

World Lacrosse Handbook

July 2025

Codes of Conduct and Procedures

As approved by the WL Board

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1.1 WL Board, Commissions, Committees, Councils and Working Groups Code of Conduct

- 1.1.1 Duties and responsibilities:** The WL Board and its Committees, Commissions, Councils and Working Groups (hereafter known as 'Committees'), must adhere to the WL Code of Ethics (section 1.11 of the WL Constitution) as well as the contents of this Code.
- 1.1.2** The Board and its Committees have a duty to discharge public functions reasonably and according to the law and recognize ethical standards governing particular professions.
- 1.1.3 Accountability:** The Board and its Committees shall be aware of their accountability to the WL membership; their accountability to financial stakeholders and other major sources of external funding; and the requirement of financial honesty and integrity.
- 1.1.4 Conflicts of interest:** Board and Committee members will abide by the terms and conditions of all policies and procedures of WL (including the Conflicts of Interest Policy). They will not misuse their position or information acquired in their official duties to further their private interests or those of others. The Board and Committee Chairs will ensure that any possible conflicts of interest are identified and disclosed at an early stage and that appropriate action is taken to resolve them.
- 1.1.5 Integrity:** The Board and Committee members will not use their official position to receive, agree to accept or attempt to obtain any payment or other consideration for doing, or not doing, anything or showing favor, or disfavor, to any person. They should not receive benefits of any kind from a third party which might reasonably be seen to compromise their personal judgment and integrity. Each Board and Committee member shall file an annual statement to disclose any potential conflicts of interest as well as reaffirmation of their compliance with the WL Code of Ethics and this WL Board, Commissions, Committees, Councils and Working Groups Code of Conduct.
- 1.1.6 Personal interest**
- 1.1.6.1** The integrity of the Board and its Committees must be beyond suspicion. Accordingly, if any member of the Board or Committee has to deal in an official capacity with any matter in which they have a private interest, however slight and of whatever character, it is the Board and Committee member's duty to disclose all the facts to the Board.
- 1.1.6.2** Members of the Board and Committees having a direct or indirect financial interest, such as a family connection, in any item of business of WL shall disclose the fact to the Board and shall not take part in any item of business in which they have a financial interest.
- 1.1.6.3** Members of the Board and Committees will not be disqualified from conducting an item of business in which the financial interest is so remote or insignificant that it cannot be reasonably regarded as to possibly influence the individual.
- 1.1.7 Relations with the public and WL members:** Members of the Board and Committees who deal with the affairs of the public should do so sympathetically, efficiently, promptly and without bias or maladministration. They should offer the public the highest standards of conduct and service.
- 1.1.8 Use of resources:** The Board and Committees will endeavor to ensure the proper, economical, effective, and efficient use of resources.

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- 1.1.9 Behavior: Board and Committee Members should be above reproach or criticism and harassment will not be permitted.
- 1.1.10 **Concerns about improper conduct:** If a member of the Board or Committee believes that they are being required to act in a way which:
- is illegal, improper or unethical;
 - is in breach of a professional code;
 - may involve possible maladministration, fraud or misuse of public funds or is otherwise inconsistent with the WL Code of Ethics or this Code of Conduct; they should raise the matter with the Board.
- 1.1.11 Members of the Board and Committees should also draw attention to cases where there is evidence of criminal or unlawful activity by others and may also report cases where they believe there is evidence of irregular or improper behavior elsewhere in the organization, but where they have not been personally involved, or if they are required to act in a way which, for them, raises a fundamental issue of conscience.
- 1.1.12 **Meetings of the Board:** Board meetings must be conducted in a professional manner where all present have the opportunity to express their views, without interruption, with these being given due respect. Attention must be given to the Chair without side conversations taking place. Debate should take place in an orderly manner with each having the opportunity to speak but avoiding repetition.
- 1.1.12.1 The President will preside as Chair at all meetings of the Board (be this face to face or virtual). In their absence or if unwilling to act, another Board member will act as Chair subject to agreement of the Board on a show of hands.
- 1.1.12.2 No resolution will be put to a vote at a meeting of the Board unless a quorum of Members (as defined in the Constitution) is present at the time it is so put.
- 1.1.12.3 At any meeting of the Board a resolution put to vote shall be decided on a show of hands unless, before the show of hands, a poll is demanded by the chair or by at least two Board members.
- 1.1.12.4 In the event of a tied vote the chair will have an additional casting vote.
- 1.1.13 **Meetings of the WL Commissions, Committees, Councils and Working Groups:** see section 1.5 below - 'Procedures for all WL Committees, Commissions, Councils and Working Groups'.

1.2 WL Member Code of Conduct

- 1.2.1 **Duties and responsibilities:** WL Members, as defined in section 1.1 of the Bylaws, and all the members and officers of all the Member organizations, must adhere to the WL Code of Ethics (section 1.11 of the WL Constitution) as well as the contents of this Code.
- 1.2.2 Members must:
- 1.2.2.1 Comply with the WL Constitution, Bylaws, Policies, Codes of Conduct and Procedures;
 - 1.2.2.2 Comply with directives and decisions made by the GA;
 - 1.2.2.3 Provide a timely response to all communications including requests for information and responses to postal votes;

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- 1.2.2.4 Abide by the agreed Anti-Doping regulations and ensure that the domestic regulations are consistent with the World Anti-Doping Code;
- 1.2.2.5 Ensure that members' own regulations (Constitution, Articles, and Statutes etc.) are complied with;
- 1.2.2.6 Respect the Playing Rules of all disciplines of the game of lacrosse;
- 1.2.2.7 Determine their own office-holders by democratic elections, ensuring at all times an adequate minimum representation of each gender within its governance structure;
- 1.2.2.8 Be solvent;
- 1.2.2.9 Manage their own affairs autonomously and without undue interference from outside bodies.

1.3 World Lacrosse Athlete (Age 18 & older) Code of Conduct

General Statement:

This Code of Conduct is for all athletes representing a World Lacrosse (WL) member country at a WL event. Any violations of this Code may result in suspension and dismissal from the involved country's lacrosse team, and the WL event, as per the Event Disciplinary and Appeals Policy

To follow are the WL Responsibilities and Expectations, and the WL Rules, which need to be strictly followed by all when representing their country in a WL event.

Responsibilities and Expectations: I agree to:

1. Represent WL, my country, and my teammates in a positive manner at all times.
2. Conduct myself in a manner consistent with the values of World Lacrosse, which include teamwork, integrity, inclusiveness, and mutual respect.
3. Adhere to the rules and regulations governing World Lacrosse events and activities.

Rules: I understand:

1. Harassment, abuse (physical, verbal or sexual), intimidation discrimination or bullying of any kind will not be tolerated.
2. WL prohibits possession and /or drinking of alcoholic beverages by any team member who is under the legal drinking age.
3. Use of illegal drugs and non-doctor prescribed prescription drugs is prohibited.
4. WL prohibits possession and or drinking of alcoholic beverages by any team member in playing uniform, regardless of age.
5. Excessive use of alcohol by any team member of any age which results in bringing discredit to WL and the country involved is unacceptable.
6. Use of alcohol in violation of the rules of the institution which is providing housing for team(s) is prohibited.
7. Violation of curfews and rules established by the institution which is providing housing for team(s) is prohibited.
8. Any legal problems outside of lacrosse which bring discredit to WL and the country represented is unacceptable.

By signing below, I confirm I have read the above World Lacrosse Athlete Code of Conduct and I understand it is my responsibility to conduct myself in an appropriate manner.

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Signed: _____ Date: _____

Printed Name: _____ NGB: _____

1.4 World Lacrosse Athlete (Age under 18) Code of Conduct

THE FOLLOWING IS TO BE READ AND ACKNOWLEDGED BY PARENT/GUARDIAN IF THE PARTICIPANT IS UNDER 18 YEARS OF AGE.

General Statement:

This Code of Conduct is for all athletes representing a World Lacrosse (WL) member country at a WL event. Any violations of this Code may result in suspension and dismissal from the involved country's lacrosse team, and the WL event, as per the Event Disciplinary and Appeals Policy

To follow are the WL Responsibilities and Expectations, and the WL Rules, which need to be strictly followed by all when representing their country in a WL event.

Responsibilities and Expectations: I/my child agrees to:

1. Represent WL, my country, and my teammates in a positive manner at all times.
2. Conduct myself in a manner consistent with the values of World Lacrosse, which include teamwork, integrity, inclusiveness, and mutual respect.
3. Adhere to the rules and regulations governing World Lacrosse events and activities.

Rules: I/my child understands:

1. Harassment, abuse (physical, verbal or sexual), intimidation discrimination or bullying of any kind will not be tolerated.
2. WL prohibits possession and /or drinking of alcoholic beverages by any team member who is under the legal drinking age.
3. Use of illegal drugs and non-doctor prescribed prescription drugs is prohibited.
4. WL prohibits possession and or drinking of alcoholic beverages by any team member in uniform, regardless of age, before, during or after a contest to include exhibitions and clinic demonstrations.
5. Excessive use of alcohol by any team member of any age which results in bringing discredit to WL and the country involved is unacceptable.
6. Use of alcohol in violation of the rules of the institution which is providing housing for team(s) is prohibited.
7. Violation of curfews and rules established by the institution which is providing housing for team(s) is prohibited.
8. Any legal problems outside of lacrosse which bring discredit to WL and the country represented is unacceptable.

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By signing below, I confirm I/my child has read the above World Lacrosse Athlete Code of Conduct and I/my child understand it is my child's responsibility to conduct themselves in an appropriate manner.

Signed: _____

Date: _____

Printed
Name: _____

NGB: _____

1.5 Officials' Code of Conduct

As an Official in the sport of lacrosse, I have a unique and significant role to play as my conduct can impact the play of an individual game. This Code of Conduct (Code) applies to officials attending World Lacrosse Championships and World Lacrosse sanctioned/endorsed events. This Code forms a binding agreement between the official signing below and World Lacrosse ("WL"). I accept the responsibilities of this role and will strive to fulfill them in accordance with this Code:

Failure to comply with this Code and any associated WL documentation may result in disciplinary action consistent with relevant WL policies.

I agree to the following:

1. I will always represent WL in a professional manner. I will ensure that my behavior both on and off the field adheres to the principles of professionalism and is in observance of all WL policies and procedures, or as further directed by the Director of Sport or equivalent at a WL Event.
2. To the best of my abilities, I will prioritize the safety and best interests of the participating athletes at the WL Event at which I am officiating. I will strive to be consistent, objective and under control in the administration of each contest in which I participate.
3. From the arrival date to official departure date, I am strictly prohibited from consuming:
 - a) illegal and non-prescribed drugs;
 - b) any alcohol, cigarettes or vapes
 - i while wearing WL branded apparel or uniform; and/or
 - ii within the tournament venue (whether in uniform or not).

The tournament venue is defined as playing areas, locker rooms, spectator areas at games, and publicly accessible areas within the hotel.

4. To the best of my ability, I will enforce the rules of the game in the current official WL rulebook at this WL event. I will do so by making a personal commitment to:
 - a) Frequently studying the rulebook.
 - b) Keeping myself informed of accepted officiating principles.
 - c) Staying up to date with rule applications and interpretations.
 - d) Officiating frequently.
 - e) Attending clinics and courses, and other professional growth activities.
5. I agree to take the WL prescribed fitness test and rules test as a condition to officiating.

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6. I will participate in evaluation, discussion, and review with Officials' Educators and my peers post-match. I will listen to and respect differing points of view.
7. I will strive for impartiality throughout the event and limit social interaction with any players, team personnel, or spectators.
8. I will not accept a gift from a competing team except during a sanctioned gift exchange.
9. I agree to correctly wear the official uniform as prescribed by WL. I will not wear any apparel that connects me with my home country, or any other competing country while at events.
10. During events I will refrain from discussing in public or through the media, games I have officiated, and decisions made by other officials during their games. I will reserve such reviews for private discussion with other game officials.
11. I will not post content on social media related to my participation in this event between the official arrival and departure dates.
12. I will treat all participants with courtesy and respect. I will not tolerate discourteous and inappropriate behavior towards any participant, including officials, spectators or WL Event staff, in any contest I am officiating. I will take action in accordance with the rules of the sport or WL policies when appropriate.

My signature below indicates that I have read, understood and accepted the terms above.

Official's Signature: _____

Official's Printed Name: _____

Date: _____

WL Event: _____

1.6 World Lacrosse Team Staff Code of Conduct

General Statement:

The WL Team Staff Code of Conduct identifies the standard of behavior expected of all World Lacrosse Team Staff making up the team's official party.

World Lacrosse is committed to providing an environment in which all individuals are treated with respect. Failure to comply with this WL Team Staff Code of Conduct may result in disciplinary action, as per the Event Disciplinary and Appeals Policy. Such action may result in the member losing the privileges which come with the membership in World Lacrosse, including the opportunity to participate in World Lacrosse activities and events, both present and in the future.

Listed are the WL Responsibilities and Expectations, which need to be strictly followed by Team Staff when representing their country in a World Lacrosse Event.

Responsibilities and Expectations:

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I agree to:

1. Represent WL, my country, and my team in a positive manner at all times.
2. Conduct myself in a manner consistent with the values of World Lacrosse, which include teamwork, integrity, inclusiveness, and mutual respect.
3. Adhere to the rules and regulations governing World Lacrosse events and activities.
4. Avoid behavior which brings World Lacrosse, or the sport of Lacrosse into disrepute, including but not limited to abusive use of alcohol, use of non-medical drugs and use of alcohol by minors.
5. Not engage in any activity or behavior which interferes with a competition, or with any athlete or team's preparation for a competition, or which endangers the safety of others.
6. Refrain from comments or behaviors which are disrespectful, offensive, abusive, racist, or sexist. I understand behavior which constitutes harassment or abuse will not be tolerated and will be dealt with by the World Lacrosse Board of Directors.

By clicking "Agree and Continue" below, I confirm that I have read this World Lacrosse Team Staff Code of Conduct Agreement in its entirety and will abide by its terms freely and voluntarily.

Signed: _____

Date: _____

Printed Name: _____

NGB: _____

1.7 Dispute Resolution

1.7.1 Dispute Between Members: Member dispute resolution is currently within the remit of the Vice President (VP) and as such all communication on these matters is with the VP.

1.7.2 Disputes between members, excluding disputes regarding anti-doping matters, which are governed by the WL Anti-Doping policy, may be referred to the Board for resolution by submitting written notification of a dispute to the VP. If the VP is from one of the countries involved, or if there is some other conflict of interest, then the President shall take on this responsibility.

1.7.3 The VP will contact the parties involved to confirm the allegations and / or circumstances of the dispute. If the VP determines that allegations and / or circumstances warrant WL facilitation, the VP will attempt to broker a solution to the dispute. All parties to the dispute must keep communications in relation to the dispute confidential.

1.7.4 If the VP cannot resolve the dispute, the VP will notify the Board of the request for dispute resolution and refer the matter to a Dispute Hearing Panel of three (3) Board members who do not originate from the Member countries involved in the dispute. The Dispute Hearing Panel will be endorsed by the full Board and may include the VP.

1.7.5 The Dispute Hearing Panel will consider the matter, conduct an investigation that will include testimony from the parties involved in the dispute and provide a decision that is consistent with

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the WL Constitution, Bylaws, Codes of Conduct, Procedures, Policies and Playing Rules of the respective disciplines of lacrosse.

1.7.6 The VP will then advise the Board and the parties involved in the dispute of the Dispute Hearing Panel's decision which shall be binding on all parties and not subject to appeal. The Dispute Hearing Panel reserves the right to refer the matter to the Disciplinary Action process (section 1.7 below) where necessary or appropriate.

1.7.7 Any costs required to facilitate the solution to the dispute between Members will be borne by the Member filing the dispute.

1.7.8 The dispute resolution process must be conducted within a reasonable time period (the definition of which may be impacted by impending events), not exceeding six (6) months from the date of notification of the dispute to the VP, to the date of communication of the decision of the Dispute Hearing Panel by the VP to all parties. Where this process is not concluded within a reasonable time period, or where any parties are not satisfied with the process (including the time period) or outcome of the dispute resolution process, any parties to the dispute may refer the matter to the Court of Arbitration for Sport (CAS).

1.7.9 **Disputes Between a Member and the WL Board:** The Board is responsible for oversight of the implementation and enforcement of the WL Constitution, Bylaws, Codes of Conduct and Procedures, Policies, and Playing Rules of the respective disciplines of lacrosse, as approved and agreed upon by members (at and outside of the GA) and (where applicable) relevant committees, commissions and working groups.

1.7.10 As noted in section 1.3.9 of the Bylaws, the Board will have and may exercise all the powers and authority of the GA, in between meetings of the GA, in the management of the Federation except for the areas enumerated in section 1.3.9 of the Bylaws.

1.7.11 Where a Member wishes to dispute any action or decision of the Board, which does not relate to the implementation and enforcement of the WL Constitution, Bylaws, Codes of Conduct and Procedures, Policies and Playing Rules of the respective disciplines of lacrosse, then it may submit a complaint via the procedure outlined in WL Disciplinary Policy.

1.8 Procedures for all WL Committees, Commissions, Councils and Working Groups

1.8.1 **Types of Committees:** There are four six different types of committees in WL - see section 1.8 of the Constitution. These are Standing Committees, Board Advisory Committees, Commissions, Strategic Advisory Councils, Staff Advisory Committees and Working Groups. Any new proposals should fall into one of these categories. (See Committees 101 on the WL website).

A template Terms of Reference (TOR) for each type of committee is provided by WL.

For ease of reference, the generic term 'Committee' will be used after Section 1 below.

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- 1.8.2 **Standing Committees** are permanent advisory committees set up by the GA and listed in the WL Handbook, which report activities to both the Board and the GA.
- 1.8.3 **Board Advisory Committees** are ongoing committees set up by the WL Board to develop and review detailed specific business on behalf of the Board which needs more time than the whole Board can devote to that business regularly.
- 1.8.4 **Commissions** are specialist committees set up by the Board or requested by the GA.
- 1.8.5 **Working Groups** are temporary task groups set up by the Board to undertake a particular piece of work in a designated period of time.
- 1.8.6 **Strategic Advisory Councils** are sounding boards for staff, board and members, to support the Board's strategic role with an aim of embedding activity throughout all WL activities.
- 1.8.7 **Staff Advisory Committees** are business specific committees to support staff in the delivery of their work.
- 1.8.9 The WL Board appoints all Chairs of all types of Committees and approves members of each committee based on recommendations from Chairs.
- 1.8.10 **Diversity in all Committees**
- 1.8.10.1 Membership of every committee should include geographic diversity and gender and other aspects of diversity should also be considered.
 - 1.8.10.2 No more than 50% of any Committee, including the Chair, may be from the same member country, in order to move towards greater geographic diversity.
- 1.8.11 **Terms of Reference (TOR):** Each Committee will have its own specific TOR agreed by the Board. The WL Board may alter the TOR of any Committee to accord with the changing requirements of WL. For Standing Committees, changes will be reported to the GA. The TOR will be reviewed annually by each Committee. Any changes should be submitted to the WL F&G Director for the Board's attention. The WL Governance Committee will review the Committee TORs annually.
- 1.8.11.1 All Committees are authorized by WL Board to conduct their business in accordance with their TOR and policies as in force at any time. All Committees are accountable to the WL Board.
 - 1.8.11.2 TORs will be made available on the WL website, unless the Committee is set up under confidentiality status (e.g., with a specific country).
- 1.8.12 **Staff Liaison:** A primary staff liaison will be named for every Committee by the CEO.
- 1.8.13 **Meetings and Minutes**
- 1.8.13.1 All Committees must keep records of meetings. These may be detailed minutes or summary reports with actions and names of people to take action identified as stated in each TOR. All documents for WL committees should be retained on the WL shared drives for purposes of committee continuity and appropriate record keeping across WL. The WL Office will assist in setting such files up.
 - 1.8.13.2 The Chair of each Committee is responsible for ensuring meetings are called and that an agenda and any relevant papers are circulated ideally one week prior to the

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meeting and for ensuring that minutes/records are kept and identifying who should take these. Minutes should be circulated within 7 working days.

1.8.13.3 Once approved by the relevant Committee, all minutes/records are to be sent to:

- ☐ The Committee members and
- ☐ Any other person specifically identified in the individual TOR for that committee.

1.8.13.4 It is expected that the majority of meetings will take place virtually in video or audio calls unless in person meetings are specifically agreed as necessary by the WL Board when TOR are determined.

1.8.14 Budget Support

1.8.14.1 As it sets up any Committee, the WL Board must ensure that sufficient resources (e.g., finance, staff support, time) are made available to the Committee to ensure that it can effectively fulfil its remit.

1.8.14.2 As most meetings take place virtually the individual chairs must discuss with the WL COO any costs that the Committee may wish to incur during the next calendar year (for example, planned attendance at appropriate conferences, or a need to meet in person during events, or at the GA, or potential expenses that may arise during a year that are unexpected. No assumptions should be made.

1.8.14.3 Expenses must be claimed in accordance with the WL Staff and Board Travel and Expense Reimbursement Policy, and approved by the Chair/relevant Board Director prior to submission to the WL COO.

1.8.14.4 No member of a Committee is authorized to enter into agreements on behalf of WL without authorization from the WL Board, CEO or COO. Expenses incurred without appropriate authorization may not be reimbursed.

1.8.15 Communications and Media

1.8.15.1 When using WL email and/or representing WL, Committee members must read and adhere to the WL Social Media Policy that is currently in effect.

1.8.15.2 Should a Committee member or Chair receive a request for an interview in relation to their WL role with the Committee, they should first consult with the WL Chief of Brand and Communications Officer.

1.8.16 **Confidentiality** All Committee members should be made aware that some business in meetings is considered open and transparent, unless required to be confidential. If confidentiality is required, committee members are asked to respect confidentiality until such time as the information discussed is released.

1.8.17 **Conflicts of Interest:** All Committee members will be asked to make a declaration of conflicts of interest on an annual basis (January collection) by the WL Office and are bound by the WL Conflict of Interest Policy which will be provided upon appointment by the Committee chair.

1.8.18 Additional Attendees at One or More Meetings

1.8.18.1 The Chair of any Committee may invite additional observers from time to time either to provide additional expertise or for the opportunity for personal development/mentoring for an individual. Meetings are not otherwise open for observers.

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1.8.18.2 All Committees may invite members of the WL Staff or WL Board to attend a meeting. The lead liaison staff member will be the primary link between the Committee and WL Staff.

1.8.18.3 Additional external expertise and advice may be sought by any Committee with prior authorization from the WL President or CEO.

1.8.19 Working Norms

1.8.19.1 Committees will normally operate on the basis of consensus and maintain as informal a manner as possible or appropriate for the conduct of the Committee business.

1.8.19.2 Committee decisions will be reached by a simple majority of those present unless otherwise designated by the Board on a particular topic. Once taken, Committee decisions become collective even if disagreed with in the meetings.

1.8.19.3 Where, exceptionally, a vote is required (committees are not generally decision-making bodies requiring formal votes), the Chair will hold a casting vote in the event of a tie in addition to their substantive vote as a Committee member.

1.8.19.4 Where a Committee wishes to undertake surveys, whether from WL NGBs or from external bodies such as other International Federations, this should be discussed with the CEO to ensure there is appropriate consideration of requests to such bodies and co-ordination by WL.

1.8.19.5 Discussions and decisions taken by Committees will take place in a transparent and efficient way and in accordance with any deadlines set by the Board or relevant Director.

1.8.19.6 Each Committee should meet at least once per annum. There is no maximum number of virtual meetings for any Committee, and each will set its own requirements according to annual needs and strategic priorities.

1.8.20 Performance Reviews

1.8.20.1 Each Committee should evaluate its own performance on a biennial basis to determine whether it is functioning effectively. This will include an assessment of the extent to which the Committee has discharged its responsibilities as set out in its TOR. The results of the review should be reported to the Board by the WL F&G Director and Governance Committee.

1.8.21 Nominations and Advertising Process

1.8.21.1 Chairs and all positions on Standing Committees will be advertised to Members. Chair advertisements will, according to the Bylaws, be advertised by the Nominations Committee Chair, other positions may be advertised by the relevant Director. Individual nominations may be submitted by an NGB, a CF and the Board.

1.8.21.2 Chairs of Advisory Committees and Working Groups will be appointed by the WL Board. Such positions will not normally be advertised.

1.8.21.3 Membership of Advisory Committees and Working Groups will be by invitation from the WL Board.

1.8.21.4 Commissions processes will vary depending on the nature of the Commission as designated.

1.8.21.4.1 Athletes Commission members will be elected from athletes at relevant senior World Events. Those elected members will then elect their Chair and Vice Chair.

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1.8.21.4.2 Medical Commission members will be appointed by the WL Chief Medical Officer (CMO) who will invite NGBs to submit nominations. Composition will be ratified by the WL Board.

1.8.21.4.3 The Ethics Commission Chair will be appointed by the Board. Commission members will all need to be independent of any NGB or Federation, but nominations will be sought from WL Members.

1.8.21.5 **Recruitment Process Support**

1.8.21.5.1 The Chair of the Nominations Committee will provide advice and support to the Nominations process including an overview of standardized role position descriptions and ensuring that elections and appointments meet the agreed terms of office.

1.8.21.5.2 All positions advertised to Members will be done via the WL COO on behalf of the relevant recruiter.

1.8.21.6 **Selection Process:** Where nominations are sought from Members, the selection process will be that the relevant Chair will shortlist and interview potential candidates who best meet the criteria outlined in the role description, with at least one other Board Director who is not directly involved with the area and will recommend to the Board their appointment for ratification.

1.8.21.7 **Announcements:** When Committee positions have been filled, WL will announce those new Committee members once a quarter. All Committee/Commission members and terms of service are also to be included in the required annual report.

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1.9 Codes of Conduct and Procedures – Version History

Version/Date	Status/Committee
December 2020	• Changes approved at General Assembly (18 October & 15 November 2020)
December 2021	• Changes approved at General Assembly (9 & 31 October 2021)
January 2022	• DEI changes approved by General Assembly 2021
March 2022	• Consistency check and edit across all Handbook and Events Hosting and Competition Manual
April 2024	• Changes approved by WL Board
July 2025	<input type="checkbox"/> Changes approved by the WL Board