassroots boxing, and make it accessible in schools, gyms and other sports or educational facilities;
- (b) promote boxing as fitness and well-being activity;
- (c) create and develop an European boxing community;
- (d) organise the EUBC annual awards or other promotional boxing events.

30. Terms of Reference of the Referees & Judges Committee

30.1 The missions of the Referees & Judges Committee (“R&J”) shall be to:

- (a) deal with matters related to referees and judges;
- (b) ensure that the EUBC competitions are organised in compliance with the AIBA Referee and Judge Regulations;
- (c) ensure that the AIBA Technical Rules related to referees and judges’ matters – including but not limited to bout review, protest against a referee – are implemented in the EUBC competitions;
- (d) identify and recommend referees and judges for the EUBC competitions;
- (e) ensure that the selected referees and judges for the EUBC competitions abide to the AIBA Code of Conduct;
- (f) arrange training courses, and provide educational material to referees and judges;
- (g) undertake such steps as it may consider necessary or desirable to improve the quality or refereeing and judging;
- (h) develop an “in and out competition” complaint system – securing anonymity – in relation to performances of referees and scoring of judges;
- (i) evaluate the performance of referees and judges;
- (j) report to the Board any case related to referees or judges that may be subject to an investigation or a disciplinary action;

30.2 No Director may be a member of the R&J Committee in accordance with Art. 24.3 of the Constitution. In addition, no competition official, boxer or coach may be a member of the R&J Committee.

30.3 In the event that a member of the R&J Committee is, for any reason, directly or indirectly involved with the organization and/or management of a EUBC competition, he/she shall promptly inform the R&J Committee and he/she will self-suspend himself/herself from the Committee until the end of the relevant EUBC competition.



31. Terms of Reference of the Women's Committee

31.1 The missions of the Women's Committee shall be to:

- (a) promote grassroots boxing among women and women's boxing, including but not limited to women R&Js, coaches and officials;
- (b) deal with any other issue related to practice, development and promotion of women's boxing.

31.2 The Women's Committee comprise of women only.

31.3 The maximum number of the Women's Committee's members is seven (7).

32. Terms of Reference of the Youth Committee

32.1 The missions of the Youth Committee shall be to:

- (a) promote grassroots boxing among youth and youth boxing, fostering inclusion of boxing in schools, gyms, and other sports and educational facilities;
- (b) support the Board and facilitate relationships among National Federations in order to have EUBC youth competitions and EUBC sanctioned youth competitions.

32.2 The maximum number of the Youth Committee's member is seven (7).

33. TRANSITORY PROVISION

The first term of office which will end at the first Board meeting after the Election Congress Meeting (in the meaning of Art. 50.4 of the Constitution) shall be taken into consideration for the purpose of determining the maximum number of consecutive terms of office in accordance with Art. 10.2 of the Bylaws.