

## RUSAF SPECIAL CONDITIONS

1. In November 2021, Congress resolved, in exercise of its powers under Article 13.7 of the World Athletics Constitution, that the suspension of RusAF’s membership of World Athletics for breach of its anti-doping obligations should continue until Council decided that all of the conditions set by Council from time to time for RusAF’s reinstatement had been met.
2. The conditions that Council set for RusAF’s reinstatement included that RusAF had to accept the application of post-reinstatement measures designed to ensure that its anti-doping reforms remain in place and continue to operate effectively following such reinstatement.
3. The measures set out below (the **Special Conditions**) have been developed based on discussions between the Russia Taskforce, the Athletics Integrity Unit (the **AIU**), and the international experts who have overseen RusAF’s implementation of the various pre-reinstatement requirements imposed by Council. These Special Conditions are designed to monitor, evaluate, communicate, mentor, oversee, and assist RusAF and its external stakeholders to ensure they maintain good governance practices and to protect RusAF from external pressures and attempts to influence or control its functioning. They focus on four areas: organisational good governance, protection from inappropriate external influence and control, operational capability and capacity (with a particular emphasis on ethical and anti-doping requirements, and change in the regions), and budget allocation and fiscal management.
4. These Special Conditions are intended be applied for a period of **three years**, with a review at the end of that period to determine whether or not it is necessary to maintain those conditions (as they are or with variations) for a further period.

	<b>COMPLIANCE MEASURE</b>	<b>RATIONALE</b>	<b>FREQUENCY</b>	<b>EXAMPLE OF POTENTIAL MATERIAL FAILURES</b>
	<b>RusAF governance (general)</b>			
1	RusAF GenSec to communicate with a Moscow-based manager designated and recruited by the AIU (the ‘ <b>AIUM</b> ’) on any issues arising within RusAF affairs that impact on the effectiveness of RusAF’s governance arrangements (e.g., any improper interference).  In particular:	This mechanism is intended to build and perpetuate trust and transparency between WA, the AIU and RusAF, to provide continued external scrutiny of RusAF governance, to provide GenSec with external guidance and advice on strategic matters of independence and governance, and to protect GenSec from	Written report every month, with oral discussions at least every fortnight.	Failure to report material governance issues to the AIUM as they arise.

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	<ul style="list-style-type: none"> <li>- RusAF GenSec to provide a monthly report to the AIUM on RusAF operational governance and outputs [format TBC].</li> <li>- RusAF GenSec obliged to speak with the AIUM at least fortnightly as a regular report, and <i>ad hoc</i> as issues arise.</li> </ul> <p>The AIUM reports direct to an AIU management team member designated with special additional responsibility for RusAF.</p> <p>The RusAF GenSec reports direct to the RusAF President.*</p>	improper interference (external parties will be aware of the reporting requirement and the implications of interference).		
2	<p>RusAF to have a monitoring and evaluation (M&amp;E) visit by international expert(s) or AIU representative every 6 months.</p> <p>M&amp;E framework to be written by experts/AIU and approved by AIUM and used to measure progress/regression in benchmarked topics/areas against Reinstatement Plan milestones and KPIs. Special attention to be paid to all internal governance mechanisms, RusAF staff peer review processes, and RusAF's international relations and leadership.</p> <p>M&amp;E reports to be provided to AIU Head, including any recommendations for improvements.</p>	<p>To ensure continuous and consistent external scrutiny of efficacy of governance framework in all areas.</p> <p>Prevents backsliding and external influences and conflicts of interest.</p> <p>Interlocks with requirement of RusAF /GenSec 6 monthly report (see point 8 below); thus every 3 months RusAF is examined at strategic level.</p>	Every 6 months (March and September).	<p>Material regression from governance standards achieved prior to reinstatement.</p> <p>Failure to implement measures recommended in M&amp;E report and endorsed by AIU Head (or their nominee).</p>

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3	RusAF operational activities and governance in all facets of its functioning to be audited annually by WA/AIU-chosen independent sports experts, on short-notice dates chosen by AIU Head (or their nominee).	To assist in preserving and sustaining RusAF's operational activities and governance in its current capacity, capabilities, and position.	Annually.	Failure to submit to audit.
4	If the RusAF President or GenSec steps down or is removed before the end of their term of office, an ad-hoc and specific panel of independent members appointed by RusAF (the RusAF <b>Vetting Panel**</b> ) will assess all replacement candidates pursuant to a procedure and against a set of criteria approved by WA (the RusAF <b>Vetting Rules</b> ).  RusAF Presidium to include these requirements in the Conference/Election Regulations and select replacement only from candidates approved by RusAF Vetting Panel.	To ensure new appointee meets objective eligibility criteria and prevent a puppet RusAF President/GenSec being appointed once reinstatement has been achieved.	As required.	Any improper removal of RusAF President or GenSec.  (Where vacancy arises properly) any failure to use the RusAF Vetting Panel or to follow the RusAF Vetting Rules in filling vacancy.
	<b>RusAF Presidium</b>			
5	All agendas, papers, and minutes of Presidium meetings to be sent to the AIUM at the same time as they are circulated to Presidium members.	To remove opaque recording of Presidium activities and decisions, and to ensure full minutes of meetings are kept.	As required.	Repeated failure to send required papers.
6	The AIUM, or an expert selected by AIU, to attend Presidium meetings in non-voting advisory role.	To ensure external scrutiny, to help ensure Presidium members understand and observe their supervisory role, and	All Presidium meetings.	Failure to implement recommendations made by expert and endorsed by AIU.

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	AIUM/expert to provide independent report of each meeting to AIU, with advice and recommendations.	do not undertake any activities that may not be in the best interests of RusAF.		
7	RusAF management to be responsible for implementation of strategy and day-to-day management of RusAF affairs, and to report to the Presidium only as per the RusAF constitution and regulations.	To ensure the Presidium maintains its strategic role and does not interfere improperly in the management of RusAF.	As required.	Any interference by the Presidium members with the daily running of RusAF, or requiring greater reporting from the GenSec.
8	Presidium and RusAF GenSec to deliver report to AIUM on matters considered by Presidium in period just ended, including in particular in relation to RusAF strategic governance matters [format TBC].	To ensure external strategic scrutiny, to build and perpetuate trust and transparency between WA, AIU and RusAF. Interlocks with M&E visits [see measure no. 2]; thus every 3 months RusAF is examined at strategic level.	Every 6 months (December and June).	Failure to report material strategic governance matters.
9	Presidium to actively support the anti-doping and ethics agenda set by the RusAF management.	Evidence to be sent to AIUM by Anti-Doping Officer and RusAF's independent Ethics Officer and counter-signed by GenSec.	Quarterly.	Presidium actions that undermine the anti-doping and ethics agenda set by the RusAF management.
10	Any changes to the RusAF constitution, statutes, or regulations proposed by the RusAF Presidium must be sent in draft to AIUM for scrutiny and discussion.	Presidium has powers to change RusAF areas of strategic significance that may not be in accordance with WA best practices and requirements.	As required.	Any changes made without adequate WA engagement.

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11	<p>Any candidate for membership of the Presidium must be assessed by the RusAF Vetting Panel pursuant to the procedure and against the set of criteria set out in the RusAF Vetting Rules.</p> <p>RusAF Presidium to include these requirements in the Conference/Election Regulations, so that only candidates approved by the RusAF Vetting Panel may become member of Presidium.</p>	To ensure candidates for membership of Presidium are fit and proper persons without conflicts of interest (e.g., coaches for national team).	As required.	Failure to observe eligibility requirements.
	<b>Engagement with external stakeholders</b>			
12	RusAF strategic policies, procedures, and processes to be reviewed by GenSec, in coordination with AIUM, to identify enhancements that will help to protect RusAF's independence and institutional integrity in the context of the Russian external stakeholder environment.	To enable all political and strategic levels of RusAF governance to understand each's respective roles, understand how a federation's objectivity and integrity are to be protected, how a federation is held accountable, and what are the appropriate processes to guarantee the federation's independence and uninfluenced operation.	<p>Periodic engagement by GenSec with AIUM.</p> <p>Biannual visits by AIUM, each to include meetings with ROC and MoS.</p>	Failure to implement improvements proposed by AIUM.
13	All significant interactions with MOS and ROC on issues of strategic importance to RusAF to be recorded and submitted to AIUM in GenSec monthly report, for assessment and oversight.	To ensure external stakeholders limit contact to only appropriate matters and allow RusAF to act objectively and without inappropriate interference.	Monthly report.	External stakeholders interfere improperly in the management of RusAF.

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	<b>Relations with regions</b>			
14	<p>RusAF GenSec to report to AIUM on the status of Russian athletics, particularly in the regions [format TBC].</p> <p>Report as a minimum to include details of ADRVs, education programs, coaches training course uptake and qualification, ratings criteria, problematic and supportive regions, other forms of integrity/ethics violations.</p>	<p>Bringing the regions along to embrace change is complicated to maintain but lies at the heart of true change in the approach to Russian athletics and performances at the national and international level.</p> <p>The opportunity for change in Russian athletics is in place but requires robust regular monitoring. It is a system requiring sometimes daily coordination inputs from the regions and RusAF, and active monitoring and mentoring by RusAF.</p>	<p>Monthly (AIU will review after 12 months to determine whether frequency may change).</p>	<p>Egregious violations at the regional level of AD or integrity regulations that are not adequately addressed by RusAF management.</p>
	<b>RusAF ethics, anti-corruption, and conflicts of interest</b>			
15	<p>RusAF's independent Ethics Officer to deliver mandatory annual training on: Ethics Code to all staff members and Presidium members.</p>	<p>The Ethics Code governs ethical practices, attempts at coercion, malpractice or manipulation, and the management of gifts, hospitality, conflict issues and anti-corruption measures. It is a catch-all protection of RusAF and its staff in the face of potential improper interference with good governance practices.</p>	<p>Annually.</p>	<p>Failure to deliver training.</p>

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16	Introduce a RusAF staff whistle-blower incentivisation program.  'Hotline' mechanism of contact for staff to AIUM and/or RusAF independent Ethics Officer.	To provide staff members with an external, confidential outlet that they can trust, to enable them to report malpractice at the senior management levels.	As required, continuous impact, on-going function.	Failure to maintain incentivisation program and/or hotline.
17	Increase the visibility and user friendliness of the sport integrity and anti-doping "hotlines" with emphasis on the whistleblowing policy and aspects of confidentiality and data protection.	To increase the number of reports, explain in more details the reporting possibilities. Reflects remedial action 1 and recommendation 3 of the independent auditors' report.	As required.	Failure to implement the improvements.
18	RusAF independent Ethics Officer to proactively police and enforce the Ethics Code, Conflicts of Interest and Anti-Corruption policies (with full support of RusAF management and Presidium).	To hold all staff and directors and officers and members of boards and committees to professional standards that are punishable if breached.	As required, continuous impact, ongoing application.	Failure to enforce Ethics Code effectively.
19	RusAF independent Ethics Officer to report to GenSec but also to write independent and confidential report to AIUM on matters of implementation of the Ethics Code, training, violations, and outcomes [format TBC].	To provide further assurance by making RusAF's independent Ethics Officer a separate channel of independent reporting to AIU.	As required, continuous impact, ongoing role.  Reports every six months.	Failure to report.
20	Any material proposed changes to RusAF's independent Ethics Officer's accountabilities, scope of work, or role must be sent to AIUM for prior scrutiny, discussion, and approval.	To ensure the efficacy of RusAF's independent Ethics Officer's role.	As required, continuous impact, ongoing role.	Material changes made without AIU's approval.
21	If RusAF's independent Ethics Officer steps down or is removed, any candidates to replace	To ensure candidates for RusAF's independent Ethics Officer are fit and	As required.	Removal of position of RusAF independent

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	<p>RusAF's independent Ethics Officer must be assessed by the RusAF Vetting Panel pursuant to the procedure and against the set of criteria set out in the RusAF Vetting Rules approved by AIU.</p> <p>Only candidates approved by the RusAF Vetting Panel are eligible to become EO.</p> <p>RusAF regulations to be amended as necessary to enshrine such eligibility requirements.</p>	<p>proper persons, given this is a key assurance role.</p>		<p>Ethics Officer per se, or removal of person who is RusAF's independent Ethics Officer without proper objective grounds.</p> <p>Failure to observe eligibility requirements in respect of replacement.</p>
22	<p>A formal coordination process between RusAF's independent Ethics Officer and RusAF Anti-Doping Department (ADD) to be maintained. The coordination must include joint planning of training and communication activities, ratings of regional federations, joint assessment of risk areas that require enhanced reviews or interventions. Rating system covering anti-doping, ethics and integrity for regions shall be maintained and jointly reviewed on a regular basis by ADD and EO. Ratings should continue being communicated in translated form to AIU Head.</p>	<p>There are a lot of synergies between the work of RusAF's independent Ethics Officer and the work of the ADD. It is important to avoid overlap (e.g., training, communication, engagement activities), avoid silos in assessing risks, and to prevent adverse reputational impact on the two key lines of defence.</p>	<p>Continuous.</p>	



	<b>Anti-Doping***</b>			
23	A formal coordination process between the AIU and RusAF ADD to be maintained to facilitate and ensure the AIU's prospective and retrospective oversight of RusAF's anti-doping activities, and full collaboration by RusAF ADD with the AIU in respect of those activities, including actioning any directions given by the AIU in relation to any element of the requirements set out in these Special Conditions.	To ensure effective coordination and implementation.	Continuous.	
24	<p>RusAF ADD to be fully staffed and financially supported at least to the same extent as at reinstatement.</p> <p>RusAF ADD to maintain regular engagement and communication with regional anti-doping efforts.</p> <p>RusAF ADD to comply with all of the requirements of Rules 15.4 and 15.5 of the WA Anti-Doping Rules (as amended from time to time), as well as these Special Conditions and any additional requirements that the AIU determines should be imposed on RusAF in order to ensure RusAF's full compliance with its membership obligations.</p> <p>RusAF ADD to provide independent reporting to the AIU (format TBD) on that compliance, including its status, progress, ADRVs, testing and education programs, regional AD programs and effectiveness, results management cases, and problems arising from within RusAF or</p>	Effective anti-doping efforts in Russian athletics lie with the RusAF ADD. Any efforts to reduce its effectiveness must be resisted and reported. RusAF ADD has to penetrate across and into the regions to create a rejection of doping as a default approach, and to encourage athletes to compete without doping.	<p>Reporting monthly (AIU will review after 12 months to determine whether frequency may change).</p> <p>Other requirements - continuous.</p>	A reduced capacity of staffing level or budget allocation.

	RUSADA (and, annually, the results and analysis of a Sport Integrity & Anti-Doping Athlete, Athlete Support Personnel and Stakeholder Survey, including comparison with results from previous years).			
25	RusAF to share information and intelligence with RUSADA and AIU. RusAF to ensure that RUSADA engages in an annual program of storage of samples (including those taken from an AIU-agreed priority list of selected athletes) for periodic re-testing as agreed with the AIU.	To comply with best practice and to increase effectiveness and deterrent effect of RusAF testing.	Periodic re-testing of stored samples, as agreed with the AIU.	Failure to cooperate as requested by AIU.
26	RusAF to post immediately information on its website re: provisional suspensions, ADRVs, sanctions, and outcomes of cases. RusAF to post statistics of testing activities at least quarterly, and more frequently if made available by AIU/RUSADA more frequently.	To ensure transparency and to develop trust by international stakeholders in Russian anti-doping activities.  Part of global efforts to de-mystify testing activities, and to show RusAF's engagement with best practices.	As indicated in left-hand column.	Failure to post required information on a timely basis.
27	If the Head of the RusAF ADD steps down or is removed, any candidates to replace them must be assessed by the RusAF Vetting Panel pursuant to the procedure and against the set of criteria set out in the RusAF Vetting Rules approved by the AIU.  Only candidates approved by the RusAF Vetting Panel are eligible to become Head of AD Dept.  RusAF regulations to be amended as necessary to enshrine such eligibility requirements.	To ensure candidates are fit and proper persons, given this is a key assurance role.	As required.	Improper removal of Head of ADD.  Failure to observe eligibility requirements in respect of replacement.

28	RusAF to maintain a Disciplinary Commission that manages disciplinary processes in an impartial, fair and consistent manner.  The GenSec and EO to report on processes and all outcomes monthly.	To provide further assurance and accountability in respect of integrity systems.	Continuous.	Failure to maintain Disciplinary Commission.
<b>Financial matters</b>				
29	RusAF must sign and return a separate Costs Agreement, in a form acceptable to WA, that commits RusAF to pay the costs that WA and the AIU incur in enforcing and assessing compliance with these Special Conditions, the requirements of World Athletics Anti-Doping Rules 15.4 and 15.5, and any other requirements imposed as part of the post-reinstatement process.	The AIU will provide an approximation of its annual expected costs approved and signed by the Head of the AIU, for RusAF's budgeting purposes, although the actual costs may vary according to the ongoing demands on WA/AIU time and activities supporting RusAF.	Invoices will be issued to RusAF on a regular basis for costs incurred to date, as set out in the Costs Agreement.	A failure to sign and return the Costs Agreement within twenty-one days of its receipt from World Athletics shall constitute a material breach of these Special Conditions, as shall any non-payment of amounts due under the Costs Agreement within the stipulated deadline.
30	Annual budget proposals for RusAF to be shared for discussion and guidance with AIUM, with projected annual income (including identification of income sources) and costs by department and operational intent for all functional areas.	RusAF is vulnerable to budget cuts but its anti-doping department and associated activities should be maintained at its pre-reinstatement levels.	Annually.	Any reduction in overall RusAF budget allocation on anti-doping measures.
31	Any proposed reductions in spend per functional area to be assessed by AIUM and M&E experts for potential impact on good governance/assurance requirements.	RusAF overall budget could be reduced resulting in risk to other areas: education, cases, governance, ethics, investigations.	Annually.	Any reductions in spend that materially impair assurance provided by RusAF

				governance arrangements.
32	M&E to check that internal fiscal management remains flexible, timely and service providers are paid on time; funds are appropriately aligned to the functional tasks; salaries and bonuses are allocated to ensure recruitment and retention of human resources required to fulfil requirements of these Special Conditions; monies are disbursed appropriately and accounted for transparently.	Transparent budgeting and financial management are key elements of good governance and critical for successful implementation of the reinstatement plan. Under the previous RusAF regime, managing the internal spend of funds had been opaque, dubious in part, and obstructive. Some processes were arbitrary and subjective. The new RusAF senior leadership has been transparent and effective in its fiscal management, and the M&E requirements are designed to assist in maintaining and sustaining the professional fiscal management approach.	Every 6 months as per expert visit and agreed M&E template.	
33	Financial audit to be done annually by an independent third-party auditor approved by AIU HeadO (or their nominee).	To provide external scrutiny and assurance.	Annually.	
	<b>Other</b>			
34	RusAF to respond promptly, accurately, and completely to any requests for information made by AIUM to address concerns about the integrity of RusAF governance and/or other integrity matters under RusAF's jurisdiction, whether arising from AIU investigations, substantial assistance, or otherwise.	To ensure effective external oversight and scrutiny.	As required.	Any failure to provide prompt, accurate, and complete responses.

35	The AIU has been unsuccessful in its efforts to obtain certain outstanding Moscow Laboratory Information Management System (LIMS) data from the Moscow laboratory, and therefore for the time being the AIU has closed its investigation into the matter. However, if outstanding LIMS data is subsequently found, RusAF must ensure it is passed on to the AIU for results management purposes without delay.	To ensure that those who have committed historic anti-doping rule violations (ADRVs) are disciplined, reinforcing the zero tolerance for doping.	Ongoing.	If the outstanding LIMS data is discovered and the AIU are not informed of and/or not provided with the outstanding LIMS data.
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\* RusAF General Secretary will act under internal RusAF delegations of authority and may need authorisations from the RusAF President to carry out activities prescribed in this document. For the avoidance of doubt, all documents to be sent on behalf of RusAF to external third parties must be first agreed by the RusAF President. Any communication in any written form that is sent to World Athletics and/or the AIU by or on behalf of the RusAF General Secretary or the RusAF President may be relied upon by them as a duly authorised communication that is duly authorised by and is binding upon RusAF.

\*\* If any RusAF Vetting panel/ process described in this document contradict existing Russian laws, then such panel/process should be of an advisory nature. Members of the RusAF Vetting Panel shall be independent and proposed by the RusAF President and approved by the Athletics Integrity Unit.

\*\*\* Where these Special Conditions create a requirement to obtain the approval of the Athletics Integrity Unit, such approval will be valid and binding on the Athletics Integrity Unit if provided in any written form sent by or on behalf of the Head of Athletics Integrity Unit.