



ETHICS COMMISSION

TERMS OF REFERENCE

The Ethics Commission is established within World Lacrosse (WL) under section 1.8 of the WL Constitution in the Governance Handbook.

The Commission will report to the WL Board via the President and the Chief Executive Officer (CEO).

PURPOSE

The Board is responsible for safeguarding the ethical principles of WL as set out in the Code of Ethics, and the Commission exists to assist the Board on an ad hoc basis, if and when called up on by the Board.

Each time the Commission is called upon, the Commission shall act within the bounds and according to the conditions of that particular engagement or investigation, as directed by the Board. When not called upon, the Commission shall not participate in inquiries or investigations of potential breaches of the Code of Ethics conducted by the Board, and the Board shall have no obligation to involve the Commission or to inform the Commission of the existence of any such inquiry or investigation.

The mission is to uphold the commitment of WL to integrity, good governance and transparency. The primary intent is both preventative, ensuring that individuals understand the Code by providing information, education and training on ethical principles, and also advisory, serving the entire WL Membership, to help achieve better application of ethical principles and rules across various levels.

In all cases, such advice is confidential.

1. COMPOSITION AND MEMBERSHIP

1.1. The Commission shall consist of six people, plus the Chair.

1.2. Additionally, a member of the WL Management team will be designated as the Ethics and Compliance Officer without vote but to attend meetings and assist in carrying out investigations for the Commission. This will be the Chief Operating Officer (COO)

2. SKILLS, QUALITIES AND COMPETENCIES

The Chair will seek to balance a range of skills, qualities and competencies, as well as gender and geographic diversity, as outlined in Appendix 1. The Commission Chair will review Appendix 1

annually.

3. RESPONSIBILITIES

3.1. The Commission will:

- 3.1.1. If and when directed by the Board, review the framework of ethical principles, including the Code of Ethics approved by the General Assembly (GA) and make recommendations on changes
- 3.1.2. If and when directed by the Board, consider complaints raised in relation to the non-respect of the Code of Ethics and, where necessary, propose recommendations and/or sanctions to the Board.
- 3.1.3. If and when directed by the Board, consider the work of the International Olympic Committee (IOC) Ethics Commission and those of other International Federations to ensure that WL is advised of best practice
- 3.1.4. If and when directed by the Board, deliver advice to WL on the practical implementation of the ethical principles contained in the Code of Ethics.
- 3.1.5. Follow the Board's direction and advice if and when the Board requests the Commission to conduct an inquiry or investigation.

4. OPERATING AND REPORTING PROCEDURE

4.1 The Commission will follow the WL General Procedures applicable to all Commissions and Committees, which is available in the WL Governance Handbook.

5. MEETINGS

- 5.1. Minutes of all meetings will be kept but are confidential to the members of the Commission.
- 5.2. The Committee will prepare an annual summary statement of activity by 31st December, using the template provided. This should be sent to the WL F&G Director and WL Chief of Staff who will combine the information into an annual activity report of all WL Committees for the Board.
- 5.3. A quorum of a minimum of 50% of the Commission shall be required for all meetings. In the absence of the Chair, he/she will appoint a deputy, or the members present will appoint a Chair for that meeting, who will liaise with the Commission Chair.

6. DELEGATED AUTHORITY

6.1. The Commission has no delegated authority for decisions or expenditure other than where specifically authorized by the Board.

APPENDIX 1. SKILLS, QUALITIES AND COMPETENCIES FOR MEMBERS OF THE ETHICS COMMISSION

The Ethics Commission will seek to gain a balance of the following amongst its members:

- An independent Chair
- Independence of spirit
- International reputation
- Competences in ethical areas
- Holding good governance as a high value

Members of the Ethics Commission should aim to uphold the values of World Lacrosse and to encourage these to be upheld across the community.

- Teamwork
- Passion
- Respect
- Integrity
- Friendship
- Inclusiveness

