



SPORTS REGULATIONS

Volleyball

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(OVERVIEW)**

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SECTION I Status of Players, Teams, Leagues and Other Organisations

These regulations apply equally to both genders. A reference to one gender (e.g. he) includes a reference to the other gender (e.g. she).

CHAPTER 1 Status of Players

1. ELIGIBILITY

1.1 SUPREME AUTHORITY

The FIVB is the supreme authority in volleyball to decide all questions and disputes relating to the eligibility of players for national and international competitions.

1.2 RIGHT TO DETERMINE PLAYERS' ELIGIBILITY

Each National Federation has the right to determine the eligibility of its players subject to the provisions of the FIVB Constitution and Regulations.

1.3 CRITERIA FOR THE ELIGIBILITY OF PLAYERS

The eligibility of a player may be determined after taking into consideration the following criteria:

- a. nationality;
- b. age;
- c. sex;
- d. height (if applicable); and
- e. other eligibility criteria.

1.4 PLAYER PARTICIPATION IN A MATCH

A player is considered to be in the match when:

- 1.4.1 his name is registered in the O-2bis Form, and
- 1.4.2 there is visual confirmation from the passport / ID (identification document) that the player is actually present.

2. NATIONALITY

2.1 ELIGIBILITY TO PLAY FOR A NATIONAL TEAM

Any person holding the nationality of a country, whether acquired at birth or later (by application or any other means), is eligible to play for the national team of the National Federation of the same country, provided that said National Federation is his Federation of Origin and that the conditions set out in these Regulations are fulfilled.

2.2 ELIGIBILITY TO PLAY FOR A NATIONAL TEAM AFTER A CHANGE OF FEDERATION OF ORIGIN

- 2.2.1 Only one (1) player having previously played for another national team of the same age category can be part of a team, for a given event.
- 2.2.2 The O-2bis Form and the player's International Transfer Certificate shall include the additional information of the player's former national team, where applicable.

2.3 ELIGIBILITY TO PLAY FOR A THIRD NATIONAL TEAM

A player is not eligible to play for a third national team, nor may he return to the initial national team of his Federation of Origin after having changed his Federation of Origin (see also Article 5.1).

2.4 FIRST REGISTRATION IN OWN OR FOREIGN COUNTRY

- 2.4.1 The Federation which is the first to:
- a. register the player in its national team for an FIVB, World or Official Competition through the final FIVB O-2bis Form, with the player's presence being certified by the Control Committee; or
 - b. issue a national license for the player or otherwise register the player within its Federation;
- is considered to be the player's Federation of Origin regardless of the player's nationality.
- 2.4.2 If at the time of registration the player holds the nationality of another country only, he becomes eligible to play in the national team of his Federation of Origin immediately after obtaining the same nationality as his Federation of Origin.

2.5 PASSPORT

All players wishing to participate in FIVB, world or official competitions, must present an individual passport issued by the competent authorities of the country they represent. The FIVB Board of Administration may establish different or additional requirements.

3. AGE AND GENDER**3.1 AGE AND GENDER CATEGORIES**

The FIVB has determined the following age categories:

- Girls' Under 18,
- Boys' Under 19,
- Women's Under 20,
- Men's Under 21,
- Men's and Women's Under 23.

3.2 GENDER VERIFICATION CERTIFICATE

- 3.2.1 The gender must be attested by the National Federations through the birth certificate of the player.
- 3.2.2 Women competitors in FIVB, world and official competitions, may be required to present the official Gender verification certificate issued by the FIVB Medical Commission or by the International Olympic Committee (IOC).

4. OTHER ELIGIBILITY RULES

4.1 GENERAL RULE

Any player who fulfils the requirements of the rules on nationality, age, gender and other criteria established by FIVB (and/or IOC, where applicable), is eligible for participation in FIVB competitions, including the Olympic Games and qualifying tournaments, on the condition that he complies with the principles of affiliation established by the respective National Federation and fulfils the conditions set out in these Regulations.

4.2 ELIGIBLE PLAYERS

- 4.2.1 An eligible player may receive, during the period of his preparation and his sports activity, material and financial assistance, either from sports organisations (National Federation, NOC, League, Committees or Clubs belonging to voluntary organisations recognized by his Federation), or from private or public institutions.
- 4.2.2 An eligible player may receive his country's support for preserving and raising the level reached in his studies and in his work within his community at the moment of his incorporation in a sports program.
- 4.2.3 Material assistance includes:
- a. board and lodging expenses;
 - b. sportswear and equipment;
 - c. travel expenses; and
 - d. expenses for medical and dental treatment, physiotherapy, including therapeutic and psychological services and necessary medicine.
- 4.2.4 Financial help may be granted without limitation as follows:
- a. compensation to replace a justified loss of salary or a scholarship to continue his studies or to continue his professional career;
 - b. pocket money;
 - c. subscription to an insurance or pension plan whether governmental or private under the terms of the national law; and
 - d. engagement by or endorsement for a sports, government, private organisation, or sports club.
- 4.2.5 No National Federation, club or player may demand any financial guarantee or special economic conditions to participate in FIVB competitions. Infringement of this rule is a basis for sanctions according

to FIVB Regulations.

4.3 DECISIONS ON THE ELIGIBILITY OF PLAYERS

The FIVB Board of Administration, or, in urgent cases, the Executive Committee/the President, decides on the application of the rules for the eligibility of players. It may ask the Legal Commission to study the case and submit recommendations.

5. CHANGE OF FEDERATION OF ORIGIN

5.1 GENERAL

A player's Federation of Origin may be changed only once. Changes of Federation of Origin may be approved only by the FIVB Executive Committee, upon proposal of the FIVB President, and provided that the right to be heard of the current Federation of Origin has been respected.

5.2 CONDITIONS

A change of Federation of Origin (hereinafter "the Change") may be approved only if the following conditions are cumulatively met:

- 5.2.1 The player has established residence in the country of his new Federation of Origin (hereinafter "the new Federation") for a minimum of two (2) continuous years immediately prior to the time of filing the application for the Change.
- 5.2.2 The player has obtained the nationality of the country of the new Federation.
- 5.2.3 The player's Federation of Origin agrees to the Change.
- 5.2.4 The new Federation agrees to the Change.
- 5.2.5 The applicable administration fee for the Change has been paid to the FIVB (see Article 5.3 below).

5.3 PROCEDURE

- 5.3.1 The following documents shall be submitted to the FIVB:
 - a. One (1) original copy of the respective FIVB form (see www.fivb.org), duly signed and stamped by the player, his Federation of Origin and the new Federation; and
 - b. Proof of two (2) years continuous residence in the country of the new Federation. Residence means the place where the player "lives and sleeps" and can be found in the majority of the days of the year; and
 - c. Copy of the player's International Passport of the country of the new Federation.
- 5.3.2 The administrative fee for a Change is CHF 15,000 (fifteen thousand Swiss Francs). If the player has played for a senior national team, the applicable administrative fee is CHF 25,000 (twenty-five thousand Swiss

Francs).

5.4 SPECIAL CASES

5.4.1 If the player has never played for any national team and already had the nationality of the country of the new Federation at birth, the FIVB may approve the Change as follows:

- a. The conditions of Article 5.2 shall be met, except for the condition of 2-year continuous residence.
- b. The documents mentioned under Article 5.3.1.a and 5.3.1.c above shall be submitted to FIVB, along with proof of when the player acquired the nationality of the country of the new Federation.
- c. The applicable administration fee is CHF 2,000 (two thousand Swiss Francs).
- d. The National Federations involved and the FIVB may agree that the Player's transfers between the two (2) National Federations will be exempted from the payment of administration and transfer fees.

5.4.2 In case

- a. the player has established residence in the country of the new Federation for a minimum of eight (8) continuous years; and
- b. the application for a Change is filed with the FIVB on or after the 1st of January of the calendar year during which the player turns 35 (for men) or 32 (for women); and
- c. the conditions of Article 5.2.2 (nationality) as well as Article 5.2.4 (agreement of the new Federation) are met and the player's Federation of Origin does not raise reasonable and justifiable objections to the Change,

the condition of Article 5.2.5 (administration fee) shall be waived.

5.5 CONSEQUENCES

5.5.1 Unless decided otherwise, the decision of the FIVB Executive Committee to approve the Change is effective from the day of its notification to the new Federation.

5.5.2 As of that date, the player shall have the same rights and obligations with players of the new Federation (e.g. he can directly compete in club competitions of the new Federation without a need for ITC). However, if the player has previously played for another national team, he will be eligible to play for a national team of the new Federation only after two (2) years have elapsed. This two-year period starts from the day that the complete application file, containing all required documents, is received by the FIVB.

6. TRANSFER OF PLAYERS

Note:

International transfers between two (2) National Federations belonging to the same Confederation are subject to the FIVB Regulations (which prevail over any Confederation's or any National Federation's regulations) but will be handled by the respective Confederation. References to FIVB in the present Chapter shall be understood as referring to the Confederation, where applicable. With the previous written approval of FIVB, Confederations may adopt their own continental administrative regulations relating to the transfer of players among their National Federations. In case of doubt or controversy, FIVB's regulations and decisions shall prevail.

The FIVB remains (a) responsible for transfers between National Federations belonging to different Confederations; (b) the ultimate authority as regards the interpretation and application of these Regulations around the world; and (c) the sole authority competent to decide any and all disputes arising from the interpretation and/or application of these Regulations around the world.

6.1 GENERAL PRINCIPLES

- 6.1.1 In order to safeguard the technical and administrative authority of each National Federation in regulating and promoting the practice of Volleyball according to the principles of equality, fair play and fair competition in its country, the approval of International Transfer Certificates (ITCs) will be based on the following principles:
- a. National Federations may organise, with the approval of the FIVB, their own professional Leagues and authorize their players to play in a local or foreign professional League recognised by the FIVB.
 - b. National Federations are competent to determine, in accordance with the FIVB Regulations, the composition of all affiliated clubs participating in their recognized National Leagues.
 - c. National Leagues are in principle composed of clubs with players whose Federation of Origin is the same as that of the club. National Leagues shall operate in accordance with the decisions made by their National Federation.
 - d. National Federations may allow their affiliated clubs to register an unlimited number of players from another Federation of Origin on condition that they possess an ITC approved by FIVB.
 - e. Individual contractual terms between clubs and players are not mandatory to the FIVB or the respective National Federations. It is recommended that the contractual terms between clubs and players are registered with the FIVB, the Confederation(s) or the competent National Federation(s) in order to facilitate the procedure in case of a dispute. In any event, all Volleyball teams and players registered by a club with its National Federation must play in accordance with, and be subject to, the National Federation, Confederation and FIVB Regulations.

6.1.2 Rights of the National Federations

National Federations have the right to protect the integrity of their affiliated players and clubs and determine the procedure for the national transfer of players. They may establish national regulations for the transfer of players to foreign clubs, provided that such rules are supplementary to and not against the provisions of the FIVB Sports Regulations. In the event of discrepancy, the FIVB Sports Regulations shall prevail.

6.1.3 Rules for international transfers

Players and clubs must abide by the rules of their National Federations for national transfers and by the FIVB Regulations for all international transfers.

6.1.4 Players subject to transfer procedure

These Regulations apply to all international transfers of players who are either licensed by or members of a National Federation affiliated to the FIVB.

6.1.5 Compulsory transfer formalities

The transfer procedure laid down in this Chapter is compulsory and applicable to all international transfers.

6.2 FEES

6.2.1 Administration fee to FIVB

- a. The Receiving Club shall pay an administration fee to the FIVB for the international transfer of a player.
- b. For the scale of administration fees, refer to the Appendix to the FIVB Financial Regulations.
- c. Parties claiming that their transfer is subject to payment of a reduced administration fee shall bear the burden of proving to the FIVB that the respective conditions of the FIVB Financial and Sports Regulations are met.

6.2.2 Transfer fees

For the transfer fees payable to a player's Federation of Origin and Club of Origin (if any), refer to Article 6.3.3 below.

6.2.3 Bilateral transfer agreements

- a. Two (2) National Federations may reach an agreement under which transfers of players from one National Federation to the other will not require payment of a transfer fee to the player's Federation of Origin and Club of Origin. For the avoidance of doubt, the administration fee payable to the FIVB (or to the respective Confederation) and the ITC procedure cannot be waived by an agreement between National Federations.

- b. A bilateral agreement enters into force only after written approval by the FIVB.
- c. Each National Federation may not conclude more than three (3) bilateral agreements.

6.3 TRANSFER PROCEDURE

An International Transfer Certificate system (hereinafter "ITC system") is in place on the FIVB website and is only accessible to the FIVB, Confederations, National Federations, Clubs and Players, through a password provided by the FIVB. The following procedure shall be strictly applied to the international transfers of players:

- 6.3.1 A club (hereinafter "Receiving Club") interested in a player with a different Federation of Origin:
 - a. informs its own National Federation (hereinafter "Receiving Federation") of the name, age, address and Federation of Origin of the player, and
 - b. requests permission from the Receiving Federation to proceed with the transfer.
- 6.3.2 The Receiving Federation verifies if the Receiving Club complies with its statutes and meets the requirements established by the FIVB and, if it does not find any impediment, confirms its agreement in the ITC system.
- 6.3.3 The Receiving Club negotiates the financial and transfer conditions for the transfer of the player with his Federation of Origin and, if the player is under contract with his current club beyond the scheduled transfer date (hereinafter "Club of Origin" – see also 6.3.8.2 for young players), also with his Club of Origin.
 - 6.3.3.1 Upon request by the player, the FIVB may approve the ITC without the consent of the Federation of Origin in the event that the latter does not negotiate with the Receiving Club. The FIVB may require the payment of a transfer fee in favour of the Federation of Origin.
 - 6.3.3.2 The FIVB (or a Confederation, within its jurisdiction) may limit the amount payable for transfer fees to the Federation and Club of Origin.
 - 6.3.3.3 In the event that the transfer is exempted from the payment of an administration fee (see Appendix 1 to the FIVB Financial Regulations), no transfer fee shall be payable to the Federation of Origin and to the Club of Origin and the FIVB may sign the ITC on behalf of the Federation of Origin and the Club of Origin.
- 6.3.4 Once all of the involved parties (including the player) have confirmed their agreement in the ITC system and the electronic template for transfer certificates has been completed, the Receiving Club pays the applicable administration fee to the FIVB.
- 6.3.5 After all data has been verified by the FIVB Legal and Transfers

Department and the receipt of the administration fee in the account has been confirmed by the FIVB Finance Department, the FIVB registers the ITC number in the same electronic template and delivers the ITC authorizing the transfer of the player.

6.3.6 The FIVB generates the ITC and sends a copy of it, in PDF format, to:

- a. The Receiving Confederation,
- b. The National Federations (of Origin and Receiving),
- c. The Clubs (of Origin, if any, and Receiving), and
- d. The Confederation of Origin.

6.3.7 Immediately upon receipt of the PDF with the ITC duly completed, the player may be registered by the Receiving Federation and Confederation.

6.3.8 Special provisions for young players:

6.3.8.1 Transfer of minors

- a. International transfer of players is not allowed before the 1st of January of the calendar year during which they turn eighteen (18). In exceptional cases, the FIVB may authorise the transfer if the interested parties establish that the transfer has no links to volleyball (e.g. family relocation due to parents' change of workplace).
- b. No administration fee shall be paid to FIVB for transfers authorised under paragraph (a) above. In case the parties involved cannot agree on the transfer fee to be paid to the Club / Federation of Origin, the FIVB will determine the amount of the fee after studying the positions of the parties.

6.3.8.2 Club of Origin

In the event that a player:

- wishes to transfer internationally during any of the first three (3) seasons for which he would not be considered a minor under Article 6.3.8.1 above, and
- his transfer would not include a Club of Origin as a result of the player's refusal to sign a contract with a club in his Federation of Origin,

the Receiving Club shall pay to the Federation of Origin an additional amount as training compensation. In case the parties are unable to agree on an amount, the FIVB will determine the amount based on the contributions made in the development of the player and his level of play. National Federations shall enact regulations providing for the distribution of the training compensation to the clubs that developed the player, if any. In all other aspects, such transfer is governed by Article 6.3.

6.4 INFORMATION ON THE ITC

The following information shall be included in the ITC:

- the player's full name and sex;
- date of birth;
- current nationality;
- passport number and country of issue;
- Federation of Origin;
- Club of Origin (if any);
- Receiving Federation and Club;
- Former national team (for players having changed their Federation of Origin)
- Player's release for duty for his/her national team (10 (ten) days prior to the beginning of the FIVB, World or Official Competition);
- duration of transfer, and
- approval by the player, his Club of Origin (if any), the Receiving Club and both National Federations.

6.5 DURATION OF TRANSFER**6.5.1 Mention of the duration**

- 6.5.1.1 The National Team period is from 16 May to 15 October and the National League season is from 16 October to 15 May.
- 6.5.1.2 The duration of the transfer may extend to maximum one (1) National League season. The starting and ending date of the transfer must be indicated on the ITC. However, if the starting and ending dates of the transfer are not included on the certificate, it will finish on the last day (i.e. 15 May) of the National League season for which the ITC was approved.
- 6.5.1.3 National Leagues and Clubs are obliged to respect the conditions established in the ITC.
- 6.5.1.4 All Clubs are obliged to release players under FIVB ITC to play with their respective National Team during the National Team period.
- 6.5.1.5 ITCs, regardless of the transfer period stated, may not be approved and, in any event, are not valid during the National Team period. For logistical reasons, however, a transfer procedure may be initiated on the ITC system as of 15 September. In any event, no transfer can be authorised prior to 16 October.

6.5.2 Enforcement of transfer for the whole transfer period

Unless otherwise agreed on the ITC, the Federation of Origin may not reclaim the player before the end of the transfer period. Following the end of the transfer period, the player is automatically free to play for another club, subject to the provisions of these Regulations.

6.5.3 Duties of the Receiving Club and Federation

- a. The Receiving Club and Federation may not prolong the player's license to enable him to play longer than the duration of the transfer period.
- b. In the event of non-compliance with paragraph (a) above, the FIVB may impose sanctions on the player and/or the Receiving Club and/or the Receiving Federation and League.

6.5.4 Return to the Federation of Origin

When the transfer period expires, the player's license automatically returns to his Federation of Origin. All players registering an ITC with FIVB shall be deemed released from their Receiving Club at the end of the transfer season established in the certificate unless the FIVB decides otherwise due to exceptional circumstances (e.g. prolonged competition period due to event cancellation, etc.).

6.5.5 New transfer after the transfer period

A new ITC is always required at the end of the transfer period, unless the player returns to play for a club in his Federation of Origin. A new ITC is required also in the event that the player wishes to continue playing at the same Receiving Club or at a different club of the same Receiving Federation after the initial transfer period has finished. In any event, the restrictions of Article 6.5.1 with respect to the National Team period apply.

6.5.6 New transfer within the transfer period

Should the contractual relationship between Receiving Club and player end during the Transfer period, the FIVB must receive a release letter signed by both parties (Receiving Club and player) indicating the date of the termination. Only after receipt of this documentation may the player be permitted a new international transfer (in case of dispute or if otherwise stipulated in the player's contract, refer to Article 6.10.1).

6.6 CHANGE OF RESIDENCE

6.6.1 The change of a player's residence to another country, whether voluntary or not, still requires the player, the Receiving Federation and the Receiving Club to follow the established transfer procedures as set out in these Regulations.

6.6.2 Players who have nationality problems or have completed two (2) years' proven inactivity may be allowed to play in national and/or international competitions under the FIVB umbrella with club teams of their new

country of residence before they obtain the nationality of their new country and/or satisfy other legal requirements. In such cases, the FIVB shall act as the player's Federation of Origin for the purposes of the transfer.

6.7 VALIDITY OF TRANSFER AND TRANSFER VIOLATIONS

6.7.1 Validity

A transfer is only valid when:

- a. the ITC has been issued in compliance with these Regulations;
- b. the Receiving Federation is up to date with its financial obligations towards the FIVB; and
- c. there is no prior application for ITC in process of approval or another ITC in effect for the same player.

6.7.2 Lack of ITC

A player who plays outside his Federation of Origin without a valid ITC shall be suspended for a period of up to one (1) year.

Control Committees of Volleyball tournaments, including Continental competitions, shall carefully examine the transfer certificates of foreign players on a club team and notify the FIVB in case of violation or unclear situation.

6.7.3 Further consequences in cases of violation

Sanctions may also be applied to those National Federations and clubs which have violated the established transfer procedure, or have not fulfilled the conditions agreed upon in the ITC.

(see also Article 1.4.4 of the FIVB Financial Regulations and Article 14 of the FIVB Disciplinary Regulations)

6.8 NATIONAL LAW

6.8.1 Local decisions

Decisions concerning international transfers of players based on domestic laws or regulations and against the rights of a (foreign or local) National Federation or against the FIVB Constitution or Regulations are not binding on the FIVB.

6.8.2 International participation

Whenever a local court gives a player the right to a local license based on national law and against FIVB Regulations, the FIVB organs (including Confederations) must not grant an international license and must prevent that player from taking part in any international competitions under their authority.

6.8.3 After notice from the FIVB, other affiliated National Federations must not allow a team which has a player who has not complied with the FIVB Regulations to play in their territory.

- 6.8.4 Clubs or players seeking recourse to local civil courts to settle transfer disputes without FIVB's prior agreement will be sanctioned. In addition to the sanctions provided in the FIVB Disciplinary Regulations, the club may be sanctioned for a major offence, including deprivation of the right to receive ITCs and to line-up foreign players in any competition.

6.9 FIVB REGISTER

The FIVB shall keep a complete electronic register of all international transfers.

6.10 CONTRACTUAL RELATIONS

- 6.10.1 Subject to the Receiving Club's obligation to release players for National Team competitions (Articles 6.5.1 and 7.3.5), the Receiving Club may retain the player's ITC until the end of the transfer period. If the player requests to transfer during this period, the FIVB shall intervene to decide whether there is a valid contract binding the player with the Receiving Club until the end of the transfer period.
- 6.10.2 The FIVB may impose the sanctions provided in Article 21 on a player, a coach or a club who repeatedly fail to honour contracts or terminate them without just cause.

CHAPTER 2 Status of Teams, Leagues and Other Organisations

7. TEAMS

7.1 NATIONAL TEAM

- 7.1.1 The team selected by its National Federation and authorized to bear its country's name is considered the national team.
- 7.1.2 The national team must not include foreign players, in accordance with Section I, Chapter II Article 5 of the FIVB Event Regulations and Section I, Chapter 1 of these Regulations.
- 7.1.3 A national team may only play against another national team. When a club team is involved, the team will be named "All-Star Team of (the country or region)" during the whole competition.
- 7.1.4 A national team that has participated as such in any international competition may not be given the status of a club team for international competitions.

7.2 CLUB TEAM

- 7.2.1 The club team is composed of a group of players affiliated with a National Federation, in order to participate in sanctioned competitions.
- 7.2.2 A club belongs directly to the National Federation of the country of its residence.
- 7.2.3 Clubs and players must commit themselves at the moment of their affiliation to abiding by the Constitution, Regulations and decisions of the National Federation of their country and those of the FIVB.
- 7.2.4 National Federations must transmit a copy of the FIVB Regulations to a club at the moment of its affiliation.
- 7.2.5 All clubs are obliged to release players to play with their national team in FIVB international competitions at any time during the fixed period of 16 May to 15 October unless the club has previously obtained both National Federation and FIVB authorization to retain such players.
- 7.2.6 The clubs have the obligation to release players for their National Teams at least ten (10) days before the starting date of the FIVB, World or Official competition for which they have been selected.

8. LEAGUES AND OTHER ORGANISATIONS

8.1 SPORT ORGANISATION, PROFESSIONAL LEAGUES, NATIONAL LEAGUES, CLUBS, TEAMS AND CIRCUITS

- 8.1.1 Any sport organisation, professional leagues, national leagues, clubs,

teams and circuits wishing to participate in an official Volleyball competition in their country, must obtain prior consent of their national federation.

- 8.1.2 However if a national federation for any legal or valid reason, is not able to recognize such organisations or to authorize their participation in an official Volleyball competition, the latter can appeal directly to FIVB for their recognition (and registration).
- 8.1.3 Only National Leagues registered with the FIVB are entitled to enroll foreign players in accordance with the rules of their respective National Federation.
- 8.1.4 National Federations having registered a National League are entitled to be reimbursed 10% of the administrative transfer fees paid by the Clubs to the FIVB for the transfer registration of foreign players in their country, if they respect FIVB regulations and submit their competitions regulations for approval.
- 8.1.5 Only clubs taking part in a National League registered with the FIVB shall be invited or allowed to qualify for and take part in Continental Clubs' Championships and FIVB Clubs' World Championships.
- 8.1.6 Registered National Leagues are secured via an internet link with the FIVB website and will be provided with one page of space for their own news, plus an emergency line with FIVB for urgent cases.
- 8.1.7 Based on the services to be provided by the FIVB to the registered National Leagues, the latter shall pay FIVB a yearly fee approved by the FIVB Board.

SECTION II Agents

CHAPTER 3 General Provisions

9. DEFINITIONS, OBJECTIVE AND SCOPE

9.1 DEFINITIONS

For the purposes of this Chapter:

- “Agent” means an agent licensed by the FIVB.
- “Applicant” means an individual who wishes to obtain a License.
- “Athlete” means a volleyball athlete.
- “Club” means a volleyball club.
- “Coach” means a volleyball coach.
- “Federation of Origin” means the Federation which is the first to a) register an Athlete in its national team for an FIVB, World or Official Competition through the final FIVB O-2bis Form, with the Athlete’s presence being certified by the Control Committee; or b) issue a national license for the player or otherwise register the player within its Federation, is considered to be the Athlete’s Federation of Origin regardless of the Athlete’s nationality. For the purposes of these Regulations, it also means the National Federation of the Coach’s, Applicant’s or Agent’s nationality.
- “International Transfer” means a transfer for which an International Transfer Certificate is required under the FIVB Sports Regulations.
- “License” means the FIVB Agent’s License.
- “Representation Agreement” means a contract entered into between an Agent and an Athlete or between an Agent and a Club.
- “VIS” means the Volleyball Information System created and owned by the FIVB.

9.2 OBJECTIVE

These Regulations are intended to establish a fair, harmonized and transparent system for Agents as well as to ensure a sufficient level of protection both for the Athletes using the services of Agents and for others who may be required to deal with Agents as part of their activities.

9.3 SCOPE

These Regulations apply to International Transfers and to the contractual relations of Athletes / Coaches when they agree to perform their services outside the territory of their Federation of Origin.

CHAPTER 4 FIVB License

10. ELIGIBILITY

- 10.1 To be eligible to participate in the Agents' test, an Applicant:
- a. may not be an Athlete or a Coach;
 - b. may not hold a position in the FIVB, a Confederation, National Federation or Club;
 - c. may not be in any way involved, either personally or through third persons, in a National Federation or Club;
 - d. may not be a referee or line judge or scorer table official;
 - e. may not have been convicted of a serious crime;
 - f. shall pay a guarantee for compliance with these Regulations during his activities, in the amount of CHF 5,000 (five thousand Swiss Francs); and
 - g. shall pay the annual registration fee of CHF 1,000 (one thousand Swiss Francs).

11. LICENSING PROCESS

- 11.1 The Applicant shall file with the FIVB a written application and necessary supporting documentation using the template application form (**Appendix A**). The Applicant shall send a copy of the application and supporting documentation to his Federation of Origin.
- 11.2 The FIVB shall organize an Agents' test for Applicants at least once a year.
- 11.3 The Agents' test shall include:
- a. a written examination on the content of the following regulations: FIVB Event Regulations (Chapter 1), FIVB Sports Regulations, FIVB Disciplinary Regulations, FIVB Medical Regulations (Chapter A); and
 - b. if deemed necessary by FIVB, an interview of the Applicant by a person appointed by the FIVB.
- 11.4 Based on the documentation submitted by the Applicant, his performance at the Applicant's test and the opinion (if any) of his Federation of Origin, the FIVB may at its sole discretion decide to grant or refuse the License.
- 11.5 Within a month from the Applicant's test, the FIVB shall notify its decision to the Applicant, to his Federation of Origin and to all the Confederations. In the event the FIVB decides to grant the License, the FIVB shall send to the Applicant his personal identification card as "FIVB Licensed Agent". In the event the FIVB decides to refuse to issue the License, the FIVB shall reimburse the Applicant with the amounts mentioned under 10.1(f) and 10.1(g) above.
- 11.6 The License is personal and non-transferable.
- 11.7 The License is valid as of the date it is granted or renewed and expires on 31 December of the year of the Summer Olympics.

11.8 To renew his License, an Agent shall participate in a seminar organized by the FIVB and submit the documentation requested by the FIVB.

12. VIS

12.1 The FIVB will provide the Agent with a personal username and password allowing access to the VIS.

12.2 An Athlete or a Receiving Club may authorize up to one Agent each to view a pending ITC application.

12.3 An Agent may not be allowed to alter in any way the pending ITC application.

12.4 Any dispute arising from or in relation to an Agent's authorization (or not) to view a pending ITC, will be decided exclusively by the FIVB. Such a decision may not have any legal impact on the contractual arrangements – or any rights and obligations emanating therefrom – of the parties involved.

13. TERMINATION OF ACTIVITY

13.1 An Agent who terminates his activity for any reason shall file a signed declaration to that effect with the FIVB and at the same time return his License.

13.2 The FIVB shall reimburse to the Agent the guarantee mentioned in Article 10.1(f) above. Such reimbursement may not take place earlier than six (6) months from the date the FIVB received the declaration and the License in accordance with Article 13.1 above.

13.3 The FIVB may *ex officio* cancel the License of an Agent who has failed or has been unable to comply with Article 13.1 above and announce such decision publicly. In such case, the FIVB shall decide in its sole discretion whether the guarantee mentioned in Article 10.1(f) above shall be reimbursed to the Agent.

CHAPTER 5 RIGHTS AND OBLIGATIONS

14. AGENTS

14.1 RIGHTS

Subject to mandatory provisions of domestic law, an Agent may:

- a. represent and advise an Athlete or a Club in relation to an Athlete's International Transfer;
- b. represent and advise an Athlete, a Coach or a Club in relation to a contract to perform services outside the territory of the Athlete's / Coach's Federation of Origin;
- c. receive a fee for his services mentioned under (a) and/or (b) above;
- d. use the title "FIVB Licensed Agent" on his business card, website and communications;
- e. use the VIS as provided for in Article 12 above;
- f. have access to the dispute resolution system established in the FIVB Regulations.

14.2 OBLIGATIONS

14.2.1 An Agent shall:

- a. comply with the FIVB Constitution and Regulations;
- b. use the template Representation Agreement with all his clients, to the exclusion of any other contract;
- c. notify the name(s) of his client(s) to FIVB;
- d. represent his client in good faith and demonstrate integrity and transparency in all of his dealings;
- e. ensure that his client personally signs the contract which has been negotiated on the client's behalf;
- f. co-sign a contract that he has negotiated on behalf of an Athlete, a Coach or Club;
- g. (if applicable) notify the name of the legal entity through which he operates to FIVB together with a personal declaration that the Agent remains at all times responsible towards FIVB and any third parties for any actions or omissions made by a person acting for or on behalf of the legal entity;
- h. pay the annual fee of CHF 1,000 (one thousand Swiss Francs) to FIVB for the renewal of his License;
- i. ensure that the full amount of the guarantee mentioned under Article 10.1(f) above remains at all times deposited with the FIVB;
- j. obtain a license by his Federation of Origin, if the latter has enacted agent regulations for national transfers and comply with such regulations and
- k. obtain the relevant education certificate when an education programme is established by the FIVB.

14.2.2 An Agent may not:

- a. receive a fee or any other type of remuneration for his services by any party other than his client, except with the express written agreement of his client;
- b. terminate, encourage or be involved in the termination of an Athlete's contract on the basis of non-payment of the agent fee;
- c. use the FIVB logo in any way;
- d. encourage his client to violate the FIVB Constitution or Regulations.

15. ATHLETES AND COACHES

15.1 RIGHTS

- 15.1.1 An Athlete may use the services of an Agent in relation to his International Transfer.
- 15.1.2 An Athlete / a Coach may use the services of an Agent in relation to his contract to perform his services outside the territory of his Federation of Origin.

15.2 OBLIGATIONS

- 15.2.1 For the activities mentioned in Articles 15.1.1 and 15.1.2, an Athlete / a Coach:
 - a. may not use the services of an unlicensed agent;
 - b. may not be represented by more than one Agent in the territory of a National Federation;
 - c. shall use the template Representation Agreement with his Agent, to the exclusion of any other contract.
- 15.2.2 An Athlete / a Coach shall personally sign the contract which has been negotiated on his behalf.

16. CLUBS

16.1 RIGHTS

- 16.1.1 A Club may use the services of an Agent in relation to an Athlete's International Transfer.
- 16.2.1 A Club may use the services of an Agent in relation to an Athlete's / a Coach's contract to perform his services outside the territory of his Federation of Origin.

16.2 OBLIGATIONS

- 16.2.1 For the activities mentioned in Articles 16.1.1 and 16.1.2 above, a Club:
 - a. may not use the services of an unlicensed agent;

- b. may not use the services of more than one Agent; and
- c. shall use the template Representation Agreement with its Agent, to the exclusion of any other contract.

16.2.2 This Article 16 applies also to National Federations when they hire the services of a foreign coach for any of their national teams.

CHAPTER 6 SANCTIONS

- 17.1** The FIVB may impose sanctions in accordance with the FIVB Disciplinary Regulations on an Agent, an Athlete, a Coach, a National Federation or a Club for a violation of the FIVB Constitution or Regulations. The competent FIVB body may publish its decision.
- 17.2** If an Agent does not comply with any of the requirements of Article 10.1 above, the FIVB may decide to revoke, temporarily or permanently, the License of the Agent.
- 17.3** The FIVB may offset a monetary sanction against an Agent through the guarantee which he paid prior to receiving the License. The Agent shall then repay the balance of the guarantee.

SECTION III Financial Disputes

CHAPTER 7 Complaint Process

18. FINANCIAL DISPUTES BETWEEN CLUBS, PLAYERS, FIVB-LICENSED AGENTS AND COACHES

18.1 PROCEDURE BEFORE FIVB/CONFEDERATION

- a. A club, a player, a coach or a FIVB-licensed agent may file a complaint before FIVB.
- b. After receiving a written complaint (“Complaint”) and providing the respondent with an opportunity to submit its reply in writing (“Reply”), the FIVB can decide a financial dispute of an international dimension between a club, a player, a coach or a FIVB-licensed agent provided that the Complaint is filed no later than three (3) years from the date of the last day of the season (as defined in Article 6.5.1.1) during which the dispute arose. It can also decide financial disputes of an international dimension between a coach and a National Federation.
- c. Any counterclaim must be filed within the time limit for the Reply; subsequent filing of a counterclaim shall be inadmissible. The provisions on Complaints, including on the payment of the applicable handling fee, shall apply *mutatis mutandis* to counterclaims.
- d. The Complaint and the Reply shall include a summary of facts as well as specific requests for relief. The Complaint shall be accompanied by proof of payment of the administrative fee in the amount of CHF 500 (five hundred Swiss Francs). The FIVB may set a final time limit for the payment of the administrative fee, failing which the Complaint shall be deemed withdrawn. The complaining party shall have the burden of proving its allegations. The FIVB may request further submissions and translations into English from the parties.
- e. The FIVB conducts the procedure expeditiously – and endeavours to complete it within two (2) months from closing the submissions period – in accordance with guidelines to be established by the FIVB. The decision will be taken on a balance of probabilities and by applying general principles of justice and fairness without reference to any particular national or international law (*ex aequo et bono*). The FIVB may award a contribution towards the applicable handling fee to the prevailing party. It shall state brief reasons. The FIVB may award a contribution of up to CHF 2,500 towards the prevailing party’s reasonable legal fees and other expenses incurred in connection with the proceedings (including the applicable handling fee and the costs of witnesses and interpreters). When deciding on this contribution, the FIVB shall take into account the outcome of the proceedings as well as the conduct and financial resources of the parties.
- f. The FIVB may, at any stage of the procedure, assist the parties in reaching a settlement or decide to submit the case directly to the FIVB Tribunal. It may refrain from entertaining the Complaint in case no ITC has been issued for a

- player's transfer or in case of an illegal transfer.
- g. The FIVB may set a final time limit for the parties' compliance with its decision and also determine that non-compliance will result in the imposition of sanctions under Article 21.3 below. Said sanctions may apply automatically after the lapse of the time limit.
 - h. In case of disputes involving parties from the same Confederation, the FIVB may delegate its powers under this Article to the respective Confederation. The FIVB will then have the right to extend worldwide the sanction(s) imposed by Confederations.

18.2 APPEAL

Within fourteen (14) days from notification of the decision under Article 18.1 above, any affected party may request that the case be reviewed by the FIVB Tribunal.

CHAPTER 8 FIVB Tribunal

19. GENERAL PROVISIONS

19.1 COMPOSITION

- 19.1.1 The FIVB establishes an independent tribunal which will decide financial disputes between clubs, players, FIVB-licensed agents and coaches in a fair, fast and inexpensive manner.
- 19.1.2 The FIVB Tribunal is composed of five (5) judges, one from each Confederation, and five (5) substitute judges, one from each Confederation. The judge and the substitute judge from the same Confederation shall not have the same nationality. The judges and the substitute judges are appointed by the FIVB Board of Administration for a renewable term of four (4) years between the sessions of the FIVB elective Congress. One judge is appointed as the Chairperson and one judge as the Vice-Chairperson of the FIVB Tribunal.
- 19.1.3 Persons appointed to the FIVB Tribunal must have legal training and experience in the resolution of international sports disputes and may not hold any other position, with the exception of honorary titles, in FIVB or the Confederations. They must have proficient knowledge of English and be available to conduct proceedings in an expeditious manner.
- 19.1.4 The members of the Tribunal and all officers of the FIVB Tribunal's Secretariat involved in proceedings before the FIVB Tribunal cannot be held liable for any act or omission in connection with proceedings hereunder except in cases of grossly negligent or willful acts or omissions.
- 19.1.5 Cases before the FIVB Tribunal shall be heard by the Chairperson, provided that the amount in dispute does not exceed CHF 200'000 (two hundred thousand Swiss Francs). All other cases shall be heard by the Chairperson and two (2) other members of the FIVB Tribunal, appointed by the Chairperson. If one or more of the members is unavailable or ineligible due to reasons of conflict (see Article 20.4), the Chairperson shall appoint another member of the FIVB Tribunal. If the Chairperson is unavailable or ineligible due to reasons of conflict (see Article 20.4), he/she shall be replaced by the Vice-Chairperson. The Chairperson may appoint another member of the FIVB Tribunal to hear a case instead of the Chairperson.

19.2 JURISDICTION

- 19.2.1 The FIVB Tribunal is competent to decide financial disputes of an international dimension between clubs, players, FIVB-licensed agents and coaches from within the world of volleyball. The FIVB Tribunal's jurisdiction extends also to financial disputes of an international

dimension between a coach and a National Federation.

19.2.2 Only disputes:

19.2.2.1 arising between the natural and legal persons/entities mentioned in Article 19.2.1; and

19.2.2.2 decided previously by the FIVB / a Confederation or referred by the FIVB/a Confederation to the FIVB Tribunal

can be submitted for resolution by the FIVB Tribunal.

19.2.3 The Tribunal shall have the power to rule on its own jurisdiction.

19.2.4 Whenever a case has been submitted to the FIVB Tribunal in accordance with this Article, the present Regulations shall apply.

19.3 SEAT

The legal seat of the FIVB Tribunal is in Lausanne, Switzerland, irrespective of the place where a hearing or any other procedural act takes place.

19.4 LANGUAGE

19.4.1 The working language of the FIVB Tribunal shall be English. After consultation with the parties, the Tribunal may decide to hold the proceedings in another official language of the FIVB.

19.4.2 Documents provided to the FIVB Tribunal in a language other than English must be accompanied by a certified translation unless the Tribunal decides otherwise.

19.5 COMMUNICATION

All communications between the parties and the Tribunal shall be effected through the FIVB Tribunal's Secretariat.

20. PROCEEDINGS BEFORE THE FIVB TRIBUNAL

20.1 CONDUCT OF PROCEEDINGS

20.1.1 As a general rule, proceedings shall be conducted in writing, including facsimile and e-mail. The Tribunal is entitled to request the parties to submit electronic copies of their submissions.

20.1.2 To the extent not provided otherwise herein, the Tribunal shall determine in its sole discretion the procedure before it, taking into account the principles of equal treatment of the parties and their right to be heard.

- 20.1.3 A party may represent itself or be represented by legal counsel on the basis of a power of attorney.

20.2 REFERRAL BY FIVB/CONFEDERATION

In accordance with the FIVB Sports Regulations, the FIVB/a Confederation may decide to refer the matter directly to the FIVB Tribunal after receiving a person's complaint. In this case, the FIVB/Confederation shall submit the entire file of the case to the FIVB Tribunal's Secretariat.

20.3 REQUEST FOR REVIEW

- 20.3.1 The Request for Review of a decision taken by FIVB/a Confederation (hereinafter "RfR") shall be filed either by e-mail, facsimile or ordinary post to the FIVB Tribunal's Secretariat as follows:

Address Fédération Internationale de Volleyball (FIVB)

Att. FIVB Tribunal

Château Les Tourelles,

Edouard-Sandoz 2-4

1006 Lausanne, Switzerland

Facsimile +41 21 345 35 45

E-mail fivb.tribunal@fivb.org

- 20.3.2 The RfR shall contain the following:

- a. The names, nationality, postal addresses, telephone, facsimile numbers and e-mail addresses of the Claimant and the Respondent and their respective counsel;
- b. A copy of the decision or the referral by FIVB/the Confederation.
- c. A statement of all the facts and legal arguments;
- d. The Claimant's request for relief.
- e. All available written evidence on which the Claimant intends to rely, including the relevant contract.
- f. Any request for a hearing and for the examination of (a) witness(es).
- g. A bank certificate confirming payment of the applicable handling fee (see Article 20.10).

- 20.3.3 The FIVB Tribunal may set a final time limit for the payment of the handling fee, failing which the RfR shall be deemed withdrawn.

- 20.3.4 If more than one party files a RfR in relation to the same decision, they shall be automatically consolidated into one proceeding. The RfR with the highest amount in dispute determines the composition of the FIVB

Tribunal in accordance with Article 19.1.5. Each party shall pay the applicable handling fee in accordance with Article 20.11.1 based on its own request for relief in its RfR.

20.4 INDEPENDENCE

- 20.4.1 The Tribunal shall disclose to the parties any circumstances likely to affect the independence of one or more of its members with respect to any of the parties. A member shall be deemed not to be independent if he/she has the same nationality as one of the parties (see also Article 19.1.5).
- 20.4.2 A member of the Tribunal may be challenged if the circumstances give rise to legitimate doubts regarding his/her independence. The challenge shall be brought in writing within seven (7) days after the ground for the challenge has become known to the party making the challenge. Challenges are to be determined exclusively by the FIVB President who shall rule on the challenge after giving an opportunity to state their position to all parties and the Tribunal.
- 20.4.3 In the event that the challenge is accepted, the member will be replaced by his/her substitute. In the event that a challenge is brought and accepted also against the substitute, the FIVB President shall appoint a neutral judge on an ad-hoc basis from among the persons proposed by the respective Confederation.

20.5 ANSWER

After receipt of the complete RfR or – in case of referral by the FIVB/a Confederation – of the initial complaint filed before the FIVB/Confederation, the Tribunal shall communicate it to the Respondent and set the time limit to file the Answer. The Answer shall contain:

- a. A statement of defence, including a statement of all the facts and legal arguments.
- b. Names, nationality and addresses of the Respondent and counsel, unless this has already been set out in the RfR.
- c. All available written evidence on which the Respondent intends to rely.
- d. Any request for the holding of a hearing and for the examination of (a) witness(es).
- e. Details of the relief sought.

20.6 COUNTERCLAIMS

- 20.6.1 In case of referral by the FIVB/a Confederation, any counterclaim must be filed within the time limit for the Answer; subsequent filing of a counterclaim shall be inadmissible. The provisions on complaints before the FIVB/the respective Confederation, including on the payment of the applicable administrative fee, shall apply mutatis mutandis to

counterclaims before the FIVB Tribunal.

- 20.6.2 In case of an RfR, any counterclaim filed by the Responding Party will be treated as a separate RfR and must comply with the deadline set forth in Article 18.2 and comport with the requirements of Article 20.3, including the payment of the applicable handling fee, in order to be admissible. As with any RfR, a counterclaim may not introduce any claims not (timely) filed in the first instance.

20.7 FURTHER PROCEEDINGS

- 20.7.1 After reviewing the RfR and the Answer, the Tribunal shall determine in its sole discretion whether a further exchange of submissions is necessary. Unless it decides that it is necessary, further submissions will not be taken into account.
- 20.7.2 The Tribunal may order the production of (additional) evidence or the parties' responses to specific questions, or give directions for the further proceedings. It may request the FIVB or the Confederation to produce a copy of the case file.
- 20.7.3 The Tribunal is authorized to attempt to bring about a settlement to the dispute.

20.8 HEARING

- 20.8.1 The Tribunal shall determine at its sole discretion, taking into account the parties' submissions, whether a hearing is to be held or not. It may decide that the hearing is to be held by telephone or video conference.
- 20.8.2 The Tribunal may decide to make the organisation of a hearing conditional upon the payment of administrative costs by the parties.
- 20.8.3 Each party shall be responsible for the availability and costs of its witnesses and experts.

20.9 LAW APPLICABLE TO THE MERITS

Unless otherwise agreed by the parties, the Tribunal shall apply general considerations of justice and fairness without reference to any particular national or international law (*ex aequo et bono*).

20.10 DECISION

- 20.10.1 The Tribunal shall have full power to review the facts and the law of the dispute.
- 20.10.2 If the Respondent fails to submit an Answer or fails to submit his Answer

in accordance with Article 20.5 above, the Tribunal may nevertheless proceed with the case and deliver a decision. The same applies if any party fails to abide by a procedural order or by directions given by the Tribunal or fails to appear at a hearing.

- 20.10.3 When the Tribunal is composed of three (3) members, the decision shall be made by a majority decision. In case of a tie, the Chairperson has the casting vote.
- 20.10.4 The Tribunal shall give a written, dated and signed decision with summary reasons.
- 20.10.5 The Tribunal shall endeavour to render the decision no later than six (6) weeks after the completion of the proceedings.
- 20.10.6 Decisions of the FIVB Tribunal are not confidential unless ordered otherwise by the Tribunal.

20.11 COSTS

- 20.11.1 Subject to Article 20.7.2, the facilities and services required for the operation of the FIVB Tribunal are free of charge for the parties, save for a handling fee of:
- CHF 1'500 (one thousand five hundred Swiss Francs) for cases with an amount in dispute up to CHF 30'000 (thirty thousand Swiss Francs);
 - CHF 2'000 (two thousand Swiss Francs) for cases with an amount in dispute between CHF 30'001 and CHF 100'000 (thirty thousand and one Swiss Francs and one hundred thousand Swiss Francs);
 - CHF 3'000 (three thousand Swiss Francs) for cases with an amount in dispute between CHF 100'001 and CHF 200'000 (one hundred thousand and one Swiss Francs and two hundred thousand Swiss Francs);
 - CHF 4'000 (four thousand Swiss Francs) for cases with an amount in dispute between CHF 200'001 and 500'000 (two hundred thousand and one Swiss Francs and five hundred thousand Swiss Francs);
 - CHF 5'000 (five thousand Swiss Francs) for cases with an amount in dispute between CHF 500'001 and CHF 1'000'000 (five hundred thousand and one Swiss Francs and one million Swiss Francs);
 - CHF 7'000 (seven thousand Swiss Francs) for cases with an amount in dispute exceeding CHF 1'000'000 (one million Swiss Francs).

All payments to the FIVB Tribunal must be made in CHF to the following FIVB account:

Banque Cantonale Vaudoise (BCV)
Place Saint-François 14
CH-1001 Lausanne / Switzerland
Account: T 5344.53.25
IBAN: CH33 00767 000T 5344 5325
BIC Code (Swift Address): BCVLCH2LXXX
Bank clearing: 767

The FIVB shall allocate an annual budget for the Tribunal, primarily from the administration fees from International Transfer Certificates.

- 20.11.2 As a general rule, the decision shall grant the prevailing party a contribution towards its reasonable legal fees and other expenses incurred in connection with the proceedings (including the applicable handling fee and the costs of witnesses and interpreters). When deciding on this contribution, the Tribunal shall take into account the outcome of the proceedings, as well as the conduct and the financial resources of the parties.

20.12 APPEAL

Decisions of the FIVB Tribunal can only be appealed to the Court of Arbitration for Sport (CAS), Lausanne, Switzerland and any such appeal must be lodged with CAS within twenty-one (21) days from the receipt of the decision. The CAS shall decide the appeal *ex aequo et bono* and in accordance with the Code of Sports-related Arbitration, in particular the Special Provisions Applicable to the Appeal Arbitration Procedure.

CHAPTER 9 Failure to comply with a decision

21. SANCTIONS

If a National Federation, club, coach, agent or player that was a party to proceedings before the FIVB/Confederation, the FIVB Tribunal or before the Court of Arbitration for Sport (CAS) fails to comply with the decision of said body, it commits an offence. The FIVB may impose the following sanctions on this party:

- a. Warning;
- b. Fine up to CHF 50,000 (fifty thousand Swiss Francs);
- c. Prohibition of receiving an ITC (for clubs) or prohibition to transfer internationally (for players);
- d. Withdrawal or temporary suspension of a licence (for coaches and agents);
- e. Prohibition of registering and lining-up foreign players in any competition (for clubs);
- f. Prohibition of participating in international competitions.

The above sanctions can be applied more than once and cumulatively.

SECTION IV Final Provisions

CHAPTER 10 Miscellaneous

22. ENTRY INTO FORCE

22.1. These Regulations were approved by the FIVB Board of Administration on 24 May 2019 and shall enter into force on 22 January 2020. They can be amended by a decision of the FIVB Board of Administration.

22.2 These Regulations supersede all previous versions of the FIVB Sports Regulations and amendments thereto, which are hereby cancelled.

Appendix A

Application Form for FIVB Agent's License Test

Last name:

First name:

Federation of Origin:

Date of birth:

Nationality:

Name and address of the company/agency:

Private address of the applicant, in the absence of a company/agency:

Telephone, facsimile and email details:

- Please attach:
- a copy of the passport of the applicant,
 - an official abstract of the applicant's criminal record,
 - a passport-size picture
 - the Declaration duly signed

Declaration

I, the undersigned applicant, confirm herewith that:

I am not a volleyball athlete, coach, referee, line judge or scorer table official;

I do not hold a position in the FIVB, a Confederation, National Federation or Club;

I am not in any way involved, either personally or through third persons, in a National Federation or Club;

I have not been convicted of a serious crime, and I acknowledge that the FIVB is fully free to appreciate my application regarding this criterion;

I acknowledge and understand that in order to become and remain an FIVB Agent, I will have to pay a guarantee for compliance with the FIVB Sports Regulations, in the amount of CHF 5,000 (five thousand Swiss Francs);

I acknowledge and understand that in order to become and remain an FIVB Agent, I will have to pay an annual registration fee of CHF 1,000 (one thousand Swiss Francs);

I understand that I could be invited by FIVB for a personal interview and a test in Lausanne, Switzerland, at the FIVB headquarters, which I will have to attend on my own expenses;

I will comply with the FIVB Constitution and all FIVB regulations and decisions. In particular, I recognize that I must strictly comply with the FIVB Sports Regulations in force and as modified from time to time by the FIVB.

I understand that I am subject to disciplinary sanction by FIVB in case of breach of the FIVB Constitution and all FIVB regulations and decisions.

Date:

Place:

Name and Signature of the applicant:

Appendix B**STANDARD FIVB AGENT-CLIENT CONTRACT**

Between:

[*NAME OF ATHLETE/COACH/CLUB*], *[*address and nationality*]* (hereinafter the “Client”),

AND

[*NAME OF AGENT*], *[*address of the Agency*]* (hereinafter the “Agent”);

HEREBY AGREE TO THE FOLLOWING TERMS:

Preamble

This Contract is based on a standard agreement provided by the FIVB pursuant to the FIVB Sports Regulations.

1. Scope and Term of the Contract

1.1 The Client herewith contracts the Agent to exclusively represent it in all negotiations regarding the international transfer or contract of the Client in *[*insert territory of exclusive representation e.g. a country or a continent*]*.

1.2 The term of the Contract starts on *[*date*]* and expiring on *[*date* - may not exceed 3 years]*.

1.3 The Parties agree that the duration of this Contract can only be extended by a new written agreement signed by both parties.

2. Parties' Rights and Obligations

The Parties agree that their relationship under this Contract shall be governed by the FIVB Sports Regulations as amended from time to time. In particular, the Parties agree to be entitled to and bound by the respective rights and duties provided for in the FIVB Sports Regulations

3. Compensation

3.1 In consideration for the services to be performed by the Agent under this Contract, the Agent shall be compensated as follows:

***[*insert percentage, not to exceed 10%*]* percent of the transaction negotiated by the Agent on the Client's behalf**

3.2 The Client shall pay the compensation stipulated in Clause 3.1 to the Agent by no later than *[*insert date*]*. The parties also agree that, in case the international transfer or the contract negotiated by the Agent includes a clause according to which the Agent will be paid by the other party and not by his Client, then the Client will be released from his obligation under this Clause 3.

3.3 All compensation to the Agent under this Contract shall be made to the Agent's bank account, the details of which will be notified in writing by the Agent to his Client on a proper invoice.

4. Amendment

This Contract between the Parties, including this provision, can only be amended by an agreement in writing signed by both of the Parties.

5. Dispute Resolution

Any dispute arising from or related to the present contract shall be submitted to the FIVB in Lausanne, Switzerland and shall be resolved in accordance with Article 18 of the FIVB Sports Regulations. The language of the procedure shall be English. The FIVB and (if needed) the FIVB Tribunal and the Court of Arbitration for sport shall resolve the dispute *ex aequo et bono*.

IN WITNESS THEREOF, the Parties hereto intending to be legally bound by the terms of this Contract do execute this Contract as of:

*[*date*], [*place*]*

AGENT

CLIENT

[Name of Agent]

[Name of Client]

DISCLAIMER

This Standard Contract does not take into account the legal requirements of specific countries which could be applicable to an agent-client contract. The addition, amendment or deletion of any clause to this standard agreement in order to comply with the laws of a specific jurisdiction requires FIVB's prior written approval.