



## **MEETING MINUTES OF THE 2015 AIBA EXECUTIVE COMMITTEE**

(July 7-8 – Doha, Qatar)

### **1. Opening Speech and Report by AIBA President**

President Wu welcomed and thanked the AIBA Vice Presidents and Executive Committee members as well as special guests for their presence. He thanked the President of the Qatar Boxing Federation Yousef Ali Al-Kazim, for his kind hospitality and looked forward to the upcoming World Championships to be hosted in Doha in October. He advised the EC members that there would also be an extraordinary EC meeting in Doha in October to finalise some matters and update the EC members on activities.

President advised that he was now in his third term of presidency. The first term had been focused on cleaning the house to allow for the proper development of the sport. The second term had been giving direction to the future development of the sport and this included the introduction of women boxing which was a great success in the London Olympic Games. In addition WSB was established and has proved very successful and there was also the launch of APB. Aside from the competitions AIBA has also established the boxing academy for educational training and President thanked the Kazakhstan Boxing Federation for their support in that project.

The President noted that recently the focus has been on the removal of headguard issue which is important from a number of aspects. He advised that there has been medical research carried out on this aspect to ensure that it is safe for the boxers and AIBA are satisfied with the results of that research however the final decision will remain with the IOC in respect of the Olympics. He noted the number of cuts had decreased at the recent European Games and there were no concussions and he congratulated EC Member Suleyman on the successful European Games.

He advised the EC Members that he wants the focus for the next four years to be on developing the sport of boxing further and to ensure that AIBA is governing boxing in all its forms. To do this AIBA needs the experience of those involved in the current professional boxing organisation so we can learn from them and improve our competitions.

### **2. Welcome Speech by Qatar Boxing Federation President**

Mr Yousef Ali Al-Kazim, Qatar Boxing Federation President, welcomed the AIBA EC to Doha.

### **3. New EC Members**

President Wu welcomed the new Executive Committee members and asked them to introduce themselves:

- Mohammed Moustahsane, Boxing Federation of Morocco
- Nabil Sadi, Algerian Boxing Federation

- Ray Silvas, USA Boxing
- Yue Yan, Chinese Boxing Federation
- Fran Almeida Lopez, Boxing Association Venezuela
- Steve Ninvalle, Guyana Boxing Association
- Pat Fiacco, Canadian Boxing Federation

#### 4. Roll Call

Ms Cliodhna Guy, AIBA Legal Director, reads out the Roll Call. 25 members are present, 19 may vote, so there is a quorum. Mr Timur Kulibayev and Gen. Evgeny Murov are absent. However Mr. Danko is in attendance as deputy for Gen. Evgeny Murov.

#### 5. Approval of Previous AIBA Executive Committee Meeting Minutes

**The AIBA Executive Committee approves the Minutes of the 2014 AIBA Extraordinary EC Meeting held from November 10 in Jeju, Korea.**

#### 6. Changes in AIBA Management

President Wu reported to the EC regarding the recent changes to AIBA Headquarters management. He advised that on Sunday June 7<sup>th</sup> he was invited by the AIBA staff to a meeting in AIBA Headquarters in Lausanne. The staff provided him with a letter signed by them regarding the working conditions in the office and emphasizing they could not keep working with the current ED. He reported that the staff were afraid of being dismissed and in addition the dismissals of staff was costing AIBA a lot of money in training and loss of knowledge. Following consideration of the letter and the meeting he decided that the only solution was to dismiss Ho Kim. The dismissal notice was sent to Ho Kim and he was also offered the opportunity to agree with AIBA regarding how the dismissal would be managed however no response was received from him in that regard.

The President dealt with the contents of the letter sent by Ho Kim to all the EC Members on June 23<sup>rd</sup>. He advised that he had appointed Karim Bouzidi to the position of Executive Director and that the transition had been very smooth. Karim had come from boxing and was familiar with all aspects of the sport.

Following the conclusion of the President's comments a number of the EC Members spoke in favour of the President's actions. Ho Kim's contribution to the development of AIBA was recognized. Mr. Yoon Seok Chang asked if there was a possibility to find a way for Ho Kim to have a peaceful exit from AIBA instead of legal action. Cliodhna Guy advised that Ho Kim had issued legal action against AIBA. It had been the intention of AIBA for the relationship to terminate in accordance with the contract and it was Ho Kim's decision to issue legal action. She provided a brief report on the dismissal and the legal action to the EC Members including the circulation of correspondence by Ho Kim to external third parties including the IOC President. She referred to the correspondence sent by Ho Kim dated July 6<sup>th</sup> in which he advised that unless the President contacted him and a settlement was reached he would release information to third parties.

President invited Mirko Wolf, AIBA APB Director and David Gough, CEO of BMA to address the EC Members on how AIBA Headquarters had been managed by Ho Kim.

A motion was proposed and passed for the EC Members to approve President's actions in dismissing Ho Kim, appointing Karim Bouzidi as new Executive Director and authorize President or his delegates to take such action as required in order to bring the matter with Ho Kim to a conclusion.

**The AIBA Executive Committee approved this motion and unanimously signed a resolution confirming this.**

## **7. Report of Executive Director**

Karim Bouzidi presented his report. He provided an update on his activities since being appointed Executive Director including meetings with the IOC. He advised of his vision for the management of AIBA going forward including development of the competitions, review of the organizational structure, review of the commission organization and development of the sport. He introduced the new umbrella program Heads Up! which will be targeted at education, sport development and commercial development at an international and national level. He proposed the development of a social charter to be signed by all national federations and other stakeholders to unify the voice of boxing. Heads Up will be used to change the external perception of boxing internationally.

A motion was proposed for the Executive Director to provide a report on the restructuring of the Commissions at the Extraordinary EC Meeting in October. This motion was unanimously approved.

**The EC Members approved the Executive Director's report unanimously.**

## **8. Ratification of AIBA Executive Committee Bureau Decisions**

Clíodhna Guy read out all AIBA EC Bureau Decisions since the Extraordinary EC Meeting in November:

### **Decision N° 1: Reappointment of Ethics Commission Members**

On December 8<sup>th</sup> 2014 the EC Bureau approved the deletion of the word "once" from Art. 17 of the AIBA Code of Ethics to allow for further reappointments of members of the Ethic's Commission.

### **Decision N° 2: Suspension of Dutch Team coaches**

On December 18<sup>th</sup> 2014 the EC Bureau approved to provisionally suspend Dutch team coaches Mr. Nigel Davies and Mr. John Vergouwe for their behaviour to one boxer during the Women's World Boxing championships in Jeju, Korea. The matter was then sent to the Disciplinary Commission for investigation and disciplinary action.

### **Decision N° 3: Lifting of Provisional Suspension of Tunisian NF:**

On December 26<sup>th</sup> 2014 the EC Bureau approved the decision to lift the provisional suspension of the Tunisian Boxing Federation following the carrying out of elections in accordance with AIBA Statutes.

### **Decision N° 4: Changes to AIBA Competition Rules**

On January 14<sup>th</sup> the EC Bureau approved changes to the following rules:

- AIBA Technical Rule 1.8.1.2 amended to state that athletes with less than 3 years of competition in the Individual Physical Contact Sport must wait one year before competing

- in AIBA competitions and must wait two years when the athletes have more than 3 years of competition in the Individual Physical Contact Sport.
- Addition of a new disqualification case which should be recorded as “DQB” if a boxer loses a bout due to an unsportsmanlike behavior. This was suggested by IOC ORIS Department.
  - AOB Competition Rule 11.4.1 regarding the eligibility of Supervisor was amended to allow any qualified persons to be Supervisors.
  - WSB Competition Rules, Appendix B, Rule 3 to be amended to reshape the current WSB Individual Ranking Points as attached in order to avoid giving any point to the losing boxers.

**Decision N° 5: Lifting of Provisional Suspension of Luxembourg NF**

On February 20<sup>th</sup> the EC Bureau approved the lifting of the provisional suspension on the Luxembourg Boxing Federation following the carrying out of elections in accordance with AIBA Statutes.

**Decision N° 6: Provisional Suspension of Ecuadorian NF**

On March 4<sup>th</sup> the EC Bureau approved the imposition of a provisional suspension on the Ecuadorian Boxing Federation due to interference in elections by the Ministry of Sports.

**Decision N° 7: Approval of Candidates for ASBC Elections**

On March 16<sup>th</sup> the EC Bureau approved the list of eligible candidates for election to the ASBC Executive Committee.

**Decision N° 8: Approval of Candidates for EUBC Elections**

On March 23<sup>rd</sup> the EC Bureau approved the list of eligible candidates for election to the EUBC Executive Committee.

**Decision N° 9: Approval of Candidates for AMBC Elections**

On March 24<sup>th</sup> the EC Bureau approved the list of eligible candidates for election to the AMBC Executive Committee.

**Decision N° 10: Approval of Candidates for EUBC Elections**

On April 6<sup>th</sup>, due to an error in the previous list, the EC Bureau again approved the list of eligible candidates for election to the EUBC Executive Committee.

**Decision N° 11: Approval of Candidates for AFBC Elections**

On April 27<sup>th</sup> the EC Bureau approved the list of eligible candidates for election to the AFBC Executive Committee. This list was increased due to delayed post and the new list was approved by the EC Bureau on May 4<sup>th</sup>.

**Decision N° 12: Termination of SportAccord Membership**

On May 5<sup>th</sup>, following the speech made by the then president of SportAccord, Mr. Marius Vizer, criticizing the IOC and IOC President Mr. Thomas Bach the EC Bureau approved the decision to terminate AIBA membership of SportAccord.

**Decision N° 13: Approval of Candidates for EUBC Elections**

On May 6<sup>th</sup> the EC Bureau approved the decision to take over the management of Boxing India until such times as the elections could be organised following the vote of no confidence in the President and Secretary General

**Decision N° 14: Approval of Application of the Seeding System**

On May 18<sup>th</sup> the EC Bureau approved the decision to apply the seeding system for the Continental Multi-Sports Games held in 2015 in order to protect the quality of boxing competitions and maintain highest safety measures as possible for boxers in these Games.

**Decision N° 15: Approval of Candidates for OCBC Elections**

On June 5<sup>th</sup> the EC Bureau approved the list of eligible candidates for election to the OCBC Executive Committee.

**Decision N° 16: Approval of Creation of Boxing India Ad Hoc Committee**

On June 8<sup>th</sup> the EC Bureau approved the creation of an Ad Hoc Committee to investigate and report on the situation in Boxing India and to assist with the organisation of new elections.

Pat Fiacco raised queries regarding Decision No. 4. He advised that he had received a number of queries regarding this decision from NF's and felt that the length of time period restricting competition should be revisited. President confirmed that this would be reviewed and proposals made. It was confirmed that this decision would not be included approval of the decisions.

Terry Smith raised a query regarding decision no. 2. He advised that he was technical supervisor for the tournament and had investigated the complaint at the event. He advised that he had been satisfied following his investigation that the two coaches had no case to answer and had therefore been extremely surprised to discover that disciplinary action had been taken at a later stage.

**The AIBA Executive Committee ratified the above AIBA EC Bureau Decisions excluding decision no. 4.**

**9. Report on the AIBA Disciplinary Cases**

Clíodhna Guy gave a report to the EC on the disciplinary cases.

**1. Sarita Devi**

- a. Indian boxer who was reported for misconduct following a bout during the Incheon Asian Games. Ms. Devi tried to present her bronze medal to the boxer who was held to have beaten her in the final bout and also left the podium area.
- b. Members of the Indian delegation alleged that the bout had been fixed in favour of the other boxer.
- c. Mrs. Devi was sanctioned with a 1 year suspension from October 1 2014 and fined CHF1000.
- d. Mr. Blas Fernandez (delegation coach) was suspended for 2 year period and fined CHF2000
- e. Mr. Lenin Meitei (delegation member) was suspended for 1 year period and fined CHF 1000
- f. Mr. Thoiba Singh was prohibited from attending any boxing event sanctioned by Boxing India for a period of 2 years.

**2. Vido Loncar**

- a. Boxer participated in European Junior Boxing Championships representing Croatia.

- b. Following a bout against a Lithuanian boxer which was stopped in the second round by technical knock out by Referee Mr. Maciej Dziurgot (Poland) who awarded the bout to the Lithuanian boxer.
  - c. When Mr. Loncar approached to have his bandages checked he punched Mr. Dziurgot twice in the head and then proceeded to punch him multiple times as he was on the ground. Two judges grabbed the boxer by the ankles and removed him from the ring.
  - d. The Boxer was fined CHF 20,000 and banned from boxing for life.
3. Shin
- a. Korean boxer who failed to participate in APB having signed contract.
  - b. Case was put to Disciplinary Commission who found against him and sanctioned him with 18 months suspension for "Disparagement of AIBA's Reputation and Interests" (Art. 6.4.1b).
  - c. BAK were also found to have breached their duty in not clearly and correctly informing APB in a timely manner and were also sanctioned under "Disparagement of AIBA's Reputation and Interests" with a fine of CHF5,000
4. Shimizu
- a. Japanese Boxer who failed to participate in the APB competition
  - b. Case was put to Disciplinary Commission who found against him and sanctioned him with 12 months suspension for "Disparagement of AIBA's Reputation and Interests" (Art. 6.4.1b).
  - c. JBF were also found to have breached their duty in not clearly and correctly informing APB in a timely manner and were also sanctioned under "Disparagement of AIBA's Reputation and Interests" with a fine of CHF3,000 which has been paid in full.
5. Davies and Vergouw
- a. Complaint received from Dutch Boxer regarding behaviour of her coaches (Mr. Nigel Davies and Mr. John Vergouwe) during Women's World Championships in Jeju.
  - b. EC Bureau reviewed the complaint and comments received from the coaches in response to the complaint and decided to provisionally suspend the coaches concerned and refer the matter to the Disciplinary Commission.
  - c. Case was put to Disciplinary Commission who found against the coaches and sanctioned Mr. Nigel Davies with a suspension period of 3 months for Violation of Principles of Conduct and a fine of CHF 100.
  - d. Mr. John Vergouwe was sanctioned with a 3 month suspension also and fined CHF100.

Clíodhna also provided an update on Anti-Doping cases.

**The AIBA Executive Committee approved the Disciplinary Report**

**10. Confederation Reports**

Each Confederation President presented his report on the general activities and plans for the future development of boxing within their Confederation.

**The AIBA Executive Committee approved the Confederation Reports**

**11. Commission Reports**

The Chairpersons of each Commission presented a report on their Commission's work to the EC.

### **Women's Commission**

The Chairwomen of the Women's Commission, Joyce Bowen, presented her report with top 5 recommendations of the Commission including implementation of a quota system, inclusion of women in WSB, inclusion of women in the scholarship and academy programs and application of same age limits for women as for men boxers.

**The AIBA Executive Committee approved the Women's Commission report.**

### **Athlete and Youth Commission**

The Chairman of the Athlete and Youth Commission, Serik Konakbaev, presented his report on the Commission activities.

**The AIBA Executive Committee approved the Athlete and Youth Commission report.**

### **Medical**

Dr. Khadri presented the report on the Medical Commission activities including research into the removal of headguards and cut treatment protocols.

**The AIBA Executive Committee approved the Medical Commission report.**

### **Coaches Commission**

The Chairman of the Coaches Commission Adam Kusior presented his report. He thanked the President for his continuous efforts to support coaches within the sport of boxing.

He advised that the key challenge for the next few years is more effective communication between AIBA and the NF's to support and encourage coaches development and improvement of skills.

Following his presentation Karim Bouzidi informed the EC that there would be a coaches seminar during the World Championships which would be very important work for the Coaches Commission. Coaches need to be aware of their responsibility and position within the sport.

**The AIBA Executive Committee approved the Coaches Commission report.**

### **Referee and Judges Commission**

Chairman of the R&J Commission, Osvaldo Bisbal, presented his report with recommendations on the administration of officials and training.

**The AIBA Executive Committee approved the R&J Commission report.**

### **Technical and Rules Commission**

In the absence of the Chairman of the T&R Commission, Helmut Ranze, Kristen Brynildsen presented the report of the Commission with recommendations on changes to rules.

**The AIBA Executive Committee approved the T&R Commission report.**

It was proposed by Karim Bouzidi to have a joint commission meeting with the chairpersons present and any members of the EC who wished to join in order to review certain rules and propose changes. This meeting proposed for July 9<sup>th</sup> and approved.

**12. Report on AOB Competitions**

Kristen Brynildsen, Sports Director presented on the following competitions:

- Women's World Championships Jeju 2014
- Women's Junior and Youth World Championships Taipei 2015
- Junior World Championships St Petersburg 2015
- World Championships Doha 2015
- Update on preparation for the Rio Olympic Games 2016.

Pat Fiacco presented his report on the European Games in Baku. He advised that the addition of two weight categories to the women was very successful. He paid tribute to Ray Silvas' work at the European Games in evaluating the referees after each bout.

Joyce Bowen, Pat Fiacco and Osvaldo Bisbal presented their report on the progress with the Buenos Aires Youth Olympic Games. They advised that a change in competition format was being considered with the possibility of a round robin system and a knockout system. Examples were given of how the round robin system would work guaranteeing each boxer at least 2 bouts.

Franco Falcinelli expressed concern regarding the proposed decrease in the number of places for male boxers in order to increase the number of women weight categories. These concerns were addressed by President and Karim Bouzidi. It was noted that the IOC was very much in favour the increase of women involvement however there were restrictions regarding the number of athletes that could be included in any one sport. The proposed solution was a compromise to enable the weight categories to be increased and further the development of the sport.

**The AIBA Executive Committee approved the AOB report.**

**13. Presentation of AIBA PR & Communications Business Plan**

William Louis Marie, Communications Director, presented the PR & Communications Business Plan. He outlined recent activities and set out the communication strategy for competitions and the Heads Up! programme.

**The AIBA Executive Committee approved the AIBA PR & Communications Business Plan**

**14. AIBA Headquarters Business Plans**

Members of staff from AIBA Headquarters presented the business plans for each of their departments.

**AIBA Sports Department**



Kristen Brynildsen presented on the plan for the AIBA Sports Department to ensure the successful delivery of competitions. Focus is on the improvement of officials, Anti-Doping programme, media training for NF's, standardising event delivery and engagement with key stakeholders. She advised the members on the Licensing Programme including its focus on social responsibility.

Karim Bouzidi noted that the Sports Department would need the support and expertise of the EC Members in order to assist with the delivery of their services.

**The AIBA Executive Committee approved the AIBA Sports Department Business Plan**

**WSB**

Mariana Caballero, WSB Senior Manager, presented a review of WSB activities for the 2014 and 2015 period until July and the objectives from July until the end of 2016 and proposed activities to achieve the objectives within this time period.

**The AIBA Executive Committee approved the WSB Business Plan**

**APB Department**

Mirko Wold and Liam McGroarty presented a review of the APB Competition and department activities to date and objectives for 2015/2016. Again it was noted that the expertise of the EC members was needed to ensure the success of the APB competition.

**The AIBA Executive Committee approved the APB Department Business Plan**

**15. BMA Business Plan**

David Gough, BMA CEO presented the BMA Business Plan with a review of activities to date and planned activities for 2015/2016 including integrated marketing campaign, TV and sponsorship sales and TV and event production.

**The AIBA Executive Committee approved the BMA Business Plan**

**16. Presentation on AIBA's New Headquarters**

President gave a presentation on the new AIBA Headquarters to be built in Lausanne.

**17. AIBA Finance Presentation**

David Francis, AIBA Treasurer, and Edward Atkinson, AIBA Director of Finance, presented on AIBA Finances. The EC were advised that the audit had been completed by KPMG in respect of AIBA and WSB however the report on WSB and BMA would be provided at the Extraordinary EC Meeting scheduled for October due to delays in the completion of the BMA audit resulting from failure to receive investment funds on the agreed schedule.

Pat Fiacco raised a query on funding to be provided to the Confederations which was responded to by Karim Bouzidi.

It was decided to accept the report as presented and final approval to be at the Extraordinary EC Meeting in October.

## 18. Membership Issues

Clíodhna Guy gave a short presentation on membership issues regarding the current status of Boxing India. She advised the EC Members that an Ad-hoc Committee had been created with 5 members and the IOC Member, Mr Randhir Singh acting in an advisory capacity. She confirmed that the Ad-Hoc Committee is currently investigating the situation in Boxing India and shall provide a report to AIBA.

President emphasized that the role of AIBA is to work with the National Federations and to assist them where possible instead of resorting to disciplinary sanctions. Karim Bouzidi advised that the Confederation's have a role in developing National Federations and liaising between them and AIBA.

## 19. Other Business

Pat Fiacco raised a query regarding the position of AIBA in respect of boxers who have been previously involved in other physical contact sport. He suggested that a compromise be sought to try and encourage athletes back into boxing instead of penalizing them. Karim Bouzidi advised that this issue could be discussed at the proposed Joint Commission meeting to be held on July 9<sup>th</sup>.

Di Wu stated that consideration must be given to the structure of the competitions in AOB, APB and WSB and how many competitions a boxer can compete in. He suggested the creation of a task force team to review this and make recommendations. Karim advised that the EC had approved a Working Group to review the various properties in AIBA to ensure that AIBA has the best possible structure going forward from both a commercial and sporting aspect.

## 20. Date and Place of Next Meeting

President advised that the next meeting of the Executive Committee would be in Doha during the World Championships in October for an Extraordinary Executive Committee meeting. The date will be confirmed in early August and AIBA Headquarters will be in contact to arrange logistics.

## 21. Closing Remarks by AIBA President

President Wu closes the meeting by thanking everyone for their presence, interpreters for their excellent work and AIBA Executive Director and staff for their hard work.

Approved by:

August 3, 2015



Ching-Kuo Wu  
AIBA President