

# World Lacrosse Constitution

As approved by the General Assembly

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## 1.1 Acronyms and Definitions

The following acronyms are used throughout the World Lacrosse Constitution & Bylaws:

- WL - World Lacrosse
- CF - Continental Federation
- NGB - National Governing Body
- GA - General Assembly
- RA - Rules Assembly
- FM - Full Member
- PM - Provisional Member
- CFM - Continental Federation Member
- MNM - Multi-Nation Member
- IM - Inactive Member

The following definitions are used throughout the World Lacrosse Constitution & Bylaws:

- 1.1.1 **Appointed Board Member:** An appointed board director is one who is nominated by the WL primary donor, as a condition of their support, and approved by the WL Board. Terms of office for appointed directors are determined by the Board but will normally be 4 years and only for the lifetime of the contract with the primary donor. In addition, the WL CEO is an appointed director and automatically a member of the WL Board.
- 1.1.2 **Board:** Reference to the Board in this document is to the WL Board of Directors unless otherwise stated.
- 1.1.3 **Clarification:** Minor changes to wording for information purposes and/or to improve understanding.
- 1.1.4 **Code of Conduct:** A set of rules, obligations, and expectations that WL, CFs, NGBs, MNMs and the members and officers of all these organizations must follow. Failure to comply with the provisions of a Code of Conduct may result in disciplinary action.

- 1.1.5 **Continental Federations (CFs):** Generic term for the Continental / Regional bodies that represent a specific geography and are CF Members of WL. CFs represent WL members in their region and responsibilities include hosting WL Event qualifiers.
- 1.1.6 **Country:** A sovereign state or other statutory body recognized by and approved as a member of WL.
- 1.1.7 **Diversity:** Refers to group social differences such as race/ethnicity, class, gender, sexual orientation, gender preferences, nationality, national origin, abilities/disabilities, or group affiliations (culture, political, religious). The condition of being different or having differences. Fundamental to this understanding are respect and mutual acceptance of such differences and respect for human rights.
- 1.1.8 **Equipment Modification:** Changes to lacrosse equipment specifications which are measurable.
- 1.1.9 **Equity:** Perspectives and actions that promote fair treatment for all. Support of opportunities to promote equality and equity as conditions that are available to all; and equally matched by efforts to identify and eliminate barriers to equality and equity.
- 1.1.10 **Federation:** All references to Federation in this document should be taken to mean WL.
- 1.1.11 **Full member:** NGB that meets WL criteria to govern lacrosse domestically and contribute to regional/global lacrosse development.
- 1.1.12 **General Assembly (GA) Delegate:** The officially notified voting representative of a FM or CFM who has a material relationship with that Member.
- 1.1.13 **General Assembly (GA) Observer:** The second representative of a FM or CFM and both representatives of PMs and MNMs who have a material relationship with that Member. Observers do not have a vote and only may speak at the GA with the approval of the President.
- 1.1.14 **Good Governance:** Good governance is the framework and culture within which a sport organization sets policy, delivers its strategic objectives, engages with stakeholders, monitors performance, evaluates and manages risk and reports to its constituents on its activities and progress.
- 1.1.15 **Good standing:** A WL Member NGB or CF in good standing is one which is in compliance with the World Lacrosse Constitution, Bylaws, Policies, Codes of Conduct and up to date on finances, whose membership has not been suspended, cancelled, or otherwise limited by WL, for example, through disciplinary action.
- 1.1.16 **Inactive member:** Members who have failed to meet WL requirements and whom the GA has determined should become Inactive.
- 1.1.17 **Independent Director:** An independent director is a member of the Board who does not have a material interest in, or relationship with, WL or its members and is neither part of its executive team nor involved in the day-to-day operations of the organization. The WL Board will appoint independent directors where a specific skill set is required to implement the WL Strategic Plan.

- 1.1.18 **Inclusion:** Practices that include an active, intentional, meaningful, and equitable engagement across the diverse lacrosse community. An organizational culture where everyone is visible and has a voice.
- 1.1.19 **International Competition:** shall refer to any lacrosse competition organized, authorized, or approved by WL, any CF or NGB in which teams are authorized by, and represent their NGBs participate, or a competition that will count towards World Rankings.
- 1.1.20 **Lacrosse:** Lacrosse includes all disciplines, forms and formats of the sport approved by the GA of WL.
- 1.1.21 **Leadership Group:** This is a term used to describe a small group of WL Board and Management staff to take the lead on and progress a specific task, generally in between Board meetings. The group composition will vary according to the nature of the task.
- 1.1.22 **Member:** The generic term “member” is used to denote the collective of WL and includes FMs, PMs, CFMs, MNMs and IMs.
- 1.1.23 **Multi-Sport Event:** A multi-sport event is an organized sporting event, often held over multiple days, featuring competition in many different sports between organized teams of athletes from (mostly) members of WL, whose participation has been approved by the event host.
- 1.1.24 **National Governing Body (NGB):** The organization with oversight and responsibility, as recognized by WL, the relevant CF, and any other official national bodies, for lacrosse activity within a member nation.
- 1.1.25 **Not in Good Standing:** A WL Member not in good standing is one whose membership is suspended, cancelled, or otherwise limited by WL, for example, through disciplinary action.
- 1.1.26 **Policy:** A set of principles and directives which determines the acceptable practices and processes for the conduct of the business of WL. Policies are developed in consultation with the WL Governance Committee with relevant input from Membership and are approved and implemented by the WL Board.
- 1.1.27 **Procedure:** A set of actions which are required for the fulfilment of the various objectives of WL, and to ensure compliance with the WL Constitution, Bylaws, Codes of Conduct and Procedures, and Policies, or other appropriate administrative, operational, or legal instrument.
- 1.1.28 **Protocol:** A set of rules and acceptable behaviors used for designated purposes for specific events, occasions and/or ceremonies.
- 1.1.29 **Provisional member:** New members and/or those who are developing domestic lacrosse governance.
- 1.1.30 **Rules Assembly (RA):** The RA is the virtual decision-making body for WL playing rules. The quorum, voting entitlements, processes, sector voting and voting majority follow the same constitutional provisions as the GA. Votes on rules will normally take place electronically within 28 days following a RA, but on occasion votes may be taken electronically during an RA if Members agree. Attendees at a RA include one official voting representative and representatives of officials, coaches and athletes and others as each NGB determines.

- 1.1.31 **Sanctioned event:** means a competition, event, tournament, and/or matches conducted by an authorized event organizer that has received formal approval by WL. Competitions or events listed in the WL calendar are recognized as sanctioned events.
- 1.1.32 **Sector voting (sector functioning program):** This term identifies which Members can vote on decisions about specific disciplines, or sectors, of lacrosse. There are currently six (6) sectors: Men's Field, Women's Field, Men's Box, Women's Box, Men's Sixes, and Women's Sixes.
- 1.1.33 **Subscription:** A subscription is an amount of money that members regularly pay to WL to become a member of the organization.
- 1.1.34 **Territory:** A statutory body under the protection of a sovereign state that is recognized and approved as a member of WL.
- 1.1.35 **World Events:** Generic term used to cover the WL World Championships, some of which were previously known as "World Cup."

## 1.2 Name

- 1.2.1 The name of the Federation will be World Lacrosse and is referred to in this Constitution and associated Bylaws as World Lacrosse (WL).

## 1.3 Language, Governing Law and Interpretation

- 1.3.1 **Language:** The official language of WL is English, and all notices and documentation will be in US English or accompanied by an English translation. All meetings will be conducted in English.
- 1.3.2 **Governing Law:** This Constitution will be governed by and construed in accordance with New York State, United States of America Law.
- 1.3.3 All meetings of WL, and its committees, will be conducted according to the policies and procedures set out in the Constitution & Bylaws and, where relevant, the current version of Robert's Rules of Order.
- 1.3.4 FMs and CFMs must be present (in-person or virtually) at a meeting of the GA to exercise their privilege of voting, except as outlined in 1.3.5 for electronic votes. Proxy votes are not permitted.
- 1.3.5 Any vote or ballot may be conducted at a meeting of WL or by electronic vote or ballot as outlined in section 1.6 of this Constitution. This applies to both the GA and the Board.

## 1.4 Objectives

The objectives of WL will be to:

- 1.4.1 Coordinate the development of lacrosse throughout the world.
- 1.4.2 Promote lacrosse (as defined in 1.1.20) through specific initiatives.
- 1.4.3 Establish, maintain, and enforce rules and regulations governing international competition, including WL playing rules.

- 1.4.4 Establish policies for the operation of international competition and WL sanctioned events.
- 1.4.5 Represent lacrosse on / to other international sports bodies (e.g., Sport Accord, International World Games Association (IWGA), International Olympic Committee (IOC), Association of Recognized IOC International Sports Federations (ARISF), etc.).
- 1.4.6 Maintain alliances with lacrosse organizations including Professional Leagues and organizations representing particular forms of lacrosse.
- 1.4.7 Preserve the integrity of all disciplines of lacrosse.
- 1.4.8 Provide a safe and fair environment for athlete competition, free from all forms of abuse and manipulation of outcomes and to deter alcohol, drug, and tobacco abuse in lacrosse.
- 1.4.9 Acquire such property, assets and rights as WL believes fit and conducive to the attainment of its objects in such manner and upon such terms as it thinks appropriate.
- 1.4.10 Dispose of WL's property, assets, and rights in such manner and upon such terms as WL may believe conducive to the attainment of its objects.
- 1.4.11 Undertake such obligations and incur such liabilities as WL may believe conducive to the attainment of its objects.
- 1.4.12 Do all such things as in the opinion of WL are or may be conducive or incidental to the attainment of the above objective.

## **1.5 Membership**

- 1.5.1 The NGB for lacrosse in any country or nation will be eligible for membership of WL. Only one association from each country or nation may be a member, and such member will be recognized by WL as the only NGB for all lacrosse in such country or nation.
- 1.5.2 Membership may be conferred following the policy, process and criteria set by the GA.
- 1.5.3 Membership categories shall be:
  - 1.5.3.1 Full Member (FM)
  - 1.5.3.2 Provisional Member (PM)
  - 1.5.3.3 Continental Federation Member (CFM)
  - 1.5.3.4 Multi Nation Member (MNM)
  - 1.5.3.5 Inactive Member (IM)
- 1.5.4 Any member may resign from membership of WL by giving notice in writing to the WL President, but such member will remain liable for all monies due by the member to WL at the time of ceasing to be a member.
- 1.5.5 WL may place any condition on, or refuse to continue the membership of, a member by a resolution circulated to all members and passed by a majority of at least two thirds of votes cast. Such motion will only be considered provided that a minimum of two (2) months' notice of motion has been provided to all members, and the Board, and that the member has the opportunity to make written representation to all members, and the Board, and personal representation at a meeting of the GA to consider the motion.

1.5.6 Failure of a PM, FM, MNM or CFM to meet their membership obligations, as set out in the WL Constitution & Bylaws, without reasonable cause, and following due process, will cause the GA to consider a resolution to refuse to continue the membership of that Member, to place any condition deemed necessary or to place that member in the Inactive Member category.

1.5.7 There is an expectation, but not a specific requirement, that a PM or MNM will attend GA meetings. Potential new PMs, or MNMs will be invited as guests in the year of considering joining. PMs who do not meet their membership obligations may also be considered for and be placed in the IM category.

## 1.6 General Assembly

### 1.6.1 Structure

1.6.1.1 The General Assembly (GA) consists of the Membership, the Board, the Athletes' Commission and Lifetime Award holders (Lifetime Award holders are entitled to attend GA meetings but are not entitled to vote or set the agenda). The President will act as the chair of the GA.

### 1.6.2 Role

- 1.6.2.1 Elect the Directors of the Board that have been nominated for Elected Board positions.
- 1.6.2.2 Vote on Constitution and Bylaw changes.
- 1.6.2.3 Rule changes will be voted on by FMs in a separate RA and will be subject to sector voting.
- 1.6.2.4 Membership will be consulted on relevant Policies through the WL Governance Committee before they are submitted for approval to the GA or the Board.
- 1.6.2.5 Approve the Strategic Plan.
- 1.6.2.6 Approve the forward (generally 2-4 year period) budget and authorize the Board to oversee the annual budget.
- 1.6.2.7 Delegate day-to-day operations to staff through the Board.
- 1.6.2.8 Oversee Board activity and performance.
- 1.6.2.9 Receive and review reports from the Board.
- 1.6.2.10 Delegate to the Board the responsibility of determining the structure of the Committees, Sub-Committees, Councils, Commissions and Working Groups needed to effectively govern WL.
- 1.6.2.11 Set policies and criteria for acceptance of new members.
- 1.6.2.12 Agree acceptance of new members.
- 1.6.2.13 Agree the conditions and responsibilities of membership.
- 1.6.2.14 Review latest quarterly financial report and receive a copy of the annual audited financial statements when the reports are issued.
- 1.6.2.15 Approve the Auditors when proposed by the Board. WL will review the Auditors at least every three (3) years.
- 1.6.2.16 Approve membership subscriptions as proposed by the Board.

### 1.6.3 Meetings

1.6.3.1 The GA will meet annually or as determined by the membership. The meetings should be held virtually and will be held in October/November of each relevant year.

### 1.6.4 Attendance

- 1.6.4.1 All FMs and CFMs are entitled to appoint one delegate, who must have a material relationship with the Member, e.g. a member of their Board, and may have one observer in attendance at a GA. PMs and MNMs are expected to attend. The name of the delegate and any observer must be submitted to WL at least 5 days before a meeting of the GA.

#### 1.6.5 Meeting Quorum

- 1.6.5.1 The Meeting Quorum will be at least one third of the number of members eligible to vote at the GA.

#### 1.6.6 Voting

Those entitled to vote are:

- 1.6.6.1 FMs and CFMs (one vote per FM and CFM) in good standing.  
1.6.6.2 The named delegate must cast the respective FM and CFM vote.  
1.6.6.3 The Athletes' Commission will have one vote cast by either the Chair or Vice Chair of the Athletes' Commission.  
1.6.6.4 The Board will have one collective vote, this will be cast by a designated Director.  
1.6.6.5 The Member vote must be cast by the NGB delegate declared prior to any vote.  
1.6.6.6 The Chair (most likely the President) will have a casting vote in the event of a tie. If the President is not in attendance, the Chair of the meeting will have the casting vote.

#### 1.6.7 Constraints

- 1.6.7.1 A Board member may not represent their country within the GA.  
1.6.7.2 A person can only exercise one vote.  
1.6.7.3 A Board member may "step down" from their position to speak against a Board recommendation but may not vote as a FM or CFM delegate.  
1.6.7.4 FMs and CFMs placed into the IM category will not be entitled to vote.  
1.6.7.5 Any member who is suspended may not vote.

#### 1.6.8 Sector Voting

- 1.6.8.1 Only WL FMs may propose, or vote on, a specific sector initiative.  
1.6.8.2 To be eligible to vote in the relevant sector, the FM must have competed in one (1) of the following events in that sector within the previous eight (8) years:
- A WL Championship
  - A CF Championship
  - A CF Qualifier for a WL Championship
- 1.6.8.3 The FM sector specific vote applies to all current and future WL disciplines.  
1.6.8.4 When a new sector is introduced, all FMs will be eligible to vote until such time as the first Championship has been held in that sector.  
1.6.8.5 The Voting Quorum will be one third rounded up of the eligible voting FMs for that sector in attendance (in person or virtual) or participating in an electronic vote.  
1.6.8.6 Proposals for sector voting on rules must be submitted to the Chair of the Rules Committee in the first instance. All other sector voting should be sent to the WL Director of Events. Consideration of, and voting on, the proposal will then follow the relevant process.

### 1.6.9 Voting Majority

- 1.6.9.1 On all matters related to the Constitution, Bylaws, Membership and Playing Rules, the majority must be at least two thirds of those present at a quorate meeting, who are eligible to, and cast, a vote, recording a vote in favor.
- 1.6.9.2 For all other matters, at a quorate meeting, a simple majority (of the eligible voters who cast a vote) is sufficient.
- 1.6.9.3 For clarity it should be noted that an abstention is not considered as a cast vote and, therefore, does not count in tallying the vote negatively or positively but will contribute to the quorum.
- 1.6.9.4 In the event of a tie or deadlock, the Chair (most likely the President) will have a casting vote.

## 1.7 WL Board

Except as otherwise provided in this Constitution all corporate powers and authority to conduct business affairs will be exercised by, or under the authority of, the WL Board.

### 1.7.1 Structure

- 1.7.1.1 The Board of WL will be comprised of positions as determined by the Board.
- 1.7.1.2 The Board will consist of a President and between 8-10 members (including the CEO). The Board structure will be such that the number of voting Board members, directly elected by the membership will be greater than that of the appointed/otherwise selected voting members.
- 1.7.1.3 Elections for Board members are held during a GA. Successful candidates will normally take up their position and duties one month after the GA, or after all World Events (WL and Multi-Sport Events) in that year are completed, whichever is the later, to avoid disruption to planning of, and representation at, World Events in any given year. Exceptionally, the Board may agree to bring forward the start date by agreement with all parties involved.
- 1.7.1.4 Terms of office for appointed Board members, not including the CEO, are proposed by the WL primary donor and approved by the Board according to the terms of the contract with the donor. Once appointed, they are voting Board members and subject to the same terms and conditions as all other Board members, including declaration of any conflicts of interest and acceptance of the code of conduct.
- 1.7.1.5 Independent Directors once appointed are voting Board members and subject to the same terms and conditions as all other Board members, including declaration of any conflicts of interest and acceptance of the code of conduct. Terms of office will be decided by the Board.
- 1.7.1.6 The GA will be advised of all appointed Board members and their terms of office.
- 1.7.1.7 Members of staff may also participate in Board meetings with a voice but no voting privileges (except the CEO who is a member of the Board and who has voting privileges on the Board).
- 1.7.1.8 Specific roles and role descriptions/titles of Board Members going forward may change, under Board direction, to suit identified needs.

### 1.7.2 Role

- 1.7.2.1 The Board will have and may exercise all the powers and authority of the GA, in between meetings of the GA, in the management and governance of WL. The Board will represent the interests of the WL membership by providing strategic

direction, guidance, and management oversight. The Board will also select, manage, and evaluate the performance of a Chief Executive Officer (CEO) who will be empowered to engage and manage additional staff subject to Board approval.

1.7.2.2 The role of the Board is to:

- a) Report on the activities that have occurred since the last GA and to keep the membership informed of significant matters.
- b) Prepare, seek approval, and implement the Strategic and Operational plans and monitor progress.
- c) Provide the fiduciary responsibility of oversight of a forward budget.
- d) Develop policies in consultation with the WL Governance Committee and the membership and submit them for approval to the GA or the Board.
- e) Oversee communications with members and external stakeholders.
- f) Appoint Chairs of the Committees and review the Committees' work.
- g) Select and approve Hosts for International Events.
- h) Determine whether an applicant country meets the criteria and policies set by the GA and then propose acceptance to the membership.
- i) Prepare audited accounts on an annual basis and review with the membership.
- j) Exercise due diligence, including risk management, ensuring compliance with statutory and legal obligations (e.g., employment and tax law and general and Directors and Officers Liability).
- k) Review and recommend auditor appointments.
- l) Approve contractual agreements in compliance with approved delegated authorities.
- m) Oversee and monitor the agreed anti-doping rules and policies.
- n) Ensure the Code of Ethics (section 1.11 of this Constitution) is always met.
- o) Record and manage any conflicts of interest on a regular basis. The annual summary of Declared Conflicts of Interest will be published on the WL website. Declarations of any new conflicts will be made at each meeting of the Board.
- p) Review membership subscriptions annually and propose changes to the GA as required.
- q) Enter into partnership arrangements with external organizations whose activities align with WL, but do not meet WL membership criteria, nor compete with WL or its Members in any way. These will be determined by WL at its sole discretion.

1.7.3 Meetings

1.7.3.1 The Board will normally hold a minimum of four (4) meetings per year (face to face or virtual) with additional calls as needed.

1.7.3.2 The Board will be chaired by the President. If they are not present, the Board will collectively appoint a Chair.

1.7.4 Meeting Quorum

1.7.4.1 The Meeting Quorum will be 50% plus one (1) of the Board Members.

1.7.5 Voting

1.7.5.1 Each Board Member may vote.

1.7.5.2 Resolutions will be decided by simple majority.

1.7.5.3 In the event of a tie or deadlock, the Chair (usually the President), will have an additional (casting) vote.

- 1.7.5.4 For electronic votes within the WL Board the response period will be seven (7) days, however, this may be reduced to a shorter period if it is a matter of critical urgency.

## **1.8 Committees, Sub-Committees, Commissions, Councils and Working Groups**

- 1.8.1 The Board will establish Committees, Sub-Committees, Councils and Commissions. The membership, composition, and Terms of Reference, and the frequency and conduct of meetings, will be determined by the Board, the members, and by those Committees, Sub-Committees, Councils and Commissions, subject to the approval of the Board. The Terms of Reference of all such Committees, Sub-Committees, Councils and Commissions must be published and be publicly available.
- 1.8.2 The Board will establish Working Groups, which are temporary groups normally designed to address particular issues or circumstances. The membership, composition and Terms of Reference, and frequency and conduct of meetings of any such Working Group, will be determined by the Board in consultation with the members of any such Working Group. The Terms of Reference will normally be published unless deemed confidential by the Board because of the nature and business of the Working Group. Working Groups are not generally decision- making bodies.
- 1.8.3 A Committee, Sub-Committee, Council or Commission Chair shall (a) report to the Board on a periodic basis when and as requested by the Board and (ii) in any event produce an annual report of its activities. The Board provides oversight of and direction to each Committee, Sub-Committee, Council and Commission based on the strategic priorities of WL. Committee Chairs are also responsible for participating in the budget process and effectively managing budget allocations. Committees, Sub- Committees, Councils and Commissions are not generally decision-making bodies.
- 1.8.4 Committee, Sub-Committee, Council and Commission Chairs – nominations may be made by WL members, Board members and individuals; and the relevant Board member will make a recommendation to the Board for appointment.
- 1.8.5 Working Groups will be set up as required and Chairs will be nominated by Board Members who will advise the Board of the Working Group remit and timescales.
- 1.8.6 Committees, Sub-Committees, Councils, Commissions and Working Groups will normally meet virtually or in association with another event and will not incur travel expenses unless agreed by the Board as part of the annual budget. Geographic diversity on Committees, Sub-Committees, Councils, Commissions and Working Groups should be achieved.
- 1.8.7 Gender diversity on Committee, Sub-Committee, Councils, Commission and Working Group membership should be achieved.
- 1.8.8 No more than 50% of Committee, Sub-Committee, Council, Commission or Working Group members, including the Chair, may be from the same member.
- 1.8.9 Rules Sub-Committees must include non-Officiating representation.
- 1.8.10 Terms of Office on any individual committee will normally be for two (2) x four (4) year consecutive appointments with a requirement to stand down from that committee for one (1) year. Exceptionally, a person subsequently appointed as the Committee Chair does not have to stand down from that committee and will have a new set of consecutive Terms of

Office available.

1.8.11 From time to time the Board may agree that any Committee, Sub-Committee, Council, Commission or Working Group may benefit from external advice and membership and agree appointments to those groups for specific terms of office and role.

#### 1.8.12 **Committee, Sub-Committee, Council, Commission, and Working Group Meetings**

1.8.12.1 The Chair of each Committee, Sub-Committee, Council, Commission, and Working Group will preside as Chair of every meeting of the relevant Committee, Sub-Committee, Council, Commission, and Working Group. In their absence or if they are unwilling to act, the Committee, Sub-Committee, Council, Commission, and Working Group members present may choose one of their members to Chair the meeting.

1.8.12.2 No resolution will be put to vote at any meeting of any Committee, Sub-Committee, Council, Commission, and Working Group unless a majority of Committee, Sub-Committee, Council, Commission, Working Group members are present at the time the resolution is so put.

1.8.12.3 At any meeting of any Committee, Sub-Committee, Council, Commission and Working Group a resolution put to vote will 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 Committee, Council, Commission or Working Group Members.

## 1.9 Financial

1.9.1 The financial year of WL will commence on January 1 and end on December 31, in each calendar year.

1.9.2 All sums payable to WL will be received by the nominated staff members and deposited in a bank account approved by the Board.

1.9.3 All members will pay such membership subscriptions and other fees as may from time to time be prescribed by WL. Any Member who has not paid in full all subscriptions and fees within ninety (90) days from notification of the subscription or fee will not be entitled to participate in any of WL events, vote at WL meetings or receive WL grants. This may result in loss of membership and a change in status to IM.

1.9.4 The travel and accommodation costs for delegates to any WL meeting will be the responsibility of the member.

1.9.5 An annual examination of the accounts of WL will be undertaken by qualified and independent auditors and their findings will be reported to the members. The auditors will be recommended by the Board to membership for approval every three years.

## 1.10 Constitution, Bylaws, Policies and Playing Rules

1.10.1 The GA may make, repeal, and amend the **Constitution & Bylaws** for the furtherance of the objectives of WL and for the conduct of its business. It is essential that the WL Constitution & Bylaws, Policies and Playing Rules are considered in their entirety as containing all formal provisions for the conduct of all WL business.

1.10.2 **Policies:** Members will have the opportunity to propose and contribute to policies, through the WL Governance Committee, which will oversee a process to determine the approval pathway

for all policies, including where approval by the GA may be required.

- 1.10.3 Amendments: Proposed amendments to the Constitution and Bylaws must be advised in writing to the Chief Operating Officer (COO) at least ninety (90) days prior to any meeting of the GA. Those proposed amendments will be circulated to the Board and members at least sixty (60) days before the date of the meeting.
- 1.10.4 Proposed changes to the Playing Rules must be submitted in accordance with the Rules Change Process and will need to be submitted to the WL Rules Committee Chair, with proposals seconded by a Member from another CF region. The timelines for the rule changes are different from those of the GA and proposed rule changes must be submitted in quarter one of the expiry years.
- 1.10.5 Amendments require a majority vote of at least two thirds of votes cast by those present at a quorate meeting. Proposed amendments for which proper notice has not been given, but which have been discussed and agreed at a meeting of the GA, may be determined by postal/electronic ballot as outlined in section 1.6. In addition, any other GA business may be determined by postal/electronic ballot.
- 1.10.6 The GA will establish and maintain policies that direct the conduct of all World Events. Management staff will be responsible for operations and for managing the specific activities of all World Events, bidding process (recommendation of event hosts to the Board), sponsorship / broadcasting rights and all contract negotiations in liaison with the WL Director of Events and relevant committees. These provisions are published in the WL Event Hosting & Competition Manual.
- 1.10.7 **Playing Rules:** The Playing Rules of the disciplines of lacrosse may be amended from time to time by the WL RA.

## 1.11 Code of Ethics

- 1.11.1 It is the aim of WL, CFs, NGBs, MNMs, and the members and officers of all these organizations, and all those involved in lacrosse, to represent and promote the highest possible ethical values within the sport. WL is committed to the Olympic Charter and its fundamental principles. In furtherance of this aim the WL Board has adopted this Code of Ethics based on the principles and rules of the IOC Code of Ethics. At all times WL, CFs, NGBs, MNMs and the members and officers of all these organizations, as well as event participants within the framework of events organized and/or recognized and approved by WL, will adhere to the principles of the Code of Ethics. This Code of Ethics applies to the WL Board, Committee, Sub-Committee, Council, Commission and Working Group Chairs and members, WL staff (including consultants, agents and any person acting on behalf of WL), CFs, NGBs, MNMs and the members and officers of all these organizations, and to all participants in WL events in any capacity whatsoever, in particular athletes and the athlete's entourage.
- 1.11.2 **Equality, Equity and Dignity**
  - 1.11.2.1 Safeguarding the dignity of the individual is a fundamental requirement of Olympism.
  - 1.11.2.2 There will be no discrimination between the participants on any basis listed in the WL Protected Class List shown in 1.11.2.8 below.
  - 1.11.2.3 All doping practices at all levels are strictly prohibited. The provisions against doping in the World Anti-Doping Code will be scrupulously observed.
  - 1.11.2.4 All forms of harassment of WL, CFs, NGBs, MNMs and the members and officers

of all these organizations, as well as WL event participants, are prohibited.

- 1.11.2.5 All forms of participation in, or support for betting related to WL events, and all forms of promotion of betting related to WL events are prohibited.
- 1.11.2.6 Participants in WL events must not, in any manner whatsoever, infringe the principle of fair play, show non-sporting conduct, or attempt to influence the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics.
- 1.11.2.7 WL and the relevant parties will seek to ensure the athletes' conditions of safety, well-being and medical care favorable to their physical and mental equilibrium.
- 1.11.2.8 The **WL Protected class list** includes race, ethnicity, sexual or romantic orientation, gender (including gender identity and gender expression), trans status, age, family status, including marriage or pregnancy status, differences in ability including neurodiversity, nationality, national origin, language, education, socio-economic status or religious or non-religious beliefs.
- 1.11.2.9 In documentation the use of exclusionary statements such as 'including but not limited to' or 'at the discretion of' should be avoided.
- 1.11.2.10 **WL DEI statement.** WL is committed to the belief that our world must be inclusive in its diversity, visionary in its approach to equal opportunities in sports participation for all and pioneering in seeking equitable outcomes for all our stakeholders. Through our engagement in the sport of lacrosse, internationally and regionally, we must be the voice of diversity, equity and inclusion for our athletes, coaches, staff and volunteers all over the world. We accomplish this by engaging in a robust and broad dialogue with our NGBs, CFs, committees, and key organizations, and in acting as a role model for diversity, opportunity and inclusion for our members.
- 1.11.2.11 **Enacting the WL DEI statement:** To achieve the WL DEI statement, we recognize that the process requires a long-term commitment to process improvements, identification of barriers to success, acknowledgements of bias and discrimination within our organizations, and amplifying processes and people that will lead to success. To such end, WL will continue to improve on existing policy documents that support diversity, equity and inclusion; use gender-neutral or nonbinary pronouns in WL communications and documents, except where context suggests a single gender term be used; implement strategic goals and initiatives that support DEI; encourage NGBs and CFs to include DEI statements into their bylaws, Constitution or policy documents; create a learning environment that supports DEI initiatives; conduct periodic reviews of DEI documents and processes to ensure that they reflect current best practices and international standards; strongly recommend all WL job requirements should include a DEI statement from applicants.

### 1.11.3 Integrity

- 1.11.3.1 WL Board and staff or their representatives will not, directly, or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature connected with the organization of WL events. An exception may be granted if such remuneration, commission, benefit, or service is pre-approved by the WL Board upon recommendation of the Ethics Commission.
- 1.11.3.2 Only gifts of nominal value, in accordance with prevailing local customs, may be given or accepted by the WL Board and staff or their representatives, as a mark of respect or friendship. Any other gift must be passed on to the organization of which the beneficiary is a member.
- 1.11.3.3 The hospitality shown to WL Board members and staff and the people accompanying them shall not exceed the standards prevailing in the host country.

- 1.11.3.4 WL Board and Committee members and staff shall respect the Conflicts of Interest Policy.
- 1.11.3.5 WL Board members and staff shall use due care and diligence in fulfilling their mission. They must not act in a manner likely to tarnish the reputation of WL, the lacrosse family, or the Olympic Movement.
- 1.11.3.6 WL Board members and staff, their agents or their representatives must not be involved with firms or persons whose activity or reputation is inconsistent with the principles set out in the Olympic Charter and this Code of Ethics.

#### **1.11.4 Good Governance and Resources**

- 1.11.4.1 WL will adhere to basic universal principles of good governance of the Olympic and sports movement, in particular transparency, responsibility, and accountability.
- 1.11.4.2 The income and expenditure of WL shall be recorded in its accounts, which must be maintained in accordance with generally accepted accounting principles. An independent auditor selected by the membership via the GA will check these accounts.
- 1.11.4.3 WL recognizes the significant contribution that broadcasters, sponsors, partners, donors, and other supporters of sports events make to the development and prestige of WL events throughout the world. However, such support must be in a form consistent with the rules of sport and the principles defined in the Olympic Charter and this Code of Ethics. They must not interfere in the running of sports institutions. The organization and staging of sports competitions are the exclusive responsibility of the independent sports organizations recognized by the IOC.

#### **1.11.5 Relations with Nations and Members**

- 1.11.5.1 The WL Board will work to maintain harmonious relations with nation state sporting authorities and Members in accordance with the principle of universality and political neutrality of the Olympic Movement.
- 1.11.5.2 Members of the WL Board are free to play a role in the public life of the nation state to which they belong. They may not, however, engage in any activity or follow any ideology inconsistent with the principles and rules defined in the Olympic Charter and set out in this Code of Ethics.
- 1.11.5.3 The WL Board will endeavor to protect the environment during any events they organize and undertake to uphold generally accepted standards for environmental protection.

#### **1.11.6 Confidentiality**

- 1.11.6.1 WL Members, officers and staff shall not disclose information entrusted to them in confidence and shall abide by the provisions of the WL Data Protection Policy & Protocols.
- 1.11.6.2 Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organization.

#### **1.11.7 Ethics Commission / Implementation**

- 1.11.7.1 WL will ensure that the principles of the Olympic Charter and the WL Code of Ethics are applied.
- 1.11.7.2 To achieve this goal, WL has created an Ethics Commission charged with creating and maintaining a framework of ethical principles, included in WL Code of Ethics.

- 1.11.7.3 The Ethics Commission is also a resource for WL members and athletes, providing support, assistance, and education.
- 1.11.7.4 The WL Ethics Commission will be chaired by a designated representative, approved by the Board. The Commission will be composed of the Chair and up to four additional members independent of the Board. Nominations to the Ethics Commission can be made by each WL member NGB, CF and/or Olympic Movement party. Additional members will be added as appropriate by the WL Board.
- 1.11.7.5 Formal reporting of any action or activity in breach of this Code of Ethics may be made directly to the WL President by WL Board and staff, CFs, NGBs, MNMs, or a member or officer of any of these organizations. If the report deals with the President, reports may be made to the Legal Counsel. The WL President will oversee the conduct of an investigation and possible disciplinary action in accordance with the procedures set out in WL Policies.

#### **1.11.8 Anti-Doping**

- 1.11.8.1 WL adopts the Anti-Doping Rules and International Standards prescribed by the World Anti-Doping Agency (WADA). The prohibited substances and methods (WADA Prohibited List) will be determined by WADA and further will be published on the WL website.

## **1.12 Disputes and the Court of Arbitration for Sport**

- 1.12.1 Procedures for the management of disputes involving WL, CFs, NGBs, and the members and officers of all these organizations, between Members, or between a Member and the WL Board, and associated disciplinary procedures, are provided in the WL Codes of Conduct and Procedures.
- 1.12.2 If WL or any WL Member party to a dispute shall disagree with the results of an appeal conducted according to the approved WL procedures, then WL or such WL Member may appeal such decision, at its own cost and expense, to the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland. Any such proceedings brought before the CAS shall be conducted in accordance with CAS rules and regulations,

## **1.13 Dissolution and/or Merger**

- 1.13.1 WL shall not be merged, amalgamated, or dissolved except by at least a two-thirds majority vote on a resolution circulated to all members eligible to vote at the GA, electronically or at a meeting.
- 1.13.2 Any merger, amalgamation, dissolution, re-organization, or reconstitution will take effect from the date on which an electronic vote is concluded or at the conclusion of a meeting of the GA at which the relevant resolution is passed, or such later date as is specified in the resolution.
- 1.13.3 Any property, assets and rights of WL remaining after discharge of its liabilities will be applied in such manner as the GA (acting by resolution) thinks fit for the promotion or development or protection of the interests of lacrosse.

## World Lacrosse Constitution – Version History

<b>Version/Date</b>	<b>Status/Committee</b>
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
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November 2025	Changes approved at General Assembly (15 November 2025)

# World Lacrosse Bylaws

As approved by the General Assembly

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## 1.1 WL Membership

The criteria, requirements, rights and obligations for Full Members, Provisional Members, Continental Federation Members and Multi Nation Members, as well as membership subscriptions and the membership approval process, are stated below.

### Membership Categories

- 1.1.1 **Provisional Member (PM):** New members and/or those members who are developing domestic lacrosse governance.
- 1.1.2 **Full Member (FM):** A NGB that meets the WL criteria to govern lacrosse domestically and contribute to regional/global lacrosse development.
- 1.1.3 **Continental Federation Member (CFM):** Generic term for the Continental/Regional bodies that represent a specific geography and are CF Members of WL. CFs represent WL members and MNMs in their region and their responsibilities include hosting WL Event qualifiers.
- 1.1.4 **Multi-Nation member (MNM):** Term to denote an organization which is comprised of nations and/or athletes who share the same passport and compete together under another organization that is not their NGB affiliation in certain competitions that use International Olympic Committee eligibility rules (e.g. Great Britain).

### Member Requirements

- 1.1.5 **PM requirements:** To be considered for PM status, the applicant needs to:
  - 1.1.5.1 Provide authority for the sport of lacrosse in their geographic region or territory, as agreed by WL and the CF(s).
  - 1.1.5.2 Have a defined leadership structure for the organization (a board) with a target of 50% of members residing within the geographic area and 50% gender equity.

- 1.1.5.3 Have a Constitution and Bylaws that contains full endorsement by their board at a minimum and ideally by their members; compliance with WL and CF constitutions and bylaws; free and fair democratic elections with term limits defined, recognition of WL and the relevant CF as sole authorities governing the sport of lacrosse, WADA compliance provisions and holding an annual governance meeting representative of the membership.
  - 1.1.5.4 Submit a 3-year plan for the development of the sport and for the organization.
  - 1.1.5.5 Fulfill the NGB obligations in Article 18 of the WL Anti-Doping Rules which can be found [here](#).
  - 1.1.5.6 Submit an anti-discrimination declaration statement.
- 1.1.6 **FM requirements:** Meets all requirements of a PM, plus:
- 1.1.6.1 The board is comprised of a minimum of 50% in-country leadership and has constitutional provisions that ensure in-country development work is carried out.
  - 1.1.6.2 Must demonstrate working in good faith to provide equitable resources ensuring opportunity across all genders.
  - 1.1.6.3 Must demonstrate financial sustainability and independence via submission of operating budget and statement of accounts.
  - 1.1.6.4 Have participated in a WL and CF GA within one year of the request for FM status.
  - 1.1.6.5 Be current with all subscriptions due to WL and the CF.
  - 1.1.6.6 Provide a plan for the administration of a prevention of abuse (SafeSport) policy.
  - 1.1.6.7 Must have competed in an approved regional or approved WL event.
  - 1.1.6.8 Have an Athletes' Commission in place when requesting FM status.
- 1.1.7 **CFM requirements:** To be considered for CFM status, the applicant shall have the same requirements as a FM, with the exception of 1.1.6.7 and 1.1.6.4 above plus:
- 1.1.7.1 For proposed CFs to be approved, the proposed CF must provide a letter endorsed by two thirds of the current full member NGBs within the region and recognizing the proposed CF as the CF, to present themselves as the sole governing authority for the sport of lacrosse in their geographic region or territory, as agreed by WL and the CF(s). The proposed CF must also have an established Athletes Commission in place.
- 1.1.8 **MNM requirements:** To be considered for MNM status, the applicant needs to:
- 1.1.8.1 Provide a letter endorsed by all the NGBs constituting the MNM, recognizing the MNM as having the governing authority in all matters where individual NGB membership is not applicable.
  - 1.1.8.2 Have a defined leadership structure for the organization, a board, with targets of 50% of members residing within the nations constituting the MNM and has constitutional provisions that ensure 50% gender equity.
  - 1.1.8.3 Have a Constitution and Bylaws that contains full endorsement by their members and board; compliance with WL and CF constitutions and bylaws; free and fair democratic elections with defined term limits, recognition of WL and the relevant CF as sole authorities governing the sport of lacrosse, WADA compliance provisions and holding an annual governance meeting representative of the membership. Alternatively, be registered with the appropriate government organization and be constituted by a set of articles and managed by company law.
  - 1.1.8.4 Submit a document of understanding which explains the relationship between the countries and the MNM and clarifies roles and responsibilities.
  - 1.1.8.5 Submit a development plan for the organization.
  - 1.1.8.6 Submit an anti-discrimination declaration statement.

- 1.1.8.7 Demonstrate working in good faith to provide equitable resources ensuring opportunity across all genders.
- 1.1.8.8 Demonstrate financial sustainability and independence via submission of operating budget and statement of accounts.
- 1.1.8.9 Be current with all subscriptions due to WL and the CF.
- 1.1.8.10 Fulfil the NGB obligations in Article 18 of the WL Anti-Doping Rules which can be found [here](#).
- 1.1.8.11 Provide a plan for the administration of and prevention of abuse (SafeSport) policy.

## **Member Rights**

### **1.1.9 PM rights:**

- 1.1.9.1 May send up to two observers to a WL/CF GA without vote.
- 1.1.9.2 PM observers may be permitted to have a voice at the discretion of the President or chair of the meeting.
- 1.1.9.3 Access to all WL/CF grant programs and services.
- 1.1.9.4 May participate in Continental events but will not qualify for World Championship events at the Senior level.
- 1.1.9.5 May participate in WL age related Events.

### **1.1.10 FM rights:** The FM enjoys the same rights as a PM plus:

- 1.1.10.1 One of the two participants is a voting delegate at GAs.
- 1.1.10.2 Delegates are entitled to speaking rights in meetings of the GA.
- 1.1.10.3 May nominate persons from their NGB for positions on the WL Board.
- 1.1.10.4 May participate in Continental and World Championship events at every competition level and in any sector/discipline adhering to relevant competition rules and regulations.

### **1.1.11 CFM rights:**

- 1.1.11.1 May send one observer and one voting delegate to a GA.
- 1.1.11.2 Delegates are entitled to speaking rights in meetings of the GA.
- 1.1.11.3 One WL Board seat will be made available for CF representation. The person will be elected by the CFs and presented to the WL Board for affirmation. This position will enjoy the rights that are conferred upon other board members, as related to matters of the board. Each CF will have one vote to elect the CF representative to the WL Board. Any tied vote will require resolution by the CFs.
- 1.1.11.4 One WL Development Committee (DevComm) seat will be created for regional representatives from each of the existing and any future regions, in agreement with the Chair of the DevComm. At the end of the term of a regional representative the relevant CF will submit two to three names to the DevComm and the DevComm will work with the CF to find a mutually agreeable replacement to represent the relevant region.

### **1.1.12 MNM rights:**

- 1.1.12.1 May send a maximum of two observers to the WL GA with no voting rights and speaking rights at discretion of the Chair.
- 1.1.12.2 Delegates are entitled to speaking rights in meetings of the GA.
- 1.1.12.3 Right to participate in multi-sport events and for WL events that are for multi-sport event qualifiers/Olympic qualifiers as the MNM.

- 1.1.12.4 For WL Championship events and qualifiers, must identify in advance whether the MNM is entering or the countries making up the MNM.
- 1.1.12.5 May not compete in sanctioned events alongside the countries in membership of the MNM but can do so in events unsanctioned by WL.

## **Member Obligations**

### **1.1.13 PM obligations:**

- 1.1.13.1 Upon confirmation of PM status, the member will work towards obtaining FM status within 5 years.
- 1.1.13.2 Upon the 2-year anniversary of PM confirmation, the DevComm will review the PM plan and make a recommendation as to the course of action needed.
- 1.1.13.3 Each PM will submit an annual report to WL DevComm and to the relevant CF, related to the goals and objectives of their development plan.
- 1.1.13.4 Take responsibility for ensuring they meet the visa and border entry requirements for the country where a WL event is being held.
- 1.1.13.5 Subscription: To be determined by the WL GA.
  - First year to be paid with application submission.
  - Subsequent years to be paid by conclusion of Q1.
  - CFs may set their own subscription fees.

### **1.1.14 FM obligations:**

- 1.1.14.1 Be an extension of WL and the CF in supporting the development of the sport within the region/country.
- 1.1.14.2 Work cooperatively with WL and the CF to ensure domestic members are in alignment with WL and CF policies, statutes, and regulations.
- 1.1.14.3 Invite WL/CF representatives to its GA and other meetings where knowledge sharing would be beneficial to all parties.
- 1.1.14.4 Submit an annual report on request to WL DevComm and to the relevant CF, related to the goals and objectives of their plan.
- 1.1.14.5 Take responsibility for ensuring they meet the visa and border entry requirements for the country where a WL event is being held.
- 1.1.14.6 Subscription: To be determined by the WL GA.
  - First year to be paid with application submission.
  - Subsequent years to be paid by conclusion of Q1.
  - CFs may set their own subscription fees.
- 1.1.14.7 Subscriptions for FMs will be as determined by the GA.

### **1.1.15 CFM obligations:** CFMs have the same obligations as FMs plus:

- 1.1.15.1 Conduct Continental Qualifying events as needed for WL World Championships at the senior levels of each discipline, as agreed by WL and the CF.
- 1.1.15.2 Conduct own championship events for membership engagement and development.
- 1.1.15.3 Subscriptions: To be determined by the WL GA.

### **1.1.16 MNM obligations:**

- 1.1.16.1 Be an extension of WL and the CF in supporting the development of the sport within the region/country.
- 1.1.16.2 Work cooperatively with WL and the CF to ensure domestic members are in alignment with WL and CF policies, statutes, and regulations.

- 1.1.16.3 Invite WL/CF representatives to its GA and other meetings where knowledge sharing would be beneficial to all parties.
- 1.1.16.4 Submit an annual report on request to WL DevComm and to the relevant CF.
- 1.1.16.5 Take responsibility for ensuring they meet the visa and border entry requirements for the country where a WL event is being held.
- 1.1.16.6 Subscription: To be determined by the WL GA.
  - First year to be paid with application submission.
  - Subsequent years to be paid by conclusion of Q1.
  - CFs may set their own subscription fees.

## Membership Process

- 1.1.17 A country or nation must join WL and the respective CF simultaneously.
- 1.1.18 **PM Joining Process:** The process noted below is for prospective member countries or nations to receive PM status with WL and their respective CF.
  - 1.1.18.1 An application package containing items noted in 1.1.6 to be submitted to the WL Director of Sport Development (WL DSD) for review and communication with CF (this is reciprocal if a prospective member approaches the CF first).
  - 1.1.18.2 The WL DSD, CF representative and Chair of DevComm works with the potential PM to revise the application as needed.
  - 1.1.18.3 The application package to be approved by the respective CF Board via the CF representative.
  - 1.1.18.4 The WL DSD, CF representative and Chair of DevComm present the application to the DevComm for review and recommendation to the WL Board.
  - 1.1.18.5 Once approved by the WL Board, WL will send the recommendation to its full membership for a postal vote or depending on timing consideration at a GA.
  - 1.1.18.6 Once approved by WL member vote, WL and CF co-confer PM status upon the applicant.
- 1.1.19 **FM Joining Process:** The process noted below is for PMs to advance to FM status with WL and their respective CF (if applicable).
  - 1.1.19.1 Application package containing items noted in 1.1.6 will be submitted to the WL DSD for review and communication with CF (this is reciprocal if a prospective full member approaches the CF first).
  - 1.1.19.2 WL DSD, CF representative and Chair of DevComm will work with the PM to revise the application as needed.
  - 1.1.19.3 WL DSD, CF representative and Chair of DevComm will present the application to the DevComm for review and once approved will take the recommendation to the WL Board.
  - 1.1.19.4 Once approved by the WL Board, WL will send the recommendation to its full membership for a postal vote or depending on timing consideration at a GA vote.
  - 1.1.19.5 Once approved by WL member vote, WL and CF will co-confer FM status upon the applicant.
- 1.1.20 **CFM Joining Process:** The process noted below is for organizations seeking membership with WL as a CFM.
  - 1.1.20.1 Application package containing items noted in 1.1.6 and 1.1.7 will be submitted to the WL DSD.

1.1.20.2 A prospective CF will be recommended from the DevComm to the WL Board. For the prospective CF to be approved, the WL Board will seek approval by the FM NGBS in the respective geographic region. A two thirds majority will be required.

1.1.21 **MNM Joining Process:** The process noted below is for organizations seeking MNM with WL and their respective CF.

1.1.21.1 Application package containing items noted in 1.1.8 will be submitted to the WL DSD for review and communication with CF.

1.1.21.2 WL DSD, CF representative and Chair of DevComm will work with the MNM to revise the application as needed.

1.1.21.3 WL DSD, CF representative and Chair of DevComm will present the application to the DevComm for review and once approved will take the recommendation to the WL Board.

1.1.21.4 Once approved by the WL Board, WL will inform the membership of its decision to confer MNM status on an organization.

1.1.22 Member change of name

1.1.22.1 Any member wishing to undertake a simple change to the name of their association should submit a request in writing to the WL Director of Sport, along with the rationale and any relevant paperwork. The proposal will go to the Governance Committee for review in the first instance and then onto the Board for approval. Members will be advised of the name change.

1.1.23 **Membership Review**

1.1.23.1 Every FM, PM, CFM, and MNM may be asked to provide a report when requested by the WL Board or DevComm. A template has been provided by WL and is located in the Member Toolkit.

1.1.23.2 The DevComm will regularly review the status of member NGBs and make recommendations on any status change as necessary or on benefit limitation as a member considering their attendance at WL meetings and WL Events and their domestic play situation as necessary.

## 1.2 WL Board Composition

1.2.1 Members of the WL Board are elected by the GA and for specialist skills, appointed by the WL Board and elected by other relevant groups including the Athletes' Commission and the CFs.

1.2.2 The Board will be comprised of a President and between 8-10 additional members (including the CEO). The positions will be determined by the Board with the number of elected voting members being greater than the appointed/otherwise selected voting members. In addition to the President, the Board can name other officers it deems necessary from within the existing membership of the Board.

1.2.3 The WL Board should aspire to have a 50:50 gender split, with a minimum of 40% each of men and women.

1.2.4 Board nominees, for election, must be a National of or reside within an FM nation to be considered for Board positions. Board nominees may be nominated by any FM or CFM or WL Board member.

- 1.2.5 The independent directors will be recruited by open advertisement.
- 1.2.6 The Nominations Committee is responsible for publicizing any Board and Committee Chair vacancy to the Board, Committees, CFs and FMs. A list of nominees for any Board positions for which an election is required will be distributed to the Member nominated contact point, at least 30 days prior to all GA meetings.
- 1.2.7 Board terms will normally be four (4) years, and elected Board members may serve up to three (3) consecutive four-year terms, before they must cycle off the Board for at least one (1) year.
- 1.2.8 Appointed Board members will serve at the will of the Board and will be defined at the time of appointment. Appointment durations will be advised to members as and when they are appointed.

### 1.3 WL Board Roles and Responsibilities

- 1.3.1 WL is a non-profit, tax-exempt organization under section 501(c)(3) of the United States Internal Revenue Code. As a result, WL and its Board members are subject to strict ethical guidelines and public scrutiny. Board members must meet three standards of conduct when carrying out Board responsibilities, including:
  - 1.3.1.1 Ensuring that operations and resources are aligned to fulfil the mission. Programs and services must support the mission.
  - 1.3.1.2 Ensuring responsible financial and legal stewardship when making Board decisions and taking action.
  - 1.3.1.3 Committing to serve the best interests of the organization. Board members cannot “self deal” or use their Board position for personal gain, nor can they favor the interests of a stakeholder group above the overall interests of the WL.
- 1.3.2 WL Board collective responsibilities include the following:
  - 1.3.2.1 **Determine mission and purposes.** The WL Board creates and periodically reviews a statement of mission and purpose that is relevant in the current environment and appropriately serves its primary stakeholders.
  - 1.3.2.2 **Select the Chief Executive Officer (CEO).** The WL Board reaches consensus on the Chief Executive Officer’s (CEO) responsibilities and undertakes a careful search to find the most qualified individual for the position.
  - 1.3.2.3 **Support and evaluate the CEO.** The WL Board ensures that the CEO has the moral and professional support they need to further organizational goals.
  - 1.3.2.4 **Perpetuate diversity and inclusion goals.** The WL Board reflects the organization’s core belief that a diverse, inclusive, and welcoming culture will best position the organization to achieve its strategic goals.
  - 1.3.2.5 **Ensure effective strategic and operational planning.** The WL Board must actively participate in an overall planning process and assist in implementing and monitoring plan goals.
  - 1.3.2.6 **Monitor and strengthen programs and services.** The WL Board determines which programs are consistent with the organization’s mission and monitors their effectiveness.
  - 1.3.2.7 **Ensure adequate financial resources.** The WL Board makes sure the organization has the resources needed to fulfil its mission.

- 1.3.2.8 **Protect assets and provide financial oversight.** The WL Board assists in developing an annual budget, oversees an annual audit, ensures that proper financial controls are in place and monitors organizational compliance with legal and fiduciary laws and regulations.
  - 1.3.2.9 **Build a competent Board.** The WL Board articulates prerequisites for Board candidates, recruits and orients new members, periodically and comprehensively evaluates its own performance, and ensures that Athlete representation is maintained.
  - 1.3.2.10 **Ensure legal and ethical integrity.** The WL Board is ultimately responsible for adherence to legal standards and ethical norms, including those articulated in the WL Code of Ethics.
  - 1.3.2.11 **Enhance the organization's public standing.** The WL Board clearly articulates the organization's mission, accomplishments, and goals to the public, and garners support from the community.
- 1.3.3 Understanding Board responsibilities is fundamentally important. Understanding how to perform them is equally important. WL Board members are expected to perform the following:
- 1.3.3.1 Understand and execute Board responsibilities, both generally and specific to the board position held, while respecting the board delegated authority and responsibility of the CEO.
  - 1.3.3.2 Lead strategically with a forward focus; collaboratively with the CEO, set strategic direction and high-level priorities.
  - 1.3.3.3 Avoid micromanagement by getting caught-up in day-to-day details; respect the CEO's authority to lead and manage WL staff and operations.
  - 1.3.3.4 Commit to the best interests of WL and its membership; vote and act responsibly in support of WL and its stakeholders, not exclusively for one member or a group of members.
  - 1.3.3.5 Support Board decisions once they are made.
  - 1.3.3.6 Assure the confidentiality of information distributed to and discussed by the Board.
  - 1.3.3.7 Behave ethically, taking care to disclose and act appropriately on any conflicts of interest.
  - 1.3.3.8 Behave courteously; communicate succinctly and respectfully; listen attentively to others; proactively encourage and seek to understand diverse viewpoints.
  - 1.3.3.9 Regularly attend and prepare for Board meetings, GAs, calls and other activities.
  - 1.3.3.10 Serve as an advocate for WL, speak well of WL and other Board members.
- 1.3.4 The increasing legal and fiduciary responsibilities of WL, as well as the desire for greater mission success, requires the following commitments:
- 1.3.4.1 **Roles & Responsibilities:** Highly performing organizations clearly define roles. Job descriptions that articulate roles and responsibilities for Board members (and for officers, CEO, and committee chairs) have been developed and will continue to be reviewed, distributed, and presented in a comprehensive Board member orientation, and reviewed annually. Board powers and key responsibilities are codified in these Bylaws.
  - 1.3.4.2 **Board Recruitment:** Board recruitment is strategic and proactive. WL will recruit individuals who are highly capable of performing Board responsibilities and will act in accordance with best practices and governing standards. Careful consideration must be given to what each Board candidate can contribute in terms of skills, experience, and sound judgment for the organization. Well-qualified Board members possess the highest personal values, judgement, and integrity. They understand athletic competition, Olympic ideals and will be familiar with the business, financial and other challenges that face WL. They may have a strong background in finance, marketing, fundraising, audit, governance, management, communications, and sport.

- 1.3.4.3 **Athletes as Board Members:** Athletes are key stakeholders of WL, and WL Bylaws require WL Athletes Commission appointed representation on the Board.
- 1.3.4.4 **Ethics and Conflicts of Interest:** Avoiding real or perceived conflicts of interest is a Board imperative. The Board develops and follows ethics and conflict of interest policies that are applicable to NGB stakeholders, including staff, volunteers, Board, and committee members including those articulated in the WL Code of Ethics. These stakeholders certify compliance annually, which includes completion of conflict of interest disclosure forms.
- 1.3.4.5 **Fiduciary Responsibility:** Financial oversight is a crucial Board responsibility and includes, but is not limited to:
- Approving and monitoring budgets.
  - Approving independent auditors to conduct annual audits.
  - Approving any loans, accumulations, and restricted accounts.
  - Overseeing bank accounts, investment advisors and/or endowments.
  - Monitoring sales transactions and checking for any unrelated business income.
  - Complying with legal and fiduciary laws and regulations.
  - Overseeing compensation, benefits and liability.
  - Approving capital campaigns and fundraising goals.
- 1.3.4.6 **Strategic Planning:** WL Board members partner with the CEO to set strategic direction and measure progress. The value of strategic planning lies not only in creating a plan, but also in the planning process itself. If done well, this process provokes productive thought, sparks compelling dialogue, and fosters stakeholder collaboration and commitment to success for the benefit of the entire organization.
- 1.3.4.7 **Fundraising:** Board members prioritize and support the execution of WL fundraising activities.
- 1.3.4.8 **Assessment:**
- CEO: The WL Board, or a subset of the Board, will manage the CEO's job performance annually. The job description, any performance goals and review process will be established and agreed upon with the CEO at least one year in advance of the review. Board members must commit to supporting the CEO's efforts toward goal achievement, while simultaneously holding them accountable to those goals. Constructive feedback, both positive and developmental, must be given regularly throughout the year.
  - Board Members: The WL Board will engage in a self-assessment program. In addition to assessing the CEO's performance every year, the Board will assess their own performances through a simple online tool. Individual Board members may evaluate the Board's performance, using Board member responsibilities and governing behaviors as the baseline. Results must be reported to the Board and discussed at a meeting.
- 1.3.5 The Board will have the ultimate authority to oversee WL's budget once it is approved by the GA.
- 1.3.6 The Board will serve as WL's Strategic Planning Committee, with up to four (4) other people, and is charged with overseeing efforts to prepare, present for GA approval, and implement the WL's strategic plan. The Board will also monitor and evaluate the plan and provide regular progress reports to the GA.
- 1.3.7 The President, in consultation with a designated Board Director and the CEO, will establish the agenda and timing for Board meetings and the GA. In addition, the President will preside over these meetings. The President, subject to Board approval, will have the power to temporarily fill Board vacancies until the next meeting of the GA, at which a formal election for the vacancy will be conducted.

- 1.3.8 Members of the Board are expected to attend all Board meetings whether held in person or virtually. As a minimum there will be four (4) meetings per annum, as well as the GA and a number of virtual calls in between formal Board meetings as required.
- 1.3.9 The Board will have and may exercise all the powers and authority of the GA and the Rules Assembly (RA), in between meetings of the GA and the RA, in the management and governance of WL except for the following:
- 1.3.9.1 The adoption, amendment or repeal of the Bylaws and Constitution.
  - 1.3.9.2 The amendment or revocation of any resolution of the GA that by its terms is amendable or revocable only by the GA.
  - 1.3.9.3 Action those conflicts with the Bylaws or a GA resolution pertaining to a committee of the Federation.
  - 1.3.9.4 Playing rule changes.
  - 1.3.9.5 Athlete eligibility for events and member eligibility requirements.
  - 1.3.9.6 Increases in member subscriptions.
  - 1.3.9.7 Decisions on proposed new WL championship events for the world event calendar.
  - 1.3.9.8 Acceptance of new members.
- 1.3.10 The Board will have the responsibility to evaluate the performance of itself and each committee of WL and approve and/or replace committee chairs as needed or in the best interest of WL.

## 1.4 General Assembly Meetings

- 1.4.1 **Documentation:** Where any provision of the Constitution or of any other document provides expressly or by implication for any document to be “in writing” or “written” or refers to “a copy” of any document, such document may be in the form of, and sent by, fax, e-mail, pdf or any other form of electronic communication.
- 1.4.2 **Notice of GA Meetings:** Preliminary notice of each GA Meeting shall be sent to the nominated contact points of all Members not less than one hundred and twenty days (120) prior to its scheduled date. Such notice will provide as much information as possible including the proposed place, date, and time of the meeting, and be accompanied by a draft agenda. Members are required to submit matters for inclusion in the final agenda to the WL Finance and Governance Director no later than 90 days prior to the scheduled GA. Final notice of each GA together with relevant documentation, including any resolutions for Constitution or Bylaw change, shall be sent to all NGB nominated contact points not less than sixty (60) days prior to the GA. The notice will specify the place, date and time of the GA and include a final agenda specifying the nature of the business to be transacted at the GA and the names of any candidates for the Board.
- 1.4.3 **Attendance at GA Meetings:** As stated in the Constitution, all FMs and CFMs are entitled to send one delegate (who must be named in advance). Additionally, each FM and CFM may optionally send an observer (who must be named in advance) to the meeting. Observers may only address the meeting with agreement of the Chair at the specific request of the delegate. The Chair may decline such a request. In advance of any meeting, and before five (5) days, the member NGB must declare and advise the name of their delegate and any observer to the WL Chief Operating Officer (COO). The delegate must cast any vote. PMs and MNMs may send up to 2 observers to GAs, who must be named at least five (5) working days prior to the GA.
- 1.4.4 **NGB and CF Nominated Contact / GA Delegate:** Annually, Member NGBs, MNMs and CFs must declare and advise their prime contact point for all WL communications. It is expected that this would be an officer or employee of the Member. Prior to any meeting of the GA the Member must declare and advise the name of their delegate and any observer to the COO. Expenses

for delegates and observers will be the responsibility of the relevant Member.

#### **1.4.5 Meeting Standing Orders:**

- 1.4.5.1 The President will preside as chair at all meetings of the GA. In their absence or, if unwilling to act, another Board member will act subject to agreement of the GA on a show of hands.
- 1.4.5.2 No resolution will be put to a vote at a meeting of the GA unless a quorum of Members (as defined in the Constitution) is present at the time it is so put.
- 1.4.5.3 Voting at GA meetings will be by the use of an electronic voting system. If this is unavailable, a show of hands or written ballot will be used.

#### **1.4.6 Election of Board:**

- 1.4.6.1 In any case where there is only one candidate for an office, whether or not that candidate is elected will be determined by Resolution.
- 1.4.6.2 In any case where there are two candidates for an office, a ballot will be taken of the eligible voting GA Members present. On any such ballot, the candidate receiving the majority in number of votes cast will be elected to the relevant office. If a tie occurs on any such ballot a repeat ballot will be taken. To avoid doubt, there will be no limit on the number of such repeat ballots that may be taken.
- 1.4.6.3 In any case where there are more than two candidates for an office, a ballot will be taken as above. If a simple majority is not achieved on the first ballot, the candidate(s) receiving the least number of votes cast will be eliminated from the election. This process will continue until a simple majority is reached by one of the candidates.
- 1.4.6.4 Ballot papers will be in such form as the Board (acting by resolution or by the majority in number of its members who would constitute a quorum for the purposes of a resolution) may from time to time prescribe. The Board (so acting) will be entitled to decide whether a ballot paper purporting to cast a vote has validly cast a vote and its decision will be final.
- 1.4.6.5 Voting will be by e-vote except in exceptional circumstances. The WL Board Legal Counsel (or member agreed supervisor if Legal Counsel is not in attendance) will supervise the e-vote and results.
- 1.4.6.6 Nominations for election to each Board position will be submitted in writing to the Chief Operating Officer (COO) no later than ninety (90) days prior to the scheduled date for the GA at which any election is due to take place. The COO will forward it on to the Nominations Committee.

#### **1.4.7 Playing Rules Changes Process:**

- 1.4.7.1 Playing Rules are determined separately from the GA through debate in a virtual RA and subsequent electronic/postal voting and are subject to sector voting rules as laid out in Constitution 1.6.9.
- 1.4.7.2 Playing Rules will normally be subject to a four-year review process, except for rules relating to safety, equipment modification, strategic direction for the sport and new disciplines, which may require more frequent changes.
- 1.4.7.3 The WL Rules Committee will oversee and manage the process, with a broader membership including different stakeholders beyond the rules/officials' representatives. This can include athletes, coaches, media, or other as the RC deems appropriate, who are not formally recognized as committee members.
- 1.4.7.4 Rules made by WL are only intended to be for WL events and recognized/sanctioned/authorized international events and external multisport events.
- 1.4.7.5 Rules for all other levels of play should be determined by the NGB/CF for domestic use. NGBs/CFs may choose to follow the WL rules or to adapt them or to develop their own

rules sets.

- 1.4.7.6 No alteration to the Playing Rules will be made to apply to a world event within a period of one (1) year prior to that world event except with the unanimous agreement of relevant sector votes or if a rule clarification or equipment modification (see below for definitions).
- Rule clarification: minor changes to wording to improve understanding of intent of a rule). The Rules Chair may submit such changes for approval by the WL Board and these do not require GA approval.
  - Equipment Modification: changes to equipment specifications which are measurable or impact player safety. The Rules Chair may submit such changes for approval to the WL Board and these do not require GA approval
- 1.4.7.7 Unless submitted by the WL Board, a request for changes to Rules may only be submitted by FMs that field at least one team in the respective (Box, Field or Sixes) World Event discipline and must be seconded by a FM from another CF region that has fielded at least one team in the respective World Event discipline in order to be considered by the RA. Proposals must be submitted by the official contact for each of the NGBs involved and not by their rules/officiating representative(s).
- 1.4.7.8 Proposed rules changes must be submitted using a standard form which indicates the category or reason for the proposed change.
- 1.4.7.9 The Rules Chair, in consultation with the RC, working group(s), and other stakeholders will determine which change proposals will be presented to the RA.
- 1.4.7.10 Rules are in place from Jan 1 through December 31 of the expiry year.
- 1.4.7.11 All major events (CF Champs, Qualifiers, u20 Champs, World Champs, and Olympic Games) are required to be played by the most current rulebook.
- 1.4.7.12 **Proposed Rule Change Schedule**
- Q1 of the expiry year
    - Formal calls for change proposals distributed
    - Working group conducts focus group meeting(s) with coaches, athletes, and officials as needed.
  - Q2 of the expiry year
    - Rules Committee and working group review member proposals and focus group input and prepare proposals for feedback webinar.
  - Q3 of the expiry year
    - Feedback Webinar for members to be made aware of what proposals the RC and WG are bringing forward.
    - Webinar is open to any and all who wish to participate.
    - Members may trial proposals and submit feedback to RC and WG during Q3 using the provided feedback mechanism(s).
  - Q4 of expiry year
    - Virtual rules assembly, voting per sector voting protocol to occur within 30 days of the RA
    - Materials are distributed a minimum of two weeks prior to the RA
    - Accepted rules are incorporated into rulebook
  - Q1 of new Rulebook year
    - Rulebook published in January.
- 1.4.8 **GA meeting minutes and financial reports**, along with all accompanying reports, will be circulated to the delegates of all members, the WL Board, WL Lifetime Achievers and the official contact of all Members within sixty (60) days following a meeting.
- 1.4.9 **Annual Member Reports**: The WL Board or DSD may request from each Member a report covering playing / coaching / officiating numbers and such other information as required. The information will be defined at the time of the request and a template will be provided by WL in

the Member Toolkit.

## 1.5 World Event Finance

### 1.5.1 Broadcast Rights:

- 1.5.1.1 The rights for television and radio for all WL events belong to WL.
- 1.5.1.2 Written permission to broadcast such events must be obtained from WL.
- 1.5.1.3 Rights shall not be transferred without appropriate compensation to WL.

### 1.5.2 World Event Revenues

- 1.5.2.1 WL will negotiate event revenue splits with the Local Organizing Committee (LOC) on a case-by-case basis. This will be captured in a contract between the LOC and WL, which will also include LOC/WL roles and responsibilities, as well as timing of any payments and revenue shares.
- 1.5.2.2 WL may order an audit or examination of financial records for World Events by independent auditors at WL expense.

- 1.5.3 **Member Financial Loss:** The Board of WL can determine that in the event that a member organization is caused to suffer the loss of financial support due to a WL decision that inadvertently results in such loss, WL can submit to the membership for vote the waiver of participation fees for a member country for up to two (2) full cycles of championship events (full cycle is defined as Men's and Women's World Events (Senior Field, Under 20 Field, Box and Sixes)).

## 1.6 Licenses

WL retains all rights in and to its intellectual property. The Board may authorize any member or other organization or individual to manage, organize or conduct any activities under license from WL containing such terms and conditions as the Board may determine. This includes any license fees with respect to merchandise sold displaying the WL logo.

## 1.7 International Visits

- 1.7.1 An application for a national team/squad visit to another country must be approved by the member National Governing Body (NGB) of the team intending to tour.
- 1.7.2 The application must be approved by the host member NGB who must be kept fully informed of the visiting team program.
- 1.7.3 Visits should be encouraged, and applications should not be unreasonably denied.
- 1.7.4 In the cases outlined above, Members should be aware and comply with the WL Sanctioning Policy.

## 1.8 International Competition

- 1.8.1 WL Men's and Women's World Events (Senior Field, Under 20 Field, Box and Sixes) shall be conducted according to the WL Event Hosting and Competition Manual.
- 1.8.2 WL may sanction specific competitions to be conducted as WL events including Regional Qualifiers for World Events.
- 1.8.3 WL may add additional lacrosse disciplines and related world events as agreed by the membership.
- 1.8.4 For the Senior Events and Qualifiers for Senior Events, NGBs must be FMs prior to submitting entry to the event.

## 1.9 Recognition and Awards

- 1.9.1 Recognition of individuals, at different levels, will be considered by, and presented to, the Board. Different categories of awards will be listed on the WL website and an annual call for nominations for appropriate awards will be made by WL staff. Some awards may be recommended by specific committees of WL to the Board.
- 1.9.2 **World Lacrosse Awards** will be made at the discretion of the Board and/or GA.
- 1.9.3 **World Lacrosse Event Awards** will be made as per the WL Event Hosting and Competition Manual.

## World Lacrosse Bylaws – Version History

<b>Version/Date</b>	<b>Status/Committee</b>
December 2020	Changes approved at General Assembly (18 October & 15 November 2020)
December 2021	Changes approved at General Assembly (9 & 31 October 2021)
December 2021	DEI check done in accord with General Assembly 2021 agreements
March 2022	Consistency check and edit done across all Handbook and Event Hosting and Competition Manual
November 2023	Changes approved at General Assembly (11 November 2023)
November 2024	Changes approved at General Assembly (16 November 2024)
November 2025	Changes approved at General Assembly (15 November 2025)