

**WAKO EUROPEAN KICKBOXING FEDERATION
(WAKO EUROPE)**

Bylaws

As approved on December 6th, 2013

ANTALYA, TURKEY

Section 1. Scope of the Bylaws

These Bylaws contain the main internal rules and regulations of the WAKO European Kickboxing Federation (“**WAKO EUROPE**”) in connection with the implementation of its Statutes as well as the determinations of the Board of Directors of WAKO EUROPE on the structure of the various committees of WAKO EUROPE, their duties and authorities.

The Board of Directors of WAKO EUROPE may, from time to time, amend and/or integrate the provisions of these Bylaws pursuant to the provisions of Article 15 of the Statutes.

These Bylaws enter into effect on the same date and time and in the same place as the Statutes of WAKO EUROPE (December 01, 2013. Foundation) and is approved by the Board of Directors of WAKO EUROPE pursuant to the provisions of Article 15 of the Statutes of WAKO EUROPE.

Section 2. Objectives of WAKO EUROPE

The objectives of WAKO EUROPE are those set forth in Article 2 of WAKO EUROPE’s Statutes.

WAKO EUROPE’s main objective shall be the promotion of the Kickboxing Sport (as defined in the Statutes) in Europe through the organization of WAKO EUROPE’s events and championships and the support, promotion and safeguard of the interests of WAKO EUROPE’s members and all their athletes and officials in connection with the launching and developing of the Kickboxing Sport in Europe.

Section 3. Board of Directors Status

The members of the Board of Directors appointed by the General Assembly held in Anatalya, Turkey on 1st December 2013. are:

Section 3.1. Board of Directors

1. President - Borislav Pelevic (Serbia)
2. First Vice- President - Roy Baker (Ireland)
3. Vice-President - Francesca Falsoni (Italy)
4. Vice-President – Salim Kayici (Turkey)
5. Vice-President - Yury Filimonov (Russia)

Board members:

1. Boyan Kolev (Bulgaria)
2. Rene Bosch (Switzerland)
3. Aleksandra Nedelkovska (FYR Macedonia)
4. Katarzyna Kociszewska (Poland)
5. Olga Pavlenko (Ukraine)
6. Nicolaus Gstaettner (Austria)

The Board of Directors of WAKO EUROPE shall meet and resolve pursuant to the provisions of Article 11, 14 and 15 of the Statutes of WAKO EUROPE.

The Board of Directors is the executive body of WAKO EUROPE consisting of minimum of 5 up to maximum of 13 Directors in total, pursuant to the provisions of Article 11 of the Statutes WAKO EUROPE. Their number shall be set on proposal of the President at the General Assembly.

The responsibility and power of the President and Board of Directors of WAKO EUROPE are determinate in WAKO EUROPE Statutes articles 11,12,13,14 and 15 respectively.

Section 3.2 Standing Committee

The members of the Standing committee shall meet any time required by the President or, in his absence, by first Vice - president, in any event at least once a year and at the time indicated by the President or first Vice - president.

The Standing Committee can bring proposals to the Board of Directors relating to any urgent decisions that require attention, which can be ratified by the WAKO Board of Directors at a later stage.

1. President: Borislav Pelevic (Serbia)
2. First Vice-President: Roy Baker (Ireland)
3. Vice-President : Francesca Falsoni, (Italy)
4. Vice-President :Yury Filimonov, (Russia)
5. Vice-President : Salim Kayici, (Turkey).

Section 4. Auditors – Status

The Auditors are nominated by the Board of Directors pursuant to the provisions of Article 15 of the Statutes of WAKO EUROPE and ratify by the General Assembly.

1. Mr. -----(to be determined by the Board)
2. Mr. -----(to be determined by the Board)

Duties:

The Auditor shall carry out an audit and issue an audit report of WAKO financial statements and its related documents for the year ended of each fiscal year according to the Swiss law.

Committees

Section 5. Appeal – Status

The Appeal Committee of WAKO EUROPE is consisted of Chairman and 2 Board members. The President of WAKO EUROPE chaire the Apeal committee. The two members are elected among the Board of Dicrectors of WAKO EUROPE by Board of Directors.

1. Borislav Pelevic, (Serbia), Chairman
2. Roy Baker, (Ireland)
3. Salim Kayici, (Turkey)
4. Francesca Falsoni, (Italy)
5. Yury Filimonov, (Russia)

Duties:

The responsibility is to handle all negotiations, mediations and protests due to decisions taken by any committee of WAKO EUROPE, situations that occur in and out of championships and activities in general during championships. The committee must assure fair, neutral and democratic treatment of every case presented to the committee.

If the conflict of interest of any kind, a member can take part in discussion but he/she will not have a voting right, however this section shall not prevent the president to Chair the Committee.

If the conflict persists and appeal committee couldn't find amicable outcome, the protest shall be brought forward to the Board of Directors of WAKO EUROPE whose decision is to be taken pursuant to the provisions of Article 15 of the Statutes of WAKO EUROPE and must be considerate as the final decision.

Section 6. Committees – Status

The following committees of WAKO EUROPE together with the Chairman, are the following:

- **Organizing Committee**

- Roy Baker (Ireland) Chairman
- Srdjan Bugarcic (Serbia)
- Jens Walbersdorf (Germany)
- Romeo Desa (Croatia)
- Nicola Traina (Italy)
- Giorgio Lico (Italy)

Duties:

The Committee shall consist of at least five (5) members. The leader of the Committee shall be known as Chairman of Organizing Committee or the Technical Director. It is of importance that all members of the group speak and understand English.

The Committee meets before WAKO European Championships, European Cups and European Open tournaments. If necessary, they initiate other meetings, otherwise they communicate by mail and by telephone.

The responsibility of the Organizing Committee is:

- *They are responsible for ensuring all the required equipment and facilities at each event and are checked in advance of the event*
- *They are responsible for the organizing and setting up of the tournament venue*
- *They will have the responsibility of being in complete charge of all paperwork regarding drawing, seeding, results and award ceremony*
- *They will have a close cooperation and supervise the Referee Committees and will facilitate all referee seminars*
- *They will together with the promoter take care of the event/promotion/tournament and make sure everything is arranged according to the WAKO IF rules. Any deviation to the rules has to be*

cleared by the committee or through the Board of Directors of WAKO EUROPE

- *They will assist the Referee Committees to assure the official weigh-in*
- *They will report to the Board of Directors of WAKO EUROPE.*

- ***International Referee Committee Ring Sports***

- *Yuri Lakhtikov (Estonia) Chairman*
- *Sami Savo (Finland)*
- *Zoran Simurina (Serbia)*
- *Alexandr Berezkin (Russsia)*
- *Michaela Kovachova (Slovakia)*
- *Loris Romanazzi (Italy)*
- *Sahin Kocak (Turkey)*

- ***International Referee Committee Tatami Sports***

- *Rene Bosch (Switzerland) Chairman*
- *Brian Beck (England)*
- *Yury Filimonov (Russia)*
- *Ivo Vodopivec (Slovenia)*
- *Sami Turk (Turkey)*
- *Karl Wilson (Ireland)*
- *Gina Engelhard (Netherland)*
- *Kristina Pilko (Croatia)*

Duties:

The Committee meets before European Championships, European Cups and European Open tournaments. If necessary, they initiate other meetings, but are requested to meet during said events/tournaments. Otherwise they communicate by mail and by telephone.

The Chairman of each above Committee (Ring and Tatami Sports) is responsible to supervise all Tatamis and Rings and is responsible for the application of the WAKO EUROPE rules and regulations within the competitors.

Technical Committee

- Des Leonard, (Ireland) Chairman
- Marc De Block (Belarus)
- Yury Filimonov (Russia)
- Peter Edwards, (Great Britain)

Duties:

The Committee meets before European Championships, European Cups and European Open tournaments. If necessary, they initiate other meetings, but are requested to meet during said events/tournaments. Otherwise they communicate by mail and by telephone.

The responsibility of the Committee is:

- To create a WAKO EUROPE Syllabus
- To create a European Grading System
- Assist technically WAKO EUROPE zones in need of improving their skills
- To approve prior to the European Championships all fighting safety equipment supplied by Promoters
- Inspecting all Fighting Areas conformity as required by WAKO IF standard
- Advise WAKO EUROPE Board of Directors concerning the rules applicable into each Ring and Tatami sports.

• Medical, Health and Anti-Doping Committee

- Dr Zoltan Pall (Hungary) Chairman
- Prof. Dr. Sinan Kocaturk (Turkey)
- Dr Lucio Stella (Italy)

Duties:

The Committee meets before European Championships, European Cups and European Open tournaments. If necessary, they initiate other meetings, but are requested to meet during said events/tournaments. Otherwise they communicate by mail and by telephone.

The responsibility of the committee is:

- To make sure of all safety rules are followed in the tournaments/championships both according to doctors and medical staff
- They are in charge of improving the rules regarding to safety and health of athletes
- They will make sure that the anti-doping rules are applied and together with the Board of Directors and/or promoter in a Championship aim the Anti doping control

- To make sure that WAKO EUROPE work effectively to eradicate weight reduction problems
- To control that The Committee work together and report to the WAKO EUROPE Board of Directors
- They has the power to postpone start of fights on competitions if weigh-in are too close to normal start of fights or if the weigh-in are delayed or in other way, fighters were not properly informed
- The Committee is in charge of issues related gender verification.

- **Women Committee**

- Katarzyna Kociszewska (Polland) Chairman
- Aleksandra Nedelkovska (FYR Macedonia)
- Francesca Falsoni (Italy)
- Nicole Tremmel (Austria)
- Kira Borisenko (Russia)
- Olga Pavlenko (Ukraina)

Duties:

The Committee meets before European Championships, European Cups and European Open tournaments. If necessary, they initiate other meetings, but are requested to meet during said events/tournaments. Otherwise they communicate by mail and by telephone.

The responsibility of the committee is:

- To consider questions related to women activities development and/or equal possibilities for the gender and to provide advice to the organization
- To represent the rights and interests of women athletes/members and to make related recommendations
- To seek information and/or to involve appropriate persons within Kickboxing related to disciplines not represented in the committe
- To maintain a contact with related International Women Commissions when applicable.

Athletes Committee

- Mette Solli (FC) (Norway) Chairman
- Drew Neil (PF) (Great Britain)
- Zoltan Dancso (LC) (Hungary)
- Manuel Nordio (KL) (Italy)
- Seda Duygu AYGUN (Turkey)

Duties:

The Committee meets before European Championships, European Cups and European Open tournaments . If necessary, they initiate other meetings, but are requested to meet during said events/tournaments. Otherwise they communicate by mail and by telephone.

The responsibility of the Athletes committee is:

- *To consider questions related to athletes and to provide advice to the organization*
- *To represent the rights and interests of athletes and to make related recommendations*
- *To seek information and/or to involve needed persons within Kickboxing related to disciplines not represented in the committee*
- *To consider questions related to athletes and to provide advice to the organization*
- *To represent the rights and interests of athletes and to make related recommendations*
- *To maintain a contact with IOC athletes commission when needed and when applicable.*

The Chairman of the Athletes Commission will be invited to attend every WAKO Board meeting.

• **Educational / Students Committee**

- *Vladimir Sitar (Slovenia) Chairman*
- *Boyan Kolev (Bulgaria)*
- *Richat Sayapou (Russia)*
- *Resat Onur Er (Turkey)*

Duties:

The Committee meets before European Championships, European Cups and European Open tournaments . If necessary, they initiate other meetings, but are requested to meet during said events/tournaments. Otherwise they communicate by mail and by telephone.

The responsibility of the Educational/Students committee is:

- *To create an athlete student focus and initiative within WAKO Europe*
- *To create various athlete educational initiatives within WAKO Europe*
- *To define and create an athlete educational program*
- *To organize community service efforts*

- To consider questions related to student athletes and to provide advice to WAKO Europe
- To represent the rights and interests of student athletes and to make related recommendations to WAKO Europe Board
- To seek information and/or to involve needed students within Kickboxing related to disciplines not represented in the committee
- To consider questions related to student athletes and to provide advice to the organization
- To represent the rights and interests of student athletes and to make related recommendations.

Each active member shall establish a student-athlete advisory committee for its WAKO national member's student athletes.

The composition and duties of the committee shall be determined by the WAKO Europe Board.

Media Committee

- Per Ringsby (Norway) Chairman
- Alex Engelhard (Netherlands)
- Barbara Falsoni (Italy)
- Danny Slevin (Ireland)

The Committee meets before European Championships, European Cups and European Open tournaments. If necessary, they initiate other meetings, but are requested to meet during said events/tournaments. Otherwise they communicate by mail and by telephone.

The responsibility of the Media Committee is:

- To create a media strategy for the promotion and awareness of WAKO Europe in the following areas:
 - Social Media
 - Web Site
 - Facebook
 - Youtube
 - Twitter
 - Press
 - TV

To define, create and deploy a media strategy around the WAKO European Champions, before, during and after event.

To create promotional image and material to promote the WAKO Europe Brand and all associate activities.

Ethical Sport Committee

- Romeo Desa (Croatia) Chairman
- Nevil Wray (England)
- Zawistowski Ryszard (Polland)

The Committee meets before European Championships, European Cups and European Open tournaments. If necessary, they initiate other meetings, but are requested to meet during said events/tournaments. Otherwise they communicate by mail and by telephone.

The responsibility of the Ethical Sport Committee is:

- *To Create and promote Ethical Sport by the following initiatives:*
 - *Ethical athletes code of practice*
 - *Ethical referees code of practice*
 - *Ethical officials code of practice*
 - *Match fixing code of practice*
 - *WAKO Europe Board code of practice*
 - *WAKO Europe conflict of interest policy*
 - *WAKO Europe youth code of practice*
- *To ensure that all WAKO European officials and athletes are aware and signed up to any code, created and approved by WAKO Europe*
- *To ensure transparency, fairness and accountability within WAKO Europe and WAKO Europe events.*

Coaches Committee

- Daimi Akin (Norway) Chairman
- Dave Heffernan (Ireland)
- Pasi Rantala (Finland)
- Gianfranco Rizzi (Italy)
- Istvan Kiraly (Hungary)
- Patrizia Berlingeri (Chech republic)
- Sergey Starovoit (Russia)

The Committee meets before European Championships, European Cups and European Open tournaments. If necessary, they initiate other meetings, but are requested to meet during said events/tournaments. Otherwise they communicate by mail and by telephone.

The responsibility of the Coaches Committee is:

- To consider questions related to coaches and coaching and to provide advice to the organization*
- To represent the rights and interests of coaches and to make related recommendations*
- To seek information and/or to involve needed persons within Kickboxing related to disciplines not represented in the committee*
- To consider questions related to coaches and coaching and to provide advice to the organization*
- To represent the rights and interests of coaches and to make related recommendations*
- To maintain a contact with IOC coaches commission when needed and when applicable.*

- **Disciplinary Committee**

All disciplinary and related issues and action of Disciplinary Committee is under consideration of Board of Directors of WAKO EUROPE , pursuant to the provisions of Article 15 of the Statutes of WAKO EUROPE.

Relevant for all above committees

All above mentioned Committees should advise and make report to the Board of Directors of WAKO EUROPE at least once a year.

The Board of Directors of WAKO EUROPE or The President and Senior Vice President together shall have the power to appoint further Committees and add any additional members to existing Committees which are deemed necessary in order to deal with specific matters. In this regard, the Board of Directors of WAKO EUROPE or The President and Senior Vice President together shall determine the specific role and tasks of such Committees as well as their duration and activity of report to the Board of Directors of WAKO EUROPE.

The Board of Directors of WAKO EUROPE or The President and Senior Vice President together shall appoint the Committees pursuant to the provisions of Articles 15 and 23 of the Statutes of WAKO EUROPE.

Section 7. Finance Bylaw

Income & Property

All assets, income and property of WAKO EUROPE shall be used solely in connection with the promotion of its objectives as per Article 2 of its Statutes.

In no way the assets, income and property of WAKO EUROPE shall be paid and/or transferred directly or indirectly by way of dividend, bonus or otherwise howsoever by way of profit, to any of the Members of WAKO EUROPE or its internal bodies.

No officer shall be appointed to any office of WAKO EUROPE and be paid a salary or fees, or receive any remuneration or other monetary benefit from WAKO EUROPE. As a partial derogation to the above principle, payments may be made as follows:

- a) reasonable and proper compensation may be paid to members of WAKO EUROPE for any specific services rendered to WAKO EUROPE which has been approved by the Board of Directors of WAKO EUROPE;
- b) reasonable and proper out-of-pocket expenses incurred by any Officer in connection with his attendance to any matter regarding WAKO EUROPE and any related issue to WAKO EUROPE.

If necessary, the President shall open a bank account/s on behalf of WAKO EUROPE and any withdrawn (checks, draft or cash) on the same account shall be approved by the Treasurer or any other person named by the Board of Directors of WAKO EUROPE.

Keeping of financial related documents

The accounts/financial statements (or if and when required the audited one) of WAKO EUROPE shall be kept at WAKO EUROPE administrative office during the time provided by business good practice guides. The above mentioned documents shall be made available by the bookkeeper to the Board of Directors of WAKO EUROPE upon its request.

Any member of the Board of Directors of WAKO EUROPE may have the right to examine the accounts/financial statements upon written request made to the Board of Directors of WAKO EUROPE which shall give its approval.

Treasurer duties and function

The Board of Directors of WAKO EUROPE may appoint the Treasurer if necessary. The Treasurer shall have the task to run the day by day accounting activity of

WAKO EUROPE, including – without limitation – any withdrawn, (by checks, drafts or cash), and deposit sums, making payments, other.

The function of Treasurer of WAKO EUROPE after approval of the Board of Directors can be exercised by any member of the Board. In that case the said Board members (she/he) is considered as “Acting Treasurer”.

Section 8. WAKO EUROPE Membership Affiliation Fees Status

The membership status of WAKO EUROPE and relevant membership annual affiliation fees are as follows:

1. Provisional Members: 300 (three hundred) Euros (without any voting rights)
2. Official Member: 400 (four hundred) Euros (with one (1) voting right)
3. Full Member: 600 (six hundred) Euros (with two (2) voting rights)

The categories of Members of WAKO EUROPE are those set forth in Article 5 of the Statutes of WAKO.

The annual membership’s fee of WAKO EUROPE is independent to the membership’s fee of WAKO (IF). Once a national European Kickboxing Federation and/or Association became member of WAKO EUROPE, it becomes automatically member of WAKO (IF). Such membership with WAKO EUROPE will give the right to the member to be the member of WAKO (IF), subject the respect of all WAKO (IF) rules and regulations and the payment of its membership’s fee with WAKO (IF), according to the due date required by WAKO (IF) Statutes. The loss of membership of WAKO EUROPE by a member causes the loss of its affiliation with WAKO (IF).

Section 9. Other Fees Status

Any other related fees and the one related to promotion and organisation of WAKO EUROPE championships, WAKO EUROPE World Cup and any other tournament is determined by the Board of Directors of WAKO EUROPE.

The Board of Directors may negotiate and vary such fees as required.

Section 10. Rules, Regulations and Guidelines

Interpretation of WAKO EUROPE Bylaws

The Board of Directors of WAKO EUROPE shall have the authority to amend, interpret and integrate the rules and Regulations set forth in these Bylaws. Any decision of the Board of Directors of WAKO EUROPE on any issue of interpretation or on any matter affecting the rules and regulations set forth in these Bylaws shall be considered final and binding on the Members of WAKO EUROPE.

The Board of Directors of WAKO EUROPE shall have the final decision on any matters not provided for in these Bylaws or in cases of force majeure.

The rules and regulations of WAKO EUROPE (which are published in WAKO EUROPE's website www.wakoeurope.com / www.wakoeuropeweb.com) have been reviewed, and validated by WAKO European Board of Directors and shall remain in force until the Board of Directors of WAKO EUROPE amend as required.

Section 11. Ethics in Youth Sport

WAKO EUROPE is committed to establish in its rules and regulations clear rules of conduct in the pursuit of the positive values in youth sport.

Section 12. Interpretation

The authority for settling any dispute arising out of the interpretation of these bylaws shall reside with the Board of Directors of WAKO EUROPE.

WAKO European Kickboxing Federation
President
Prof. Borislav Pelevic Ph.D.

