



November 5, 2020

Dr. Mohamed Moustahsane, AIBA Interim President  
Lausanne Switzerland  
Via email: [interimpresidentoffice@aiba.org](mailto:interimpresidentoffice@aiba.org); [congress@aiba.org](mailto:congress@aiba.org)

**Re: Constitutional Reform Response**

Dear Interim President Moustahsane,

I hope this letter finds you, your family and AIBA safe and well during these challenging times.

On October 23, 2020, AIBA released the proposed Constitutional changes to address the governance challenges set out in the International Olympic Committee's (IOC's) Inquiry Committee report ("The Lalovic Report") and invited member federations to comment on the proposals.

At the outset we recognize and thank those who have produced the new statutes because while we might not agree with everything contained within, we understand documents of this nature are not easy to produce and even in the best of times take a significant amount of time, much of it voluntary.

That said as National Federations (NFs) who are responsible for amateur Olympic style boxing in our respective countries and the producers of the Elite boxers for the world stage, we are disappointed that AIBA's reforms have fallen short of our high expectation. While it is recognised that there has been some progress in key areas, we believe they do not address some of the fundamental points raised in the Lalovic Report, which led to the suspension of AIBA by the IOC, and the threat of boxing being removed from the Olympic Games.

The Lalovic report emphasised several AIBA challenges:

- "Disregarded the basic principles of good governance"

- “Overall the levels of governance, at this point of time more specifically regarding integrity, democracy and checks and balances control mechanisms remain low despite progress made since 2017.”
- “Incapacity of AIBA to effectively renew its leadership.”
- According to the IOC Code of Ethics, AIBA, as a member of the Olympic Movement, should apply strict due diligence regarding its senior management / executive team and its business partners.

It is our belief that the proposed statutes are a sign of progress, however, the examples below illustrate the failure to address basic issues raised in the Lalovic Report, and thus the changes will be insufficient to overturn the suspension

- Leadership culture
  - AIBA fails to recognize its purpose is to serve the boxers, coaches and officials of all National Federations.
  - Notwithstanding the specific issues raised in the report, the delay in acting to bring about the changes set out by the IOC may lead them to believe AIBA is not sincere in its desire to comply.
  - Not considering current time served within the term limits is a clear own goal and gives truth to the statement that the AIBA leadership is not willing to renew itself.
  - There is a clear lack of commitment to independent representatives on the Board of Directors.
  - The powers to exercise strict and comprehensive due diligence of the Ethics committee in investigating potential candidates and AIBA Leadership should be clearly stated within the statutes.
- Governance
  - Ethics and Conflicts of Interest are mere words without commitment. The proposed statutes create a perceived or actual conflict of interest by allowing the Board of Directors to “appoint” members of Ethics and Disciplinary committees if the congress refuses to approve the proposed member(s).
    - The Board of Directors have the ability to remove member(s) of the Ethics and Disciplinary Committees, again an actual or perceived conflict of interest as this power should be reserved for the National Federations (Congress).
  - There is a failure to include Independent Directors with a clear understanding of the recruitment process of these candidates.
  - Likewise the ethics committee members should be independently nominated and not by the Board.
  - As currently written the AIBA membership will not have a chance to vote on the Ethics and Disciplinary panels until 2024.
- Finances
  - The current and proposed statutes require financial reporting; however, there is not an automatic sanction or removal process of elected officials who fail to properly report AIBA’s finances.



- Require an annual audit conducted by an independent outside auditing agency.
- AIBA financial reporting to the federations should have greater transparency and at a minimum be provided annually, as recommended by Association of Summer Olympic International Federations (ASOIF).
- The independent audit member should be appointed by an independent outside body of high standing not the directors.
  
- Commitment to International Federation / ASOIF Best Practices
  - There should be a clear obligation to ensure the highest standards of governance are met as set out in ASOIF governance guidelines. This includes publication of annual audited accounts, board minutes and updates, independent whistleblowing procedures, transparent tendering processes and clear ethical principles of operation and conduct.
  
- Congress General Questions
  - Can you confirm the proposed corporate structure of AIBA.
    - There is reference to an association in Clause 2.1, yet the elected members are referred to as directors.
  - Please can you provide greater detail for the transitional committee's activities, duties and responsibilities, as aside from the timeline clauses, much of what's indicated appears to be covered within the proposed statute changes.
  - Confirm the process to approve the proposed statutes; will it be line by line as happened in Moscow or all together?

Once again, many thanks for the effort put into developing the statutes and for providing the opportunity for feedback.

In your corner,



Gethin Jenkins  
Chief Executive  
England Boxing



Mike McAtee  
Executive Director  
USA Boxing