

Financial Report 25.10.2018

COSTS	Budget	Outcome 25.10.2018	Compared 25.10.2017	Outcome /Ann.budget
Cost Centre				
10 Central activities	22500	16401,90	15321,37	6098,10
11 Office	746000	557809,38	441273,23	188190,62
12 CB	37700	25853,78	20813,02	11846,22
13 ExCo	5000	0,00	56,58	5000,00
14 GA/AM	8500	334,16	0,00	8165,84
15 External meetings	15900	9564,37	3734,09	6335,63
16 IOC 50 Road Map	31500	24046,64	22519,83	7453,36
17 Parafloorball	5000	675,15	3917,27	4324,85
18 Equality Function	11500	2952,99	211,04	8547,01
19 Athletes Commission	9000	7562,13	8387,90	1437,87
20 WFC	211700	51272,37	44989,61	160427,63
21 U19 WFC	21000	34235,89	19728,84	-13235,89
22 EFC	44000	10494,37	19407,85	33505,63
23 Champions Cup	23500	22839,96	52526,85	660,04
24 World Games	0	0,00	71675,32	0,00
25 WUC	8400	3003,05	0,00	5396,95
26 Regional Games	4500	1456,09	0,00	3043,91
29 Anti-Doping	28000	14295,90	5888,89	13704,10
40 RACC	19000	9458,27	13953,78	9541,73
50 RC	25000	10922,59	13896,77	14077,41
60 Development	47000	24301,25	21037,77	22698,75
61 Development mtrl	158890	158890,00	158890,00	0,00
70 Material*	120100	8113,76	14325,56	111986,24
80 Marketing	58800	22516,33	10192,98	36283,67
81 TV	1200	84,85	0,00	1115,15
82 Internet TV	0	0,00	0,00	0,00
83 Information	58200	26104,57	15098,11	32095,43
89 MC	6000	0,00	22,82	6000,00
91 AC	1000	0,00	0,00	1000,00
92 DC	1000	0,00	0,00	1000,00
TOTAL	CHF 1729890	1043189,75	977869,48	686700,25

INCOME	Budget	25.10.2018	25.10.2017	
3011 Transfers	115000	82800,00	83200,00	32200,00
3012 Participation fees	187000	153000,00	215000,00	34000,00
3013 Organizers fee	229000	177310,00	35000,00	51690,00
3015 Part.fees - non-competition	0	0,00	0,00	0,00
3019 Temporary play	5000	3700,00	1950,00	1300,00
3210 Membership fees	180000	183300,00	176000,00	-3300,00
3219 Fines	15000	3700,00	700,00	11300,00
3250 Sponsors & advertisements	206000	145486,65	50490,06	60513,35
3251 Value in kind	158890	158890,00	158890,00	0,00
3260 TV	125000	69296,50	71179,17	55703,50
3261 Radio	0	0,00	0,00	0,00
3300 Office support	141000	140000,00	141412,11	1000,00
3310 Development support	30000	31513,90	23221,65	-1513,90
3510 Sales	20000	0,00	0,00	20000,00
3860 Material approval income	305000	157102,05	184324,40	147897,95
3861 Material exemptions	3000	964,51	783,33	2035,49
3899 Other incomes	10000	76,45	697,81	9923,55
8020 Interest	0	0,00	0,00	0,00
8080 Exchange rate gains	0	207,66	183,00	-207,66
TOTAL	CHF 1729890	1307347,72	1143031,53	422542,28
RESULT	CHF 0	264157,97	165162,05	-264157,97

Balance sheet 25.10.2018

ASSETS	01.01.2018	25.10.2018
Current assets		
Cash	0,00	0,00
Credit Suisse 559200-11	183059,87	120340,13
Receivables		
Claims 2010	85612,69	85612,69
Claims 2011	25853,83	25853,83
Claims 2012	31700,06	31700,06
Claims 2013	49200,00	49200,00
Claims 2014	53750,00	53750,00
Claims 2015	29500,00	29500,00
Claims 2016	65001,95	62633,95
Claims 2017	224626,65	69200,00
Claims 2018	0,00	36200,00
Prepaid costs	24513,32	0,00
Receivables from rel.parties	40276,87	83152,42
Total assets	813095,24	647143,08

LIABILITIES AND EQUITY

Current liabilities		
Accr expenses and deferr income	-377026,36	-132355,00
Other current liabilities	-13079,11	-11839,91
Transfers to reserves	-184668,72	-13169,15
Material board reserves 2016	-234,82	-234,82
Material Board reserves 2017	-34600,42	-21900,42
Equity		
Retained earnings	-203485,81	-203485,81
Outcome 25.10.2018	0,00	-264157,97
Total liabilities & equity	-813095,24	-647143,08

* Outcome of the material appr. system:

Income
Costs

Profit

80 %

20 %

WFC 2018 teams

Association	Total debt 2018-10-25	Old debt (-2015)	New debt (2016-18)	Paid WFC 2018	Paid U19 WFC 2018	Pay-off plan is followed	Pay-off plan is not followed	Comments
Australia	1000		1000	17.01.2017	17.01.2017			U19 WFC 2018 remaining fee
Austria	0	0		17.01.2017	12.01.2017			
Belgium	0			13.01.2017	Not registered			
Canada	0			24.01.2017	24.01.2017			
Czech Republic	0			08.11.2017	08.11.2017			
China	0		0	19.03.2018	Not registered			
Denmark	0			17.01.2017	Not registered			
Estonia	0			06.01.2017	Not registered			
Finland	0			17.01.2017	17.01.2017			
France	0			04.01.2017	Not registered			
Germany	0		0	30.01.2018	02.05.2018			
Great Britain	2500	2500	0	11.12.2017	Not registered			Annual fee 2012 and 2015
Hungary	0		0	05.01.2017	05.01.2017			
Iceland	1500	1500	0	16.01.2017	Not registered			Annual fee 2014
Iran	14500	5000	9500	withdrawn	Not registered			Annual fees 2010-2018, WFC & U19 WFC 2017
Italy	0			17.01.2017	17.01.2017			
Japan	0			22.02.2017	Not registered			
Korea	4400		4400	21.02.2018	Not registered			Annual fee 2017-2018
Latvia	49134		49134	15.05.2018			X	WFC org fee and marketing, EFC org fee, Annual fee 2018
Liechtenstein	0			19.12.2016	Not registered			
Malaysia	7700	5500	2200	19.01.2018	Not registered			Annual fees 2011-2013 and 2018, WFCQ 2010 shared refs
Netherlands	0			23.12.2016	23.12.2016			
New Zealand	0			24.05.2017	24.05.2017			
Norway	0			17.01.2017	17.01.2017			
Poland	0			04.05.2017	04.05.2017			
Russia	0			24.01.2018	14.07.2017			
Singapore	0			13.01.2017	Not registered			
Slovakia	22000		22000	24.02.2017	21.07.2017	X		WFC 2017 TV
Slovenia	27200	23200	4000	22.09.2017	Not registered	X		Ann.fees 2008-2013, WFCQ refs 2010-2013, WFCQ 2011-2013, 2017, U19 2017
Spain	0			18.01.2017	Not registered			
Sweden	0			29.12.2016	29.12.2016			
Switzerland	0			11.01.2017	11.01.2017			
Thailand	0		0	10.02.2017	Not registered			
USA	2000		2000	01.02.2018	30.01.2018			WFCQ 2016 org fee
	131 934	37 700	94 234					

Associations not registered for WFC 2018 and/or U19 WFC 2018

Association	Total Debt 2018-10-25	Old debt (-2015)	New debt (2016-18)	Pay-off plan is followed	Pay-off plan is not followed	Comments
Argentina	4500	3000	1500			Have not participated in any IFF competition. Only annual fees.
Armenia	4500	3000	1500			Have not participated in any IFF competition. Only annual fees
Belarus	7000	2500	4500			Annual fee 2014, 2016,2017 & shared U19 WFCQ 2015 refs
Brazil	3500	2500	1000			Have not participated in any IFF competition. Only annual fees
Cameroon	2500	1000	1500			Have not participated in any IFF competition. Only annual fees
Georgia	12600	9500	3100			Half of the debt from 2010 and earlier
Haiti	1000	0	1000			Annual fee 2017-2018
Hong Kong	1000	0	1000			Annual fee 2017-2018
India	1200	0	1200			Participated in AOFC Cup 2017 and 2018
Indonesia	4300	1500	2800			Participated in SEA Championships. Only annual fees
Ireland	4500	3000	1500			Have not participated in any IFF competition. Only annual fees
Israel	0	0	0			Have not participated in any IFF competition
Ivory Coast	1500	0	1500			Have not participated in any IFF competition. Only annual fees
Jamaica	28700	20200	8500		X	Has contacted IFF 04.09.2017 to start rebuilding the Association but not returned thereafter
Kenya	1500	0	1500			Annual fee 2018
Lithuania	1000	1000	0			Have not participated in any IFF competition. Annual fees 2014, 2015
Malta	1500	0	1500			Have not participated in any IFF competition. Only annual fees
Moldova	4500	3000	1500			Have not participated in any IFF competition. Only annual fees
Mongolia	4500	3000	1500			Have not participated in any IFF competition. Only annual fees
Mozambique	3000	1500	1500			Have not participated in any IFF competition. Only annual fees
Nigeria	500	0	500			Annual fee 2018
Pakistan	4800	3000	1800			Have not participated in any IFF competition. Only annual fees
Philippines	0	0	0			Participated in SEA Games 2015, AOFC Cup 2017-2018
Portugal	5000	4000	1000			Have not participated in any IFF competition. Only annual fees
Romania	4500	3000	1500			Have not participated in any IFF competition. Only annual fees
Serbia	16000	10500	5500			Participated last in WFC 2016
Sierra Leone	5100	3000	2100			Have not participated in any IFF competition. Only annual fees
Somalia	1000	0	1000			Annual fee 2017-2018
South Africa	2500	1000	1500			Have not participated in any IFF competition. Only annual fees
Turkey	5700	2500	3200			Have not participated in any IFF competition. Only annual fees
Uganda	500	0	500			New
Ukraine	12500	8200	4300	x		Participated WFCQ 2017
Venezuela	500	0	500			Annual fee 2018
	152 100	89 900	62 200			

BRANDSTAM

Stockholm 16th of October 2018

International Floorball Federation IFF

Memorandum to the Centralboard of IFF regarding the fiscal years of 2016 and 2017.

During the auditing of the fiscal years of 2016 and 2017, the following has been noticed:

General

The book-keeping is kept in very good order.

Claims

I have noticed that some claims are old and over-due. Total claims are 479 632 CHF and claims earlier than 2016 is 255 006 CHF, that's more than 50 % of total claims.

What actions has IFF taken to ensure the claims are collected? Is there a substantial risk that some of the claims never get payed? My fears are that the claims are balanced at a too high value. I'd like to see a plan from IFF and CB on how to collect/settle/remove the claims.

I urge the IFF CB to take appropriate actions latest 181231.

Best regards



Mikael Brandstam
Public Qualified Accountant

Proposed Agenda for the 15th IFF General Assembly to be held in Prague, the Czech Republic on the 8th of December 2018

1. Opening of the General Assembly by IFF President Mr. Tomas Eriksson

2. Approval of present Associations and the voting roll.

There are 44 ordinary member associations, i.e. Australia, Austria, Belarus, Belgium, Brazil, Canada, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Great Britain, Hungary, Iceland, India, Indonesia, Iran, Israel, Italy, Jamaica, Japan, Korea, Latvia, Liechtenstein, Malaysia, the Netherlands, New Zealand, Norway, Pakistan, the Philippines, Poland, Russia, Serbia, Singapore, Slovakia, Slovenia, Spain, Sweden, Switzerland, Thailand, Ukraine and USA, which according to the IFF Statutes § 29.2. have the right to vote at the General Assembly, if they have fulfilled their obligations towards IFF.

A simple majority is 23 votes and the 2/3 majority is 30 votes, according to the Statutes.

Approval of the voting roll.

The assumption is that all ordinary members have fulfilled the requirement by the time of the General Assembly.

3. Greetings to the General Assembly

1. Greetings from the Czech Floorball and the Local Organisation Committee of the 12th World Floorball Championships 2018
2. Greetings from the IFF Sponsors

4. Election of two scrutineers of the General Assembly

The IFF Central Board proposes to elect Mr. Tamuz Hidir, Ukraine and Ms. Dorothee Vogelesang the Netherlands as scrutineers for the IFF General Assembly.

5. Approval of the agenda

6. Approval of the protocol of the last General Assembly (Article 31 paragraph 2)

The protocol from the last protocol has not been opposed to and is therefore automatically approved according to the statutes.

7. Modification of the statutes (changes in statutes a 2/3 majority is needed)

The IFF Central Board proposes to make some changes to the IFF Statutes, in relation to the Continental Confederations and the streamlining of the IFF Operations.

8. Admission or expulsion of official member Associations

The following provisional IFF members have on their own accord applied for ordinary membership: Cote d'Ivoire. The CB proposes that they are decided by the General Assembly to become ordinary members.

The CB has decided to propose that no provisional members are automatically considered ordinary members, according to IFF Statutes, Article 13 paragraph 3.

The new voting roll will be approved by the General Assembly.

9. Approval of the CB reports

The Annual report 2017-2018, a short resume from the Plan of Action decided upon in Riga, Latvia for the period 2017-2018 and the activities IFF has had in the period.

10. Approval of the financial report and the auditors report 2016 - 2017

1. Calendar year 2016 financial statements by the treasurer Ms. Birdal
2. Auditors report concerning 2016 by Mr. Brandstam
3. Calendar year 2017 financial statements by the treasurer Ms. Birdal
4. Auditors report concerning 2017 by Mr. Brandstam

11. Decision on freedom of responsibility for the CB

The General Assembly is to decide upon this, based on the proposal made by the IFF auditor Mr. Brandstam.

12. Decision on membership fee

The IFF Central Board proposes to make no change to the membership fees system.

A 2/3 majority is needed for a change, and a simple majority for the amounts.

13. Approval of the IFF CB proposals, budget and working plan for the next two years

1. Plan of action for the period 2019-2020 (between General Assemblies)
2. Budget for the calendar year 2019
3. Budget for the calendar year 2020

14. Elections

All nominations having arrived to the IFF Office at least sixty (60) full days prior to the IFF General Assembly, i.e. until October 8th, 2018 are according to enclosure.

The following committee chair and member are to be elected for the coming two year period.

Elections:

- Chair of the Ethics Commission, CB proposes to elect Mr. Olli Rauste, Finland (new)
- One member of the of the Ethics Commission, CB proposes to elect Ms. Wendy Kuan, Singapore (new)

15. Appointment of a chartered auditor for two years.

The CB proposes re-election of Mr. Brandstam.

16. Examinations and decisions on proposals and motions of the members

1. IFF CB Proposal for Change of the Structure of the Major Events
2. EFT Country Proposal for Creation of a Euro Floorball Championships
 - CB recommendation to the IFF General Assembly

17. Approval of Regulations within the meaning of article 15 paragraph 2 littera c)

The IFF Central Board does not propose any Regulations for approval for the General Assembly.

18. Decision on all affairs being reserved for the General Assembly by the statutes or by law

The IFF Central Board proposes to the General Assembly to approve the resolution defining that the legal seat of the IFF will be in Lausanne, Switzerland.

19. Appointment to be honorary member

There is no such proposal.

20. Decision on the meeting place for the next General Assembly

Preliminary proposed by the CB on the 08.12.2020 at 09:00, during the WFC 2020 in Helsinki, Finland

21. Presentations on coming World Floorball Championships

- WFC 2019 Men U19 in Halifax, Canada by CUFF
- IMGA European Master Games 2019 in Torino, Italy by FIUF
- WFC 2019 Women in Neuchatel, Switzerland by SUHV
- WFC 2020 Women U19 in Uppsala, Sweden by SFF
- WFC 2020 Men in Helsinki, Finland, by FFF

22. Closing of the General Assembly

**IFF ANNUAL
REPORT
2017-2018**

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1. Introduction

The two-year period has been dominated foremost by the preparation for The World Games (TWG) 2017 in Wroclaw, Poland in July 2017 and, secondly, with the evaluation of the success Floorball had in conjunction with the event, both on and off the field. The potential threats we had faced prior to TWG, in relation to fewer players and a shorter playing time, proved to be negligible. The tournament was, without doubt, a huge success and one of the highest-class national team Floorball events ever played, and the stakeholders from players, coaches, and referees, to media and the spectators, all found the format to be very good. The cooperation between the participating national associations, the Polish Floorball Federation, the IFF and the TWG organisers was the key to success.

As part of the evaluation process, the IFF Association Meeting held in December 2017, proposed that this format should be used in the IFF Championships. This fostered a process which has now led to a proposal to change the structure and playing system for the IFF major events, which will be presented to the IFF General Assembly 2018. The ultimate proof of the success in Wroclaw is that Floorball will be on the program of The Birmingham World Games 2021 with an increased participation of 8 men's teams.

At the same time, IFF has started the preparations for the other major international multi-sports event we are part of, the International Masters Games Associations (IMGA) European Masters Game 2019 in Torino, Italy. The SportAccord/GAISF Urban Games suddenly re-appeared on the radar during the SportAccord Convention 2018 in Bangkok, Thailand and IFF has applied to be included in this event, however, it is still unclear when or if they will be organised.

From a strategical point of view, IFF has now fulfilled the targeted objectives set in the IFF Strategy for 2009 – 2020, even if we will not have participated in the Olympic Games or the Youth Olympic Games (YOG) until 2020. IFF made a proposal to the Buenos Aires YOG 2018 Organising Committee for the inclusion of Urban Floorball, but after having been considered a possibility for some time, in the end we were not included in the program of the Urban Park.

IFF has continued to work with the three main pillars for the fields of activity, defined already in 2004 as the basis for our operations. These are: i) the increased awareness and visibility of the sport; ii) increased political visibility, awareness and lobbying of the sport; and iii) securing of an increased marketing revenue. Of the three activities, success has been achieved in all but the last, with no marketing revenue being achieved. The newly adopted sales process, introduced by the IFF Sales Coordinator in 2018, and the use of research results, will help to find new sponsors, and IFF has been able to secure marketing agreements with the Material, Floor and Rink provider for the period 2019 – 2022.

The focus within the international sports community has continued to look on the questions of Good Governance and Anti-Doping questions. IFF has continued to work actively in these fields and implemented several Good Governance documents to steer the activities of the IFF. IFF is represented in the Council of the Association of IOC Recognised International Federation – ARISF, with the IFF Secretary General being elected for the period 2017-2021.

The number of member associations have continued to grow with five new members in the last period. There is strong growth in Asia, Africa and South America, where more countries are on the way in. There are today some 85 – 90 countries where Floorball is being played and a total of 15-20 countries which are in the process of being able to apply for membership in the next two to four years. There has also been a focus on closing the gap between the member associations to bring the countries closer together, rather than to just increase the number of member countries, so we need to secure that the organisations joining IFF are active and well

organised.

At the same time, there has been a substantial development within Special Olympics International with their Floorball Programs, which resulted in Floorball being the biggest sport of the SOI Winter World Games in Graz in March 2017.

The strengthening of the member associations has now moved from the Each One – Teach One (EOTO) project to the implementation of the IFF license System 2.0 for Participation in Major Events and the introduction of the tier system. The implementation of the IFF Licence System, and the questionnaire to define the development status and which tier the associations belong to, was conducted in the end of 2018. Based on this, the IFF CB will build a new action program for the development of members to close the gap and enhance the IFF member services. The outcomes of the EOTO project will be reported at the General Assembly 2018.

From a competition point of view, the number of IFF Events has increased to a total of 15-16 annually, with the new Africa Floorball Cup played for the first time with five teams in Abidjan, Cote D'Ivoire in September 2018. The main competition development issue has been the preparation of the new WFC playing system and the new Final Four system of the Champions Cup starting from January 2019, in Gävle, Sweden. There has been several issues to find organisers for the EuroFloorball Cup and the EuroFloorball Challenge. The process for building a new combined format of the European Club Competitions is being run by the Champions Cup Steering Group and the proposal shall be ready by the end of the year 2019.

In the field of communication, IFF has built a new responsive webpage, with microsites for the IFF major events, with the first phase being launched in October 2018. The final phase, which includes the integration of the IFF statistics system is planned to be launched in December 2018. The new site uses the GAISF-supported .sport domain – www.floorball.sport.

2. IFF Member Associations

IFF today consists of 69 Member Associations of which 44 are ordinary members and 25 provisional members. During the period, the number of Member Associations has increased from 64 to 69.

The ordinary Members Associations are: Australia, Austria, Belarus, Belgium, Brazil, Canada, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Great Britain, Hungary, Iceland, India, Indonesia, Iran, Israel, Italy, Jamaica, Japan, Korea, Latvia, Liechtenstein, Malaysia, the Netherlands, New Zealand, Norway, Pakistan, the Philippines, Poland, Russia, Serbia, Singapore, Slovakia, Slovenia, Spain, Sweden, Switzerland, Thailand, Ukraine and USA. The number of ordinary members has increased from 43 to 44.

The provisional Member Associations are: Argentina, Armenia, Cameroon, China, Cote d'Ivoire, Croatia, Haiti, Hong Kong, Ireland, Kenya, Lithuania, Malta, Moldova, Mongolia, Mozambique, Nigeria, Portugal, Romania, Rwanda, Sierra Leone, Somalia, South Africa, Turkey, Uganda and Venezuela. According to the Statutes of IFF, for provisional members, membership shall only initially be granted for a period of four years, after which the membership status of the country in question shall be subject for revision by the IFF CB, based on the activity of the member Association.

The CB has taken a number of activities to increase the number of members and continued with projects to find new countries and to include new countries, mainly outside of Europe, as has been a condition set by the IOC.

2.1 AOFC

The Asia and Oceania Floorball Confederation (AOFC) was founded by the Asia and Oceania Member Federations of the International Floorball Federation in 2005. The AOFC General Assembly was held in connection to the AOFC Cup in Singapore in July 2018, setting the direction and guidelines for the development of floorball in the region. The AOFC introduced the AOFC Cup in 2017 (for men) and 2018 (for women) to help strengthen the level of the sport in the region.

The AOFC consists today of IFF members: Australia, China, Hong Kong, Japan, India, Iran, Indonesia, Korea, Malaysia, Mongolia, New Zealand, Pakistan, the Philippines, Singapore and Thailand. The office of the confederation is situated in Bangkok, Thailand. During 2018, the AOFC launched their own website: <https://www.asiaoceaniafloorballconfederation.org/>

The AOFC Central Board for 2016-2017 was elected in the 2016 AOFC General Assembly:

President:	Mr. Dato'Seri Chaiyapak Siriwat, Thailand
Senior Vice President:	Mr. Stephen King, Australia
Vice Presidents:	Mr. Atul Gupta (India) & Mr Tsutomu Watanabe, Japan
Secretary General:	Mr. Christian Bertschinger, New Zealand
Treasurer:	Mr. Geum Sung Kang, Korea
West Asia Envoy:	Mr. Ramezenali Davalo, Iran
Member:	Mr Takanobu Yoshino, Japan
Member:	Mr. Hwang Joo Kim, Korea
Member:	Mr. Kenneth Ho, Singapore
Member:	Mr. Harinder Kumar, India
Member:	Mr. Raymond Nangoy, Indonesia
Member:	Mr. Jason Cowland, Australia
Member:	Mr. Mohd Hafidz bin Zainalabidin, Malaysia

After the changes made during the AOFC General Assembly the AOFC has an Executive Committee and Central Board for 2018 – 2020:

Executive Committee:

President	Dato Seri Chaiyapak Siriwat, Thailand
Senior Vice President	Mr. Stephen King, Australia
Vice President	Mr. Atul Gupta, India
Vice President	Adm. Graivut Vattanatham, Thailand
Vice President	Ms. Diana Zhang, China
Secretary General	Mr. Christian Bertschinger, New Zealand
Dep. Secretary General	Mr. Kenneth Ho, Singapore
Dep. Secretary General	Ms. Penthai Siriwat, Thailand
West Asia Envoy	Mr. Ramezanali Davalo, Iran
Treasurer	Mr. Kim Se Woong, Korea

Central Board Members

Member	Mr. Jason Cowland, Australia
Member	Mr. Harinder Kumar, India
Member	Mr. Raymond Nangoy, Indonesia
Member	Mr. Soichi Kato, Japan
Member	Mr. Hwang Joo Kim, Korea
Member	Mr. Mohd Hafidz bin Zainalabidin, Malaysia

Member	Sheikh Huhammmad Junaid, Pakistan
Member	Mr. Ralph Ramos, Philippines
Member	Mr. Sharil Ismail, Singapore
Member	To be nominated Hong Kong Member
Member	To be nominated China Member
Advisor	Mr. Mark Aeron Sambar, Philippines
Advisor	Mr. Jason Choo, Thailand

3. The IFF Central Board (CB)

The CB elected for four years, in accordance with the new IFF Statutes, by the IFF General Assembly held in Riga, Latvia in December 2016 has had the following composition:

Mr. Tomas Eriksson, Sweden, President
 Mr. Filip Suman, Czech Republic, Vice President,
 Ms. Monica Birdal (prv. Bakke), Norway, Treasurer
 Mr. Jörg Beer, Switzerland, Member
 Mr. Stephen King, Australia, Member (AOFC Senior Vice President)
 Mr. Martin Klabere (prv. Wolmhed), Sweden, Member
 Mr. Carlos Lopez, Spain, Member
 Mr. Kimmo Nurminen, Finland, Member
 Mr. Thorbjørn Ovedal, Denmark, Member
 Ms. Lidwien Reehuis, the Netherlands, (Athletes Commission Chair)
 Mr. Ron Spence, Canada, Member

There have altogether been 11 CB meetings between the General Assemblies, held as follows:

Riga, Latvia	09.12.2016
Per capsulam	23.01.2017
Madrid, Spain	09.04.2017
Wroclaw, Poland	28.07.2017
Espoo, Finland	17.09.2017
Bratislava, Slovakia	07.12.2017
Amsterdam, the Netherlands	11.03.2018
Zurich, Switzerland	03.06.2018
Espoo, Finland	02.09.2018
Prague, Czech Republic	28.10.2018
Prague, Czech Republic	07.12.2018 (scheduled)

The CB has continued to build its work by running specific working sessions during the first day of the two-day CB meeting to discuss, analyse and prepare more strategic questions, before the actual CB meeting itself on the second day. This has proven to be very efficient and has developed the work of the CB. Further it has given the CB the possibility to dig deeper into a number of topics. In the same way the IFF CB has restructured its work, by forming three Ad hoc groups for Development & Equality, Lobbying and Marketing.

The most important decisions from the IFF CB meetings are published in an IFF Newsletter, right after the meetings are held and the CB protocols with the enclosures are also published on the IFF website after acceptance by the IFF CB.

3.1 Main Fields of focus

The CB has, in accordance with the initial policy decision made in 2004, continued to stress the three different pillars of the IFF activity. Firstly, in the field of the international lobby work with the aim now to achieve the acceptance of floorball globally and to secure the participation in International Multi-Sports events. During 2017 a lot of focus has been given to the Wroclaw World Games 2017, which is the Olympics for Floorball. Floorball has also been accepted as an official sport for the International Masters Games Associations European Masters Games in Torino 2019. As a part of this the aim has been to profile the IFF in the International Sports Community as a strong player. Secondly, is the work that has been done with the issue of Marketing in order to strengthen the financial and market situation of the IFF and also, make the sport more suitable for television, and at the same time strengthen the brand of Floorball. The third main focus has been on the development of the IFF member associations, where IFF has agreed the IFF License system for participation in Major Events 2.0 at the IFF General Assembly 2016.

3.2 Appointments

The following persons have been appointed by the IFF CB (more information under 20. IFF Office):

Ms. Sarah Mitchell, Event Manager July 2017 (change of job title)

Mr. Veli Halonen, Operations Manager, July 2018 (change of job title)

Mr. Tero Kalsta, Sales Coordinator, January 2018 (new appointment)

Ms. Merita Bruun, Communication and Anti-Doping Manager, August 2018 (return from maternity/study leave)

Ms. Mari Myllärinen Information Coordinator, September 2018 (new appointment)

3.3 New Committees

The CB has elected an IFF Entourage Committee, but the objectives of the committee are still to be determined, in consultation with the IOC and GAISF.

3.4 IOC 50 Road Map

The process and the system for inclusion of Additional Events for the Olympic Games in Paris 2024 and Los Angeles 2028 has been changed from the system for Tokyo 2020, where all IOC Recognised IF's were able to apply for inclusion. Now the IOC is steering the process, so that the OGOC are making a proposal of what seems to be 2-3 Additional Events. This severely diminishes the possibilities for Floorball to participate in the Olympic Games for the editions 2024 and 2028. Therefore, the IFF's focus has changed to working on securing the participation of Floorball in the Sport Initiation Program/SportLabs at the Olympic Games or the Youth Olympic Games in 2022 in Senegal.

Based on earlier decisions, IFF has continued the cooperation with the company AdvSport to ensure that IFF is ready for the application processes in the coming years, based on the present requirements. As a part of the project to fulfil the IOC requirements, the CB has prepared and approved the following documents:

- IFF Ethics Policy
- IFF Guidelines for Prevention of Sexual Harassment
- IFF Sexual Harassment Policy Statement

Presently, the main challenge for IFF is in the field of the universality of the sport, especially outside Europe. The IFF has worked on this issue and have maintained contact with around 20-25 countries in Africa, the Americas, and Asia and Oceania, out of which Croatia, Kenya, Nigeria, Rwanda and Venezuela have been approved as new IFF member associations during

the period.

The IFF has been in close contact to the IOC Sports Department, following-up on the development work already done in relation to the requirements set for International Federations to seek participation in the Olympic Games and International and Regional Multi-Sport Games

3.5. Lobby work

The IFF CB has stressed the need to raise the awareness of the importance of lobbying to the decision makers on a national and international level within the Floorball Community. IFF representatives have been accepted, and meetings have been held with the most senior sports hierarchy and organisations during the period, showing that we have reached the stage of acceptance in the international sports family.

The IFF Secretary General has been elected as a member of the council for the Association of IOC Recognised International Sport Federations (ARISF) for the period 2017-2021.

The work with gathering a group of Floorball Ambassadors, with the aim of having a set number of Floorball Ambassadors in 2017 has not happened and will have to continue after the General Assembly 2018.

3.6. Associations' Meeting 2017

The IFF Associations' Meeting took place during the women's WFC 2017 in Bratislava in Slovakia from the 8th to 9th of December 2017 and there were some 40 IFF Member Associations present. The first AM took place in St.Gallen during the women's WFC 2011 and the AM replaced the previous IFF President's and Secretary General's meeting.

The AM is a two days planning and developing meeting, where the IFF member associations can discuss with each other and with the IFF Central Board members and with the IFF office representatives.

In the Associations' Meeting 2017 the main topics were related to the Future of Floorball and how we all could develop Floorball to be even more interesting towards all the stakeholders, such as players, teams, national federations, media etc.

The two day meeting consisted several group work topics and it was quite clear that the majority of the participants were in favor for changes in the competitions. Almost all member associations present, thought that the idea of reducing the playing time and the number of players in the teams would be the next step in the development of Floorball. The experiences at that time from the shorter playing time and smaller number of players was based on the playing system in the World Games 2017, which according to the participants would lift Floorball to new level in the future.

Another wish from the participating member associations was to increase the number of the teams in the WFCs in the future and the preferred number of teams in the adults' WFCs is 20 teams instead of the present 16 teams. This way, together with the shorter playing time it would also be possible to play the WFCs in nine days as they are played at the present time with 16 teams.

The IFF Central Board informed in the end of the meeting that the IFF RACC will investigate the proposals for changes based on the proposals by the majority of the IFF member Associations present and eventually come up with a proposal to the IFF Central Board to be taken to the IFF General Assembly regarding the future of Floorball.

4. IFF Executive Committee (ExCo)

The composition of the ExCo has been:

Mr. Tomas Eriksson, President & Chair

Mr. Filip Suman, Vice President

Mr. Stephen King, AOFC Senior Vice President

Ms. Monica Birdal (nee Bakke), Treasurer

Mr. John Liljelund, Secretary General

The ExCo has worked mostly with the international affairs and the cooperation with other sports authorities, also handling urgent daily business. The ExCo has worked with a number of other projects in connection to the EOTO project, the multi-sport games and the IOC Road Map.

The IFF ExCo has had one meeting during the period
Skype 07.03.2017

The work of the ExCo has mainly been handled by the President and the secretary general in 2018.

4.1 Contacts to International Sport Federations International Olympic Committee (IOC)

The IFF has held a number of meetings with the IOC Sports Department discussing the development of the sport and the way for IFF to move forward.

IFF applied for, and was granted, the revised IOC support for development projects and anti-doping education on a yearly basis as an ARISF member. IFF has provided all needed information to the IOC in a number of questionnaires regarding Women and Sport, Sport for All and matters related to Integrity in Sport and Sustainability.

IFF President Tomas Eriksson attended the 2018 Olympic Games in PyeongChang, Korea meeting a number of IOC members, IF representatives and IOC Administration. The IFF Vice President Mr. Filip Suman participated in the ANOC Congress organised in Prague, Czech Republic in his capacity of Czech NOC vice president, while the IFF secretary general participated in the Olympism in Action Forum, in Buenos Aires, Argentina in connection to the Youth Olympic Games in October 2018.

The IFF has applied and received the IOC Patronage for the Men's World Floorball Championships 2018. The IFF has during the period also started the process of introducing the Urban Floorball 3v3 concept to the IOC, in order to show that we have a Sport for All component in our portfolio.

Global Association of International Sports Federations (GAISF) / SportAccord

The IFF has actively taken part in the SportAccord Convention and General Assemblies organised in Aarhus, Denmark 2017 and Bangkok, Thailand 2018 and has held meetings with the new SportAccord President Mr. Patrick Baumann. IFF has conveyed its condolences to the family and friends of the deceased GAISF President Mr. Patrick Baumann, after this unexpected death during the Buenos Aires Youth Olympic Games 2018. The SportAccord has been re-activated after the signing of the IOC-GAISF Memorandum of Understanding in 2017. During the SportAccord Convention, IFF made a presentation of the IFF Injury Study which was very well-received and, based on the Health Accord, an article was published in the digital Medicine Journal.

IFF has actively used the services of SportAccord provided to its members and, with their

assistance has continued to work with two IFF YouTube channels via the SportsHub, which is a web portal for live images of a number of sports. The channels are used for live-streaming IFF Events as well as building a library of floorball videos accessible by all. IFF has continued the monetisation of the YouTube channels, however, the revenue from this is minimal.

The GAISF has started the preparations of a new version of the Urban Games. A meeting was held during the SportAccord 2018 and after that the twenty invited IF's have had a chance to apply for participation as either an ordinary or demonstration sport. IFF handed in their application in June 2018, but there has been no response from the GAISF yet, and no new information about when, or if, the event will be held.

Additionally, IFF has participated in the Policy Advisory Board for the .sport domain, which GAISF is seeking on behalf of the international sports community and launched the .sport domain in October 2018.

IFF has also participated actively at the SportAccord IF Forum, where IFF has been asked to make presentations on the WFC 2015 Eco Compass process and Youth Activation programs.

Association of IOC Recognised International Sport Federations (ARISF)

IFF has taken part in the activities of the ARISF and participated in the ARISF General Assemblies in 2017 and 2018. The ARISF Development support has, for 2018, been included in the IOC development support.

In his position on the ARISF Council, the IFF Secretary General has taken an active role to start the discussions of how ARISF could better serve the interests of its members in the future

International University Sports Federation (FISU)

IFF has continued the discussions with FISU officials about the possibilities to include Floorball in the Universiade. The issue is that the sport needs to be included as a demonstration sport for three consecutive Universiades, while at the same time be on the World University Championships, before it can be included as an ordinary sport. The situation doesn't seem to be very positive for the IFF at the moment.

The new version of the collaboration convention with FISU concerning the continued cooperation between IFF and FISU in the fields of University Sports and securing the continuation of Floorball in the World University Championships was used for the first time during the 8th edition of the WUC in Lodz, Poland, with 7 men's teams and 6 women's teams. The next championships will be held in Koper, Slovenia in 2020.

International Masters Games Association (IMGA)

The preparations for the European Masters Games have started for Torino, Italy, 2019, when Floorball will be on the program for the first time. IFF has started the cooperation with the Italian association and the preparations are ongoing.

International School Sports Federation (ISF)

There has been no ISF Championships played during the period and no contact with the IFF.

International World Games Association (IWGA)

IFF participated in The World Games 2017, with six men's teams in the WKK Arena, which we shared with Korfball. Together with the Polish Floorball Federation the IFF worked closely with TWG organising committee and delivered a very successful event. IFF ran an extensive social media campaign both before and during TWG and reached great results with it.

IFF applied and was given a place for the Birmingham TWG 2021 with eight Men's teams and a

five-day tournament. IFF has participated in the 1st Competition managers meeting for Birmingham. For the 2017 event, the IFF prepared a World Games Activation Plan which outlined the tasks for the IFF, the Polish Federation and all the IFF member federations. A similar plan will be created for the 2021 event.

World Anti-Doping Agency (WADA)

The IFF has, during the period, actively worked with the implementation of the new WADA Code 2015, to receive the full WADA Code compliance. WADA set a list of actions IFF needed to address and the work on these was completed during the latter part of 2018.

IFF has actively taken part in the WADA's Anti-doping work and commented upon the proposals for the new WADA Code and International Standards. The IFF has also participated in the IF's WADA symposiums organised in Lausanne in 2017 and 2018. During the maternity and study leave of Ms Merita Bruun, the IFF Anti-Doping work was conducted by Ms. Anna Jacobson and Ms Minna Nurminen.

IFF has continued running the Say No! to Doping campaigns in the IFF major events, and in line with the changed WADA requirements IFF conducted an Athlete's Outreach during the Women's WFC 2017. This was only directed to the countries which had not participated earlier or had not conducted their own anti-doping education with their NADO. IFF has run the Outreach also in the U19 WFC's in 2017 and 2018.

4.2. IFF Ethics Commission (ETC)

The IFF Ethics Commission (ETC) was elected by the IFF General Assembly in Riga, Latvia with the following members:

Mr. Poul Erik Höyer, Denmark (re-election), Chair
Ms. Carol Roberts, Canada (re-election), Member
Ms. Sylvia Shenk, Germany (re-election), Member

The ETC held its yearly meeting in connection to the Adult WFC to discuss the matters of Good Governance, IFF Ethics Policy and Guidelines for Prevention of Sexual Harassment and Competition Manipulation. The ETC has made an IFF Ethics Complaint form to be used in all Ethics related complaints directed to the IFF.

The ETC is now preparing a guideline for the Ethics Commission work, which will be presented to the IFF CB by the end of 2018. The ETC has also made some proposals for the IFF Statutes to be approved in the General Assembly 2018 in Prague, Czech Republic.

The ETC has had two cases that it considered during the period, and in both of these they concluded that the case was not for the Ethics Commission to deal with.

5. IFF Appeal Committee (AC)

The composition of the Appeal Committee (AC) has been:

Ms. Märit Bergendahl, Sweden (new), Chair
Mr. Tom Hedkrok, Finland (re-election), Member
Mr. Kim-Alexander Hofgaard Jorstad, Norway (new), Member
Mr. Giorgio Rambaldi, Italy (new), Member

Ms. Aiga Staltmane - Veksa, Latvia, (re-election), Substitute member
Ms. Cui Linna, China (new), Substitute member
Mr. Saqib Niaz, Pakistan (new), Substitute member

Office responsibility: John Liljelund, Secretary General

The Appeal Committee has not had any cases to deal with during the period.

6. IFF Disciplinary Committee (DC)

The composition of the DC has been:

Mr. Ismo Haaponiemi, Finland, (re-election), Chairman
Ms. Linda Noppa, Sweden, (re-election) Member
Mr. Tomas Brezina, Czech Republic, (new) Member
Mr. Daniel Buri, Switzerland (re-election), Member

Ms. Zhang Jing, China (new), Substitute member
Mr. Marcel Wadja, Cote d'Ivoire (new), Substitute member
Mr. Artis Krauklis, Latvia, (re-election) Substitute member
Mr. Saleem Ahmad, Pakistan (new) Substitute member
Mr. Petr Vrba, Slovakia (new), Substitute member

Office responsibility: John Liljelund

The Disciplinary Committee has not had any cases to deal with during the period,

7. IFF Rules- and Competition Committee (RACC)

The composition of the RACC has been:

Mr. Martin Klabere, Sweden, Chairman
Mr. Ari Vehniäinen, Finland, Vice-Chairman
Mr. Teo Turay, Slovakia, Member
Ms. Meelike Terasmaa, Estonia, Member
Mr. Hwang Joo Kim, Korea, Member
Mr. Jan Jirovsky, Czech Republic, Member
Mr. Beat Wullschleger, Switzerland, Member
Mr. Stefan Erkelenz, Germany, Member
Mr. Roman Lozynsky, Ukraine, Member
Mr. Tomas Sladky, Czech Republic, Athletes' Commission Representative
Ms. Agata Plechan, Poland, Athletes' Commission Representative

RACC Jury persons: Mr. Andris Dzenis (Latvia), Ms Zane Klabere (Latvia), Mr. Tamuz Hidir (Ukraine), Ms. Victoria Wikström (Sweden), Mr. Victor de Bruin (Netherlands), Mr. Ramezanali Davalo (Iran), Mr. Rainer Martiskin (Australia), Lobe Priso Charly Olivier (Cameroon), Mr. Yuan Yong (China), Lubomir Klosek (Slovakia), Jens Orhoj (Denmark) and Bogdan Zajdzinski (Poland).

Office responsibility: Mr. Stefan Kratz and Ms. Sarah Mitchell

The main tasks during the period have been to work with the development of the IFF competitions, the Game Rules Edition 2018 and updating regulations.

Other tasks for the RACC has been to follow up on International Transfers, Competition Regulations, Regulations for Friendly Internationals, preparation work for coming IFF events including technical inspections, the introduction of guidelines for using video for goal review, and implementing the changes of the Game Rules, with the new 2018 edition of the Game Rules which came into force the 1st of July 2018.

The RACC has prepared the proposed changes of the World Floorball Championships format, based on a Future of Floorball questionnaire and the term for the U19 World Floorball Championships to decided upon in the end of the year. RACC is also making a statement for the EFT countries proposal for introducing a EuroFloorball Championships from 2023 to the IFF General Assembly.

7.1 International Competition Calendar

In the Adult WFC events all registered teams, apart from the organising country, are still required to participate in regional qualification tournaments. This was first introduced for the Men's WFC 2014 qualifications held in January/February and has continued in 2017 for the Women's and 2018 for the Men's WFC. For U19 WFC events, regional qualifications have been held for the Men's U19 and for the first time ever also for the Women's U19.

The EuroFloorball Cup continued in 2017 but in 2018 the only interested organiser was Russia and due to WADA restrictions on awarding events to Russia at that time we could not accept them as organiser. The EuroFloorball Challenge was played for Men in Trencin, Slovakia in 2017 and for both Men and Women in Madrid, Spain in 2018.

The Champions Cup continued in 2017 with the structure where the tournament was played Friday-Sunday with 6 Men's and 6 Women's teams, including the winners of the previous year's EFC.

The internationals weekends were amended during the period, with the addition of a new weekend in October (3rd weekend) and the moving of the November internationals from the first to the second weekend.

During 2017 it was decided that the Champions Cup from 2019 should be played as a final4 event with the top4 ranked teams only but that a new system with home and away matches shall be worked out.

During the period the RACC has been the Jury in the following IFF Competitions:

Men's WFC, December 2016 in Latvia

Women's WFC Qualifications, January/February 2017 in Canada, New Zealand Italy & Spain

Men's U19 WFC, May 2017 in Sweden

The World Games, July 2017 in Poland

EuroFloorball Challenge, August 2017 in Slovakia

Champions Cup, October 2017 in Finland

EuroFloorball Cup Final round, October 2017 in Latvia

Women's WFC, December 2017 in Slovakia

Men's WFC Qualifications, January/February 2018 in Estonia, Slovakia, Latvia, Korea and Canada

Women's U19 WFC, May 2018 in Switzerland

World University Championships, June 2018 in Poland

EuroFloorball Challenge, August 2018 in Spain

Men's U19 WFC 2019 Qualifications, September 2018 in Italy, Russia and New Zealand

7.2 World Floorball Championships

The Adult WFC is played with 16 teams which are divided into 4 groups based on ranking, with the teams ranked 1-4 & 5-8 are balloted to groups A & B and teams ranked 9-12 & 13-16 to group C & D. In addition, there is a first play-off round, giving more teams the possibility to play in the quarter finals.

Since 2014 the regional qualification system where all teams, apart from the organiser, must participate in regional tournaments to qualify for the Final Round. The quota for the participating teams by continent is based on the number of registered teams, using a deviation factor of 16 equalling the number of participating teams, and thereby determining the continental quota.

7.3. Game Rules

IFF has changed the Game Rules in accordance with a four-year cycle, where the new edition of the Game Rules came into force from the 1st of July 2018. The IFF Rule Group, headed by Mr. Martin Klabere started its work in 2016, asking the member associations and other stakeholders, including the Athletes' Commission members, for proposals to change the existing game rules. The Rules Group received a total of 150 proposals.

The updated rules included changes to the taking of penalty shots; the awarding of bench penalties in conjunction with penalty shots; playing the ball with the head; and the taking of face-offs.

7.4. Champions Cup

The 2nd phase of the Champions Cup was concluded with the tournaments in 2017 in Seinäjoki, Finland, as a three-day tournament, with quarter finals, semi-finals and Finals.

In 2018 there was no Champions Cup played, as it will be played in January 2019 in Gävle, Sweden with a new 3rd phase tournament as a Finaf4 Event, with just the Champions of the Top 4 ranked teams for Men and Women. "

During 2018 the Champions Cup Steering Group has worked on a new concept for a generic European Club competition which will combine the EFC and EFCh in the same process. The proposal will be ready by the end of the year.

7.5. IFF materials in the competitions

IFF is delivering flooring, rinks, balls and goals to IFF major events – World Floorball Championships (adult & U19), Champions Cup and EFC. The transportation is arranged so that the organisers of the events have secured storage facilities and the materials are delivered from one competition to another in order to save unnecessary transportation costs.

From 2017 on, the IFF has also offered the possibility for the IFF member associations, who organise smaller IFF events, to use the IFF floors, rinks and goals without any charge. They only need to cover the transport costs.

IFF flooring was also used in March 2017 in Special Olympics Winter Games in Graz in Austria.

7.6. IFF Event Management Tool

IFF, with Finnish company OnlineDynamics, has built an interactive web-based Event Management Tool, called Eventello. This is used for the bid process and the management of the main event preparations. The first module for the bid process and the evaluation of this has been used to decide the WFC 2018, 2019 and 2020 organisers.

The Event Management tool was tested for the Women's WFC 2015, but at that time the first version was too vast and too heavy to use it efficiently, but the updates for WFC 2016 already worked much better. After WFC 2016, the structure of the tasks was updated and for WFC 2018 Eventello has been in full scale use and has been used actively both by the LOC and the IFF office. Eventello is already in use for the Men's U19 WFC 2019 in Canada as well as the Women's WFC 2019 to be played in Neuchatel in Switzerland.

Eventello has turned out to be a good way to communicate and also to follow up the progress of organising the event and to have all the materials and documents in one place. Both the LOC and IFF office can check the status of the event very easily, and as well the LOC can add their own additional tasks to the system.

8. IFF Referee Committee (RC)

The composition of the Referee Committee (RC) has been:

Mr. Carlos Lopez, Spain, Chair (October 2018-)
Mr. Johan Råsbrink, Sweden, Chair (January 2017-December 2017)
Mr. Lukas Gyger, Switzerland, Vice-chair
Mr. Peter Harris, Australia, Member
Mr. Radek Hora, Czech Republic, Member
Mr. Klaus Koskela, Finland Member(January 2017-May 2017)
Mr. Mika Saastamoinen, Finland, Member (June 2017-)
Mr. Peter Zamechnik, Slovakia, Member
Mr. Ola Hamberg, Sweden, Member (September 2018-

IFF Responsibility: Mr. Veli Halonen

Mr. Johan Råsbrink was nominated as the chair of the RC by the IFF CB in January 2017. He resigned in December 2017 due to personal reasons and from December 2017 to October 2018 the seat was empty. During this time the committee was led by vice chair Mr. Lukas Gyger. The IFF Central Board nominated Mr. Carlos Lopez as the IFF RC Chair in its meeting in October 2018. At the same time, Mr Ola Hamberg, was confirmed as the Swedish representative replacement in the RC.

A long time RC member and former chair, Mr. Klaus Koskela (FIN) passed away in May 2017 due to a severe illness. The Finnish Floorball Federation proposed to replace him with Mr. Mika Saastamoinen and the IFF CB decided to nominate him to become a RC member in June 2017.

The RC has been involved in appointing referees to all IFF events and friendly Internationals, and to observe and educate the international referees during these events. The IFF RC launched a project called "The IFF Way of Refereeing Playbook" in December 2016. The main purpose of the project was to start the general development to unify the rule interpretations and referee procedures in all IFF member associations.

The first edition of the Playbook was launched in March 2017 and the updated edition 2.0 was published in April 2018. The Playbook edition 2.0 also included rule interpretations to the Rules

of the Game edition 2018, which were built in co-operation with the IFF RACC, and was partly supported by the IOC. To conclude the project, a two-day seminar for all the IFF referee observers took place at the beginning of December of 2018 in Prague, in conjunction with the Men's WFC. The IFF Way of Refereeing Playbook is a living document and will be updated on an annual basis by a steering group, as and when is needed.

The RC started a referee development group in the beginning of 2011 and from that group the RC has been able to promote more than 20 new referee pairs to the IFF ordinary referee group. The development group is a cost-efficient way to educate the referees from new IFF member associations, whereby the IFF provides the observations and education and the national associations have covered other costs.

If there are no qualified referee observers in the IFF member association country, then all the referees are first nominated to the IFF referee development group. The IFF RC is co-operating with, for example, the Czech Open and other club tournaments, which are used for education and observation of the nominated development group referees in order to promote them to the IFF ordinary referee group.

The AOFC Referee Development Group was established in February 2016 and since then there have been separate referee educations in conjunction with the AOFC Cup in Thailand in 2017 and in Singapore in 2018. There have been several other referee clinics, mainly run by the Singaporean Floorball Association, in the AOFC region.

The RC is still struggling with the number of female referees and it seems that all the major team sports are facing similar problems. Despite the difficulties of this, the RC has continued its work during the last two years, but the number of female referees has not increased. On a very positive note, there is one Swiss female referee pair who are refereeing on the men's side and after a successful Men's U19 2017 they were nominated to the men's WFC 2018 in Prague. There are not many team sports in which female referees officiate men's games, and we hope that this will act as a strong encouragement for more women to join the referee group.

9. IFF Medical Committee (MC)

The composition of the Medical Committee (MC) has been:

Dr. Walter Frey, Switzerland, Chair
Dr. Tiina Nylander, Finland, Vice chair
Dr. Lars-Erik Bartels, Denmark, member
Dr. Patricia Wallace, Australia, member
Dr. Jonathan J. Koo, Canada, member

Office responsibility: Ms Minna Nurminen until August 2018, and since then by Ms. Merita Bruun

The MC acts as the IFF TUE committee, being responsible for granting Therapeutic Use Exemptions to floorball players that are required to take prohibited medication. In addition, the MC functions as an expert group when renewing the IFF Anti-doping rules and other practices regarding the Anti-doping work, i.e. the Registered Testing Pools and Test Distribution Plan (TDP). The MC is also involved in other fields which concern the promotion of athletes' health, the communication with and feedback given to WADA, and the preparation of Anti-doping materials, such as the Anti-doping Guidelines for IFF Events.

9.1 Injury reporting in floorball

IFF has collected statistics of floorball injuries in Adult WFC & Champions Cup events since 2012 with the aim to gain further knowledge of the typical injuries in floorball in order to prevent

the injuries and to be able to compare the statistics with other sports. The IFF Medical Committee has been highly involved in planning the injury reporting system and injury reporting template - the Injury Form Floorball (InFo Floorball). In 2017, the first study “Injuries during the international floorball tournaments from 2012 to 2015” by Ms Kati Pasanen (FIN) was published and the summary of the findings were presented at the IOC congress in March 2017.

10. IFF Athletes' Commission (ATC)

The composition of the Athletes' Commission (ATC) has been:

Ms. Lidwien Reehuis, Netherlands, Chair
Ms. Josefina Eiremo, Sweden, Member
Ms. Eliisa Alanko, Finland, Member
Ms. Yui Takahashi, Japan, Member
Ms. Agata Plechan, Poland, Member
Mr. Tero Tiitu, Finland, Member
Mr. Johan Samuelsson, Sweden, Member
Mr. Junoh Lee, Korea, Member
Mr. Tomas Sladky, Czech Republic, Member

Office responsibility: Ms. Sarah Mitchell

The election process for the ATC was changed during this period. Previously, elections had been held during the WFC final round each year and members served a 2-year term, however, with the CB decision to extend the ATC period to 4 years the elections were moved from the WFC final round to be held during the qualification tournaments. This allows for a much greater number of athletes to participate in the election process. The Commission Chair, who also has an ex-officio position on the IFF CB, is appointed by the CB.

Representatives from the ATC have been active in the Referee Committee and the Rules and Competition Committee. In the last period, the ATC members have been involved with work on the changes to the Game Rules and continued their Athlete's Blogs on the IFF website. They have been involved in several campaigns that the IFF has run during the period, such as the IOC Peace and Sports White Card campaign and the making of a supplements awareness video.

In 2018, ATC member, Ms Agata Plechan, attended the first ever WADA Athlete Forum in Calgary, Canada. 150 athletes from different sports and countries attended the two-day event to discuss various anti-doping matters and help contribute to the development of new strategies to tackle doping in sport.

The ATC met in 2017 in Växjö, Sweden and in 2018 in St Gallen, Switzerland. Both meetings were held in conjunction with the Men's & Women's U19 WFC. In St Gallen, the ATC also held a training session which was attended by girls from a local club and two of the participating WFC teams—Australia & New Zealand. Both the teams and the ATC members agreed that this was a great initiative and will look to conduct these kinds of sessions in the future.

11. IFF Equality Function

The IFF established the Equality Function in 2009 in order to secure and promote the equality between gender, nationality, religion etc. so that all floorball enthusiasts have the possibility to equally participate in the sport. With the change of the working pattern of the CB the function has been led from the IFF office by Ms. Sarah Mitchell.

The IFF GoGirls! Floorball project has continued during the period and was highly visible during WFC 2017 in Bratislava, Slovakia. All participating teams were asked to nominate a GoGirls! Ambassador several months prior to the event. The ambassadors were introduced via a series of interviews, their progress towards the WFC was followed via the IFF social media channels, and they were interviewed again during the event. All this work greatly increased the visibility and awareness of the project.

Also, in conjunction with WFC 2017, the IFF held a Women in Floorball seminar. 40 participants from 19 countries attended and heard lectures on participation, coaching, and development, from presenters and coaches from France, Finland and Sweden. Video presentations were also made by high profile female coaches from Switzerland & Czech Republic.

The GoGirls! Floorball offers materials for players, coaches, parents, local organisations, clubs and national associations that give advice and ideas on how to increase the number of girls and women in Floorball. The aims of the project are to provide information on how to get girls playing, how to teach them to play, and how to keep them involved.

IFF participated in the International Working group for Women in Sport's Congress in Botswana in 2018.

In 2017, the IFF published guidelines on Discrimination and Harassment as well as a Policy Statement on Discrimination, Harassment, & Abuse. The IFF encouraged all member associations to adopt their own guidelines and policies in these areas. Work has also begun on the development of Portrayal Guidelines for Gender Equality.

12. IFF ParaFloorball Function

The ParaFloorball function was led from the IFF Office by Ms Minna Nurminen until August 2018, and since then by Ms. Merita Bruun.

The purpose of the IFF ParaFloorball Function is to coordinate and promote the activities of the different versions of floorball played by disabled athletes. It was originally established by the IFF Central Board in December 2010 in order to coordinate and cooperate with the different international organisations that have floorball for the disabled on their program.

The IFF ParaFloorball Function follows the IFF mission promoting all versions of floorball being played. The IFF currently cooperates with three international organisations that have floorball on their program, Special Olympics, International PowerChair Hockey organisation, and the International Committee Wheelchair Floorball.

Special Olympics (SO)

Special Olympics (SO) is the largest sports organisation for persons with Intellectual Disability with more than 4.7 million officially registered athletes in 169 countries in all regions of the world. SO includes 35 different sports, 29 summer sports & 6 winter sports, with Floorball being one of the youngest official sports on this long list. IFF and SO signed the Proclamation for partnership during the IFF Associations' Meeting 2011. SO floorball demonstration matches have been played in many IFF Events since 2010 and in 2017 SO Floorball was for the first time an official sport in the Special Olympics World Winter Games held in Austria. It had the largest number of participants of any sport on the programme.

International PowerChair Hockey (IPCH)

IPCH (previously ICEWH) belongs to the sport section of the International Wheelchair & Amputee Sports Federation (IWAS) and is the international head organisation of Electric Wheelchair Hockey Floorball. PowerChair Hockey (PCH) is a sport for people in motorised wheelchairs. PCH is played on an area approximately the size of a basketball court with a surrounding barrier. IPCH demonstration matches have been played in many IFF Events since 2010.

International Committee Wheelchair Floorball (ICWH)

ICWH was established in 2012 with the aim to spread and develop the sport further. Manual Wheelchair Floorball is played almost with the same rules as floorball, 5 versus 5 plus goalkeepers. Manual Wheelchair Floorball demonstration matches have been played in some IFF Events.

13. IFF Marketing Function

The composition of the Marketing function has been:

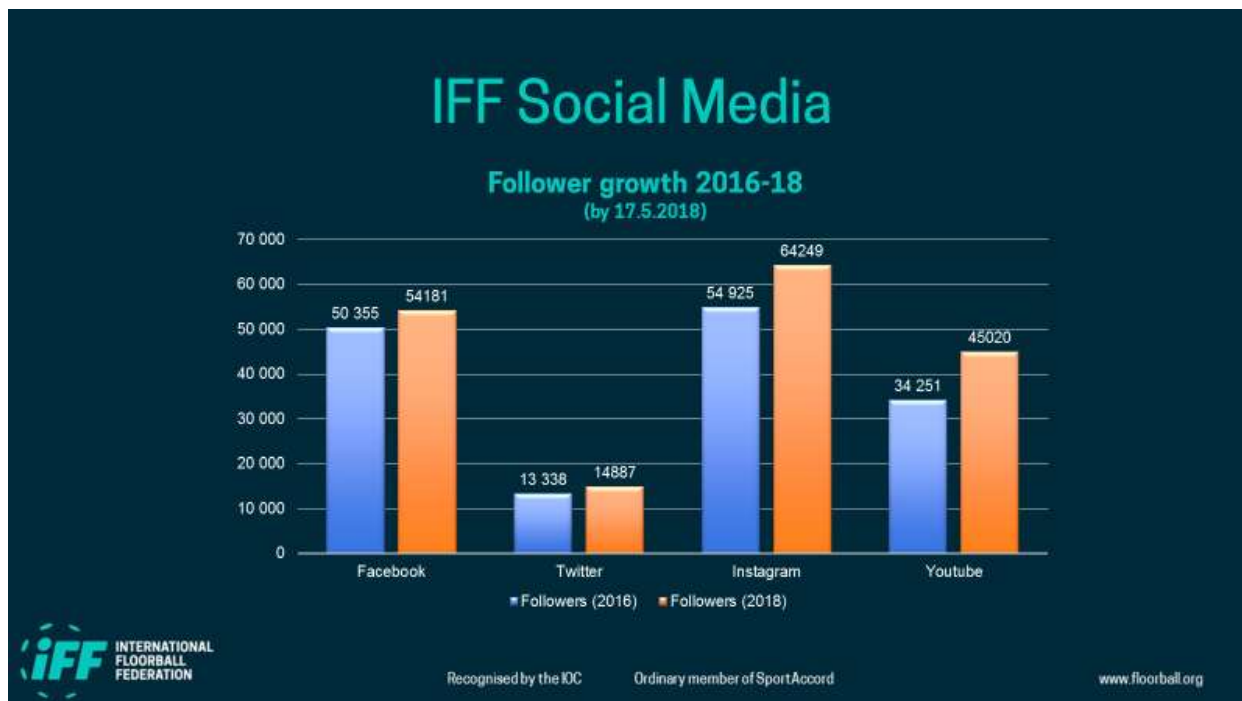
Mr. Jörg Beer, Switzerland, CCMNG Chair
Mr. John Liljelund, IFF Secretary General
Mr. Tero Kalsta, IFF Sales Coordinator (since Jan 2018)

Based on a CB decision the IFF hired a Sales Coordinator from the beginning of 2018. He has now taken the active role to orchestrate the operative work of the CCMNG, execute direct sponsorship sales (over hundred companies contacted during 2018) and take ownership of account management of existing sponsors. He is also taking overall responsibility of the operative marketing and development of sales. The IFF has also made agreements with two Sales Agencies. The Sales Coordinator is also overseeing the Champions Cup sales and marketing. The overall aim is to have two new sponsors by the end of 2019 (them being either Main or Title) and further increase the number with at least one more in 2020. The target is to close long-term, four-year agreements.

The work of IFF Marketing function has continued to focus on the positioning of Floorball and increasing the visibility and sales value of Floorball in the market. This has been done in close cooperation with the Core Country Marketing Network group (CCMNG), to be able to have the same sales arguments for the floorball community on a global level. The Marketing Network Group has convened four times during the period.

IFF changed its logo in 2017 and updated the Corporate Identity at the same time. The new logo and the Corporate Identity has been used in all events since May 2017.

The IFF has continued its efforts to build on the strong social media channels established in the last three years to create a more compelling product. As the consumption of the sport has moved more and more in to the digital realm this is also where the federation needs to be present. Part of future development is building new ways for partners also utilise the IFF SoMe channels (more in Section 13.3 and 15.3). From a business to business point of view the LinkedIn presence of the IFF has been activated during 2018 which has substantially increased followers and impressions.



Picture: IFF Social Media Follower growth 2016-18; combined IFF and IFFWFC channels
(Source: Facebook, Twitter, Instagram, YouTube)

Two years ago, it was stated that one of the key objectives was to enhance the brand value for Floorball. It had also become clear that the Corporate Identity needed to be brushed up and allow easier usage in different formats. Based on these findings, the new Corporate Identity of the IFF was launched in May 2017 and has since been used successfully in all the IFF Events. The IFF is trying to keep focus on the sport for all the Events the same way and has therefore also kept the widely used marketing slogan - One World One Ball - to illustrate the unity of the floorball community. At the end of 2018 the IFF has launched a project to investigate the fan-based values of the Floorball community. A survey will be launched with the support of seven of the CCMNG countries for distributing the questionnaire. The target is to pin-point the key values our fans to be able to create strong sales cases for companies with matching values. The results will also be used to test whether the IFF slogan is valid or if a new one should be considered.

The sponsor system for partners has been divided into a four-level system, where the Floorball Material Sponsors are on the lower line, then there are Partners, Main Sponsors and a Title Sponsor.

The approach used during the last years, where the organisers of the main events are given most of the sales rights, apart from the existing IFF Partners, and IFF then collects a provision from the organiser in order to secure that there is only one sales organisation in the market, has not worked to the level of expectations, so a new approach has been introduced. In the new model the marketing rights are handed over against a fixed fee. This gives both parties transparency and aids the IFF in financial management. Regardless of the new model the sales progression for the events is done in close cooperation between the IFF and the LOC.

In early 2018 the IFF joined the European Sponsorship Association (ESA) to accelerate the process of attracting new partnerships and strengthening the in-house know-how. Through its membership, the IFF gains access to a network of established sponsorship professionals as well as latest research material. ESA also offers educational programs for sponsorship professionals and arranges events for networking.

The cooperation with Sportcal to conduct an in-depth research of the financial and overall effect of the IFF adult World Championships will continue. The Sportcal GSI Survey has produced valuable, holistic information which has been utilised in communications, marketing, sales and as support material for future bidding WFC host cities. Based on the findings, the ranking of the Men's World Floorball Championships was 21st out of 70 Events in 2016 (opposed to 23rd out of 77 events in 2014). For Women's WFC the equivalent development could not be clearly indicated in the 2017 report due to inconsistency in the reporting of attendance figures by some event organisers and owners (in 2015 the Women's WFC ranked 49th out of 83) according the Global Sport Index by Sportcal. The agreement with Sportcal will cover the research to be conducted on adult events up to the end of 2020.

13.1. Branding of the Champions Cup

The composition of the Champions Cup Steering Group (CCSG) has been:

Kimmo Nurminen, Finland, Chair (IFF CB Member)
Tomas Frank, Czech Republic, CF
Kari Lampinen, Finland, SSBL
Magnus Nilsson, Sweden, SIBF
Michael Zoss, Switzerland, SUHV
Milan Rantakari, IFF/Champions Cup Brand Manager (until December 2017)
Tero Kalsta, IFF Sales Coordinator (since January 2018)
John Liljelund, IFF Secretary General

Since the departure of the Champions Cup Brand Manager the new IFF Sales Coordinator has partially allocated his time to the sales and marketing of the Champions Cup as well as coordinating and supporting the promotional work of the the National Associations and clubs participating in the event.

The Champions Cup (CC) new basic Brand Book was finalised and accepted by the Steering Group in June 2016 and has been in use since the CC 2017 in Finland, Seinäjoki. The event in Finland was successful in terms on spectator numbers but still produced red numbers, although less than expected.

The levels for the CC partnerships have been defined and it can be sold separately or in connection with the Combined Sales as agreed by the CoreCountry Marketing Network Group. The five stakeholders of the CC (IFF, Sweden, Finland, Switzerland and Czech Republic) are jointly responsible for the sales and marketing of the CC. In relation to this the five stakeholders have agreed that the CC should be included in the national sales plan of the Associations.

The CC will be organised once a year during the period of 2019 –2022 in the beginning of January (preferably first full week) by Sweden (2019), Czech Republic (2020), Switzerland (2021) and Finland (2022). The first time with the new format will be in Gävle, Sweden, 3rd – 4th January 2019. The champions (men and women) from the top four floorball countries: Czech Republic, Finland, Sweden and Switzerland will participate. On the first day the teams will play semi-finals according to the draw and the medal matches will be played on the following day. The CC 2019 will be played at the same time as the Junior District National Championships take place in Gävle.

The CCSG has conducted surveys with national clubs about their views regarding the event. The National Associations also must conduct a survey to collect the views and comments of their national top clubs about CC.

The main objectives for the organisation of the CC is to reach these three separate goals (some

of which were reached in the CC 2017)

- CC has black financial numbers for the organiser
- over 1000 spectators on average per match; and
- increased TV and media visibility

13.2 Partnership Agreements (NOTE! These agreements are to be announced at WFC2018!)

UNIHOC

The IFF and UNIHOC signed a new partnership agreement in 2018 for the years 2019 – 2022 to develop Floorball worldwide. Before signing, the conditions were renegotiated with improved agreement terms. UNIHOC is the IFF's official material provider, including sticks, balls, goals and goalkeeper equipment. UNIHOC provides the official IFF event ball, CR8ER, and material needed for the IFF development work.

The parties have together executed several competitions and campaigns in our social media channels and tried to find other forms of co-operation to continue developing the sport.

UNIHOC is supporting the IFF Mobile Event Application in "Guess the Winner" module.

SPORTS APPAREL

During 2017-18, Asics was the IFF partner sponsor for apparel, providing all clothing for the IFF international referees. This agreement concludes in December 2018, and during the year the IFF has been actively leading negotiations to find a new sports apparel sponsor. This future sponsor contract will guarantee the IFF the possibility to continue having the same look and feel for the international referees and makes it possible to support the major event organisers with materials.

In 2017 & 2018, the Most Valuable Player of the WFC was awarded the Asics Golden Shoe. This tradition will continue but, for now, this prize will be called the IFF MVP Golden Shoe award. A possible renaming will be considered once the on-going sponsor negotiations are finalised.

GERFLOR

During 2018, the negotiations with Gerflor turned out to be very successful with a positive outcome for the IFF both in terms of reaching an agreement as well as the improved terms thereof. Gerflor continues to be the IFF's material partner in the field of the official certified floorings in IFF events. The agreement assures best playing conditions in IFF events for the event organiser, players as well as referees. The new contract between IFF and Gerflor lasts for a period of four years, until December 31st, 2022.

SWERINK

IFF signed an agreement with Swerink, continuing the co-operation for the use of the official IFF Rinks in IFF events, a partnership ongoing since 2006. IFF and Swerink have continued the closer cooperation in which Swerink has supported member associations and clubs by selling them used and renovated floorball rinks. The agreement with Swerink is signed for the years 2019-2022.

The agreements with all the IFF Partners has made it possible for IFF to build a solid foundation for the IFF events, where all the championships have the same look and feel when it comes to

Floorball equipment and apparel.

13.3 TV and Internet TV

During the period, the IFF has concentrated on building guidelines and increasing the television visibility of Floorball based on the principle of distributing as many televised matches as possible at a fairly reasonable price to the member associations. This approach has given a good result from the World Floorball Championships, with visibility in over 15 countries from the WFC 2017 and 2018. IFF has signed a cooperation agreement with the Czech and Finnish National Broadcasting Companies CTV and YLE, to secure visibility of IFF owned TV matches from the WFC and the Champions Cup. The Swedish federation has also included an IFF module in its national TV agreement.

IFF is trying to offer the matches produced from the WFC's from the group games for a nominal fee to the nations playing, in order to build the relationship with TV. IFF also made a highlights program from WFC 2017 which has been sold by BroadReach Media to almost 140 countries. The IFF will produce a similar kind of highlights program from WFC 2018.

For WFC 2017, IFF acted as Host producer of the TV production, working together with the Slovak company Arena TV, which produced the TV- and internet-TV signal.

IFF has, in cooperation with all organisers of IFF events, produced internet-TV from all the events, in order to satisfy the need of the fans of our member associations who do not have the possibility to view the matches on national or international TV. As a part of building the brand of Floorball, IFF has participated in the SportAccord SportsHub project on YouTube, where IFF have two channels for the IFF video archive for all televised and streamed matches from the IFF events.

The Men's WFC 2016 had a total of 8.4 million TV viewers and the Women's WFC 2017 had 5.2 million spectators in the TV games.

IFF has agreed with the International World Games Association (IWGA) that they can stream IFF Events on their The World Games Channel. IFF has also during the autumn 2016 signed a Memorandum of Understanding with the Olympic Channel, to secure visibility from the Major IFF Events. Presently work is ongoing to have some 10-12 games from each WFC on the Olympic Channel.

IFF introduced English commentary to the WFC matches on IFF YouTube for the first time at WFC 2016. The commentary was extended at WFC 2017 to cover approximately 10 games by professional commentator Mr Olly Hogben. This co-operation will continue at WFC 2018 with commentary provided on at least two matches per day throughout the whole event.

YouTube:

IFF first opened a YouTube video channel (www.youtube.com/iffchannel) in December 2009, and in April 2012 a second channel was added. (www.youtube.com/ifflive). The two channels allows for streaming from two venues simultaneously, making it possible to live stream all matches from the major IFF events.

Since the Men's WFC 2014, every IFF event has been streamed live to the IFF YT channels, as well as the World University Championships 2018, several Euro Floorball Tour events in 2017 & 2018, AOFC Cup 2018, and a number of Friendly Internationals. After the organisers decision to only provide TV coverage of Floorball for the final day of The World Games 2017, the IFF received approval to stream, at our own cost, the entire event to the IFF channels.

Between December 2016 and October 2018, 447 international games have been broadcast on the IFF YT channels. In addition, there are highlight videos and player interviews from all events.

14. IFF Development Function

The Development function has been run in the IFF Office by Mr. Veli Halonen, IFF Operations Manager together with Mr. John Liljelund, the IFF Secretary General.

The Development function has during this period, in close co-operation with the respective committees and functions and the IFF Office, focused on developing the IFF members and gaining new member associations. The work to strengthen the development of the IFF member associations started in 2005 through the IFF Development Program Seminars.

IFF has evaluated the process of the Floorball Development Seminars and the need to have more tailor-made solutions for the countries still exists. The demands of the IFF member associations in different countries are varied and the IFF approach has been, together with the member association, to define the needs and what the main topics for the seminars would be.

IFF has started a co-operation in China with the Finnish Sports institute Kisakallio. Kisakallio is running the coaching and refereeing related seminars in China and the IFF has certified Kisakallio as an official educating company in China.

IFF has also supported the development of the online Floorball Drill Animation tool XFball, which is created by the Swedish Company XFball. The IFF has included the tool in the IFF School Curriculum, which is a grassroots level coaching tool and is free to be used by all IFF member associations and all Floorball communities around the world. The IFF School Curriculum can be downloaded from the IFF website.

14.1 Development Program

The aim with the Floorball Development seminar is to give the participants the needed tools to 'train the trainers' in their respective countries after the seminar. The participating associations build a two-year development plan during the seminar, which the IFF then monitors.

The seminar is built on three different blocks - Organisation, Coaching, and Refereeing - all aiming to give additional knowledge to the associations and assist them in planning and managing the development in their respective country. The seminar is a three/four-day event consisting of theoretical lectures, practical training sessions, group work and hands-on training and observation.

The structure of the Development Seminars has been reviewed and a new approach has been taken with more customer-focused solutions for a single country workshop. The Good Governance Seminar structure, which replaced the older administration section, has been well-adopted by member associations and there has been vast interest towards that concept.

The Operations Manager, supported by the IFF Office and IFF seminar educators, has updated the seminar materials to be used in the Basic, Level 1 and Level 2 seminars. The pilot for the Level 2 seminar was carried out in Ukraine in May 2018.

In 2017—2018 there have been development seminars organised in Cote d'Ivoire, China, Hungary, India, Singapore, Uganda and Ukraine with participants from over 20 member

associations. In addition, separate country-specific workshops or smaller scale seminars have been organised in China, Indonesia, Ireland, Laos, Philippines and Slovakia.

The IFF supported two major projects in 2017-18. The first was the Floorball Poland project regarding The World Games 2017 in Wroclaw, Poland, and the second was a Floorball Philippines project aiming to have Floorball included to the SEA games 2019. Following a similar line, the IFF Material Board decided to grant funds for the upcoming World Games 2021 and to continue the support for Philippines Floorball Federation with the SEA Games 2019 project.

The IFF launched Each One-teach One (EOTO) project in September 2014 with, at that time, 29 bilateral working pairs. At the start, the purpose of the project was not clear to all participants but as the work has developed, the participating countries have been able to define their aims much better. Some projects have been completed while others are still ongoing. The main projects have been related to referee and coaching education co-operation.

The Cameroon Floorball Association has also taken a notable role in EOTO in Africa by helping, in particular, the West and Central African countries to fulfil the criteria of becoming members of the IFF.

The challenge of the EOTO, which has existed from the very beginning of the project, is to make it clear for all the participants that each action is important for the project and the slogan for the project has been "Each Step Counts". IFF has been active by promoting the EOTO in all possible connections, but more established member associations need to also take a more prominent role in the project.

14.2 Material support for new Floorball countries

The IFF has been in the position to support new and growing Floorball countries as they strive towards developing their Floorball activities by providing them educational material and guidelines as well as Floorball equipment. In 2018 IFF has sent large amounts of materials to African countries to assist with the development in the region.

Floorball equipment support packages have during 2017-18 been sent to 38 countries Bosnia-Herzegovina, Brazil, Burkina Faso, Cameroon, Canada, China, Chile, Columbia, Cote D'Ivoire, Dominican Republic, Hungary, India, Iran, Ireland, Israel, Jamaica, Kenya, Laos, Lithuania, Mali, Mexico, Moldova, Nigeria, Pakistan, Philippines, Portugal, Qatar, Saudi Arabia, Slovakia, Slovenia, Taiwan, Togo, Turkey, Uganda, Venezuela and USA. The total amount of equipment has been:

- 2,316 sticks
- 4,212 balls
- 38 tool bags
- 20 goalkeeper sets

IFF also has an ongoing system for renting old Floorball rinks to member associations, based on a nominal rent for the period of two years. During 2017-2018 IFF has deployed rinks in the following countries: Burkina Faso/Mali, Cote d'Ivoire, Kenya, Philippines and Turkey

IFF is very thankful for the support of UNIHOC, which has made this material support possible.

15. IFF Communications

The communications have been run from the IFF Office by Ms Minna Nurminen (until 30th

August 2018) and since then by Ms Merita Bruun.

The IFF Communications has the following aims:

- To increase understanding among Member Associations of the services we provide, and therefore to improve satisfaction with these services
- To ensure Member Associations are aware of the IFF activities and plans for the future development of the sport
- To further increase the visibility of floorball and the IFF Events inside and outside of the floorball community
- Through improved consultation and involvement, we will listen to the views of Member Associations, so we can continue to develop the services we provide
- To make the brand image of floorball stronger through communication
- To increase sponsorship income and other partnerships

A variety of methods, including digital marketing, are used to meet the objectives, including:

- News releases & Newsletters
- Website(s), with content like
 - Central Board Decision News & Committee News
 - IFF Event News & Results
 - Development News
 - Partner & Sponsor News
 - Member Association News
- Media Relations
- Social Media (like Facebook, Twitter, Instagram, LinkedIn, Flickr, YouTube)
- Videos & Photos
- Mobile App(s)

15.1 IFF Website

During the period, a completely new website for IFF has been built with British company, Skylab. The main site was launched in October 2018 with the new domain of .sport, and the new events section of the site will be launched in December 2018. The .sport domains are in collaboration with GAISF. The new website allows for multi-lingual responsive event microsites to be easily built within the current website framework and ensures that traffic to the IFF domains is maximised. The new website also allows for greater promotional and commercialisation possibilities for IFF sponsors & partners.

The total number of users 2017 (1.1.2017-31.12.2017) on IFF's website was 267 206 and sessions was 665 724. The total number of users until [November 6th in 2018 \(1.1.2018-6.11.2018\)](#) was 203 702 and sessions 517 814.

The number of visitors during the IFF Events in 2017 + WFC 2016 (highest number users/event):

Men's WFC 2016 (22 202 on December 11th)
Women's WFC Qualifications 2017 (10 995 on February 4th)
April Internationals weekend (5 201 on April 28th)
Men's U19 WFC 2017 (10 337 on May 7th)
World Games 2017 (5 965 on July 30th)
September Internationals weekend (4 049 on September 8th)
Champions Cup 2017 (CC Webpage 4 623 on October 7th)
EFC 2017 (2 267 on October 19th)
November Internationals weekend (8 636 on November 3rd)
Women's WFC 2017 (WFC Webpage 12 448 on December 8th).

The number of visitors during the IFF Events in 2018 (highest number of users/event):
Men's WFC Qualifications 2018 (11 317 on February 2nd)
April Internationals weekend (4 593 on April 27th)
Women's U19 WFC 2018 (6 694 on May 2nd)
Men's & Women's World University Championships 2018 (3 060 on June 26th)
Men's U19 WFC Qualifications, EuroFloorball Challenge & September Internationals weekend
(3 784 on August 31st)
[October Internationals weekend \(\)](#)
[November Internationals weekend \(\)](#)

Champions Cup website

Since 2012 the Champions Cup website has been launched under the IFF domain in cooperation with the local organisers. Each year some changes have been made to the CC page content.

World Floorball Championships website

Since 2015 the World Floorball Championships website has been launched under the IFF domain in cooperation with the local organisers. Each year some changes have been made to the WFC page content.

15.2 IFF Newsletter

Starting from 2006 the IFF has sent out Newsletter including the most important decisions made by the IFF Central Board, the upcoming IFF events and other interesting floorball news from around the world. The IFF sends out approximately 20 Newsletters per year and there are currently over 1100 IFF Newsletter subscribers (September 2018).

15.3 IFF Social Media channels

Facebook:

IFF opened its Facebook page (www.facebook.com/iff.floorball) on 1st of August 2009 and at the moment there are over [41 290 floorball fans following IFF on Facebook \(October 4th, 2018\)](#). The IFF Facebook page is updated with IFF news, interactive event pages, videos and photos.

Twitter:

IFF opened its Twitter feed (www.twitter.com/iff_floorball) on 12th of October 2009. At the moment ([October 2nd, 2018](#)) there are over 13 800 followers. The IFF Twitter shares IFF news, floorball tweets, videos and photos and #floorball tweets show on IFF website.

Flickr:

IFF opened Flickr photo account (www.flickr.com/photos/iff_floorball) on 1st of August 2010 and at the moment there are photos available from all major IFF Events.

Instagram:

IFF opened the Instagram account (http://instagram.com/iff_floorball) in December 2013. At the moment (October 4th) there are over 56 000 followers. The IFF Instagram is updated with some IFF news, event photos and videos as well as reposting of floorball related photos and videos.

LinkedIn:

The IFF has opened a LinkedIn Profile in the end of 2017 (<https://www.linkedin.com/company/floorball/>). Currently the profile has 108 followers.

YouTube:

IFF first opened a YouTube video channel (www.youtube.com/iffchannel) in December 2009, and in April 2012 a second channel was added. The second channel allows for streaming from two venues simultaneously, making it possible to live stream all matches from the major IFF

events.

Every match replay, match highlights &/or daily highlights, and player interviews from IFF events is now uploaded to the channel. Live streaming is also used in almost every IFF event.

Work has continued to increase the visibility and awareness of the YouTube channels, as well as working to increase the utilisation of both channels. The number of registered users, uploaded videos and video views has continued to grow over the last two years.

IFF Channels combined figures

(Channel 1: www.youtube.com/iffchannel & Channel 2: www.youtub.com/ifflive)

	31.12.2016	as at 8.10.2018 NEED TO UPDATE AT LAST POSSIBLE TIME	% increase
Views	8,646,392	13,043,030	+51%
Subscribers	32,785	46,975	+43%
Uploaded videos	12,456	22,544	+81%

More information on YouTube and internet TV can be found under point 13.2. CHECK THAT THIS SECTION NUMBER IS CORRECT ONCE ALL EDITING IS DONE

16. IFF Information & Development material

As a part of the service to the member associations IFF has continued producing new materials, while existing materials have been translated into different languages for Floorball development purposes. All the educational written materials are free to download from the IFF webpage, and most of the materials are also published in an easy read version on issuu (http://issuu.com/iff_floorball).

16.1. Education materials

IFF Coaching Material. This coaching material, based on the IFF Development program, has been updated to cover three different levels – Basic, Level 1 and Level 2. The coaching material should be used by trained educators to ensure that they are instructing the right topics in the correct manner.

School Curriculum. For the basic and grassroots level coaching the IFF has created a School Curriculum document with more than 50 different drills, which are animated in the document. The School Curriculum is for free use and can be found from the IFF website.

Coaching DVD's for Individual Technique and Goalkeeping. The coaching DVD's include guidance for players and coaches, as well as practical drills. The material is in English with subtitles in French, German, Italian, Spanish, Portuguese, Russian and Japanese (only individual technique DVD). The IFF is also working on publishing this material on the IFF YouTube channel.

Basic referee education material. This material is meant for basic training and will give more tools for the referee trainers when training referees. The material has been updated according to the Rules of the Game 2018.

GoGirls! Floorball material includes information for players, coaches, parents and organisations on how to increase girls and women's participation in floorball. It offers materials that help to understand girl's participation and how to encourage it. There is information about how to design programmes specifically for girls and tips for parents and coaches. All the material can be downloaded in PDF from the IFF website.

Keep Floorball Honest. This is a flyer that highlights Betting & Match-fixing issues and outlines IFF's Policy & Education overview. It was created in cooperation with the IFF Athletes' Commission and is distributed to all players & officials at major IFF events.

16.2 Other materials

IFF Mobile applications

The IFF launched the IFF Events mobile app for iOS and Android in 2012. The mobile application is created by a Czech company OK System and includes all the latest updates and statistics from the ongoing IFF Events (WFC, WFCQ, U19 WFC and Champions Cup), the IFF news as RSS feeds and links to the IFF social media channels. The users can guess results and win prizes. [Currently \(4th of October 2018\) the mobile app has ??? downloads.](#)

IFF, together with the Finnish Floorball Federation has a Floorball Points Master application for a recreational form of floorball for the iOS, Android and Windows.

17. IFF Material Board

IFF Secretary General, Mr. John Liljelund, has been responsible for all questions related to Floorball material and the Material Approval system, run for IFF by the Swedish Testing and Research Institute (RISE - previously SP). The IFF Material Board (previously the Development Board), which is a co-operative body of the IFF and the major Floorball manufacturers decided to change the name to the IFF Material Board to help clarify the role of the group.

The main work has been the follow-up of the Material Regulations, which involved several meetings with the RISE and the Czech Test Institute, ITC, as well as with the manufacturers of Floorball equipment. During the period, a new version of the Material Regulations was published and were brought into force from 1st July 2018 for the next two-year period. During the last year a lot of focus has been put on the financial problems of a few companies, which puts their certification in risk, as they have debts to the IFF and RISE. At the moment, all companies are fulfilling the Material Regulation rules.

One of the main issues during the period has been the follow-up on the use of dangerous and illegal grills for the goalkeepers' facemasks. This process was started in September 2015.

Together with the Material Board, IFF is conducting the exemption for the use of over-length sticks for players taller than 190 cm. The system has now been used for the sixth year in a row, with good feedback from the players describing that their health problems have been reduced significantly due to the possibility to use longer sticks.

The Material Board has during the period supported development projects in Hungary, Poland, Russia, the Philippines and Spain. For 2018 the project for the Birmingham World Games has started.

18. IFF Anti-Doping work

The IFF Anti-Doping Regulations 2015 are in place and are constantly reviewed to meet any changes introduced by WADA. The IFF Anti-Doping Rules are adopted and implemented in conformance with IFF's responsibilities under the Code and are in furtherance of IFF's continuing efforts to eradicate doping in the sport of floorball.

Testing

The IFF has conducted doping tests in IFF events and, also Out-Of-Competition (OOC) testing. The IFF annually collects, publishes and reports to WADA the doping tests conducted by the IFF (details can found on the IFF website under Anti-doping). The IFF has also actively taken part in the events and consultation rounds arranged by WADA and in the process of renewing the WADA Code and the International Standards.

The IFF maintains a Testing Pool (TP) from which athlete whereabouts are obtained, which can be used to increase the effectiveness of the IFF's Out-of-Competition Testing program. The TP consists of the top three national teams according to the results from the previous World Floorball Championships and according to the WFC being played that year.

All athletes taking part in events (camps, tournaments, international matches) of the top 3 ranked national teams are included in the IFF TP. The IFF collects the needed whereabouts information through the National Federations which supply the following information:

- National team event information
- Regular club team training activities (one regular training time/week during the season) of the league clubs of their country with current national team players from their country

The whereabouts are collected for the purpose of efficient test planning. The IFF uses the WADA's Web-based database management system, Anti-Doping Administration & Management System (ADAMS), which was developed for the purpose of coordinating anti-doping activities and to provide a mechanism to assist stakeholders with their implementation of the Code. The IFF uses ADAMS for the management of daily anti-doping activities such as TUE's and Whereabouts.

The IFF announced one Anti-Doping rule violations in 2017 (a warning for the admitted use of higenamine) and one in 2018 (a 9 month suspension for sibutramine).

Anti-doping Information & Education

The IFF Anti-doping work focuses on providing relevant information to the IFF Member Associations and the IFF webpage is regularly updated with information about Anti-doping. The IFF also informs and educates its Member Associations through the IFF Newsletters, the IFF Anti-Doping Guidelines and IFF Development seminars.

During the World Floorball Championships 2014, the IFF conducted the first Athlete Outreach program including anti-doping education. In 2018, the IFF updated its Anti-Doping Education Programme and the focus is now more on delivering education to U19 players and new countries entering the IFF events.

The IFF's Anti-Doping awareness campaign Say NO! To Doping, which was launched in partnership with the World Anti-Doping Agency (WADA) in the Men's WFC 2010, has continued and been implemented in the following IFF Events:

1. Men's WFC 2010, 2012, 2014, 2016 & 2018
2. Women's WFC 2011, 2013, 2015 & 2017

3. Men's U19 WFC 2011, 2015
4. Women's U19 WFC 2012
5. EFC Qualifications 2011
6. Champions Cup 2011

For the IFF Say NO! To Doping campaign the IFF has produced SNTD flyers, balls, wrist bands and beanies as well as the WADA Dangers of Doping leaflet. The IFF is also promoting other WADA Information & Education tools and resources such as WADA Coach True and the Athlete Anti-Doping Learning Program ALPHA.

19. IFF Competitions

19.1 License System for IFF Member Associations

The IFF General Assembly in Prague 2008 approved the new License system implemented for the IFF Member Associations participating in the IFF events. The License system was created in order to direct the Member Associations to develop their own organisations, rather than only participate in International Events. The most important reason is that IFF's responsibility is to secure the level and the quality of the sport and to treat all members equally.

The IFF Central Board has approved the updated IFF License System 2.0 in 2016 with different tier categories for IFF member associations. The IFF office together with the IFF CB carried out a survey to all member associations during August / September 2018, mainly to ease the work to categorise the IFF member associations to right tier groups. The updated License system 2.0 includes three different tier groups with different criteria. The tier system will also make it easier for the IFF member associations themselves to define the needs and demands for "higher" tier groups and the License system 2.0 document should work as guidelines and instructions for the member associations for the future development.

19.2 IFF Statistic Software

The IFF Statistic Software has been used in IFF events since WFC 2007. All the matches on IFF events can be followed live through the on-line match records of the software and the software provides tournament statistics on the web. The software has also made it possible to have all the statistics from IFF events gathered in one place. The software is now used in every IFF event.

In addition to this, it's compulsory for all Member Associations to use the software for all international matches. For the period 2017-18 there were 242 international matches (compared to 215 in 2015-16) hosted by member associations and all included in the IFF online statistics system.

The IFF Statistic Software has continuously been developed to better meet the wishes of the IFF and the member associations. Modifications are constantly being made to how the tournament information, results and statistics are gathered and then displayed on the IFF website. Changes are often implemented to reflect the changes in competition regulations and how results are calculated. During the last period, new features have been added to the system to enable easier use by the match secretariat. There have also been some changes made to optimise the statistics system for use with the IFF mobile application.

In 2017 a printed match record system was introduced, and so written match records are no longer used for IFF events or international matches.

In 2018 work on the development of new statistics software was begun and once finalised it will

be fully integrated with the new website.

19.3 IFF Accreditation system

The IFF now uses an online accreditation system, called GATE. The card layout is personalised for each event based on the event branding. Like the old accreditation system, it gives information on the person accredited, accreditation group they belong to, and the areas to which they have access. Every team member, IFF official, media representative and LOC staff or volunteer is required to have an accreditation card.

In 2018, in co-operation with the WFC 2018 organisers, a new card format was introduced which allows for greater event customisation. This now allows the IFF to offer to organisers a basic card or one which allows for the addition of privileges such as transport, catering etc.

Also, in 2018 an online media accreditation form, linked directly to the accreditation system, was introduced.

19.4 World Championships

Men's 11th World Championships 3rd—11th December 2016 in Riga, Latvia

This tournament was played with 16 teams divided into 4 groups via a ballot system.

Final standings: 1) Finland, 2) Sweden, 3) Switzerland, 4) Czech Republic, 5) Denmark, 6) Norway, 7) Germany, 8) Estonia, 9) Slovakia, 10) Latvia, 11) USA, 12) Canada, 13) Poland, 14) Thailand, 15) Australia, 16) Singapore.

34 teams registered to this event. 1 team, the organiser, was directly qualified to the tournament while the remaining 33 teams played qualification tournaments to determine the final 16 teams. The qualification events were held in February 2016 in Slovakia, Estonia, Poland, Thailand and USA.

Women's 1st World Championships 1st—9th December 2017 in Bratislava, Slovakia

This tournament was played with 16 teams divided into 4 groups via a ballot system.

Final standings: 1) Sweden, 2) Finland, 3) Switzerland, 4) Czech Republic, 5) Slovakia, 6) Latvia, 7) Poland, 8) Norway, 9) Denmark, 10) Germany, 11) Estonia, 12) USA, 13) Thailand, 14) Japan, 15) Australia, 16) Singapore.

32 teams registered to this event. 1 team, the organiser, was directly qualified to the tournament while the remaining 30 teams (Iran didn't compete due to visa issues) played qualification tournaments to determine the final 16 teams. The qualification events were held in January/February 2017 in New Zealand, Spain, Italy and Canada.

19.4.1. The World Games

The World Games in Wroclaw, Poland was played with six men's teams, using only 14 players in the team and one coach. IFF negotiated the possibility for the participating teams to pay for three extra officials. The tournament was played based on the conditions the IWGA gave IFF, as a four-day tournament in two groups of three the first two days and then semi-finals for the two best teams and a match for 5th place for the third in the groups. The matches were played with 3x15 minutes periods, due to the shorter playing time.

The tournament was a real success with extremely interesting and high-quality games, without any slow or dead moments. Based on the outcome the IFF has first in the Association meeting in Bratislava and then in the CB prepared a proposal for a change of the competition system for the WFC's.

Final standings: 1) Sweden, 2) Switzerland, 3) Finland, 4) Czech Republic, 5) USA, 6) Poland,

For Floorball, the participation in The World Games (TWG) was, at this stage, the best opportunity and the event for us to prove that we could bring added value to the multi-sport events through a spectacular sport, dynamic and interesting matches, broad fan base from the Floorball community, and high visibility in social media.

The strategic objectives for the Floorball event in Wroclaw were set, based on these different factors:

- Secure our participation to TWG 2021 in Birmingham, USA, as an official sport and with the inclusion also of women's teams
- Bring Floorball to the Sport Initiation Programme for Tokyo 2020 and the Youth Olympic Games
- Give us a chance to be one of the Additional Event Sports for the Olympic Games 2024 and/or the Youth Olympic Games
- Reach a broader media visibility and reach new spectators
- At a national level the key objective was to raise the awareness of Floorball and TWG, and by doing that support the development of Floorball's political position
- Find ways to start closer cooperation with NOC's and have the opportunity to gain funding
- Strengthen our brand in the international sports arena and, through the success in Wroclaw, increase our marketing value giving benefits on both the international and national level

Despite many doubtful comments before the event, the reduction of playing time and the number of players in the team roster was very successful. After the event the IFF received very good feedback from the teams about the team size and many suggested that this could be a possibility for some future IFF events as well. The Floorball media was, generally, positive to the format and playing the 5v5 proved to be a better choice than playing 4v4, which was the other option which was considered. Some were perhaps surprised that it had worked so well. The major surprise from a sporting perspective was that the quality of the sport was extremely high. The fact that, with a reduced playing time, only the best of the best played, made the standard of the games excel to a new level.

IFF run an extensive social media campaign in cooperation with the member associations prior to and during the event, resulting that Floorball was one of the most active sports on social media during the TWG. IFF also had organised a test-event in Wroclaw prior to the Event and had built a common understanding for the event among the member associations.

Overall, TWG 2017 in Wroclaw should be regarded as a great success for Floorball in all regards – increased awareness in the sports family, good visibility in the Floorball media, excellent game format and good and exciting games, active participation, vivid fans and spectators, good TV visibility and among other things a good political showcase for Floorball.

19.5 U19 World Championships

Men's 9th U19 World Championships 3rd-7th May 2017 in Växjö, Sweden

26 Associations from 3 continents participated in the qualifications and Final Round. 12 teams received direct qualification to the Final Round based on results from the 2015 U19 WFC and regional qualifying quota system. One European and one AOFC qualification were held in September 2016 to decide the last 4 spots in the Final Round.

The WFC Final Round was divided into an A-division with 8 teams and a B-division with 8 teams. The top 9 teams qualified to the U19 WFC 2019.

A-division: 1) Finland, 2) Sweden, 3) Czech Republic, 4) Switzerland, 5) Latvia, 6) Denmark, 7) Slovakia, 8) Poland (relegated to B-Division 2019)

B-division: 1) Norway (promoted to A-division 2019), 2) Estonia, 3) Germany, 4) Australia, 5) Hungary, 6) Canada, 7) USA, 8) Japan.

EUR Qualification:

1) Hungary, 2) Estonia, 3) Slovenia, 4) Spain, 5) Austria, 6) Netherlands, 7) France, 8) Belgium, 9) Italy, 10) Great Britain.

AOFC Qualification:

1) Australia, 2) Japan, 3) New Zealand, 4) Iran

Women's 8th U19 World Championships 2nd-6th May 2018 in St. Gallen & Herisau, Switzerland

18 Associations from 3 continents participated in the qualifications and Final Round. 14 teams received direct qualification to the Final Round based on results from the 2016 U19 WFC and regional qualifying quota system. One European qualification was held in September 2017 to decide the last 2 spots in the Final Round.

The WFC Final Round was divided into an A-division with 8 teams and a B-division with 8 teams. The top 9 teams qualified to the U19 WFC 2019.

A-division: 1) Sweden, 2) Finland, 3) Czech Republic, 4) Poland, 5) Switzerland, 6) Norway, 7) Germany, 8) Slovakia (relegated to B-division 2020)

B-division: 1) Latvia (promoted to A-division 2020), 2) Russia, 3) Hungary, 4) Austria, 5) Canada, 6) Australia, 7) New Zealand, 8) USA

EUR Qualification:

1) Russia, 2) Austria, 3) Netherlands, 4) Italy

19.6 Champions Cup Champions Cup 2017

Champions Cup 2017 was played with 6 Men's and 6 Women's teams, which were made up of the national club champions from Finland, Sweden, Switzerland and Czech Republic, as well as a second team from the organising country and the winner of the previous year's EuroFloorball Cup.

Champions Cup 2017: 6th-8th of October 2017 in Seinäjoki, Finland

Final standings of CC 2017 for men:

1) IBF Falun (SWE), 2) Classic (FIN), 3) SPV (FIN), 4) Florbal Chodov (CZE), 5) SV Wiler-Ersigen (SUI), 6) UHC Weissenfels (GER)

Final standings of CC 2017 for women:

1) IKSU (SWE), 2) Classic (FIN), 3) TPS (FIN), 4) UHC Dietlikon (SUI), 5) Tigers Jizni Mesto (formerly Herbadent) (CZE), 6) Sveiva (NOR)

19.7 EuroFloorball Cup and EuroFloorball Challenge EuroFloorball Cup 2017

EuroFloorball Cup 2017: 17th-21st October 2017 in Valmiera, Latvia

Final standings of EFC 2017 for men:

1) Slevik IBK (NOR), 2) FBK Valmiera (LAT), 3) EMU SK (EST), 4) Betsafe/Uibroka (LAT), 5) Phoenix Fireball SE (HUN), 6) Nizhegorodets (RUS).

Final standings of EFC 2017 for women:

1) SK 98 Pruske (SVK) 2) Interplastic Olimpia Osowa Gdansk (POL), 3) Rubene (LAT), 4) Nauka-SAFU-NT (RUS), 5) FK Kekava (LAT), 6) CDE El Valle (ESP).

EuroFloorball Cup 2018

The EuroFloorball Cup 2018 was cancelled due to lack of organiser.

EuroFloorball Challenge 2017

EuroFloorball Challenge 2017: 23rd-27th August 2017 in Trencin, Slovakia

Final standings of EFCh 2017 for men:

1) Tsunami Zahorska Bystricka (SVK), 2) FBC Skala Melitopol (UKR), 3) FK AS Trencin (SVK), 4) UFC Utrecht (NED), 5) Dunai Krokodilok (HUN), 6) CUF Leganes (ESP), 7) London Sharks (GBR), 8) Floorball L'Aquila (ITA).

No EFCh was played for women in 2017 due to the number of registrations.

EuroFloorball Challenge 2018

EuroFloorball Challenge 2018: 25th-29th August 2018 in Madrid, Spain

Final standings of EFCh 2018 for men:

1) Phoenix Fireball SE (HUN), 2) CDE El Valle (ESP), 3) UFC Utrecht (NED), 4) Floorball Escorial (ESP), 5) London Sharks (GBR), 6) IFK Paris (FRA), 7) FC Milano (ITA).

Final standings of EFCh 2018 for women:

1) CDE El Valle (ESP), 2) CUF Leganes (ESP), 3) Panam United (FRA).

19.8 Regional and Continental competitions

AOFC Cup

The AOFC Cup is a national team event for national teams in Asia and Oceania. In even years it is played for women and in uneven years for men.

Men's AOFC Cup 2017: 1st-6th July 2017 Bangkok, Thailand

Final standings:

1) Thailand, 2) Singapore, 3) South Korea, 4) Indonesia, 5) India, 6) China, 7) Iran, 8) Philippines.

Women's AOFC Cup 2018: 18th-23rd June 2018 Singapore

Final standings:

1) Singapore, 2) Thailand, 3) Japan, 4) Malaysia, 5) Philippines, 6) India, 7) Indonesia, 8) Iran.

Africa Floorball Cup

Africa Cup is a national team event for the national teams in Africa, currently played as an Urban Floorball event (4 vs 4 plus goalkeeper) on a modified size court with the matches played 2x15 minutes.

Africa Floorball Cup 2018: 14th-16th September 2018 Abidjan, Cote d'Ivoire

Final standings men:

1) Nigeria, 2) Burkina Faso, 3) Cote d'Ivoire, 4) Togo

Final standings women:

1) Burkina Faso, 2) Cote d'Ivoire, 3) Mali

The first ever Africa Cup was played in Abidjan in Cote d'Ivoire from the 15th to 16th of September 2018. The original plan was to have the Cup already one year earlier, but due to the practical issues and the extremely high travel costs inside Africa, the Cup was postponed to 2018.

Four teams participated in men's tournament; Burkina Faso, Cote d'Ivoire, Nigeria and Togo. Eventually the final was played between Burkina Faso and Nigeria and Nigeria was the winner of the first men's Africa Cup.

Three teams participated in women's tournament; Burkina Faso, Cote d'Ivoire and Mali. Burkina Faso and Cote d'Ivoire played in the final and Burkina Faso was the winner of the first women's Africa Cup.

Based on the feedback of the participated teams, the plan is to continue the Africa Cup annually.

20. IFF Economy

The volume of the IFF economy has since 2016 been quite constant and not grown so much, mainly due to the fact that the number of sponsors and the Men's WFC's have not provided as much revenue as planned.

IFF has been looking carefully after its finances and is controlling its costs carefully to keep the result on an acceptable level. The fast growth of the operations and the number of new projects we have been running has required a number of new investments. The IFF also, as reported in the General Assembly 2016, put a lot of efforts into the participation in The World Games 2017 in Poland but otherwise has kept the finances in balance. The growing number of events and the services related to these has demanded an increase in the IFF administration costs simultaneously with the increased number of development activities and competitions. The actual figures are found in the Financial Reports for 2016 and 2017.

IFF still needs to find ways to increase the outside financing, which primarily comes from the sponsors, especially from outside the floorball market but also need to increase the internal floorball financing.

IFF has, in connection to the development of the IFF License system 2.0, worked with the member associations to reduce the number of debts to the IFF. This has been part of a clear effort to not compromise their participation in the upcoming events. The Auditor has pointed out that IFF needs to clear some old debts, so as to not jeopardise the start of the implementation of the IFF Licence System in the connection to the Final financial result of 2018.

21. IFF Office

As the IFF has grown in respect of the number of members and competitions, the need to have a larger number of staff has also constantly increased. The IFF administration has, for a number of years, worked at the far limit of the existing resources, especially with the growing number of events, which is expected to increase further in the future. As there is a constant need for more resources in the field of competition and development, the IFF has needed to increase the number of the employees and start to use as much outside working force as possible within the limits of the available financial resources.

The IFF has currently eight full-time employees:

Mr. John Liljelund, Secretary general.

Ms. Merita Bruun, Communication and Anti-Doping Manager

Mr. Stefan Kratz, Competition Manager

Ms. Sarah Mitchell, Events Manager

Mr. Veli Halonen, Operations Manager

Mr. Tero Kalsta, Marketing and Sales Coordinator

Ms. Gitta Schmidt, Office Coordinator

As of September 2018, Ms. Mari Myllärinen started as the Information Coordinator.

The following persons have worked for IFF during the period:

Mr. Milan Rantakari, Champions Cup Brand Manager, contract ended 31.12.2017

Ms. Minna Nurminen, Information and Anti-Doping Coordinator, resigned in order to continue her university studies 20.08.2018

Ms. Anna Jacobson, Anti-Doping Administrator, the temporary employment ended 30.09.2018

The IFF CB would like to thank all Member Associations, as well as all committee members, sponsors, the great number volunteers who have helped IFF in different ways and the office staff for the tremendous work done in order to develop floorball from all possible aspects.

International Floorball Federation



PLAN OF ACTION 2019 - 2020

1. General

1.1. Organisational development

As defined by the International Floorball Federation (IFF) General Assembly in 2008, in Prague, Czech Republic, the IFF is an association which exists to nurse and service its member associations, in order to further promote and develop the sport of Floorball on an international level. IFF is the approved sole international governing organisation for all different types of Floorball, and an ordinary member of the Global Association of International Sports Federations (GAISF) since 2004. It was fully recognised by the International Olympic Committee (IOC) at the 123rd session in Durban, South Africa 2011 and has consequentially been a full member of the Association of IOC Recognised International Sport Federations (ARISF) since July 2011. IFF was approved as a member of the International World Games Association (IWGA) in 2013, strengthening our position in the international sports community. The IFF was further approved as associate member in International Masters Games Association (IMGA) in 2012. Our objective is to strengthen and put forward our position on the international sports field, in all the organisations we are working in collaboration with.

IFF today consists of a total of 69 member associations, out of which 44 countries are ordinary members. According to the present IFF Statutes and the IFF Licence System for participation in major events, the members are defined based on their activity level on the international floorball scene, and support and service is provided in accordance to their development tier. The IFF strongly urges all member associations, if they fulfil the requirements stipulated by the IFF Statutes, to apply for ordinary membership in the IFF. As a part of the implementation of the licence system, the aim is to promote the values of the system – ensuring that our members are aware of the content and the process.

Through the implementation of the IFF Licence System the IFF administration will more actively strive to support the provisional member associations to develop their operations, in order to become ordinary members and participate in the IFF events on some level. The objective is to have the General Assemblies of both 2018 and 2020 to approve additional ordinary members.

1.2. International focus

The basis for our existence and our operations for the first two decades has been to spread, grow and develop the sport globally, while at the same time seeking official approval and recognition from the international sports community. The IFF has now successfully secured the recognition and membership of all the major global sports organisations (IOC, SportAccord/GAISF, ARISF, IWGA, IMGA, FISU and WADA), so in what can be defined as the second phase of our existence, we now need to move to strengthen our positions and work towards a global growth.

The focus for IFF must change and we need to be a more active, stronger and more trustworthy partner of the international sport community, bringing forward ideas and operations which have proven to be effective in the Floorball community as a whole. It is key to grow the number of countries where Floorball is a major sport, both on and outside the field of play, during the coming ten years. The IFF must help with the development of the organisation, good governance, strategic planning and broadening the sports pyramid in these countries.

It is crucial that all IFF members continue to strive for national recognition to their respective National Olympic Committee (NOC) and National Sports Confederations, and put forth the most suitable, and internationally well-known, national candidates with the biggest chances to be elected, regardless of whether they be sports politicians or high ranking employees, and use the

success of the participation in The World Games 2017, in Wroclaw, Poland, as a door-opener to the NOC's and the National Sport Confederations.

The IFF General Assembly 2014 in Gothenburg decided to update the half-time revision of the strategic vision of IFF for the rest of the decade until 2020:

To continue to constantly develop as the internationally approved sole owner of the dynamic sport of Floorball building our own Brand identity, increasing the visibility and raising the awareness of the Sport. At the same time serving as an attractive sport for all and continuing to develop all its different forms and identities. Being a healthy organisation with sufficient human and financial resources, with between 75-80 national member associations, having and organising their own national championships and continental confederations.

Floorball is adaptable to be played on a global level taking into consideration all the different infrastructural conditions, according to the standardised game rules, with a WFC played with participants from five continents, based on the qualifications and being on the program of the Regional Games, the World Games and to reach the Olympic Games "Short List process" until 2020.

The approved strategy is the guiding lighthouse for our operations and is showing the direction for the activities of IFF, and the Plan of Action is defining these operational objectives and how to organise this activity.

The future of Floorball, as a growing sport, is very closely connected to the success of how the IFF and its member associations will be able to develop hand in hand on the national and international level.

The firm belief of the IFF is that the sport still has approximately 4-6 years in which to keenly present our strong international brand and presence, making it possible for Floorball to become, firstly, a sport on the Youth Olympic Games and secondly, on the regional multi-games, like the Asian Games, Asian Indoor and Martial Arts Game and the Euro Games. IFF needs to re-define its strategy in respect to the activities directed towards inclusion to the Olympic Games, as the prospect to be selected as one of the Additional Events by the Olympic Games Organising Committee is quite unlikely in Paris 2024 or in Los Angeles 2028, with a limited number of new events to be added. The objective should be to reach the Sport Initiation/SportLab of these events. As a part of this process we need to, where possible, test different playing formats.

1.3. Strategic objectives for 2019 – 2020

The IFF is building and steering its operational planning based on a number of documents, which are all approved by the members of the IFF General Assembly (GA). The IFF Strategic Vision approved in 2008, serves as the main long-term reference document for the direction of our overall operation until 2020, and was updated at the IFF GA in Gothenburg, 2014. This document, the IFF Plan of Action, serves as the short-term plan of what we need to do and how to reach the strategic objectives.

1.3.1. Increased number of members and enhanced member services

To increase the number of member associations is one of the main short-term targets the IFF needs to reach, in order to meet the stipulated requirements, of having roughly 75-80 active functional countries by the end of 2020, and to develop their activities and service level through the IFF License System and Each One - Teach one project. The IFF must continue to focus on, not

only, increasing the membership in Africa and Latin America, but also to take care of the existing countries, working to bring the new members up-to-speed and to help close the gap from as early as possible. Different sources indicate that, at present, there are around 90 countries where Floorball is played in one form or another. The objective for IFF must be to collect these countries under its umbrella and by the end of the period have close to 75 members.

IFF has changed the approach to actively seek for and connect to new Floorball groups and work together with expatriates from established Floorball members, in order to gain faster entrance in a number of countries. The IFF CB will continue the project to gain new member associations for the next two-year period. The IFF CB will investigate the possibility to form some type of regional offices or appoint contact persons in the different continents. The objective is to approach new countries in the multi-sport events, where we can showcase the sport. Also, the cooperation with Special Olympics International (SOI) is crucial as there are already over 40 countries participating in the SOI Floorball programs. This calls for an increased strategic cooperation with SOI based on a concept proposal.

To continue to grow and flourish, and thereby reach our vision and the set objectives, the most important factor for IFF is, without doubt, the welfare and positive development of our member associations. The stronger our member associations become, the more and faster they can develop Floorball on a national level, increasing the visibility and importance of the sport, in turn, the IFF will become stronger. However, it is important to understand that this requires a much tighter cooperation between all the stakeholders of the Floorball family, the IFF plans to organise bi-lateral meetings with the National Associations and targeted meetings like with the Core Countries representatives. Since 2005, IFF has continued the process to build and develop a wide set of operations, services and materials for the use of the member associations and floorball clubs. The last two years have clearly shown that through streamlining of the IFF organisation that more focus can, and will, be given to strengthening the operations of the members. The implementation of the IFF Licence System 2.0, based on the results of the License System Survey, will be crucial for further member service development.

The results of the IFF Associations' Audit, the IFF historic development project with the implementation of the Each One – Teach One (EOTO) bi-lateral mentor–mentee initiatives, has fulfilled its objectives and a number of bi-lateral projects are ongoing and the EOTO-project will be reported in the IFF GA 2018.

1.3.2. Development work

Floorball Development Seminars will continue to be run by the IFF as a way of bringing together more countries, but the IFF is equally willing to offer country-specific education in the field of coaching, organisation, refereeing or good governance issues. Striving for further development in the member associations has seen the introduction of Level 2 seminars in the field of Coaching and Refereeing.

Similar to what already exists for the international referees with their various classifications, the IFF will, during the period, create a certification system for coaching education to help the member associations, especially those currently without their own accreditation system. IFF will continue to make country-specific workshops to develop the member services of associations (competition and education), with a key aim to be to assist associations to fulfil the requirements of the licence system, so they can participate in IFF Events.

The forms of cooperation vary from material support to joint development clinics and seminars, and the IFF needs to especially focus on the regions where Floorball is not presently very well represented, such as Africa, Middle-East, South America and Central Asia.

1.3.3. Implementation of Licence System 2.0

Based on the questionnaire conducted in the end of 2018 with the national associations, the IFF CB will, in 2019, begin the process of implementing the License System 2.0. The aim of the questionnaire was to clarify in which tier each member association is presently situated and how to build a development plan for each country. The Licence System 2.0 will be in full force from the registration of the WFC 2020. The purpose of the License System is to help and guide the member associations to the next level and it requires that the IFF works in close cooperation with all members.

1.3.4. Lobby work and Multi-Sport Events

Even if the lobbying work of IFF has been very successful so far, with the full recognition of the IOC and receiving an undisputed place in the world of sport through the acceptance of Floorball in the multi-sport games, there is still more to be done. Up until now, the IFF strategy has been to secure participation in any multi-sport event, but in the coming period, a careful return on investment analysis must be made, so as to determine where we shall concentrate our efforts.

With the confirmed inclusion of Floorball to The World Games 2021 in Birmingham, USA, the IMGA European Master Games in Torino, Italy in 2019, and the SEA Games 2019 in the Philippines, it makes it necessary to analyse the resources of our activities and decide whether to enter new multi-sport games. A key objective is that IFF could secure the participation in more multi-sport events after 2019. The IFF is presently in the process to apply for participation in the GAISF Urban Games with a modified version of Floorball, based on the Urban Floorball concept.

There is a clear need to strengthen the internal communication between the main countries. This could be done through increased networking between the top 8-10 countries. Also, the need for the IFF Core Country meetings is evident and these should be organised on a yearly basis.

IFF will develop a package for National Associations to use to approach known celebrities, encouraging them to become Floorball Ambassadors in their respective countries. The lobby work must be directed not only on the International level, but also on the local and national level by the National Associations, to ensure that the best possible result is achieved. The CB will need to discuss how to communicate the importance of moving forward in the international scene to all stakeholders, including clubs, member associations and their leadership and to have the international work included in their strategic plans. During the period, IFF will actively seek inclusion into the framework of the international organisations, like the GAISF or WADA.

With participation in the Birmingham World Games 2021 already secured, the focus will change from seeking for a place in the games, to how Floorball can enhance the games and what we can bring to the event. Based on the level of the games in Wroclaw, the visibility in ordinary and social media from the event and, more than anything, how the Floorball fans followed it whether they were in Wroclaw or at home, the success of the Wroclaw World Games 2017 has helped to define the brand value of our sport. For Birmingham the key success factor will be our ability, in co-operation with the US Floorball Association, to localise the strength and support for Floorball in the Birmingham region.

The IMGA European Master Games, to be played in Torino, Italy in July 2019, will act as the inaugural IFF Masters World Championships and will be strongly promoted by the IFF.

After the disappointment of failing to secure participation in the SEA Games 2017 in Malaysia, the IFF and the regional member associations have worked diligently to push for Floorball's future inclusion and are very close to secure the continued presence of Floorball in the coming SEA Games in Manila, the Philippines in 2019 and beyond.

In Africa, the IFF will continue the development of the competitions. The African Cup was played for the first time in 2018 with west African countries, but the aim will be to find a way to have participants from both east and west African in the future.

Once again, it is vital to stress that the inclusion to the NOC's is a key issue for all members since it is the NOC who, in nearly all cases, decides if and when Floorball may take part in a multi-sport event.

1.3.5. Marketing and TV/Streaming

At present, one of the major obstacles for a faster development of the IFF and more support to be given to the member associations, is that IFF does not receive an amount even close to the level of marketing rights income to that which is needed. The IFF Marketing function aims to secure the IFF Title sponsor and two main sponsors during 2019. An increase in external funding is the key for further development of IFF services and activities. In addition, the possibility for broader cooperation with the Euro Floorball Tour (EFT) countries has to be evaluated.

IFF has secured a range of Floorball material equipment sponsors for the period 2019 – 2022 to keep the same look and feel of all IFF Events, which has helped in branding Floorball. The IFF Corporate Identity will be developed to better suit the demands of the increased activation of the Floorball brand.

By using the results of the Sportcal Global Sport Index surveys of the adult World Floorball Championships and the Floorball Fan Brand Value research, the objective is to improve the sales process and to thus achieve better sales results. The IFF will continue to cooperate with selected agencies in Finland and Switzerland, and in addition, there will be a Public Service Announcement (PSA) statement built to market the sport. IFF will run several marketing campaigns and, based on these, an evaluation will be done to study the cost-benefit effect.

One of the key factors for success in the field of sponsorship sales is, without doubt, the increased visibility of Floorball on TV and on internet-TV platforms. IFF and the Floorball family has already proven to be very successful, in some cases even better than some well-established Olympic sports, when it comes to TV and streaming coverage. IFF will continue the cooperation with the Olympic Channel which started with the WFC 2016 and continue the streaming of all IFF events on the IFF YouTube channels as well as The World Games channel. IFF will continue to act as the producer of the TV signal for the major events and work with the coordination of the uplink and the satellite segment. During the period, the IFF needs to investigate and plan for a move from YouTube to an Over-The-Top (OTT) platform, fully managed by IFF, in order to maximise the monetisation of content and increase revenue.

The more active use of the social media channels is essential for our future and we will have to look at ways to also commercialise our presence in the social and mobile media. To secure the best possible result, the support of, and the active cooperation of, the member associations will be needed.

1.3.6. Future of Floorball

The experience of The World Games in Wroclaw, Poland 2017 with a shorter game time, smaller teams and very intense and exiting matches, fostered a discussion of the need to change the format also for the IFF Major Events. As discussed in the IFF Associations Meeting in Bratislava 2017, the member associations were clearly in favour to change the structure. In the time leading up to the General Assembly, there has been a number of concerns raised of the effect of the discussed changes. Therefor the CB will continue to research and evaluate the best possible set-up for a future game format with the member associations and bring a proposal to the Association Meeting in Switzerland. The aim is also to execute some testing during the two year period, so that

the effect on both a domestic and international level can be fully evaluated. The objective is to prepare a proposal for the General Assembly 2022.

In general it is necessary for us to streamline the top product of Floorball to better fit in to the multi-sport events and increase interest towards the sport. Through a number of test events during the seasons 2019-2020 and 2020-2021 there is a need to assess how the playing system changes can best be implemented, as the proposal is to implement the new conditions.

It is a must that IFF needs to have a larger number of countries organising IFF Events in the coming years and in order to achieve this the IFF will, in 2019, look over a new financial model for the organisation and the Rules and Regulation Committee will prepare the guidelines for event organisers.

The IFF Strategy for 2019–2020, will have to be evaluated during the period and the preparations for forming a new strategy until 2032 will need to be presented at the IFF General Assembly 2020 in Helsinki, Finland.

1.3.7. Ethics

IFF will continue to develop the activities inside the organisation and towards the member associations to promote the positive values of sport, as described inside the IFF Good Governance Policy. These include fair play in a game without match-fixing and a doping-free sport, giving our athletes the chance to perform in an environment without racism, hooliganism or other kinds of intolerance or violence. The IFF Guidelines against Sexual Harassment & Abuse will be updated and a stronger focus of implementation will be taken, both within the IFF and the member associations. When it comes to the work against doping and enhancing good governance structures, Floorball in general is standing out positively already, and this will on a national and the international level become more important and is an in which we can make a difference and increase the awareness of Floorball even faster.

2. Administration

The IFF administration, consisting today of eight full time employees and the use of seasonal trainees, has continued to increase the number of services and operations during the last thirteen years. The growing number of competitions and IFF initiatives, the increased demand for services provided to the stakeholders, as well as the demands that IFF shall carry out more tasks on behalf of its members, requires that the IFF administration, if it is to be able to uphold and further enhance the service level to our members, needs to develop both in numbers and quality. There is a discrepancy between the need to increase the number of employees and the missing funds of realising this. The IFF office staff is the biggest asset the federation has, and it is imperative for the continuing development of the organisation. There needs to be succession planning created to secure the consistency of the organisation with priority tasks and services, which must be upheld.

In connection to the development of the Champions Cup for 2019 and forward, the CC-stakeholders decided to continue to financially support a sales coordinator together with IFF, who has been employed by the IFF and is responsible for the marketing of the event, in co-operation with the stakeholders.

Since the General Assembly in 2004, the IFF office has been located in Helsinki, Finland. In 2016 the IFF signed a new agreement with the Finnish Floorball Federation whereby they will provide IFF with office facilities until the end of 2020, and therefore the IFF office will remain in Helsinki for that time period. The IFF CB shall start the preparations in 2020 for a new agreement with the Finnish Federation, with the aim to keep the office in Helsinki for a future period. The process to

register the IFF in Switzerland has begun at the Registre du Commerce et des Societes to clarify the legal seat of the IFF. The IFF will, in the coming period, open a satellite office in Lausanne, in connection to the International World Games Association offices.

The growing work load of the IFF administration will require different measures in the coming years. One solution is to use more in-house interns to work in the different fields of the activities, and the office will continue seeking opportunities to employ different trainees and civil workers on a project basis. Another approach is to start outsourcing certain duties like the increasing social media presence has been done already and the utilisation of the IFF YouTube channel. Since the IFF office has been financially self-funded for over fourteen years, and the turnover of the budget has increased relatively slowly during the last eight years, IFF needs to look more carefully on our revenue generation, in order for IFF to live up to the promised service level.

At the end of 2018 the IFF administration reached eight employees, consisting of a Secretary General, Competition Manager, Event Manager, Communications & Anti-Doping Manager, Operations Manager, Sales Coordinator, Information Coordinator and an Office Coordinator. The additional resources shall be directed to the fields of competition, marketing/TV/information and development. The next field where there is a need to increase capacity is the competitions where both quality and quantity is required to grow. On a regular basis, the IFF will inform our member associations about the different fields of responsibilities of the employees via the IFF web page and through our newsletters.

When, and if, the financial situation permits, the administration will be strengthened during the period between the General Assemblies in order to meet with the IFF Vision and Missions.

One task for the IFF office is to assist our member associations to become better familiarised with our education and information materials, as well as the regulations and how best to follow them, especially in connection with the playing of Friendly Internationals and the use of competition related services.

3. Central Board

The Central Board of the IFF will continue to allocate specific areas of responsibility to each CB member. These special responsibilities will be assigned to the respective Committees, Functions, Office and, if required, to a special working group. This will give even more time for the CB to concentrate on the top level strategic and political questions, which will help to determine what is best for world Floorball, and to help spread and develop Floorball worldwide. The tested approach with dividing the CB meeting into a working session on a few strategic questions the first day and having the meeting the second day has proven to be very successful and will continue to be implemented for future meetings.

The role of the Central Board has the nature of a more strategic level decision-making body, working with the overall political questions and direction of the movement, whereas the Executive Committee (ExCo) plays a larger role in the tactical questions, and the Office carries the operational responsibility in accordance with the decided direction. The Central Board will have three to four meetings per year, out of which at least two are organised in connection to IFF events, but the CB will need to look over the scheduling of these, since the possible demands might require a change in the meeting calendar.

The IFF Executive Committee (ExCo), consisting of the President, the Vice President, Treasurer the AOFC Senior Vice President and the Secretary General, will handle and prepare the upcoming issues for the CB and take decisions where they are needed, in order to increase the efficiency. The past legislation has fully proven the necessity of such a body. The IFF President and the

Secretary General bear the responsibility of developing the contacts to the international sports community for the CB.

The IFF CB will establish a special working group to revise the IFF Juridical Regulations in relation to the statutory changes to be approved by the IFF General Assembly 2020.

4. The Committees and functions

The Central Board will continue the chosen line to have a limited number of operational bodies – Athletes' Committee (ATC); Entourage Committee (ENC); Ethics Commission (ETC); Medical Committee (MC); Referee Committee (RC); and Rules and Competition Committee (RACC). The tasks of the RC and the RACC will be assessed to see if there is a possibility to better develop the way the committees are structured and how they are currently working.

The other fields of activity are organised into functions lead either by a CB member or a staff member. The functions for marketing, lobbying, and regional development are led by CB members. In addition to these, the IFF operates other functions such as development operations, equality, information, marketing operations, materials, and ParaFloorball. The responsibilities of the committees and functions are allocated by the CB. Additionally, the CB will ask the Secretary General to appoint the relevant employee to act as the secretary of the committees.

Athletes Commission (ATC)

The Athletes Commission (ATC) is now elected during the adult WFC qualifications which allows for a much greater number of athletes to participate in the voting. With the introduction of the new system, the men were last elected during the WFC 2016 and their next election will be during the qualifications in January / February 2020. The current female representatives will continue serving until their elections in 2021, and the chair of the Athletes Commission (currently a female) serves ex-officio on the IFF CB and will remain in this position until after the female elections in 2021. Representatives from the ATC are now included in the Referee Committee, the Rules and Competition Committee, and the Rules Change group. One ATC member has been identified as a key candidate to be educated in Anti-doping matters and will be the 'face' of the IFF's AD education work, including assisting IFF staff with Outreach programmes during events. When appropriate, they will also attend WADA conferences as an IFF ATC representative.

The ATC has extended its work in regional areas, especially in Asia Oceania, and the members help to promote the ideals of the IFF and educate on IFF campaigns, such as Anti-Doping and match-fixing awareness. They will continue the work in the region to help strengthen the ties between the many developing countries in the region and the more established European members. The ATC continues to work to increase the visibility and awareness of its work and the members will draw on their Floorball experience to act as role models and Floorball mentors. During the U19 WFC in 2018, the ATC conducted on-court training sessions with local players as well as participating national teams and this kind of face-to-face work will be a feature of the ATC in the future. The U19 WFCs remains the best event for the ATC to really make an impact on young players, while during the adult WFCs the ATC members (who are not playing at the event) will be used in media and IFF promotional roles. The overall aim of the ATC continues to be to act as the voice of the athletes in the IFF's decision-making process.

Medical Committee (MC)

The Medical Committee (MC) will continue to focus its work on analysing and following the requirements set by WADA and adopting them to the IFF Anti-doping rules and regulations, administrating the IFF TUE procedure, evaluating the IFF in- and out-of-competition testing programme and the Anti-doping education programme.

The MC will also continue to develop the collection of Injury Information from the IFF Events, which has already led to one scientific study published by Ms. Kati Pasanen (FIN) in cooperation with the

IFF. The IFF MC will also evaluate the possibility to start collecting injury data from the U19 WFC Events.

Referee Committee (RC)

There has been a positive increase in the amount of the referees during the last two years and the Referee Committee (RC) will work towards their objective to have even more referees from a larger number of IFF member associations. One key target is to start to develop the referee work in Africa to help secure the level of officiating in the games from early on. The work done in Asia has proved that concentrating on the right topics and issues pays off very well. It is also important to find proper local forces so that the development can be secured for the future.

The continuing challenge for the RC is to increase the number of female referees and, for that to happen, close co-operation with the IFF member associations is crucial. The RC needs to get first-hand information of developing female referees so that we can take affirmative actions to get them to the education programs and to become international referees. Once they reach this level the focus must be on how to help them stay as international referees for a longer period of time. The RC will work to increase the number of referee observers and educators, searching for those with the most suitable and professional skills, to be part of the IFF events and IFF development program educations.

Rules and Competition Committee

The Rules and Competition Committee (RACC) will continue to focus on dealing with the changing requirements the fast development of our sport sets on our regulations and competition structure. The main task remains with the ongoing evaluation of the Adult as well as the U19 World Floorball Championships playing system and the timeframe for the playing of these competitions. We are seeing a lot of other sports changing the scheduling of their events which will have an influence on the timing of IFF events as we aim to avoid clashing, because of the impact on possible TV coverage and sponsorship deals. This will have to be monitored closely by RACC.

In addition to the regular administrative work of running the IFF events, the RACC will continue to modify the Competition and Organiser Regulations as needed. The introduction of new age categories for international events will be developed, and the international calendar will continue to be revised. A major change of the way that Floorball is played, in regards of the length of matches and the number of players, is likely to be finalised in the coming period. A review of the U19 WFC playing system will also most likely see a new structure introduced for the final round event.

The RACC needs to prepare for the date change for the term of the Men's WFC in October – November 2022 and the implications it will have for the regulations and IFF guidelines. The potential test for the new game system for International Events, will need alterations of the rules and regulations, the RACC will have to deal with.

Ethics Commission

The IFF Ethics Commission (EC) will continue to work with the documents guiding the IFF operations and the implementation of the Good Governance principles. The questions of preventing of sexual harassment, illegal betting and match fixing are also high up on the agenda.

The Ethics Commission will also prepare a set of guidelines for what type of cases the ETC will deal with and how they shall be reported to the ETC using the IFF ETC Complaint Form.

Entourage Commission

The ENC will restructure its activities and seek advice from the IOC and GAISF to formulate its objectives.

5. Competitions

The Adult World Floorball Championships (WFC) will be played for women in Neuchâtel, Switzerland from 7th – 15th December 2019, and the Men's WFC 2020 will return for the third time to Helsinki, Finland. IFF will continue with the regional qualifications, which are played in January/February of the final round year. Although the current qualification system, which requires the participation of all countries registered for the event, apart from the organising country, has been both successful and popular, it will be re-evaluated to consider other options, based on the decisions of the IFF General Assembly.

The U19 World Floorball Championships (U19 WFC) will from 2021 take the first steps towards a system more like the Adult WFC without an A- and B-division. The RACC will continue to evaluate the playing time and the playing system of the U19 WFC's.

The appointment of organisers for the IFF major competitions follows a specific appointment schedule, meaning that a first letter asking for organisers is sent 72 months prior (six years) to the competition and the appointment is made 48 months (four years) prior to the competition. The organiser bids are done using the IFF Event Management Tool and the Bid Evaluating tool. As a part of this process there is a need to address how best to secure profitability and increase marketing and organisation revenue for both the IFF and the organising national associations of major events.

Unlike the other IFF competitions, the top club competition in Europe, the Champions Cup (CC), is run by the EFT-countries in cooperation with IFF. The CC which was introduced in 2011, was re-organised for the period 2015-2017 as a three-day event with the national champions of the Czech Republic, Finland, Sweden and Switzerland together with the winner of the EuroFloorball Cup (EFC) and one second team of the organising country for men and women. The CC will from January 2019 be played as a final four event. The Champions Cup Steering Group continues to work with building a proposal for a new playing system to supersede the final 4 from 2023, with the idea being to introduce a playing system of home and away matches involving all national club champions in Europe.

The overall goals of the CC continue to be more spectators, positive financial results and broader visibility for the event. The promotion of the CC and the other club competitions will be key in the process and it will be led by the IFF Sales Coordinator, together with the Champions Cup Steering Group.

IFF will continue to organise the EuroFloorball Cup (EFC), which is scheduled to be played every year in October with 6 + 6 teams for both men and women. The EuroFloorball Challenge (EFCh) is scheduled to be played in August and the winner of each Challenge event directly qualifies to the next higher-level event in the following year. This means that no team must play in two competitions within the same year. The EFC and EFCh are organised for the 5th and lower ranked teams. As the interest in the EFC has faded a little, especially with the removal of the winner qualifying for the Champions Cup, an inquiry will be made to see how the concerned associations and their clubs would like to play the tournament. The EFC and EFCh competitions will continue as it is for the next two years, with an eye being kept on the participation levels.

In the Asia Oceania Floorball Confederation there are plans, alongside the AOFC Princess Cup for national teams, to set up an AOFC Club competition in the coming years, which will be played with club teams from the different countries to promote the sport in the region. The AOFC Princess Cup will be the test point for development of the sport on the Asian Continent and serve as a path for initiation of new teams to the International competition.

The first Africa Floorball Cup was played in 2018 using the Urban Floorball concept. This initial tournament included only countries from West Africa so a plan of how to include both the Eastern and Western African members into one single tournament will continue during the period.

IFF will continue to cooperate with Sportcal to conduct a set of in-depth research projects (Global Sport Index) on the effectivity and effect of our Adult World Championships. The data collection for the research will be conducted in cooperation with the local organiser.

6. Participation in International Events

The strategic evaluation of which multi-sport games IFF is seeking inclusion in, was taken after the evaluation of the IOC Agenda 2020 and IFF has now entered The World Games and European Master Games. The Olympic Agenda 2020 clearly indicates that these two global multi-sport events are on the radar of the IOC. It is of course important to be able to participate in also other multi-sport events on a regional level, like the South East Asian Games. Over the next period, the IFF will work with the following multi-sport events and the International organisations:

The World Games (TWG):

The World Games will next be held in Birmingham, Alabama, USA in 2021 and Floorball will be played with 8 men's teams. The final number of participants (players & officials) is still to be confirmed by the International World Games Association (IWGA). The IFF has already begun our co-operation with the IWGA, the Birmingham local organisers, and the USFbA in preparation for this event. There is a lot of work to be done within the USA to raise the profile of Floorball and this activation work must begin as early as possible, especially in the local & regional areas of Birmingham.

International University Sports Federation (FISU):

The 9th World University Championships will be played in 2020 in Koper, Slovenia. It is organised by FISU in conjunction with the Slovenian University Sports Association, supported by the Slovenian Floorball Federation and IFF. The discussions will also continue with FISU, in order to see what possibilities there are for Floorball to gain access into the Universiade.

International Master Games Association (IMGA):

Floorball will be included to the European Masters Games for the first time in 2019. The event will be held in Torino, Italy in July/August. Categories will be open to: Men 35+, 40+, 45+, 50+; Women: 30+, 35+, 40+. Teams do not need to be 'national' teams, anyone is free to register, but IFF will need to work closely with the National Associations to promote this event and ensure a high level of participation.

Global Association of International Sports Federations (GAISF) – previously SportAccord

Discussions between GAISF and various sports bodies, including IFF, regarding the World Urban Games continue. GAISF have launched a bid process for a host city and are aiming for the inaugural event to be held in 2019, which IFF has been invited to bid for participation.

Regional Multi-Sport events:

The process and work to include Floorball on the programme of the South-East Asian (SEA) Games 2019, in cooperation with the Philippine NOC, the Philippine Floorball Association (PFA) and the AOFC, was a very difficult and long road, but we are still very close to be included and the decision will be made in November 2018, it was finally confirmed that Floorball would be included to the event. The IFF will work with the PFA and all the AOFC member countries to try and ensure the highest possible participation in the event.

The 2019 SEA Games are scheduled to be played from 30th November to 10th December which will clash with the Women's World Floorball Championships (7th-15th December) which will cause some problems that need to be addressed in the coming year.

The Asian Indoor and Marshall Arts Games in Thailand 2021 will give floorball a possibility to participate in the event.

The IFF will work together with, and support the development of Floorball in, the following International Sports Organisations and their Events:

- International School Sports Federation (ISF)

7. The Rules of the Game

The preparation of the Rules of the Game - Edition 2022 (valid from July 1, 2022) will start during the period. Evaluation of the Edition 2018 will be done continuously and possible updates will be decided by the CB and can be put into force already from 2020.

The normal process for changing the rules of the games is that the new rulebook should be changed in a 4 years rotation. The following milestones must be set within this period:

- *October 2019*: Request shall be sent to all member Associations and all persons in the IFF bodies urging them to send in proposals, with a priority list and in a special template
- *February 2020*: Deadline for sending in proposals
- *March 2020*: Rules group meeting. Preparing a list of rules for testing and asking for test Associations. Asking for feedback from IFF RC, RACC and Athletes Commission on the Changes in the book
- *April 15th, 2020*: Dead-line to apply as test Association
- *April/May 2020*: CB-decision of test Associations
- *September 2020*: Deadline for feedback from IFF RC, RACC and Athletes Commission
- *February 15th, 2021*: Collection of experiences
- *March 2021*: Rules group meeting. Asking for feedback IFF RC, RACC, IFF Office and Athletes Commission on the final book
- *May 2021*: Deadline for feedback from IFF RC, RACC, IFF Office and Athletes Commission
- *September 2021*: IFF CB makes final decision and new IFF Rules of the Game is sent to all member Associations
- *December 2021*: RACC organizes a seminar for Interpretations of the Rules of the Game. All member Associations will be invited to participate on their own cost
- *July 1st, 2022*: The new edition of the IFF Rules of the Game becomes valid

8. Anti-Doping work

Protecting the sport and clean athletes is one of the major tasks of the IFF. In 2003 the IFF became a World Anti-Doping Code signatory and has implemented the World Anti-Doping Code ever since. The "Code" is the fundamental and universal document upon which the World Anti-Doping Programme in sport is based. The process of updating the World Anti-Doping Code and all the International Standards has again started, and the IFF will continue to follow-up and comment on the draft versions that will lead up to the publication of Code 2021. The IFF will also start preparing for the changes in the IFF Anti-Doping Rules that this will come from the new Code.

In co-operation with the National Anti-Doping Organisations (NADOs), the IFF will continue to implement the IFF Anti-Doping Education Programme with the primary education target groups being U19 teams and any new nations entering IFF events. In addition, the IFF will continuously evaluate the IFF Education Programme and its Anti-Doping awareness campaigns.

9. Development Work

The success of international Floorball is based on the development of the IFF, the National Associations and the Floorball family, as a whole. This is the ideal which shapes the overall IFF development work. IFF will continue with the Floorball Development Program which has, throughout the years, turned out to be a very good way to get more people and more countries to be involved with Floorball in a proper and sustainable way.

The Each One Teach One (EOTO) initiative will also be kept in the program but has been slightly restructured and will, in the future, concentrate more on tailor-made solutions for bilateral partners. The challenge is that the IFF member associations also need to define and pinpoint the development aspects they need help with. That sometimes has turned out to be quite challenging and, in the future, the IFF development function needs to take that under consideration while co-operating with the IFF member associations regarding the EOTO.

The IFF needs to continue growing, both in the number of players as well as in the number of member associations, as this is one key factor for increased visibility, awareness and increased market value of the sport. Continental and Regional development is key to this. The prospects in Africa are very positive and therefore IFF will continue our close co-operation with the most active members in Africa, working to lower the barrier for the existing non-member associations to apply for the membership of the IFF. IFF also has members in Latin America but so far it has been a challenge to find suitable ways for the members to co-operate, especially in the competition sector, and the IFF is planning to run a joint seminar for all Latin American members during 2019.

The cooperation between the IFF and the Floorball manufacturers has, since 2001, been directed through the IFF Material Board which consists of representatives from the biggest Floorball material manufacturers and the IFF. The main task of the IFF Material Board is to focus on what types of technical changes are needed for Floorball material and evaluate the direction of development. The Material Board is also making proposals to the IFF concerning the revision for the IFF Material Regulations version 2020. The other task of the Material Board has been to find ways for how the manufacturers and IFF can cooperate in different ways to promote Floorball worldwide. The usage of the surplus from the material approval system is being discussed within the board and will be decided on by the IFF in the coming period. The process of the changes of the actual technical requirements continues, and eventual changes take place every second year, next time in 2020, with proposals sent in by manufacturers in February 2019.

The IFF has re-signed the contract with the technical institute RISE, in Sweden, for the coming three-year period, 2018-2020, which concerns the administration of the material testing of new material and the materials in the retail markets.

10. Communication

The IFF aims to continuously improve the quality of communication as part of its overall commitment to promote the sport and increase participation levels among all ages, genders, cultures and abilities. The IFF publishes a variety of different content and utilises different digital marketing and communication channels. We also assist our Member Associations and other stakeholders by spreading and promoting their activities through the IFF channels. As the IFF's official language is English, and in an effort to treat all members equally, we focus on news that is sent to us in English from the IFF stakeholders. On social media we continue to actively search for interesting posts/tweets with #floorball that we can share, and we encourage our stakeholders to use this hashtag.

What we communicate:

- Inside of IFF news (decisions, rules, meetings, CB, committees)
- IFF events news

- IFF Member Associations news
- National League news
- International Floorball tournament news
- Other stakeholder news
- New Floorball countries news
- International player transfer news
- Sponsors & Partners news
- International Partner Organisations news (IOC, IWGA, GASIF, WADA, FISU, Special Olympics etc.)

Where we communicate:

- Official IFF website + IFF event websites
- Social Media (Facebook, Twitter, Instagram, Flickr, YouTube, LinkedIn)
- Newsletters
- IFF Events Mobile App

The steady growth of the IFF YouTube channels continues. All IFF major events are now required to be streamed and organisers of lower tier IFF events are strongly encouraged, and in some cases financially supported, to provide streaming of their events. The future aim would be to have every international match available on an IFF video channel – whether this be YouTube or another platform, perhaps even a pay-per-view system. The viability of this kind of platform will be investigated during the coming period. It is possible for IFF Member Associations to access the YT channels to stream their own events free of charge, depending on the availability of the channels.

11. Equality

The IFF GoGirls! Floorball project will continue to promote the participation of women in Floorball. In 2019, which is the Women's WFC year, the IFF will conduct some special projects such as coaching education or events aimed at increasing participation of girls in Floorball. Although some specific projects will be held, the overall purpose of the project will still be to focus on providing materials for use by players, coaches, parents, local organisations, clubs and National Associations that give ideas of practices and projects that can be implemented. The main aims of the project are to increase the number of females in Floorball, teaching them how to play, and keeping them playing. The project focuses not just on players, but also female coaches and referees.

The GoGirls! Ambassador programme was first introduced in 2017 and will be used again in 2019. This programme will see each of the teams that qualify to WFC 2019 being asked to nominate a player as their GoGirls! Ambassador. In the lead-up to WFC a series of stories based on interviews and materials from these ambassadors will be used to showcase female floorball in each of those countries. A similar project will be implemented for the U19 WFC 2020.

The IFF encourages all National Associations to use the materials provided by the IFF and implement programs that are suitable for their particular development stage. Since its inception, many associations & clubs have used the GoGirls! Floorball idea for camps and integration programmes. The IFF will continue to support all requests for materials and promotions.

An update of the IFF Sexual Harassment & Abuse policy was done during 2018 and an assessment of its application, with IFF and member associations, will be taken during 2019/20. Gender Equality Portrayal Guidelines, based on material from the IOC, will be developed during the coming period.

12. Special Olympics & ParaFloorball

The IFF will continue to actively cooperate with the Special Olympics organisation, which has proven to be a good path chosen for developing floorball in new parts of the world. The IFF will also start preparing for the next Special Olympics World Winter Games in 2021 in cooperation with the Special Olympics and continue to organise demonstration matches at the major IFF Events. In addition, IFF is supporting the International PowerChair Hockey (Floorball) organisation, which currently is a member of IWAS. In addition, the IFF is also cooperating with the committee for Manual Wheelchair Floorball and demonstration matches are for example organised during the IFF Events.

13. Finance

The key for IFF's financial success is an increase in external funding, which can best be reached through sponsorship sales. We will continue to work to find a Title and a Main sponsor for the IFF and look upon how the marketing rights will be distributed with the organisers of IFF events, in order to strengthen the finances of the IFF and the Local organisers.

In relation to the requirements of the Licence system, the IFF will, during the period 2019-2020, continue to follow up on the issue of the outstanding debts of the IFF member associations, in accordance with the guidelines given by the IFF auditor. The situation of several IFF members who are showing large financial strains is concerning for the IFF. At present, there are risks that the low liquidity of the IFF will cause operational disturbances for the organisation in the future.

The Budgets and Financial Reports will be published on the IFF web site. As in the past, IFF will look for a healthy financial situation and strive for a breakeven financial result. The IFF CB started in 2018 to look at possible investment in new match statistic software, and this work will continue during 2019.

The CB will have to find new funding sources for the IFF as the present models clearly are not adequate for the continued growth of the organisation and additional services that we need and/or wish to provide.

As a priority, the IFF will focus on supporting the establishment of membership licensing systems in our member countries where it currently does not exist or is limited. This will provide the opportunity for the Floorball community to increase the level of funds in the total sport and thereby relieve some pressure on the IFF budget with more members becoming financially self-sufficient to continue their development.

14. Marketing

In general, one can say that Floorball is growing with all possible measurements. We have growth in licensed and recreational players, as well as spectators in events and viewers on tv and the internet, which makes marketing the sport much easier. In addition, the inclusion into well-recognised multi-sport events like The World Games and European Masters Games gives us more credibility and leverage on the international arena.

In the future, the marketing efforts of the IFF will be increasingly based on values. As a step to develop this further, a Floorball Fan Value Base research has been initiated in autumn 2018 and the final report will be available in January 2019. The survey is being conducted together with one of the top schools in the world, the Glion Higher Institute of Education. As we gain better understanding of the values which drive our fans we can more efficiently construct our core message, as well as plan our partnership offering and sales. It also remains to be seen if the value survey will cement our slogan "One World, One Ball, Floorball" or if it needs to be iterated based on the findings.

As marketing is an integral part of sales, this will also strongly guide our sales. There are already proven results of very well-functioning value-based sponsorship models on a national scale, but it will take some time to pinpoint the strongest core values for Floorball. Developing new models based on the finding of the survey will commence immediately in Q1 2019 and IFF will work closely with the Core Country Marketing Network Group (CCMNG) to further develop the new models and strive to collect and distribute nationally proven models to other Floorball markets.

There are several on-going development projects which aim to improve the engagement elements, visibility and measurability of our sponsors. Many of these projects are in the digital area and include, for instance, branded fan activation, joint social media campaigns and video content marketing. The IFF is also investigating tools for measuring the results of sponsor actions.

As the key channels in our marketing and communications are digital, we will continue to build on our well-established social media channels, which will not only serve the fan community, but also increasingly our partners. On top of working with the well-established SoMe channels there will also be efforts put into building a stronger presence in LinkedIn to target the B2B-sector. Part of this development will be the renewal of the IFF website which was launched in October 2018. The new website coincides with our participation in the GAISF .sport domain initiative, which means we will be among the first movers to take up using the .sport domain (floorball.sport). This is part of GAISFs' larger project to increase the awareness of sport and federations with the use of an appropriate domain name.

To attract further interest in sponsors (and potential host cities) we will utilise the findings from the Sportcal GSI Event Studies conducted in each of the adult WFC's, until 2020. The results of the studies have already sent a strong message about the economic impact the WFC has on the local businesses. Future LOC's have already set some good examples by structuring their offering not as a one-off event but a long-term project which makes it much more interesting for the partners. For example, "The Road to Helsinki (WFC2020)" concept includes activations and visibility for 2019 and 2020 and therefore also spreads the customers investment over two year's budgets.

Direct contacting will be spearheading the IFF sales efforts during the following years. The Sales Coordinator will have an active role in personal selling. Alongside direct sales he will also utilise the help of the sales partners, one in Finland and one in Switzerland. The overall aim is to have two new sponsors by the end of 2019 (them being either Main or Title) and further increase the number with at least one more in 2020. The target is to close long-term, four-year agreements.

BUDGET PROPOSAL 2019-2020

Appendix 9

To be proposed by the IFF Central Board to the General Assembly 08.12.2018

			GA 2016	Budget 2019	Budget 2020
		Result 2017	Budget 2018	Proposal	Proposal
COSTS					
Cost Centre					
10	Central activities	19737,99	23 000	22 500	22 500
11	Office total costs	663786,41	724 000	783 000 1)	883 000 1)
12	CB	22924,08	37 700	37 700	37 700
13	ExCo	56,58	7 500	5 000	5 000
14	General Assembly/Associations meeting	11366,06	8 500	9 500	12 500
15	External Meetings	5953,46	20 000	15 900	16 100
16	IOC 80 Road Map	30228,76	31 500	16 500	16 500
17	Parafloorball	4409,21	5 000	5 000	5 000
18	Equality function	904,60	7 500	10 900	9 900
19	Athletes Commission	8387,90	9 000	9 000	10 000
20	WFC	237978,13	151 600	190 700 2)	202 700 2)
21	U19 WFC	23701,11	22 000	29 000	29 000
22	EFC	48776,65	45 000	44 000	44 000
23	Champions Cup	90119,97	89 000	85 000 2)	85 000 2)
24	World Games	78131,53	0	0	0
25	WUC	0,00	10 000	0	10 000
26	Regional Games	0,00	9 000	5 500	5 500
29	Anti-Doping	23526,00	30 000	36 000	36 000
40	Rules & Competition Committee	14104,58	19 000	19 000	19 000
50	Referee Committee	16221,29	25 000	30 900	26 900
60	Development	25890,34	34 000	42 050	42 050
61	Development equipment	158890,00	158 890	158 890	158 890
70	Material	111107,86	122 500	120 100	120 100
80	Marketing	16092,49	27 800	69 450	69 450
81	TV	10,59	1 200	1 200 2)	1 200 2)
83	Information	39045,59	43 200	45 700	45 700
89	Medical committee	54,08	6 000	6 000	6 000
91	AC	0,00	1 000	1 000	1 000
92	DC	0,00	1 000	1 000	1 000
TOTAL		CHF 1 651 405	1 669 890	1 800 490	1 921 690
1) Based on 8 (2019) resp. 9 (2020) full-time employees + office space					
2) TV/Internet-TV costs are mostly allocated to actual cost centre					
INCOME					
Account					
3011	Transfers	107000,00	115 000	115 000	115 000
3012	Participation fees	225000,00	223 000	216 000	223 000
3013	Organizers fee	145000,00	145 000	143 000	179 000
3015	Part.fees - non-competition	0,00	0	0	0
3019	Temporary play	2250,00	5 000	6 000	6 000
3210	Membership fees	176000,00	180 000	190 000	194 000
3219	Fines	11700,00	15 000	15 000	15 000
3250	Sponsors & advertisements	92182,70	190 000	245 100	299 300
3251	Value in kind	158890,00	158 890	158 890	158 890
3260	TV	187397,28	150 000	150 000	165 000
3261	Radio	1089,18	0	0	0
3270	Internet TV	0,00	0	10 000	10 000
3300	Office support	141412,11	120 000	140 000	140 000
3310	Development support	29302,50	30 000	30 000	31 000
3510	Sales	0,00	20 000	40 000	40 000
3860	Material approval income	287600,65	305 000	322 000	326 000
3861	Material exemptions	1232,40	3 000	4 500	4 500
3899	Other incomes	5048,62	10 000	15 000	15 000
8020	Interest	9,89	0	0	0
8080	Exchange rate gains	310,92	0	0	0
TOTAL		CHF 1 571 426	1 669 890	1 800 490	1 921 690
Estimated Result		CHF -79 979,01	0	0	0

STATUTES



EDITION 2018
PROPOSED CHANGES for the
IFF General Assembly 8.12.2018

XXX = technical changes
XXX = major changes
XXX = proposed to be stricken

International Floorball Federation

IFF

STATUTES

Edition 2018

Decided by the IFF General Assembly on **08.12.2018**

Valid from **09.12.2018**

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I GENERAL GUIDELINES

ARTICLE 1 TITLE, LEGAL FORM AND CONSTITUTION

The International Floorball Federation (IFF) is an association governed by Art. 60 and following, of the Swiss Civil Code, consisting of the National Associations that are recognized by IFF as controlling association for Floorball in their respective countries.

ARTICLE 2 OBJECTS

The **objectives** of the IFF are the promotion, development and organisation of **all different types** of Floorball world-wide.

ARTICLE 3 LEGAL SEAT AND OFFICE

3.1 **The location of the legal seat of IFF is in Lausanne, Switzerland, based on the registration of the IFF at the Commercial Registrant at the Canton du Vaud, in Switzerland**

3.2 The location of the **head and secondary offices** of IFF shall be determined by the Central Board.

ARTICLE 4 DISCRIMINATION

The IFF shall take steps as shall be deemed necessary or advisable to prevent any discrimination against **a country, private person or group of people because of race, skin colour, ethnic, national or social origin, gender, sexual orientation, disability, language, religion, political opinion or any other opinion, wealth, birth or any other status or any other reason.**

ARTICLE 5 DOPING ABUSE

In case of Doping abuse within IFF activities the WADA Anti-Doping Code and the relevant IFF regulations are applicable.

ARTICLE 6 REPRESENTATION

The IFF represents International Floorball activities solely to all partners, such as public authorities, media and other exclusively.

ARTICLE 7 PUBLICATIONS

7.1 To inform its members regarding official publications and invitations, the IFF can form its own publications/medium.

7.2 Details shall be governed by an IFF regulation.

ARTICLE 8 FEDERATION'S- / FINANCIAL-YEAR

The federation's year and the financial year last from the 1st of January to the 31st of December.

II MEMBERSHIP

ARTICLE 9 MEMBERSHIP OF IFF WITHIN OTHER FEDERATION

- 9.1 The aim of IFF is to co-operate within the international sports community, such as GAISF and the IOC and to become a Sport on the Olympic Summer Games
- 9.2 In differences of statutes, IFF Statutes take precedence.

ARTICLE 10 MEMBERSHIP WITHIN THE IFF

- 10.1 The membership can be recognized to all National Floorball Associations (only one per nation), that aim is to promote and preserve Floorball, organize national championships and participate in the activities organised by IFF. There can only be one official Floorball Association in each country.
- 10.2 The members of the IFF may not join or cooperate with any other IFF non-sanctioned International Floorball Organisation.
- 10.3 The IFF Statutes are acting as guidelines for the National member associations statutes and by-laws.

ARTICLE 11 TYPES OF MEMBERSHIP

The IFF differentiates between ordinary members, provisional members and honorary members.

ARTICLE 12 APPLICATION FOR MEMBERSHIP

- 12.1 An Association applying for membership shall address a written request (all documents in English) to this effect to the IFF. The application shall contain:
- a) name and address of the headquarters of the Association,
 - b) names and addresses of the board members of the Association,
 - c) Statutes and other Regulations of the Association,
 - d) minutes from the foundation, and if possible,
 - e) short description of the Floorball activities organised by the Association
 - f) registration documents from their National authorities and an approval from the National Sports Confederation.
- 12.2 A new member association shall be accepted first as a provisional member before becoming an ordinary member.

ARTICLE 13 ACQUISITION OF PROVISIONAL MEMBERSHIP

- 13.1 The Association can be a section of another Sports Federation which is a member of the National Sports Confederation.
- 13.2 If the statutes and regulations correspond to the statutes of the IFF and the conditions for membership are fulfilled.

The provisional membership shall be granted by the CB.

- 13.3 Provisional membership shall only initially be granted for a period of four years. After which the membership status of the country in question shall be subject for revision by the IFF CB, based on the activity of the member Association.

If the requirements of article 14 are fulfilled, the provisional member shall after having been a provisional member for the period of four years apply for ordinary membership to the IFF General Assembly.

ARTICLE 14 ACQUISITION OF ORDINARY MEMBERSHIP

- 14.1 The Association shall be a self-ruled Floorball Association or a self-ruled Floorball section in another Association.
- 14.2 The Association shall consist of at least 10 Clubs. Exceptions can only be granted by the CB.
- 14.3 The Association shall be the Organizer of National Floorball Championships.
- 14.4 The Association shall be member of the National Sports Confederation (Exception: if there are justifiable reasons).
- 14.5 An application for ordinary membership can also be handed in to the IFF according to article 12, paragraph 1, earlier than the four years.
- 14.6 Ordinary membership is granted by the General Assembly.

ARTICLE 15 MEMBERS RIGHTS

- 15.1 Provisional members are entitled to:
- a) Participate at the General Assembly without voting status, but with the right to put forward motions.
 - b) Participate in Friendly Internationals, Regional, Continental and World Championships organized by the IFF with their National Team. Participate with their various National Teams in Championships if the requirements are fulfilled.

- c) Allow their Club Teams to participate in matches and tournaments sanctioned by the IFF, according to the Competition Regulations

15.2 Ordinary members are entitled to:

- a) Full Co-management of all IFF activities within the limits of the competence given by the Statutes. All official members have the equal rights within the IFF.
- b) Participate at the General Assembly with voting status and with the right to put forward motions.
- c) If a new regulation that has been published is opposed (within 30 days notice), a 1/3 of the members can claim the approval of it by the General Assembly.
- d) Participate in **Friendly Internationals, Regional**, Continental and World Championships organized by the IFF with their National Team. Participate with their various National Teams in Championships if the requirements are fulfilled.
- e) Allow their Club Teams to participate in games and tournaments sanctioned by the IFF, according to the IFF Competition Regulations.

ARTICLE 16 MEMBERS DUTIES

Members shall:

- a) Be aware of the statutes, regulations, decisions and other directions of the IFF and its bodies and to brief their own members on them.
- b) Omit any activities that could be detrimental to the interests and the status of Floorball in general and the IFF in particular.
- c) Fulfil the requirements of the Financial Regulations.

ARTICLE 17 LOSS OF MEMBERSHIP

- 17.1 The membership expires by:
- resignation (withdrawal)
 - exclusion (**not following IFF rules**)
 - dissolution of the association

17.2 The expiration of membership does not dispense from any member's duties during the membership.

17.3 Any members lose their member's rights after the expiration of membership. They have no legitimate claim to the fortune of the IFF.

ARTICLE 18 RESIGNATION

The resignation from the IFF shall be sent to the official address of the IFF within 90 full days notice to the end of the IFF Administrative year.

ARTICLE 19 DISSOLUTION

In the case of dissolution of a National Association the membership expires at the day of the decision of dissolution.

ARTICLE 20 REACQUISITION OF MEMBERSHIP

In the case of a reapplication of a former member (National Association) it has to meet in addition to the conditions particularised in article 13 all arrears of duties.

ARTICLE 21 HONORARY MEMBERSHIP

- 21.1 The General Assembly may grant the title of Honorary President or Honorary Member to any individual person who has rendered meritorious service to the IFF. The CB shall submit the name of any such person to the General Assembly for approval.
- 21.2 Honorary Members shall be invited to the General Assembly and are entitled to take part in the discussions but have no voting power.
- 21.3 Honorary Members shall be freed of membership fees.

ARTICLE 22 CONTINENTAL BODIES - CONFEDERATIONS

The IFF Continental Body is a group of at least three (3) IFF ordinary and provisional members who belong to the same continent or assimilable geographical area. A National Association can only join the Continental Body after having become an IFF member. The Continental Bodies are bodies of the IFF.

The Continental bodies can also be called Confederations.

The Continental confederations are to be accepted by the IFF ordinary General Assembly by a majority of 2/3.

The following Continental Bodies can be established in IFF - Africa, Americas, Asia, Europe and Oceania.

ARTICLE 23 ORGANISATION, TASKS AND RIGHTS OF THE CONTINENTAL BODIES

23.1 The objective of the Continental Confederations is to coordinate and steer the development of the sport in their geographical area both on a continental and national level, with the goal to have as strong national associations as possible.

23.2 The tasks of the Continental bodies are:
- Run the administration of the Continental body, in cooperation with the IFF Office.

- Arrange a General Assembly for the Continental Body every second even year, prior to the IFF General Assembly
- Working with and developing the Continental Competitions and/or IFF World Floorball Championship qualifications.
- Coordinate the competition calendar and selection of hosts for International Events, in agreement with the IFF
- Coordinate the Development work of the region
- Run regional lobbying on a continental/regional way for multi-sport events
- Run lobby work on the continental level
- Coordinate Political work to gain new member countries
- Provide a written development plan for the Continental Body, which will be included in the IFF Plan of Action

23.3 Confederation shall have the following rights and obligations:

- a) to comply with and enforce compliance with the Statues, Regulations and decisions of IFF
- b) to work closely with IFF in every domain to achieve the objectives stipulated in Article 2 to organise International Competitions
- c) to organise its own International and Interclub Competitions, in compliance with the international calendar
- d) to ensure that International Leagues or any other such groups of clubs or Leagues shall not be formed without its consent and the approval of IFF
- e) at the request of IFF to grant Associations applying for membership the status of a provisional member. This status shall grant Associations the right to take part in the Confederation's competitions and General Assemblies. Any other rights and obligations of the provisional member shall be regulated by the Confederation's statutes and regulations. ~~Provisional members of the Confederation may not take part in IFF final competitions.~~
- f) to appoint to the Confederation Central Board members to which they are entitled in compliance with these Statues.
- g) to nurture relations and cooperation with IFF actively and constructively for the good of the Game through consultative meetings and to discuss and resolve any problems relating to the interest of the Confederations of IFF
- h) to ensure, that the representatives appointed to IFF bodies or the Confederation Central Board carry out their activities on these bodies with mutual respect, solidarity, recognition and fair play
- i) to set up committees that work closely together with the corresponding committees of IFF
- j) exceptionally to allow, with IFF's consent, an Association from another Confederation to participate in a Competition that it is organising
- k) with the mutual cooperation of IFF, to take any action considered necessary to develop the game of Floorball on the continent concerned, such as arranging development programmes, courses, conferences etc.
- l) to set up the bodies necessary to fulfil the duties incumbent upon it.
- m) to produce the funds necessary to fulfil its duties

23.4 The Central Board may delegate other duties or powers to the Confederations. To this end, IFF may conclude an appropriate agreement with each of the Confederations concerned.

23.5 The Confederations' statutes and regulations shall be submitted to IFF for approval.

III BODIES

ARTICLE 24 BODIES

The bodies of the IFF are:

- A) The General Assembly
- B) The Central Board (CB)
- C) The Executive Committee (ExCo)
- D) The Disciplinary and Appeal Organs
- E) The Committees
- F) The Ethics Commission (EC)
- G) The Continental Bodies (COB)
- H) The Entourage Commission (ENC)

A. THE GENERAL ASSEMBLY

ARTICLE 25 ORDINARY GENERAL ASSEMBLY

- 25.1 The General Assembly is the supreme body of the IFF. An Ordinary General Assembly shall be held, every two years, in connection to the Men's World Floorball Championships in even years.
- 25.2 The General Assembly shall be announced by the CB at latest 90 full days in advance. The summons to the General Assembly together with the agenda, the CB reports, the financial report, auditors report, budget, nominations and any motions and proposals of the National Associations shall be sent to the National Associations at latest 30 full days in advance.

ARTICLE 26 EXTRAORDINARY GENERAL ASSEMBLY

- 26.1 The CB or a 1/3 of the ordinary member Associations can claim the summoning of an Extraordinary General Assembly.
- 26.2 The Extraordinary General Assembly shall be held within 90 full days since the service of the claim. The procedure shall be equal to the one of the Ordinary General Assembly.

ARTICLE 27 NOMINATIONS, MOTIONS AND PROPOSALS

- 27.1 Candidates for election to any office in the IFF shall be nominated to the official address of the IFF at latest 60 full days in advance of the General Assembly. Only persons of an ordinary member are eligible for elections for the IFF CB
- 27.2 All proposals and motions of the member Associations shall be sent in to the official address of the IFF at latest 60 full days in advance of the General Assembly.

ARTICLE 28 AGENDA AT THE GENERAL ASSEMBLY

The functions and competence of the General Assembly are:

- a) Opening of the General Assembly
- b) Approval of present Associations and the voting roll.
- c) Election of the scrutinisers
- d) Approval of the Agenda
- e) Approval of the protocol of the last General Assembly (according to article 31 paragraph 3)
- f) Admission or expulsion of ordinary member Associations
- g) Approval of the CB reports
- h) Approval of the financial report and the auditors report
- i) Decision on freedom of responsibility for the CB
- j) Decision on membership fee
- k) Approval of the budget and working plan for the next two years
- l) Elections, for a period of four years:
 - IFF President
 - nine CB members
 - Chair of the Disciplinary Committee
 - three members and a minimum of two substitutes of the Disciplinary Committee
 - Chair of the Appeal Committee
 - three members and a minimum of two substitutes of the Appeal Committee
 - Chair of the Ethics Commission
 - two - three members of the Ethics Commission
- m) Appointment of a chartered auditor and a substitute for two years
- n) Examinations and decisions on proposals and motions of the members
- o) Approval of Regulations within the meaning of article 15 paragraph 2 littera c)
- p) Decision on all affairs being reserved for the General Assembly by the statutes or by law
- q) Modification of the statutes
- r) Appointment of honorary member
- s) Decision on the meeting place for the next General Assembly

ARTICLE 29 VOTING STATUS

- 29.1 Each member Association is allowed to participate with two persons (delegates legitimated by the National Association) at the General Assembly. A person can only represent one Association.
- 29.2 Each ordinary member Association which has fulfilled its obligation's to IFF is entitled to one vote at the General Assembly. The CB informs the voting roll and distributes it together with the documents of the General Assembly latest 30 full days before the General Assembly.

ARTICLE 30 ELECTIONS AND DECISIONS

- 30.1 Elections and decisions are voted by open ballot unless at least two of the present ordinary members apply for a secret ballot.
- 30.2 Elections and decisions shall be taken by simple majority of the present votes.
- 30.3 When the voting concerns elections, the person or those persons with the most votes shall be considered elected. In the election of the CB the candidate of each gender, who have received the most votes, are first elected and the remaining seats are filled in order of most votes

received.

30.4 IFF strives to secure a broad representation of both genders in all, of its Bodies, listed in Art. 24.

30.5. The IFF President and the members of the Central Board can only elected a total of three consecutive terms of four years, starting from the elections at the IFF General Assembly 2024. The IFF General Assembly can decide for an exception of one term.

A member of the Central Board can only be elected if they are less than 70 year of age on the date of the election.

ARTICLE 31 PROTOCOL (MINUTES)

31.1 The minutes shall be sent to the member Associations within 30 full days from when the General Assembly has been held.

31.2 The minutes is considered to be approved by the ordinary member Associations unless a substantiated objection in writing is sent to the CB of the IFF within 30 full days notice since the service.

31.3 In the case of an objection the next General Assembly decides on the approval respectively the corrigenda or the completions of the minutes.

B. THE CENTRAL BOARD

ARTICLE 32 FUNCTION

32.1 The Central Board (CB) is the executive body of IFF.

32.2 It leads the IFF and represents it externally.

ARTICLE 33 COMPOSITION

33.1 The CB shall consist of a President and ten members representing both genders. The President and nine members are elected by the General Assembly, while the tenth member is the Chair of the Athletes Commission, elected by the latter.

33.2 No more than one person from the same ordinary member Association can be elected as member of the CB, with the exception of the President or the Athletes Commission Chair. In all cases, the CB cannot be made up of more than two members from the same member Association.

33.3 The term of office for the President and members of the CB shall be four years. The retiring members and the President shall be eligible for re-election, in accordance with Art 30.5.

33.4 Vacancies during the term of office shall be co-opted by the CB upon proposal by the national

Associations in question.

ARTICLE 34 CONSTITUTION AND ORGANISATION

- 34.1 Within the members of the CB there shall be appointed one Vice President and a Treasurer.
- 34.2 The procedure within the CB, the functions and competence of the CB members shall be governed by rules of procedure and responsibility lists.

ARTICLE 35 COMPETENCE AND VOTING

- 35.1 The CB shall be responsible for the management and administration of the IFF and shall take decisions on all matters which does not require a General Assembly decision. The CB may delegate some of its powers.
- 35.2 The CB shall appoint the **Chair and members** of the committees
- 35.3 The CB enacts the IFF Regulations.
- 35.4 Each member of the CB is entitled within the limits of its particular function and in the execution of CB decisions to represent the IFF in its own power.
- 35.5 The CB can install working groups (WG) for specific duties with adequate competence. Also non CB members can be called into a WG.
- 35.6 In order to fulfil all the requirements in the administration the CB can appoint a General Secretary.
- 35.7 The CB shall have a quorum of six members, including the President or, in his absence, the Vice-President.
- 35.8 In case of a draw in a CB voting the President's vote is decisive.

C. THE EXECUTIVE COMMITTEE (ExCo)

ARTICLE 36 COMPOSITION AND COMPETENCE

- 36.1 The routine and urgent business of the IFF shall be dealt with by an Executive Committee (ExCo) comprised of the President, the Vice-President, the Secretary General and two additional members of the CB, the latter being proposed by the President and elected by the CB.
- 36.2 The ExCo shall be responsible for the preparation of matters for the CB and handling urgent questions if the CB is not in position to reconvene.
- 36.3 Decisions shall be taken by simple majority. In case of equality of votes, the President decides.
- 36.3 Members of the ExCo shall not take part in the voting on items on the agenda, which are of particular interest to their National Federation, or the Federation in which they hold a position.

If necessary, the said items shall be designated by a separate vote, in which the members in question shall not take part.

ARTICLE 37 EXCEPTION

In cases of extreme urgency, the President may take the decision alone. **The President** shall inform the ExCo of these decisions at the next meeting.

D. THE DISCIPLINARY ORGANS

ARTICLE 38 ORGANS

The disciplinary organs of IFF are:

- (a) the Jury;
- (b) the Disciplinary Committee (DC);
- (c) the Appeal Committee (AC).

ARTICLE 39 COMPOSITION

- 39.1 The Rules and Competition Committee (RACC) appoints the Jury members to each competition.
- 39.2 The General Assembly elects the members of the DC and the AC for a period of four years.
- 39.3 The General Assembly appoints the Chair of each Committee from among the members for the same period of four years.
- 39.4 At least the Chair of each Committee shall be a lawyer.

ARTICLE 40 COMPETENCE AND PROCEDURE

- 40.1 The Jury is authorised to sanction any breach of IFF regulations or guidelines during IFF competitions according to the Juridical Regulations in force.
- 40.2 The DC is authorised to sanction any breach of IFF regulations which does not come under the jurisdiction of another body according to the Juridical Regulations in force.
- 40.3 The AC is responsible for deciding appeals against any of the Jury's, DC's and CB's decisions that the IFF regulations do not declare as final or referable to another body.
- 40.4 The procedure is governed by the Juridical Regulations.

E. THE COMMITTEES

ARTICLE 41 STANDING COMMITTEES

- 42.1** The Standing Committees of IFF, appointed by the CB, are:

- Rules and Competition Committee (RACC)
- Referee's Committee (RC)
- Medical Committee (MC)
- Entourage Commission (ENC)

42.2 The Chair and the three members of the Ethics Committee are elected by the General Assembly (Art. 28 I).

42.3. The Athletes Commission members (4 female and 4 male members) are elected by the athletes of the IFF member associations every four years.

ARTICLE 42 COMPOSITION

- 42.1 Based on proposals submitted by each Committee Chair, the CB appoints the members of each Committee for a four-year term.
- 42.2 Excepted for the MC, the Committees shall, in principle, be chaired by a member of the CB. The CB may decide otherwise.
- 42.3 The CB shall determine the number of members of each Committee.

ARTICLE 43 OBLIGATIONS

- 43.1 The Chair shall represent his Committee. In consultation with the Office, the Chair of a Committee shall set the dates of meetings, be responsible for the proper conduct of business and regularly report to the CB on the Committee's work.
- 43.2 The Committees shall advise the CB. The CB may delegate certain of its duties to a Committee.
- 43.3 The Committees shall draw up guidelines for their work, which shall be approved by the CB.

ARTICLE 44 SPECIAL COMMITTEES AND FUNCTIONS

- 44.1 The CB may create Special Committees for a temporary period in order to deal with urgent and specific matters.
- 44.2 The rules governing the composition and obligations of the Standing Committees shall apply to Special Committees.
- 44.3 The CB may appoint persons to Special Functions or to perform special tasks on behalf of the IFF.

IV ADMINISTRATION

ARTICLE 45 OFFICE

The Office shall carry out all the administrative work of IFF under the direction of the Secretary General.

ARTICLE 46 SECRETARY GENERAL

46.1 The Secretary General is the chief executive of the Office and shall be appointed on the basis of an agreement governed by private law.

46.2 He shall be responsible for :

- a) implementing decisions passed by the General Assembly, the CB and the ExCo ;
- b) managing and keeping the accounts of IFF properly;
- c) compiling the minutes for the meetings of the General Assembly, the CB and the ExCo and standing and special committees;
- d) IFF's correspondence;
- e) relations with the Confederations, Members, Committees and Special Functions;
- f) organizing the Office;
- g) the appointment and dismissal of staff working in the Office ;
- h) signing decisions on behalf of any IFF committee, provided that no other ruling exists in the respective regulations.

V FINANCES

ARTICLE 47 REVENUES

The revenues of the IFF consist, amongst others, of:

- membership fees
- duties
- tolls
- sanction fees
- subventions, donations, gifts, legacies
- returns of trade and agreements

ARTICLE 48 MEMBERSHIP FEE

48.1 The membership fee consists of two parts: a basic fee and a fee based on the number of players in the National Association (sized-related fee).

48.2 An ordinary member pays an ordinary members basic fee, and the sized-related fee.
A provisional member pays a provisional members basic fee and the sized-related fee.

48.3 The amounts of the fees are settled by the General Assembly and appear in the IFF Financial Regulations.

ARTICLE 49 INDEMNITIES AND CHARGES

The indemnities and charges of any member of an IFF body or representatives of the IFF shall be governed by the IFF Financial Regulations.

ARTICLE 50 LIABILITY

The IFF is liable for its engagements exclusively and only with its own assets. It is excluded to have a recourse to the National Associations.

ARTICLE 51 EXAMINATION OF THE ACCOUNT / AUDITORS

The General Assembly shall appoint a firm of chartered accountants, one accountant and one substitute for a term of office of two years to examine the financial report of the IFF every year. The auditors' reports shall be submitted to the General Assembly.

VI DISCIPLINARY MEASURES

ARTICLE 52 DISCIPLINARY MEASURES

52.1 Sanctions are:

- a) Warning
- b) Reprimand
- c) Fine
- d) Disqualification from competitions
- e) Discharge from official position
- f) Suspension
- g) Expulsion

52.2 The Jury, the DC and the AC may impose the sanctions described in these Statutes and in the IFF Juridical Regulations on member Associations, clubs, players and officials.

52.3 In any case different sanctions can be combined.

52.4 Suspensions of National Associations are imposed by the General Assembly. In the case of emergency, the CB is empowered to impose suspension on National Associations. All Suspensions of National Associations shall become into force on the date of the decision.

52.5 Only a General Assembly or an Extraordinary General Assembly may expel a member Association, after granting it a hearing, in accordance with IFF Juridical Regulation.

52.6 The sanctions are enforced throughout the IFF and notice thereof shall be given by registered letter to the party concerned.

VII DISPUTES

ARTICLE 53 MEDIATION

- 53.1 Any dispute of international dimension arising between IFF and/or member Associations, their representatives, coaches, Teams, Referees, etc. shall be submitted to mediation in accordance with the IFF Mediation Rules.
- 53.2 If, and to the extent that, any such dispute has not been settled within 90 days of the commencement of the mediation, or if, before the expiration of the said period, either party fails to participate or continue to participate in the mediation, the dispute shall, upon the filing of a Request for Arbitration by either party, be referred to and finally settled by CAS arbitration pursuant to the Code of Sports-related Arbitration.

ARTICLE 54 ARBITRATION

- 54.1 The Court of Arbitration for Sport in Lausanne, Switzerland (CAS) shall have exclusive jurisdiction, to the exclusion of any ordinary court or any other court of arbitration, to deal with the following disputes in its capacity as an ordinary court of arbitration:
- a) disputes between IFF and associations, leagues, clubs, players or officials;
 - b) disputes of international dimension between associations, leagues, clubs, players or officials.
- 54.2 The CAS shall only intervene in its capacity as an ordinary court of arbitration if the dispute does not fall within the competence of a IFF organ.
- 54.3 Any decision made by the DC upon disciplinary matters, any decision made by the AC upon competition matters and any decision made by the CB upon any doping abuse may be submitted exclusively by way of appeal to the CAS, to the exclusion of any ordinary court or any other court of arbitration. The time limit for appeal is twenty-one full days after the reception of the decision concerning the appeal.
- 54.4 An appeal before the CAS may only be brought after IFF's internal procedures and remedies have been exhausted.
- 54.5 The CAS is not competent to deal with:
- a) matters related to the application of a purely sporting rule, such as the Rules of the game or the technical modalities of a competition;
 - b) decisions through which a natural person is suspended for a period of up to two matches or up to one month;
 - c) awards issued by an independent and impartial court of arbitration in a dispute of national dimension arising from the application of the statutes or regulations of an association.
- 54.6 The CAS will resolve the dispute definitively in accordance with the Code of sports-related arbitration.

VIII MISCELLANEOUS

ARTICLE 55 GOVERNING LAW, LEGAL FORUM AND POWER OF ATTORNEY

55.1 These Statutes shall be governed in all respects by Swiss law.

55.2 The legal forum shall be the legal seat of IFF.

55.3 Power of Attorney is given as follows:

- The President has the right to sign in the name of the IFF single-handedly

- The secretary general has the right to sign in the name of the IFF single-handedly in any issue of the daily business or together in combination with the president, vice president or the treasurer.

- The Vice President and the Treasurer has the right to sign in the name of the IFF always two persons together in any possible combination with either the president or the secretary general.

ARTICLE 56 OFFICIAL LANGUAGE

The official language of the IFF is English. Each National Association shall be responsible for its own translation.

ARTICLE 57 MODIFICATION OF THE STATUTES

The modification of the IFF Statutes shall become effective by the decision of a 2/3 majority of votes present at the General Assembly.

ARTICLE 58 DISSOLUTION OF THE IFF

58.1 The dissolution of the IFF shall become effective only by a 3/4 majority of all official member Associations.

58.2 The dissolution must be repeated and granted by an extraordinary Dissolution Congress not later than six month after the first dissolution decision.

58.3 In the case of dissolution all financial claims have to be settled by a special Liquidation Committee (LC) elected by the dissolution General Assembly. The delegates of the Dissolution General Assembly shall decide about the use of the balance.

IX CONCLUDING CLAUSES

ARTICLE 59 ENACTING CLAUSE

These statutes were adopted by the IFF General Assembly in Riga, in Latvia on December 10th, 2016. They supersede those dated 8th of December 2012 and come into force immediately.

ARTICLE 60 TRANSITIONAL REGULATIONS

60.1 Facts that have accrued in advance of the enacting of these Statutes shall be judged/interpreted in accordance to the former Regulations.

60.2 Any decisions of the IFF Bodies shall stay to be effective as far as they are not contradictory to these Statutes.

I hereby confirm that these are the valid IFF Statutes, which has been approved by the IFF General Assembly on the 8th of December, 2018.

John Liljelund
Secretary General
International Floorball Federation

International Floorball Federation
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Helsinki, Finland 28th of October 2018

Proposal to the IFF General Assembly

Changing the Structure of Future Floorball Major Events

The first World Floorball Championships were played in 1996 in Sweden and after a number of different set-ups the format for the WFC was finalized in 2003. Due to the quick development and growth of the sport the present system with just a WFC Final round played with 16 teams was introduced for the Women's WFC 2013 and used since.

The discussion of the format of the Major Events has continued and after the introduction of Floorball to the first major International multi-sport event – The World Games 2017, in Wroclaw, Poland it has been intensified, due to the game format used there based on the requirements of the organizer and the International World Games Association. The experience with a shorter game time, smaller teams and very intense and exiting matches, fostered a discussion of the need to change the format also for the IFF Major Events. As discussed in the IFF Associations Meeting in Bratislava 2017, the member associations were clearly in favor to change the IFF World Championships format to be more like the format of The World Games.

Based on the result from the Associations Meeting, the IFF Central Board has prepared the matter and the IFF RACC collected input from the National Associations through a Future of Floorball questionnaire. Based on the feedback from a number of players, coaches member associations and floorball media, the IFF Central Board proposes to the IFF General Assembly to decide to execute a set of initial tests for the new system during the seasons 2019 – 2020 and 2020 – 2021 in IFF Events and in other by the members selected International Events during the season 2019 and/or 2020 - 2021, after which the Floorball Community can evaluate the overall effect of the changes on both a national and international level together, with the aim that the Member Associations could then take a final decision whether to make the change for the future in the IFF General Assembly 2022.

This would mean that the tests shall be played with National Teams consisting of a maximum of 22 persons in the Team delegation, consisting of 17 players and 5 team officials. The playing time is 3 x 15 minutes effective time, with 10 minutes intermissions.

The main reason for the proposed change is not the possible future participation in multi-sport games or the Olympic Games, but to follow the global sport trends and to proactively make our sport easier accessible and more interesting for the sport audience and market. The recent discussion has clearly shown that we first need to carefully test new structures before introducing them, in order to reach our ultimate goals and the set missions and visions, but at the same time show that our sport is flexible and adaptable.

The IFF Central Board feels that there is no pressing need for the National Associations to adopt this game format to their national leagues for the time of the test, but the National Associations are of course free to test this in their national series. In the long run, the sport will have to adopt to possible multi-sport events, like some of the other team sports.

Creation of a Euro Floorball Championships, under the aegis of IFF

The Euro Floorball Tour - EFT-countries behind this proposal strongly believes, that after an extensive analysis and discussions with a number of stakeholders, that it would be in both the interest of their and the International Floorball Community to create an Euro Floorball Championships (EF) starting from 2023.

Objective

There is a growing need, not only from a competition point of view, but also from marketing and visibility aspects, to have an additional title to fight for. IFF also desperately needs more international events, to strengthen the marketing, promotion and the awareness of the sport. The Euro Floorball Championships would receive a much higher status, on the national level than the present EFT's and therefore help the national associations in their work to promote the sport through the championships. There is also a strong consideration that the proposing countries need to have more major events to organise to strengthen their position nationally, giving more valuable events for the host cities, partners and media. As the objective must be to have the WFC's played also outside of Europe, the EF would fulfil this need. The new format could also act as an entry point for countries presently ranked 5-12th to start organising Major Events.

Euro Floorball Championships (EF)

The top 7 nations from the previous WFC and the host nation will be qualified for the EF, which will be played during the WFC qualification International week in January-February, meaning that these countries are directly qualified for the next WFC, if they participate in the EF.

The tournament will be played in two balloted groups of four teams during 7 days, four days for group games and 3 days for placement, semi-final and medal matches, with a total of 20 matches. Men will play in even years and women in odd years, but always in the same year as the WFC for that gender.

The EF would be managed by IFF, in the same way as the WFC's and the U19 WFC's. The bid for organising the event would start 4,5 years in advance of the Event, with applications 4 years in advance and a decision 3 years in advance. The organising agreement must be signed at the time for the decision. IFF shall use the IFF Event Management System – Eventello to manage the entire process.

The EF will be lighter, easier and more cost-efficient to organize than the WFC. The requirements for the bidding, organizing and the arenas for the EF will be lower than for the WFC's. The EF gives the organisers a bigger flexibility to cooperate with other cities and venues, than the ones where the WFC's can be played, but still within a 90 minutes driving range from an International airport.

Responsibilities

IFF will have the overall responsibility and delegate this to the organiser via the organiser agreement and the EF Competition regulation. IFF will handle the distribution of the International TV- and Internet-TV signal.

The EF will be organised based on the IFF regulations and the requirements set in the IFF Event Handbook. The requirements for the EF will be a little above the requirements of the U19 WFC's when it comes to finances and requirements so that it is easier for smaller floorball countries to organize the event, too.

The applicants ask for an approval of the Euro Floorball Championships (EF) concept from the IFF Central Board and that IFF takes the needed measures to include the EF into the IFF International Calendar starting from 2023 and to take the needed measures to put in place the EF regulations and modified requirements by the end of Q2 in 2019.

IFF Central Board Recommendation regarding the Motion about the Creation of the Euro Floorball Championships

The IFF RACC made a questionnaire to the European associations based on the motion the EFT Countries have made for the creation of the Euro Floorball Championships to seek their view upon it.

A total of 11 countries answered the questionnaire and 9 of them were positive to the organisation of the Euro Floorball Championships in general. One responding country was unsure and there was one country which was negative to the proposal. A total of 11 countries didn't answer the questionnaire. There are four countries that are fully in favour of the EFT-country proposal

The IFF has got a lot of comments and questions that will help us in the future work with building possible Euro Floorball Championships.

Conclusions that RACC will report to the IFF CB is following

1. There is a big majority of countries that support the idea of the creation of the Euro Floorball Championships
2. There is a big majority that wants to work on the proposal as such to make it better and clearer regarding technical details
3. RACC has members from countries that are in different development phases that several countries think is necessary to have

RACC proposes to the CB that IFF propose to the GA to accept the creation of the Euro Floorball Championships and to give the task the IFF Central Board to work out the detailed solution how the Euro Floorball Championships will be played.

IFF Central Board 28.10.2018



World Floorball Championships 2018

December 1 – 9 / Prague / Czech Republic

WFC 2018 – STATUS

1 months prior to the Event

ORGANISATION

- ✓ Full organizational structure is ready
- ✓ Contracts with all the staff to be signed (approx. 80 people)

ECONOMY AND FINANCES

- ✓ Ongoing work on income sources - sponsorship, other support, sales, ticketing
- ✓ Break even result still the basic goal, costs need to be strictly controlled
- ✓ All potential income sources still in process to be maximized

SERVICE AND LOGISTICS

- ✓ The Prague Public Transit Co. becoming the WFC 2018 transport partner
- ✓ VW becoming the WFC 2018 Official Car provider
- ✓ Internet concept for both halls set
- ✓ Meals for organizers and catering services for both halls to be set
- ❖ Challenging situation with possible extra accommodation needs in hotel Clarion – fully booked!

WFC PARTICIPANTS

- ✓ 3rd info letter sent
 - deadline for all the responses end of October
- ✓ Team of Thailand having a 1 month training camp in the Czech Republic /Kutná Hora/
- ✓ Ongoing contact with the IFF office
 - Skype meeting with the IFF office at the end of September – all issues clear
 - Personal meeting with John Liljelund during the IFF CB meeting in Prague



World Floorball Championships 2018

December 1 – 9 / Prague / Czech Republic

- ❖ Challenging situation with team Slovakia, that is not providing answers to any of the requested information needed from LOC

MARKETING AND COMMUNICATION

- ✓ Second major outdoor WFC campaign in Prague and Central Bohemia executed in October – billboards, double billboards, citylights etc.
- ✓ Third major outdoor WFC campaign in all the regions of the Czech Republic to be executed in November – billboards, double billboards, citylights etc.
- ✓ Presence at the EFT international tournaments in Sweden and Switzerland
- ✓ Cooperation with Czech clubs continues
 - An audio advertisement produced
- ✓ Cooperation with international media set
- ✓ Major Media cooperation set – promotion as well as content
 - Czech TV
 - Radio Evropa 2
 - TV Óčko
 - Major national Newspapers – Deník Sport, Deník, MF Dnes
 - Major national Website – Seznam.cz

CZECH FLOORBALL PARTNERS AND CHANNELS

- ✓ Second Main Partner for the WFC 2018 signed
- ✓ Further dialogue with all the current sponsorship partners of Czech Floorball
 - Presently 2 main + 3 official signed/close to
- ✓ Possibilities of partner activations and campaigns during the WFC defined
- ✓ Many 20+ negotiations with potential smaller partners still ongoing, important not only for the income, but also for the future of Czech Floorball



World Floorball Championships 2018

December 1 – 9 / Prague / Czech Republic

MEDIA OPERATIONS

- ✓ The production offer by Czech TV sent to IFF
 - A rate card delivered
 - Swedish TV and Finnish TV applied for commentary position
- ✓ Dialogue with Czech TV regarding the national broadcasting and promotion
 - Special promotional TV spot to be produced by the end of October
- ✓ Accreditation system launched – open until October 31
 - So far around 60 media representatives applied
- ❖ Production Contract prepared by Czech TV still not delivered to IFF
- ❖ Media interest for accreditation so far not that high – might change with the approach of the deadline for application

VOLUNTEERS

- ✓ All volunteers meetings and Skype calls done
 - Contracts signed by all interested applicants
 - Confirmation of positions to all the applicants to be given the first week of November
- ✓ volunteer/organizers clothing fixed in cooperation with merchandising producer UNITY and PUMA

COMPETITION

- ✓ List of technical exceptions delivered to IFF
 - All of them confirmed and accepted
- ✓ Accreditation system finalized
 - Printing of the accreditations starting on November 19
- ✓ The plan of the Test games changed
 - Arena Sparta on Thursday 29.11.
 - O₂ arena on Friday 30.11.
- ❖ Agreement with Arena Sparta – Podvinny mlyn still to be signed (legal obstacles)



World Floorball Championships 2018

December 1 – 9 / Prague / Czech Republic

SPECTATORS EXPERIENCE / VENUE ENTERTAINMENT

- ✓ Spectators experience divided in special sections
 - special communication 24 hours before the visit – to prepare the spectator for the visit
 - entertainment in the bowl
 - entertainment in the spectators corridors
 - outdoor (around the arena) events
 - after visit follow-up
- ✓ Discussion regarding the opening ceremony in process
 - First concept presented

TICKETING

- ✓ The ticket sales higher after summer
 - Lower stands for the final sold out, opening and semifinal day to be sold out soon
- ✓ High interest from schools for the morning sessions
 - Expecting totally up to 15 000 kids to come on week days
- ❖ So far a lower interest than expected for the group games of Czech team [2.12., 4.12.]
 - Likely to be changed with the tournament approaching

VIP

- ✓ Last details of Services and logistics for VIP still to be finalized
- ✓ The number of IFF VIP guests finalized
- ✓ The VIP groups set
 - official invitation to the floorball guests sent
 - second round of the invitations to be sent the first week of November
- ❖ Challenging situation with the VIP hospitality on the final weekend – a limited capacity of the VIP room to satisfy all the requests



World Floorball Championships 2018

December 1 – 9 / Prague / Czech Republic

ADJACENT EVENTS

- ✓ Adjacent events defined
 - organizing WFC is giving Czech Floorball an opportunity to promote floorball on many different levels
 - VIP events
 - Invitation to all the city mayors from the whole Czech Republic for the opening day
 - City Reception
 - Marketing events
 - Special tournament for firms and companies
 - Final of the Street Floorball League
 - Educational events
 - Coaching seminars
 - Discussion about possibility to run the seminars also in English to open the chance for foreigner participants
 - Experience Events
 - A Backstage Tour
 - International (IFF) events
 - General Assembly
 - IFF CB Meeting

FANZONES

- ✓ Twelve Fanzones to be organised in regions of the Czech Republic
 - Second national meeting with all the Fanzones managers to be organized the first week of November
 - Local promotion of the Fanzones has started and will continue with national campaign in November
 - 5 Fanzones planned outside, 7 inside



World Floorball Championships 2018

December 1–9 / Prague / Czech Republic

Project Health Card

Report to IFF CB by the WFC 2018 LOC

★ Overall project status is **GREEN**

Organisation		On track
Economy and Financing		On track
Service and Logistics		On track
WFC Participants		On track
Marketing		On track
Communication		On track




★ Overall project status is **GREEN**

Media Operations		On track
Volunteers		On track
Competition		On track
Spectators Experience		On track
Ticketing		On track
VIP		On track



★ Overall project status is GREEN

Adjacent Events		On track
Fanzones		On track



STATUS 26.10.

STATUS 26.10.

							TV															
							match	OC	CZE	FIN	SWE	SUI	SVK	LAT	DEN	SIN	NOR	THA	JPN	GER	POL	
									Czech TV	YLE	Discovery	SRF	RSTV	LTV7	DR		?	?	?	?		
							35	22	19	7	14	7	3	7	5	7	0	0	0	0		
Sat	12.00	O2 arena	SUI	-	LAT	GrpA		1	1	1		1	1		1							
	01.12.	12.30	Arena 2	CAN	-	SVK	GrpD		1					1								
		15.00	O2 arena	FIN	-	SWE	Grp B		1	1	1	1										
		15.30	Arena 2	AUS	-	EST	GrpC		0													
		18.15	O2 arena	GER	-	CZE	GrpA		1	1	1		1									
		18.30	Arena 2	POL	-	THA	GrpC		0													
Sun	11.00	O2 arena	DEN	-	NOR	GrpB		1	1			1				1						
	02.12.	12.00	Arena 2	SVK	-	JPN	GrpD		1					1								
		14.00	O2 arena	SUI	-	GER	GrpA		1			1	1									
		15.00	Arena 2	CAN	-	SGP	GrpD		1	1							1					
		17.00	O2 arena	LAT	-	CZE	GrpA		1		1				1							
		18.00	Arena 2	EST	-	POL	GrpC		1	1												
Mon	10.00	O2 arena	SGP	-	JPN	GrpD		1	1	1							1					
	03.12.	12.45	O2 arena	LAT	-	GER	GrpA		1						1							
		15.30	Arena 2	AUS	-	POL	GrpC		0													
		16.45	O2 arena	FIN	-	DEN	GrpB		1	1	1	1				1						
		18.30	Arena 2	EST	-	THA	GrpC		0													
		19.30	O2 arena	SWE	-	NOR	GrpB		1	1	1		1									
Tue	10.00	O2 arena	THA	-	AUS	GrpC		1	1													
	04.12.	12.45	O2 arena	SVK	-	SGP	GrpD		1	1	1			1			1					
		14.30	Arena 2	JPN	-	CAN	GrpD		0													
		16.45	O2 arena	NOR	-	FIN	GrpB		1		1	1										
		17.15	Arena 2	SWE	-	DEN	GrpB		1			1				1						
		19.30	O2 arena	CZE	-	SUI	GrpA		1	1	1		1	1								
Wed	*10:00	O2 arena	4th grp A	-	1st grp D	PO3		1	1	1				?	?		?					
	05.12.	12.45	O2 arena	4th grp B	-	1st grp C	PO4		1							?						
		15.30	Arena 2	3rd grp B	-	2nd grp C	PO2		1	1						?						
		18.30	Arena 2	3rd grp A	-	2nd grp D	PO1		1						?	?						

WFC 2018 TV Matches

STATUS 26.10.

TV	All														
match	OC	CZE	FIN	SWE	SUI	SVK	LAT	DEN	SIN	NOR	THA	JPN	GER	POL	

Thu 06.12.	9.30	Arena 2	3rd grp D - 4th grp C	13-16:1		0									?				
	12.30	Arena 2	3rd grp C - 4th grp D	13-16:2		0													
	15.30	Arena 2	Loser PO2 - Loser PO3	9-12:1		0													
	***16.30	O2 arena	1st group A - Winner PO4	Q1	SUI	1	1	1			1			?					
	18.30	Arena 2	Loser PO1 - Loser PO4	9-12:2		0													
	*19.30	O2 arena	2nd group A - Winner PO2	Q3	CZE	1	1	1						?					

0

Fri 07.12.	9.30	Arena 2	Loser 13-16:1 - Loser 13-16:2	15th		0									?				
	12.30	Arena 2	Winner 13-16:1 - Winner 13-16:2	13th		0													
	****15:10	O2 arena	2nd group B - Winner PO1	Q4	SWE	1	1	1		1		?	?						
	15.30	Arena 2	Loser 9-12:1 - Loser 9-12:2	11th		0													
	**18:00	O2 arena	1st group B - Winner PO3	Q2	FIN	1	1	1	1				?						
	18.30	Arena 2	Winner 9-12:1 - Winner 9-12:2	9th		0													

0

Sat 8.12.2018 O2 Arena *CZE to play semifinal

0

Sat 08.12.	13.00	O2 arena	Loser Q1 - Loser Q4	5-8:1		1								?	?				
	11.00	Arena 2	Loser Q2 - Loser Q3	5-8:2		1									?				
	16.00	O2 arena	Winner Q2 - Winner Q3	Semi 1		1	1	1	1					1	?	1			
	19.00	O2 arena	Winner Q1 - Winner Q4	Semi 2		1	1	1		1	1			1	1	1			

0

Sun 9.12.2018 O2 Arena

0

Sun 09.12.	10.00	O2 arena	Winner 5-8:1 - Winner 5-8:2	5th place		1									?				
	10.00	Arena 2	Loser 5-8:1 - Loser 5-8:2	7th place		1									?				
	13.00	O2 arena	Loser Semi - Loser Semi	3rd place		1	1	1	1		1			1		1			
	16.00	O2 arena	Winner Semi - Winner Semi	Final		1	1	1	1	1	1			1	1	1			

0

* Czech Republic to play if qualified

** Finland to play if qualified

*** Switzerland to play if qualified

**** Sweden to play if qualified

***** Slovakia to play if qualified

ENG

HUN

Digi Sport Hungary

EST

CHN



MEN'S U19 WORLD FLOORBALL CHAMPIONSHIPS 2019

MAY 8-12 | HALIFAX | CANADA

A-DIVISION

Group A

Finland (1)
Switzerland (4)
Latvia (5)
Norway (9)

Group B

Sweden (2)
Czech Republic (3)
Denmark (6)
Slovakia (7)

B-DIVISION

Group C

Poland (8)
USA (15)
Japan (16)
Russia (29)

Group D

Germany (11)
Canada (14)
Slovenia (17)
New Zealand (21)

Changes due to TV may affect the schedule

VENUE: Dartmouth Sportplex

08.05.2019 Wednesday

9:00 Latvia	- Norway	Grp A
12:00 Finland	- Switzerland	Grp A
16:00 Sweden	- Czech Republic	Grp B
19:00 Germany	- Canada	Grp D

09.05.2019 Thursday

9:00 Norway	- Finland	Grp A
12:00 Czech Republic	- Denmark	Grp B
16:00 Slovakia	- Sweden	Grp B
19:00 Canada	- Slovenia	Grp D

10.05.2019 Friday

9:00 Sweden	- Denmark	Grp B
12:00 Finland	- Latvia	Grp A
16:00 USA	- Japan	Grp C
19:00 New Zealand	- Canada	Grp D

11.05.2019 Saturday

10:00 3rd A	- 3rd B	5th place
13:00 1st B	- 2nd A	A-Semi 2
16:00 1st A	- 2nd B	A-Semi 1
*19:00 4th B	- 4th A	7th place

12.05.2019 Sunday

9:00 Loser B-Semi	- Loser B-Semi	11th place
12:00 Winner B-Semi	- Winner B-Semi	B-Final
15:00 Loser A-Semi	- Loser A-Semi	3rd place
18:00 Winner A-Semi	- Winner A-Semi	A-Final

**Canada to play at this time in Dartmouth Sportplex*

VENUE: Dalplex

08.05.2019 Wednesday

9:00 Russia	Japan	Grp C
12:00 Slovenia	- New Zealand	Grp D
16:00 Poland	- USA	Grp C
19:00 Denmark	- Slovakia	Grp B

09.05.2019 Thursday

9:00 USA	- Russia	Grp C
12:00 Japan	- Poland	Grp C
16:00 New Zealand	- Germany	Grp D
19:00 Switzerland	- Latvia	Grp A

10.05.2019 Friday

9:00 Poland	Russia	Grp C
12:00 Czech Republic	- Slovakia	Grp B
16:00 Switzerland	- Norway	Grp A
19:00 Slovenia	- Germany	Grp D

11.05.2019 Saturday

10:00 4th D	- 4th C	15th place
13:00 1st C	- 2nd D	B-Semi 1
16:00 1st D	- 2nd C	B-Semi 2
19:00 3rd C	3rd D	13th place

12.05.2019 Sunday

Meetings

07.05.2019 Tuesday

20:00 Captain's Meeting & 1st Technical meeting

10.05.2019 Friday

21:45 2nd Technical meeting

Updated: 11.10.2018

Helsinki 17.10.2018

To: IFF Member Associations

Official invitation to the 13th Men's World Floorball Championships 2020

The International Floorball Federation hereby invites each IFF Member Association to the 13th Men's World Floorball Championships (WFC).

The qualifications, if more than 16 teams register, shall be played in the period 27.01.- 02.02.2020 and the final round in Helsinki, Finland in the period 05-13.12.2020.

Only the organiser, Finland, receives direct qualification to the Final Round.

Registration

Registration to participate (form attached) as well as the receipt of payment shall be sent via email to the IFF no later than the **31st of December 2018**. Email: competition@floorball.org (signed pdf or image file).

Please note that to guarantee participation, the Association must pay the participation fee and be without debts to IFF, or have an approved pay-off plan, by the time of the registration.

Participation Fees

Directly qualified team: 5000 CHF

Qualifying teams: 2000 CHF for the qualification and, if qualified, another 3000 CHF for the Final Round. In addition, the qualifying teams shall also share the referee costs for the qualification events. This will be invoiced after the qualification events.

Payment

Participation fees should be paid to be in the IFF account, no later than **31st of December 2018**.

Bank: Credit Suisse, CH-8700 Küsnacht.

Swift Code: CRESCHZZ80A, IBAN: CH52 0483 5055 9200 1100 0

The receipt of payment shall be attached to the registration form.

With sincere regards

INTERNATIONAL FLOORBALL FEDERATION

Stefan Kratz
Competition Manager

Attachment: Registration form

Helsinki 18.10.2018

To: IFF Member Associations

Official invitation to the 9th Women's U19 World Floorball Championships 2020

The International Floorball Federation hereby invites each IFF Member Association to the 9th Women's U19 World Floorball Championships 2020 (U19 WFC) in Uppsala, Sweden 6-10.05.2020

If more than 16 teams register, a qualification to the final round shall be played in the period 04-08.09.2019, organiser still to be decided.

PLAYER ELIGIBILITY: All players must be born on 01.01.2001 or after but not later than 05.05.2005.

DIRECT QUALIFICATION: If correctly registered and all obligations according to the financial regulations and Licence criteria are fulfilled the teams directly qualified are: Sweden, Finland, Czech Republic, Poland, Switzerland, Norway, Germany, Latvia and Slovakia.

Registration

Registration to participate (form attached) as well as the receipt of payment shall be sent via email to the IFF no later than the **31st of December 2018**. Email: competition@floorball.org (signed pdf or image file).

Please note that to guarantee participation, the Association must pay the participation fee and be without debts to IFF, or have an approved pay-off plan, by the time of the registration.

Participation fees

Directly qualified team: 3000 CHF

Qualifying teams: 2000 CHF

Further the referee costs in the qualification (1000 CHF) and final round (1200 CHF) shall be equally shared by all teams in the qualification and the final round respectively. This will be invoiced after the event.

Payment

Participation fees should be paid to be in the IFF account, no later than **31st of December 2018**.

Bank: Credit Suisse, CH-8700 Küsnacht.

Swift Code: CRESCHZZ80A, IBAN: CH52 0483 5055 9200 1100 0

The receipt of payment shall be attached to the registration form.

With sincere regards

INTERNATIONAL FLOORBALL FEDERATION

Stefan Kratz
Competition Manager

Attachment: Registration form

Appendix 18

Champions Cup Steering Group meeting 2/2018, Clarion Hotel Gillet, Uppsala, Sweden, 19.10.2018 between 09:30 – 12:00

Participants:	Kimmo Nurminen	CCSG chair, IFF
	Tomas Frank	CF
	Kari Lampinen	SSBL
	Magnus Nilsson & Kristoffer Fält	SIBF
	Michael Zoss	SUHV
	John Liljelund	IFF secretary general

1) Opening and Objectives

Mr. Nurminen welcomed everyone for the second meeting of the year for the CCSG, in connection the Men's EFT in Uppsala, Sweden.

Mr. Nurminen concluded that the aim of the meeting is to discuss the proposed concept prepared by Mr. Michael Zoss and try to find a base for the road forward.

2) The Champions Cup Concept 2023 -

Mr. Zoss has updated the concept paper and sent it to the working group on the 9th of October. Due to travels and tight work schedules, the working group has not had time to discuss it, so it is delivered to the steering group in its initial format.

Mr. Zoss made a short presentation of the concept and asked if this could be a basis for a new version. Mr. Lampinen felt that this could be a possible way to find a good solution for the future, so Finland is in favor. Mr. Frank felt that the building of the regional groups is very positive. Mr. Nilsson felt that we now have a document that all items are included in the concept. For Sweden it is not possible to move forward without a similar solution for the Women side. Mr. Liljelund feels that this is a good hybrid based on the previous concepts. For IFF it is not possible to advance without having women included in some way.

From the IFF point of view, Mr. Liljelund has flagged that the initial proposal of a sponsorship income of 140.000 CHF is far too big for the IFF to bear the risk for single-handedly and we have agreed with Mr. Zoss to look over this for the meeting.

The CCSG discussed the Concept proposal and raised the following issues and additions

- Divide the four groups into two divisions, North and South.
- Include all existing IFF member countries
- Define a minimum number of teams to form a group
- Will the way the groups are formed effect the WFC qualifications as they are built on WFC ranking not geography?
- Idea to forcing the national champions to participate – to be discussed how this could be done.
- Non-European teams can participate on own cost and play only in Europe
- Build a system for the ballot or competition structure of the tournament
- The regional tournaments can be played as a two-three-day tournaments
- Possibility for the Cup winner to participate from the top 4, avoid the inter-national matches
- Originally WFC ranking and after a few years a Club team ranking
- Can we play the Men's and the Women's final together?
- The final could be organized in the Top 4 in a certain order.
- There is a problem with the different competition season times.
- First round in end July/August, Intermediate date early September (two week period), quarter finals in end November/after WFC in December, semi finals in late December/early January and Finals in end February
- Try to find a solution for a fixed weekday for the matches and then the clubs can agree upon to change the playing date
- Possibility to let the teams agree upon a possibility to play two matches in one city. Only from the quarterfinals you should play home and away.

Report on present issues

- The game time is defined by IFF
- Final is one game
- Women solution could be a three-level competition – four tournaments for quarter finals (3-4 teams in groups), possibility to have 2 teams from top 4, semi-finals (Home-Away) and finals (Single game). Option for having 1 or 2 teams already qualified for the semi-finals.
- Raise the participation fee to 2000 CHF per non Top 4 team
- The organization of the Final shall be held on the IFF – National Association level.
- The budget was discussed, and a number of changes was made and the budget will be updated

Mr. Zoss will update the concept and send the proposal to the CCSG for final comments and then it will be sent to EFT-countries, with shall have to answers by the end of the year. Then it will be brought to the IFF RACC for comments related to technical competition issues the and the IFF CB.

3 *The Champions Cup 2019 in Sweden*

Mr. Nilsson gave a short report on the development of the preparations.

There are some issues with the TV production, as there might not be any broadcast in Sweden. IFF is talking to Finnish TV and Elisa Fan Seat.

Mr. Frank informed that it would be good if all important information for the participating teams would be announced before the time of registration.

4) *Other Issues*

Mr. Liljelund informed about the marketing and sales work done for the CC by Mr. Tero Kalsta. The following actions have been taken so far:

- A status meeting check with Magnus Nilsson (meeting 17.10.)
- IFF will run a promotion at the WFC2018 (LED ad)
- Point sales effort for CC while contacting potential main sponsors (e.g. Puma, AJ Produkter, Klubbhuset/Stanno, Vitamin Well) => several have declined. Discussions on-going with Subway and Lidl and more will be contacted (e.g. ferry companies).
- An offer for the CC with exclusivity for the floorball equipment manufacturer (Fatpipe, Unihoc, Salming) => Unihoc declined (too close to the WFC), Fatpipe unlikely, new offer to Salming
- Klubbhuset was interested in a main sponsorship (right to sell all floorball products + merchandise) => proposed a minimal sum / no deal
- Several contacted parties in the floorball industry have stated that it is a difficult time for them as it coincides with Gothia and Storvreta Cup (already there)
- There is a possibility to offer internet-streaming for Elisa/Fanseat (they would cover production cost / more reach)
- discussions also with HBR Arenareklam (they sell a lot of arena advertisement in Sweden and have a good client base) => no decision, on-going discussion

5) *Closing the meeting*

Mr. Nurminen thanked the CCSG members for a good and efficient meeting and for a good work to find a solution for the new format of the Champions Cup.

The next meeting will be held in Prague on the 7th to discuss how to start the sales process for the Event. The CCSG will be accompanied by Mr. Tero Kalsta.

Upcoming meetings and issues (cont.)

- In Prague on Friday the 7th of December at 14:30 to discuss the sales process for the Champions Cup new project
-

Issues that need to be discussed or decided upon or taken action upon

-
-

Champions Cup 2023 -

New set-up

1. Current situation

The Champions Cup has a history of great sports but difficult finances. The different stakeholders have different interests and views on the Champions Cup:

Clubs

For the club managers, the Champions Cup seems not to be very important. For them, the Champions Cup causes mainly problems about dates and mainly the finances.

The clubs seem not to be eager today to invest a certain amount for such a competition.

Players

For coaches and especially the players, the Champions Cup is a very important event. To play against the top teams of the world and mess with the strongest opponents is real sportsmanship.

International Floorball Federation

For the IFF the Champions Cup is very important in both matter, sports and publicity.

But the Champions Cup is also a very difficult topic about the financial situation. The IFF is today not able to finance such an event on its own.

Top4 National Associations

For the Top4-nations, the Champions Cup is important, but it causes a lot of questions about the schedule and the finances. Today the Top4-nations are ready to invest a certain amount in the Champions Cup.

All Top4-nations lose a big amount every time the Champions Cup is held in their country, between CHF 50'000-150'000 – this happens about all for years for any nation.

The Top4-nations believe that there must be found a possibility to organize an event, that is more interesting for the audience and sponsors.

Follow-up nations, ranked 5 to 10

For the follow-up nations the Champions Cup is on one hand a fantastic opportunity to play against the Top4-nations. On the other hand, the finances are a big problem: The money is very short only and is it worth for them to spend a big amount to play a game against an overpowering opponent?

But to play against the top teams of the world is an important goal for the teams and players of these countries.

The Champions Cup Steering Group

The CCSG agrees that there must be an international format for the top clubs and if possible also with the follow-uppers.

The CCSG agrees that the competition must be organized for both genders.

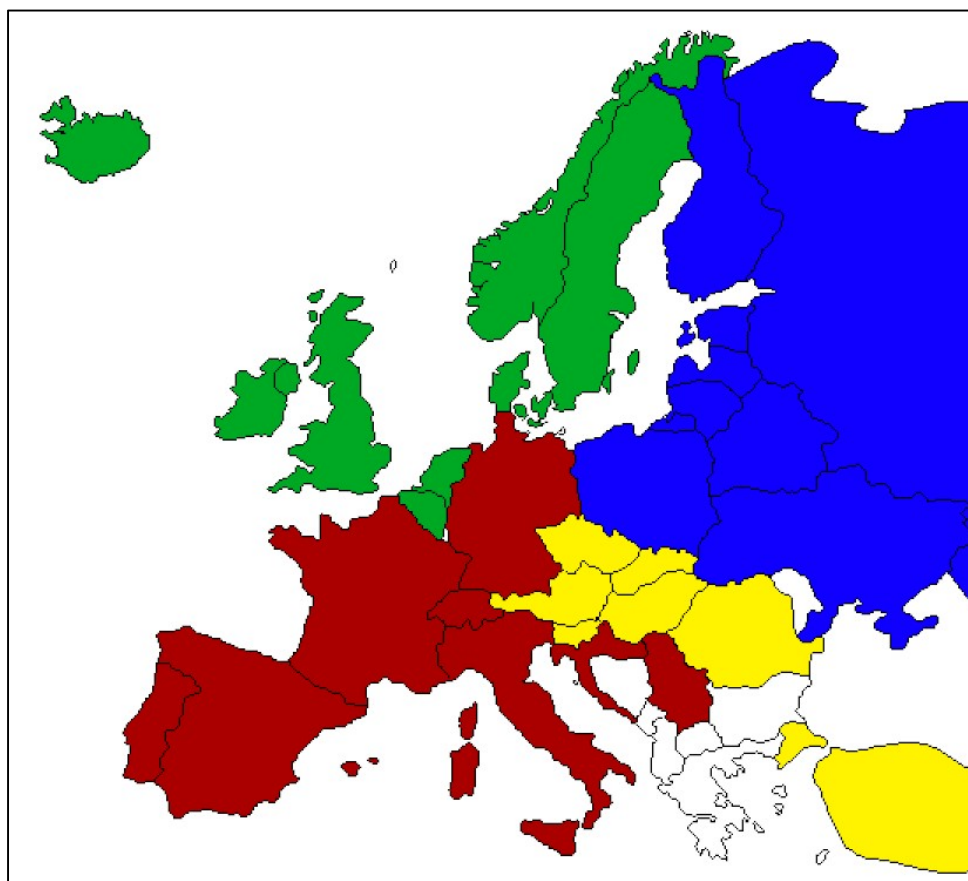
2. The competition

2.1. Conferences and divisions

The main objective is to find a solution which is interesting enough for all stakeholders to take part in the competition, both from a financial and competitive aspect.

To avoid big cost and long travel distances, all European countries will be split in four regional divisions. The distance between the countries is for the moment more important than the ranking, even though that the divisions don't have the same sporting levels:

Northern Conference		Southern Conference	
East Division (Blue)	North Division (Green)	South Division (Red)	Central Division (Yellow)
Finland (1)	Sweden (2)	Switzerland (3)	Czech Republik (4)
Latvia (7)	Denmark (5)	Germany (8)	Slovakia (10)
Estonia (9)	Norway (6)	Spain (19)	Austria (20)
Poland (14)	Belgium (25)	Italy (21)	Slovenia (24)
Russia (15)	Netherlands (27)	France (28)	Hungary (30)
<i>Belarus</i>	Great Britain (31)	<i>Serbia</i>	Liechtenstein (33)
<i>Ukraine</i>	Iceland (32)	<i>Portugal (provisional)</i>	<i>Slovenia</i>
<i>Lithuania (provisional)</i>	<i>Ireland (provisional)</i>	<i>Croatia (provisional)</i>	<i>Turkey (provisional)</i>
			<i>Romania (provisional)</i>



APPENDIX 19

The registration of the teams shall be handled by the end of May and the competition shall be played from August to March.

The rules of the game and are set by the IFF and the game time is defined by IFF.

If there are not enough teams for four divisions, the groups will be played in the two conferences "North" and "South".

Non-European teams are always welcome to join the Champions Cup, but they must travel to Europe and carry all costs themselves. The IFF assigns these nations to the divisions.

To define the Top4-nations, the WFC ranking is valid for the first 4 years. After this period, the results of the Champions Cup are valid.

If the champions of the countries have an obligation to participate the Champions Cup is up to IFF.

2.1.1. Ballot

Up to and including the quarterfinals the games are played in the conferences:

- East and North Division \Rightarrow North
- Central and South Division \Rightarrow South

For the Semi-finals there will be a ballot, made by the IFF.

Before the Semi-finals, clubs from the same nations can't play against each other.

2.2. Competition structure

2.2.1. Men

The whole competition structure is built on a competition tree:

Level	Pairs / Teams	
Final	1 pair – 2 teams	Winner Semi-finals
Semi-finals	2 pairs – 4 teams	Winner Quarterfinals
Quarterfinals	4 pairs – 8 teams	4 winners Intermediate Round + Top4 Champions
Intermediate Round	4 pairs – 8 teams	4 Division winners vs. Top4 Follow-uppers
Qualification groups	4 Divisions	All teams except the Top4; every Division winner goes to Intermediate Round. There can be a maximum of 6 teams per group. The regional tournaments can be played as a two- or three-day tournament.

In total there will be at least 24 games in the round robin and 21 games in the knock-out-phase during several months. Totally 45 games, and this could be more interesting for sponsors as the current situation.

Qualifications

The qualifications will be played in 4 Divisions: The champions of all nations, but not the Top4. The format for the tournament will be provided by the IFF (for 4, 5 or 6 teams)

The four Division winners are qualified for the Intermediate Round.

The organization of the tournament will be similar as at the EuroFloorball Cup or the EuroFloorball Challenge (EFCh). These two formats will be integrated in the Champions Cup.

Intermediate Round

The winners of the 4 Divisions play a home-away-game against the four Top4 Follow-uppers for the Quarterfinal qualification.

If both teams agree, the two games can be played in the same city on two days.

The Top4 nations define themselves who takes part as a Follow-upper, for example the cup winner if there is one.

Quarterfinals

The winners of the Intermediate Round play against the four Top4 national champions for the Semi-final qualification with a home and away-game.

If both teams agree, the two games can be played in the same city on two days.

Semifinals

The winners of the Quarterfinals play for the Final with a home and away-game.

Finals

The winners of the Semifinals play for the Title in a single game.

Both teams can agree on a host for the Finals. If both teams want to host the finals (or nobody does), a lot decision is drawn by the IFF.

Option: The final could be organized by the Top4 in a certain order.

The Woman's finals will be included in the Men's finals.

The finals are organized by the national association and the IFF.

2.2.2. Woman

The whole competition structure is built on a competition tree:

Level	Pairs / Teams	
Final	1 pair – 2 teams	Winner semi-finals
Semi-finals	2 pairs – 4 teams	Division winners
Division	4 Divisions	All teams (3-4 teams per group); every Division winner goes to Semi-Finals

In total there will be a minimum of 12 games in the round robin, and 5 games in the knock-out-phase during several months. Totally a minimum of 17 games.

Qualifications / Quarterfinals

The qualifications will be played in 3 or 4 divisional tournaments (Champions of all nations and runner-ups of the Top4). The format for the tournament will be provided by the IFF (for 3, 4 or 5 teams).

The four divisional winners of the qualification tournaments are qualified for the Quarterfinals.

Option: The Top4 can send already one or even two teams to the Semifinals.

APPENDIX 19

The organization of the tournament will be similar as at the EuroFloorball Cup or the EuroFloorball Challenge (EFCh). These two formats will be integrated in the Champions Cup.

Semifinals

The winners of the four Quarterfinals play for the Final with a home and away-game.

Finals

The winners of the two semifinals play for the title in a single game.

The Woman's finals will be included in the Men's finals.

The finals are organized by the national association and the IFF.

2.2.3. Timetable

Month	Round	Regional Tournament	Home-Away Game	2 games, one place	One Game (IFF)
Aug	Qualifications	X			
Sep	Intermediate Round		X	X	
Nov/Dec	Quarterfinals		X		
End of Dec / Early Jan	Semifinals		X		
Feb/Mar	Finals				X

The IFF sets a two-week period, until then all games must be played. This could even be a fixed weekday. Then the clubs can agree upon to change the playing date. If there is no agreement, the IFF sets the date.

3. Finances

To build up the system there is at least CHF 317'000 needed.

All stakeholders are involved to build up this amount.

3.1. Income

There are five various sources of money:

- National associations
- Participating teams
- IFF
- Sponsorship
- Streaming rights

APPENDIX 19

Donor		Amount/year	Number	Total
National Associations	TOP4	25'000	4	100'000
	All others	2'500	8	20'000
Teams (participants)	TOP4	2'500	16	40'000
	All others	2'000	16	32'000
IFF		25'000	1	25'000
Sponsorship	Gold	50'000	1	50'000
	Silver	20'000	1	20'000
	Bronze	10'000	2	20'000
Streaming				10'000
Total				317'000

All amounts in CHF

Option: There are a lot of successful crowd founding initiatives running in the sports world. It could be a possibility to collect money among the community to collect the money needed.

Marketing split

If there is more income of sponsors than the needed money, the marketing split looks like this:

- IFF and the clubs share 50%-50%. This has to be defined more specific later on.

This split is valid only for the amount that exceeds the needed sponsoring income (Gold, Silver, Bronze sponsors) – or the amount that is defined for the sponsorship.

3.2. Expenses

The expenses look like this:

Topic		Amount	Number	Total
Final	Pricemoney (Winner 10k, runner-up 5k)	15'000	2	30'000
	Travel expenses, away team	5'000	3	15'000
Semifinals	Travel expenses, away team	5'000	8	40'000
Quarterfinals	Travel expenses, away team	5'000	18	90'000
Intermediate Round	Travel expenses, away team	5'000	4	20'000
Qualifications	Travel expenses, away team	3'000	20	60'000
Streaming		1'000	30	30'000
Referees		400	60	24'000
Marketing				8'000
Total				317'000

All amounts in CHF

4. Timetable

Task	Responsible	Timing
Finishing version 4.0	Michael Zoss	22.10.2018
Comments and adaption from the CCSG	CCSG-members	24.10.2018
Fulfil the comments and adaption	Michael Zoss	25.11.2018
Release of all four national associations	CCSG-members	12.2018
Proof of the concept	IFF RACC	01.2019
Release of the concept	IFF CB	03.2019
Discussion with the not Top4-teams (in Neuchatel)	CCSG-members	12.2019

5. Open questions

There are some open questions:

Question	Solution
Woman: How could they be fast integrated?	Woman Floorball is integrated in the concept
How could a new CC fit with the present EuroFloorball Cup and the Euro Floorball Challenge?	EFC and EFCh are integrated in the concept
When starts the sales of the CC?	Right after finishing the concept, after OK from countries and CB (see timetable).
Possible problem for the IFF: Do the countries complain about the WFC quali, because there are regional groups in CC but not in WFC qualifications?	
How and when will the other nations, especially the teams ranked 5-10 be informed?	

25.10.2018 / MZO/CCSB

LATIN AMERICA REPORT October 2018

After last CB Meeting I got in contact with the whole group again and tried to get more and updated information specially about the situation in the no-registered countries. We can add now a new emerging country with a very good and impressive work lead by Swiss collaboration: Ecuador.

Also added a “preview” of who will come to Prague for the assembly and be able to prepare a meeting with all there.

- **Colombia - Jose Fernando Gómez**

Growing up but still only a registered Club. The one in Bucaramanga mi ciudad, pero seguimos avanzando en la promoción del deporte en t, but continuing promotions in three regions: La Guajira, North of Santander and Bogotá: There is a group of Swedish playing on Saturdays in Bogotá. They work with the Swedish Embassy in Colombia and they will probably get involved in some projects with the locals.

Facebook site: <https://www.facebook.com/floorball.colombia/>

- **CHILE - Felipe Quiroz -**

There's a group playing every Saturday for the last 15 years. Not organized as Federation. As far as they know they are the only club in Chile.

Facebook: https://web.facebook.com/groups/26432321836/?ref=group_header

- **DOMINICAN REPUBLIC - Prof. Osvaldo Cabrera -**

Working at a school as PE teacher with a small group of around 18 players. Like to come in December to GA in Prague.

- **VENEZUELA - Alejandro Russo-Menmdoza -**

Still developing activities but no more direct information from here. Two persons will come representing Venezuela to the GA in Prague.

- **ARGENTINA - Gloria Manriquez -**

Coming to Spain in December; we will have a meeting in Madrid.

- **ECUADOR - Jonathan Pazmiño**

- Coordinación Nacional de Floorball de Ecuador.

There are aprox 30 teams in Ecuador in these cities: Esmeraldas, Quito, Cayambe, Guayaquil and Atuntaqui.

The number of players is around 500 with 30 certified coaches by Unihockey fur Strassekinder, this is the organization that provides floorball stuff to all of them.

Working in the city of Quito in parks and schools promoting floorball, in Esmeraldas and Cayambe working with low level social groups and bringing the sport to them.

Working in how to get recognition as a Federation.

Needs: there are lots of ways to help them; documents, videos for coaches and referees..., guiding lines on how to approach the authorities to get the recognition and also creating a plan of development and projects.

- **Brazil – Rafael Pasqua**

They have already finished the edition of the video “Technique and Tactics” with the supervision of IFF Office with soundtrack in Portuguese.

Mr. Adriano Serafim has confirmed his assistance to the GA in Prague.

No more news from others during this period.

DOCUMENTS in SPANISH

Rules of the Game (edition 2014)
Changes in the Rules of the Game (edition 2014)
Match Record
Floorball Points Master
Basic referee Education Material
Learn, Start and Play
Floorball Youth Start Up Kit
IFF School Curriculum & Street/Urban Floorball3+
Rules of the Game (edition 2018)
Changes in the Rules of the Game (edition 2018)
Some PPT for education of coaches and referees

DOCUMENTS in PORTUGUESSE

Rules of the Game (edition 2018)
Video Technique and Tactics part 1

APPENDIX 21a

AOFC IFF COACH MENTOR ROLE/STRUCTURE

1.0 BACKGROUND

1.1 The IFF and AOFC have previously discussed the appointment of a person as a Development Officer (DO) for the AOFC. Some initial work to identify the role and person has been done but it is proving difficult to identify/agree the following

- Right person needed
- Location to base the person
- Funding
- Reporting requirements
- Who manages the person

2.0 DISCUSSION

2.1 Given the very diverse levels at which AOFC countries currently are in terms of development it has become obvious that the initial proposed structure of having a person based in the SEA region (probably Thailand) is problematic to ensure the best outcome of any funds invested by IFF into this program.

2.2 There would also be a high potential for politics within AOFC countries to play a part in the use of the DO and so I believe the role must be managed by IFF

2.3 The question that needs to be answered first is what do we want to achieve with the role. I see 2 Goals to consider as follows

- Close the gap which infers being more competitive at International Level
- Lift the level of local coaches while implementing a coaching structure and easy useable content

2.4 These 2 questions can be addressed with the following options

- Have a DO to carry out Train the Trainer type development in all AOFC Countries to Close the Gap at the International level have a DO to focus on getting new countries and helping the less developed countries

2.5 It is very unlikely that one person could achieve both goals and unlikely we can find any person from inside AOFC who could carry out the roles as most countries are busy with their own internal development

3.0 OPTION

3.1 I think that in the initial stages it might be best to focus on the goal of Closing the Gap as this will assist greatly at the International Level and the IFF already has processes in place to follow up potential new members.

4.0 PROPOSAL

4.1 Following discussions with Floorball New Zealand we propose the following option for approval by the IFF CB

- The IFF pay for a European Coach (Juerg Kihm) to do very targeted **Train the Trainer** work in conjunction with NZ

- IFF only pays for the person and travel. NZ will supply accommodation and internal transport and all equipment.
- Mentor Coach is paid 1,200 CHF per week.
- If the Mentor Coach goes to an International tournament at the request of NZ then NZ will cover the accommodation and food during the tournament.
- Initial focus of the Mentor Coach in NZ will be the U19 men's team who have qualified for the WFC19 for the first time and the Women leading up to the WFCQ in February. This is proposed to involve the following initial visits
 - 1st Nov 2018 to 4th Nov 2018 for both Men U19 and Women
 - 18th January 2019 to 2nd February 2019 for Women's WFCQ pre camp and tournament
 - 26th April 2019 to 5th May 2019 Men U19 Camp
 - 5th May 2019 to 12th May 2019 WFC Men U19
- The IFF Coach would visit a country on the following MINIMAL timeframe to work directly with the National Team Coaches and form part of the countries coaching team
 - National Team Selection Camps/Trials (2 weeks in country)
 - AOFC Qualifications (1-2 weeks at tournament and any pre-tournament camp)
 - WFC if they make it (1-2 weeks at tournament and any pre-tournament camp)
 - This commitment would then be for 3-6 weeks every year with 3 trips with a total maximum cost to IFF of 15,000 Swiss Francs per annum per country.
 - It is crucial to invest in juniors. The IFF Coach must also push for a national coaching education content book. Help to provide the right things. Push various coaches for exchanges also via internet outside the face to face meeting times. The national coaches should be determined to help to build the whole country stronger. If the association has people who are involved in the local national education structure or educate future coaches and school teachers, they all should be involved too. To have a sustainable growth and payback, we need all on board. If the IFF Coach only provides expertise only to National team and they don't share... it is an expensive exercise for IFF with too little potential outcome.
 - Ongoing the Countries National Coaches can contact the IFF Coach for mentoring as required

4.2 Proposed Budget is attached

5.0 RECOMMENDATIONS

- 5.1 I propose the following for the initial consideration of the IFF and AOFC Central Boards. I don't believe it is an AOFC decision, but they obviously need to be part of the process.
- 5.2 This project can be included in the EOTO program

- 5.3 The program initially be for up to the end of the Men U19 WFC 2019. At that time an initial review be carried out with all parties to ensure the process is beneficial against the KPI's set.
- 5.4 A set of KPI's would need to be developed to judge progress against, these will be developed by all parties

6.0 ACTIONS

6.1 Discuss the proposal at the IFF CB meeting in October 2018

6.2 If agreed to pursue the option the following actions are proposed

- Prepare a Heads of Agreement between the parties to detail
 - Roles and Responsibilities
 - KPI's and expectations
 - Budget
- Ask for AOFC input
- Implement the program starting in NZ as per dates above

	A	B	C	D	E	F
1	IFF MENTOR COACH BUDGET NZ PROGRAM					APPENDIX 21b
2						
3	WOMEN AND MEN U19					
4						
5	EXPENSES	Dates	Unit	No	Rate	Total
6	Flights				CHF	CHF
7	- Zurich to Wellington	Nov-18	Return	1,0	1 700	1 700
8	- Zurich to Singapore/Bangkok	Jan/Feb 2019	Return	1,0	1 100	1 100
9	- WFC Men U19	Apr/May 2019	Return	1,0	1 500	1 500
10						
11	Wages					
12	- Training/Selection Camp Men U19/Women	Nov-18	Week	0,7	1 200	840
13	- Training Camp/WFCQ Women	Jan/Feb 2019	Week	2,2	1 200	2 640
14	- Training Camp/WFC Men U19	Apr/May 2019	Week	2,7	1 200	3 240
15						11 020
16						
17						
18						
19	MEN U19 ONLY					
20						

IWGA Birmingham World Games 2021 Competition Managers meeting, Birmingham, USA 3.-4.10.2018

Participants: John Liljelund, IFF

**Report on
present issues**

1. General

In his opening speech the IWGA vice president Max Bishop stated that the World Games is the Games for the best athletes. There are maybe 4-5 IF's which has a prospect to joint the Olympic Games, but for most The World Games is the Games for these IF's. The TWG will be broadcasted by the Olympic Channel and most likely by the NBC in the US. The IF's task is to try to seek support with the NOC's for The World Games, as our sports are a part of a bigger Event.

Communication is key for the success for the TWG, therefore the IF's needs to be very active in this field and answer all the questions raised by the Birmingham Organising Committee. Steve Mistrot is the main contact for all sport questions.

2. Joachim Gossow, IWGA CEO

Everyone needs to remember that this is not the IF's World Championships, not the IF's Continental Games, this is the World Games. Each IF has committed to:

- Top Athletes
- Establish selection and qualification criteria's
- Wide Global representation of the entered athletes
- Top level presentation of the competitions.

There will be 31 ordinary sports and 3 invitational sports (Duathlon, Wheelchair basketball and Wheelchair rugby) selected by the BOC. There is a discussion about one extra invitational sport ongoing.

The TWG will be held between the 15th to 25th of July 2021. Opening ceremony 15.7.

Standardized Procedures give TWG one face:

Opening Ceremony:

- Low key IF Opening Ceremony on site – max 10 minutes
- Short speeches of the Guests of honour, IF and BOC representatives
- Athletes oath

Medal Ceremony:

- Standardized medal ceremonies, where rules has to be followed
- Flag of the medallists hoisted and national anthem of the winner, IOC recognised
- LOC and IF representation handing over the medals and IF and BOC can speak.

GDPR

All athletes will have to sign a declaration of Anti-Doping, Media Rights and Data Privacy, in order to be able to participate in TWG.

IWGA Games Management System (IGMS)

All the data for the Games is included in the IGMS, so things doesn't have to be confirmed by emails separately.

All information shall be included in the IGMS, which will then be delivered to Swiss Timing.

IF Passports

The IF Passport defines all details for the Event. Any changes must be approved by the IWGA. The arrival for the delegations is 1-2 days before the start of the competition.

Report on present issues (cont.)

The key distinguishing difference for the IF Extra Officials and Officials is that each IF's has to pay for each accreditation. All Extra Officials must have a function for the team and athletes. The IWGA must approve all Extra officials. The Extra Officials must go through the TWG Accreditation process.

The IF Passport will be signed by the end of November 2018. Arrival set-up form outside North America:

Jetlag day T-3, Arrival day T-2, Official training day T-1, First Competition day T, Last Competition Day T and Departure Day T+1.

The preliminary dates for Floorball will be played between the **16th to 20th of July**, The IF's shall provide the criteria's for the qualification for the TWG 2021 by December 15th

3. *BOC presentations (DJ Mackovets CEO)*

Sport Director Mr. Steve Mistrot

The Sport Material Procurement should mainly be done by American providers to avoid issues with transportation and taxes. The time-line for this is in the end by year.

Each participating athlete must be insured for basic Health insurance, covering a normal health system. WOC will send out the information by the end of the year.

WOC Game Services Mr. Jay B. Hall

Transportation

There are 10 airports from airports in USA to Birmingham, please book your flights through these.

There will be a 5-system for transportation, Airport shuttle, Athlete Venue-Accommodation schedule, Opening-Closing Ceremony shuttle, TWG Plaza shuttle, Media shuttle and fleet for VIP's and Staff.

Accommodation (Mr. Allan Judah)

There will be three Athlete Villages and Catering Centres, which will be the centre for the athletes during the TWG. There is a possibility to arrive early or depart late. There will be an affordable options for the Athletes in Student apartments, traditional dormitory housing or Hotel Accommodations,

Visa

The BOC will facilitate with the visa application process or the ESTA, but can't support the actual visa application. The Extra Team officials have the same level as the IF Passport registered persons.

Extra Team Officials

The Extra Team Officials will be accommodated with the teams. But the Extra Officials are related to the IF's.

Medical

There will be very hot and humid in Birmingham, during the games

Travel

BOC is organising fan packages, for foreign persons to visit the event.

4. *Swiss Timing, Mr.*

Swiss Timing is again taking responsibility for the Results Management system of the TWG 2021. All the technical parameters has to be defined in the IGMS, as this is the only official source to manage the result service. All information of rules has to be included here. No major changes so far.

Mr. Gossow/IWGA CEO stressed that all IF's needs to fulfil the Swiss Timing requests.

Swiss Timing uses their own EMS system, all information added by the IF's to the IWGA IGMS will be transferred to the Swiss Timing EMS.

Report on present issues (cont.)

Accreditation

All information input is built around the Swiss timing accreditation tool. All match information will be done by Swiss timing, so IFF needs to evaluate if we are to run our match statistics on the side. This is possible in the system.

Swiss Timing is looking over the accreditation system, but as it is used by 7 other IF's it can be hard. They are planning to know virtual graphics for eight sports, not defined yet.

The IF's are responsible for the Accreditation and the registration process for the whole games results service. IF's needs to fill in team and athlete's information to the system.

In the Info System, there will be the match schedules, match reports etc. The Swiss Timing will have data for the score boards and jumbo screens. The TV graphics are fed by the Info system.

- Registration system opens in Q4/2020 and closes on 02.07.2021
- Swiss Timing is not planning to provide SCB feed to OC video board – this needs to be discussed, as there is a video screen in the venue.
- Provide feedback if IFF feels that the accreditation system is not user friendly

5. *The Stamford University Arena*

During the meeting, an inspection visit was made to the Samford University Arena, which is the proposed venue for Floorball and Korfball.

Each venue will have at least six critical functions in addition to the Venue Manager (Medical, Media, Security, Transportation, VIP, TV)

IF's to discuss the Sport Presentation for the spectators is key for success in the US.

The Pete Hana Center at the Samford University is a basketball venue, with some 5.000 spectator seats and good air conditioning. Due to the size of the floor space needed only spectator seats on one long (in two levels) and one short side (in a L-format), to facilitate the flooring. The measurements for free floor space is not yet available.

The venue is a modern sports venue, with a jumbo tron, tv cabling, a TV production room and two score boards on the walls. There are the following facilities in the venue:

- Locker rooms: 4 big ones and 2 small
- Meeting rooms: 1 big and 1 small
- Equipment space: There is a lot
- Coach rooms: Several
- Warm-up space: 25 m away across the road
- Food & Beverage stands: Two and possibility for kiosks
- Laundry room: Two big washing machines
- Anti-Doping room: Has to be built
- Gym: Very well equipped
- Health room: Ice machines and ice basins
- VIP room: Two options on upper balcone overlooking the field or in VIP Room
- Media room: Either behind the upper level spectator seats or the VIP room
- Jumbotron: Can be used for commercials and video feed

There are some unfortunate problems and issues with the venue:

- It is located some 15-20 minutes away from the City Center, but Floorball and Korfball are the only one living at the campus. This will be discussed with BOC/IWGA.
- There is far too little light on the edges of the field of play for Floorball. The IWGA will check this
- There is a program issue with 5 day competitions for Floorball and Korfball, with no planned build-up and training day for korfball.
- No smoking or alcohol is allowed on the premises

The Universities are looking forward to listening to proposals to develop the sport among their students. They are not willing to make any financial commitment for this activity.

Report on present issues (cont.)

6. *TV Production & Marketing, Mr. Hagen Bossendorf/IWGA*

The TWG 2017 had a 24/7 channel in cooperation with the IOC Olympic channel, for the TWG 2021 the cooperation with Olympic Channel will be increased.

The production concept will be made easier for TWG 2021, with local production entities in the venues. IWGA is responsible for the marketing of the TV signal from the Event. The signal distribution will be updated so that you can choose also specific sports, if they are not willing to have the 24/7-channels or the 26 minutes daily high-lights. In a second step to distribute sport specific rights.

The IF's can now distribute 20 second social media clips, based on the IWGA service as a promotion for the games. Not finally defined how this will work.

Each venue will have a TV-manager, who are responsible for the TV coordination. The Commentators will be present in Birmingham and the IF's can assist in finding them.

TV Production

Based on the experience from the Olympic Channel the main thing is to secure to have the spectators on the TV side of the venue, not to have empty seats in the TV pictures.

IWGA has agreed with the Olympic Channel to organize a Olympic Channel workshop, with the first time with focus on TV Production. There will be one every year with different focuses.

7. *IWGA Media, Ms. Anna Jacobsson*

The hashtags for TWG are: #WeAreTheWorldGames, #TWG2021 and #RoadtoBHM and these can and should be used actively. There are pictures on the TWG web-site and participate in SoMe video campaigns for all the TWG sports, which we should distribute.

IWGA asks the IF's to share, tag and make the TWG SoMe posts visible in our channels. The IWGA has a photo and video archive, which the IF's can use free of charge after registration. IWGA will provide the login details to the IF's.

BOC Communication, Jessica Black

The basic for the BOC was to create a message of what The World Games is: an Extraordinary Sport Experience with Elite Athletes and Competing Globally & Uniting Locally. The BOC asks the IF's to use these messages.

The BOC website TheWorldGames2021.com has been relaunched in September 2018, where you can find all logo's with user manuals and the press kit.

Each month the BOC will focus on two sports and is asking for help from the IF's. IFF would prefer to have the month in May with the U19 WFC 2019 in Halifax, Canada. October 19th is the 1000 days to the Event, which the IF's could support.

8. *Other*

FICS gave a shore de-brief from Wroclaw about the physiotherapy treatment given, where Floorball was the 14th most treatment used sport.

IF Sponsorship/Advertising

The IF and NF sponsors on sportswear and equipment is permitted in principle, but must not cause conflict with BOC official sponsors. All material and apparel must be approved by the 15th of March 2021.

TWG Plaza and Sport Garden will be open the whole event, where the sport can have a showcase and do sport demonstration

Upcoming meetings and issues

- Ask about how the system for the Extra Officials will work (PiL)
 - How to plan all trainings 8h to fit with Opening Ceremony (PiL)
 - Swiss Timing is not planning to provide SCB feed to OC video board – this needs to be discussed, as there is a video screen in the venue.
 - Provide feedback if IFF feels that the Swiss Timing accreditation system is not user friendly
 - Identify the person who is responsible for the communication with Swiss Timing
 - To find a presenter for the sport presentation in the venue, to educate the US spectators
 - Plan the arrival date of the IFF persons before the start of the tournament
 - Support the 1000 days campaign clock announcement on the 19.10. and Mascot
 - Discuss the issues with the proposed venue – light, alcohol, location with Steve Mistrot
 - Discuss the process how to work with the local community
 - Clarify the use of the venue with Korfball, as there is no build-up/training day for Korfball
-

Issues that need to be discussed or decided upon or taken action upon

- Support IWGA/BOC with photos, video's and news ongoing (MM)
 - Speed and accuracy shooting at the TWG Plaza and Sports Garden (USFbA)
 - How to connect with the Universities where the venues are located
 - Inform what team sportwear, referees and sport equipment shall be used and all the related commercials.
 -
-

New ideas, etc...

- Hold the preparatory meeting with USFbA and agree upon the US coordinator (PiL)
- Agree with Steve how to start the promotion of Floorball in the City (PiL)
- Discuss the maximum number of Extra Team Officials
- Based on NBA game observation, there is a need for a lot of side-programmes Kid competitions, Cheerleaders, Active speakers and a person who tells what happens in the game.



Preliminary



FLOORBALL SPORT INFORMATION GUIDE

1. COMPETITION SCHEDULE

Competition schedule and times are provisional. The schedule could be subject to change according to the requirements of the Organizing Committee.

The Floorball competition schedule is as follows:

31/7 Wed	1/8 Thu	2/8 Fri	3/8 Sat
09h00- 19h00	09h00- 19h00	09h00- 19h00	09h00- 19h00
Warm Up and Technical Meeting	Qualification Round	Qualification Round	Semifinal and Final

Please note: All information contained in this Sport Information Guide is current at time of publication and may be subject to change.

2. COMPETITION VENUES

Venue	Address	City
Palestra Torrazza	Via Torrazza Piemonte 14	Torino
Palestra Cecchi	Via Antonio Cecchi, 14	Torino
PalaRuffini	Corso Trapani, 221/6	Torino
Palestra Palatucci	Via Palatucci, 12/a	Torino

2.1 Venues Flooring

- The flooring of the venue can be wooden or Gerflor.
- Starting from the play-offs phase, only Gerflor venues will be used.

3. ORGANISING COMMITTEE

EMG TORINO 2019 ORGANISING COMMITTEE	SPORT FEDERATION	SPORT ASSOCIATIONS
Program Management Bernardino Chiavola	Federazione Italiana Floorball President Giorgio Rambaldi Vice President Daniele Coco Secretary General Jorgen Olshov Referee Manager Alberto Coduto	International Floorball Federation Secretary General John Liljelund Event Manager Sarah Mitchell Competition Manager Stefan Kratz

4. SPORT REGULATIONS

The tournament will be held under the auspices, rules and regulations of the International Floorball Federation (IFF) and the Italian Floorball Federation (FIUF), and will conform to any special requirements of the International Master Games Association (IMGA).

The games will be played according to official IFF rules if not mentioned otherwise in the rules below. (In situations where none of the rules below apply, the Organizing Committee has the right to decide).

4.1 Type of Competition

The WMFC is an indoor event composed by a round robin phase and a play-offs phase.

The schedule could be subject to change according to the requirements of the Organizing Committee.

The composition of the groups will be decided at the closing of entries.

At least 5 games per team will be granted.

4.2 Age Categories

Men: 35+, 40+, 45+, 50+

Women: 30+, 35+, 40+

Age determined at 31 December 2019.

- The age of the youngest player in the team determines in which “+” age category the team will compete.
- The Organizing Committee will reserve itself the right to combine age categories to optimize the competition granting each team the minimum of played games.

4.3 Grade Definition

If enough teams will join the competition, a separation between “open” and “elite” categories could be made. To determine if a team is in the “elite” class, it will be checked how many players of that team have played in the top division of the Top 4 countries in IFF ranking in the last 2 seasons.

3 or more players of this kind determine their team as a “elite” one.

5. COMPETITION FORMAT

- The teams will be divided into groups of 4 or 5 where all teams will meet in Round Robin series.
- All teams in each group will advance to the play-offs. The ranking in the group will decide your opponent in the play-offs.
- The standings in a group are determined based on:
 - number of points (2 for win of a game, 1 for draw, 0 for loss), if equal;
 - goals scored minus goals conceded, if equal;
 - goals scored, if equal;
 - result of direct match between the teams, if equal;
 - draw by the organization (coin flip).
- All play-off games will be decided by direct elimination.
- Tying a game is accepted in the group games but if a game is tied after regular playing time in a play-off game there will be a penalty shootout, starting with 3 shots for each team.
- If it's still tied, penalty shooting continues one at a time (in the same order and with the same 3 players that has already made one attempt) until one team scores a goal and the other team misses (sudden death).

6. COMPETITION RULES

6.1 Team Details

- Each team is required to register a minimum of 6 players, and each team is allowed to use a maximum of 20 players per game. These shall be noted in the match record.
- Each team is required to register a Team Manager and a Team Official. Both can be also players. Non-playing staff can be composed up to 5 members.

6.2 Competition lists

The match record should be submitted for each match to the secretary of the match not later than 30 minutes before the start of the match by completing the relevant sections.

Each team is required to mark on the match record the Captain and the Goalkeeper(s), plus the Team Official and the staff members.

6.3 Match Duration

- The games will last 2 x 15 min periods in the round robin and 2 x 20 min in the play-offs.
- The playing time will not be measured effectively with the exception of the last 3 minutes of all matches starting from the quarter-finals.
- All the games will have a 3-minutes break between the periods. Starting from the quarter-finals all games will have a 5-minutes break between half.
- A warm-up of 5 minutes is granted before the games; a warm-up of 10 minutes is granted before the games starting from the quarter-finals.
- If a team has not arrived and/or are not ready to play 5 minutes after the official game start, it will lose the game 0-5.

6.4 Substitution Rules

- The match is organized for 6 against 6 (5 field players and a goalkeeper).
- To start the match, at least 6 players of the team (5 field players and a goalkeeper) should be on the rink.
- Substitution of players may take place at any time and an unlimited number of times during a match.

6.5 Time-out

There will be no team time-out with the exception of the eliminating games starting from the quarter-finals.

6.6 Discipline

6.6.1 Referees

Every match will be led and controlled by two equally authorized Referees, provided by the Organizing Committee. Both Referees have the right to temporarily or definitively stop the game.

6.6.2 Secretariat

A Secretariat will be in place in every venue, with a Secretariat Official.

The Secretariat is responsible for controlling the match record, time-keeping, registering the stats and for controlling the time of games, timeouts and time of exclusions.

6.6.3 Disciplinary Committee

The Disciplinary Committee will be composed by members of the FI.U.F. inside the Organizing Committee, with the Referee Manager as head-chief.

6.6.4 Complaints and appeals

Complaints about players' conduct may be raised by Team Managers, Referees and Club Members, Event Officials and Committee Members, who are perpetually vigilant of players behavior.

Complaints are preferably made in writing, but they may be reported verbally to the Secretariat Official, who will prepare a statement which will be presented to the Organizing Committee, F.I.U.F. side.

Complaints must be raised within a maximum of 6 hours of the incident and preferably sooner, in any case before the end of the day.

7. EQUIPMENT

- The stick shall be approved by the IFF and marked accordingly.
- The blade shall not be sharp and its hook shall not exceed 30 mm.
- The goalkeeper shall wear a face mask, which is in accordance with the IFF Material Regulations and marked accordingly.

7.1 Uniforms

- All field players shall wear uniforms consisting of jerseys, shorts and knee socks.
- All goalkeepers shall be dressed in jerseys and long trousers.
- Teams are invited to bring an alternative jersey, and to notify colors when registering.
- In the case of teams having the same jersey colors, the one listed as the away team in the match record is obliged to change jersey.
- All jerseys shall be numbered (The jerseys may carry any number between 1 and 99 inclusive, but 1 is not allowed for field players.)
- The team captain shall wear an armlet.
- All players shall wear shoes.

8. MEDALS

In European Master Games, the athletes do not represent their country of origin, therefore the medal awarding ceremonies will be carried out without hoisting of flags. No National Anthem of the winning team will be played. The medals will be provided by the Organizing Committee.

9. TECHNICAL MEETING

A technical meeting will take place before the start of the competition in order to introduce the tournament, remind those involved of the regulations and the behaviour that is expected.

10. ADDITIONAL INFORMATION

10.1 Doping Control

During the Floorball European Masters Championship anti-doping controls will be carried out according to the principles and rules established by WADA (World Anti-Doping Agency).

11. PERSONAL ACCIDENT INSURANCE AND MEDICAL CERTIFICATE

All participants have to organize their personal accident insurance. The competitor registration fee does not cover personal accident insurance.

Personal accident insurance is available to purchase through the Organizing Committee for registered Competitors at the Accreditation Centre.

All participants must have a currently valid medical certificate of fitness for competitive sports.

The medical examinations required (ex D.M. 18 February 1982) to obtain a medical certificate of fitness for competitive sports are:

- **medical check-up;**
- **regular urine test;**
- **electrocardiogram both at rest and under effort;**

- **spirometry (breathing test).**

For any further information please visit our website (Registration & Terms and Condition)

12. FURTHER INFORMATION

Planning for the EMG Torino 2019 Floorball competition will continue throughout 2018 and early 2019. Additional sport specific operational information will be communicated to registered participants and updated in future additions of this Sports Information Guide.

All participants are encouraged to monitor the EMG Torino 2019 website at www.torino2019emg.org and other Games communication channels to find out all of the latest information.

If you have any further sport specific questions, please send an email to info@torino2019emg.org

IOC Olympism in Action Forum & Youth Olympic Games Buenos Aires, Argentina 5.-7.10.2018

Participants: John Liljelund, IFF

Report on present issues

1. *General*

In his opening speech the IOC president Thomas Bach stressed the need for change and continuing the way forward on the Agenda 2020.

The whole Olympic movement, including the different sport organisation and the IOC needs to take more and much more rapid and decisive actions against all form of corruption and government issues. The situation in some of the Olympic program sports puts the whole movement in danger.

In the corridor discussions it became clear that it looks like the speed of change within the IOC has exhausted the organisation and there has been indications that the next IOC president will have to implement the Agenda 2020 in full.

2. *The Forum program*

The IOC had organised discussions where a lot of different views were represented, also IOC critical views was represented in a lot of the workshops. Like the organisation of Olympic games, Anti-Doping, Women in Sport, E-Sports etc.

In the discussions there was not that much new, but a lot of interesting views and experiences.

One thing which stood out was the focus on the enhancement of the fan experience. One idea the IFF needs to look over is the possibility to monetise the IFF Mobile App. To sell products through it, from the LOC and the IFF sponsors. One thing that was interesting was how the organisers have used virtual cameras, pulling the ideas from E-sports interacting with the event.

3. *Discussions with different persons*

BOCOG 2022/Mr. Pan Zhiwei, Deputy Director, International Relations

I was introduced by the Beijing Olympics Coordination commission member Mr. Risto Nieminen. Discussion was held on how the floorball could be spread in China.

UNESCO/Mr. Alexander Schischlik, Chief of Youth and Sport Section

Discussion about what kind of school projects IFF could and should run and how UNESCO could support them.

GAISF/Mr. Philippe Guisbuhler, Head of office

Discussions on the ASOIF Governance questionnaire, which GAISF has now drilled down from 50 questions to some 20. This will be sent out to the ARISF IF's in October. Mr. Guisbühler asked how IFF has included rules for maximum terms in our statutes, to which I reported that we have a proposal.

Singapore NOC/Mr. Chris Chang, secretary general

The present situation concerning the SEA Games was discussed and it was stressed that efforts are still needed to secure Floorball on the program. Chris Chang promised to speak to Myanmar and I pointed out that Mr. Chan and Mr. Chaiyapak should talk to Mr. Kasem from the Lao NOC.

IFF also asked if we can ask SFA to nominate Ms. Wendy Kuan as a member of the IFF Ethics Commission.

Report on present issues (cont.)

IOC member Sari Essayah (FIN)

IFF have tried to meet with Ms. Essayah for a longer period of time and now I run into her in the Urban Park and we had a longer discussion about Floorball and the recent achievements of Floorball. Ms. Essayah stressed the activation of youth and finding new formats to play and present the sport, also the needed actions for the YOG in the future were discussed. IFF asked if it would later in 2019 be possible to have a discussion concerning the strategical direction of IFF for 2021 – 2032 and hear Ms. Essayah's views on our thought, which she agreed to.

SAMBO/Mr. Michal Buhcel, CEO

Discussion of the situation of the AIMS IF's, as it is unclear if there is a need for the AIMS in the future, as there has been discussions about including all AIMS IF's in ARISF. There was planned a meeting with the GAISF, ARISF and AIMS presidents to discuss the issue, but it is a little unsure if it took place.

ARISF/Mr. Raffaele Chiulli, President

General discussions on the development inside ARISF and the relation to GAISF. It was agreed that ARISF will promote the Finnish Birgitta Kervinen (winner of the IOC Women in Sport award 2017) New Leader initiative to educate young international sport leaders.

IFF ETC/Ms. Sylvia Schenk, ETC member

We discussed the present situation with the made proposals to change the IFF Statutes. Ms. Schenk had met with Mr. Paul-Erik Höyer, but not discussed Floorball as such. Neither Ms. Schenk and Ms. Roberts have met with Mr. Olli Rauste during the CAS seminar in Lausanne a few weeks ago.

IMGA/Mr. Jens V. Holm, CEO

Discussions about how IFF could promote the IMGA European Master Games Floorball tournament. An idea was formed that IFF would make a promo leaflet for the WFC and start promotion of the event on our channels.

IWGA/Joachim Gossow, CEO & Hagen Bossdorf, Marketing

The IWGA ExCo is planning to create some commissions and Mr. Gossow and Mr. Bossdorf wanted to check my standpoint in the field of marketing.

4. *The new sports and disciplines on the Youth Olympic Games 2018*

The new sports on the YOG program (Skateboarding, Sports Climbing, Parkour and Breakdancing) and the FIBA 3vs3 basket had all created really spectator friendly events, with a lot of action. All had very short playing/performance time, great interaction with the spectators, excellent speakers, music and short distance between the spectators and the athletes.

IFF needs to look over our Sports Presentation for our Urban Floorball, in order to have a possibility for the YOG 2022 in Senegal.

Upcoming meetings and issues

- Discuss internally what kind of school projects IFF could run
- Check with Stephen Fox what school projects Muythai is doing
- Ask the SFA if they could nominate Ms. Wendy Kuan for the IFF ETC.
- Provide information to IFF members of the New Leaders program
- Ask for the presentation from Mr. Wellu Mauroalta Game Saverista, so we can prepare our streaming strategy

Issues that need to be discussed or decided upon or taken action upon

-

**New ideas,
etc...**

- Investigate the possibility to use the IFF Mobile App. as a sales tool for LOC and IFF Sponsor products.
- IFF to prepare a information and promo leaflet for the WFC and speak with the IFF Sponsors to help distribute it in the O2
- Start preparation of a new Sport Presentation for the IFF Urban Floorball.

GUIDELINES FOR THE USE OF VIDEO FOR GOAL REVIEW

Both referees and teams have the possibility to call a review of a situation to check whether the ball has fully crossed the goal line or not, and whether this was during game time. This is the only reason for which a review can be used.

Request by referees:

- If the referees decide to perform a video check after they have previously allowed the goal, they must order and carry out the check before play is resumed or a period has been declared as ended
- If the referees decide to perform a video check in a situation where they had not immediately awarded a goal and play continued, they must stop the game and carry out the check as soon as possible

Request by teams:

- If teams want to request a video check after a goal has been awarded, the request must be made to the referees before play is resumed. **After play has resumed there is no possibility for teams to request a review at a later time.**
- If teams want to request a video check in a situation where a goal has not been awarded and play continued, the team captain or team staff must request this from the referees no later than at the next stoppage in play
- If match plays on and there are simultaneous review requests from both teams, then each review is looked at in order of the situation occurring in the game

SPECIAL CONDITIONS FOR REVIEW REQUESTS BY TEAMS:

Review possibilities

- GROUP MATCH: Each team is permitted one (1) review per regular time in the match
- PLAY-OFF MATCH: Each team is permitted one (1) review per regular time. At the end of regular time this review expires. If the match goes to extra time, each team will receive one (1) new review possibility. At the end of extra time the possibility to use this review expires.
- PENALTY SHOTS: If the match goes to penalty shots, each team will receive one (1) new review possibility.

Review outcomes

- If a team's request to review a goal results in a change of referee decision from that decision which was originally given, then the team will not lose any review possibilities
- If a team's request to review a goal results in no change in referee decision, they forfeit their review possibility for that period of the match (ie. Regular time, extra time, or penalty shots)

PROCEDURE

- The video check may only be used to assess whether the ball has fully crossed the goal line or not, and whether this was during game time. *The video material must not be considered to assess any other potential offence which might lead to the disallowance of a goal*
- Only the official IFF official video stream will be used for immediate goal review
- Only the referees of the match are permitted to review the video material at the time of the decision-making
- It is the decision of the referees of the match as to whether one or both of them review the video
- Referees will use a specially designated computer, located at/near the match secretariat, which will display the match video
- Referees can receive technical assistance from match secretariat staff &/or IFF officials to review the video, however the final decision to whether allow or disallow the goal always remain with the referees
- If the video footage does not provide sufficient images (eg. no correct camera angle, blocked camera view etc) on which to base a decision as to whether the ball has fully crossed the goal line or not, and whether this was during game time, the original decision of the referees remains valid as if no video check would have been performed.
- In this situation, if the video check was as a result of a team request, then the team does NOT lose their review possibility
- If the video footage is temporarily unavailable due to technical issues, the original decision of the referees remains valid.
- In this situation, if the video check was as a result of a team request, then the team does NOT lose their review possibility

In all situations, the decision of the referees is final

The following table illustrates the possible outcomes of a video consultation and how play is resumed depending on the situation

Game Situation	Decision after Video Check	Sign	Resumption of Play
Video Check after an initially allowed goal	Ball crossed the goal line	810	Face-off at centre spot
	Ball did not cross the goal line	811	Face-off at nearest face-off dot
Video Check after an initially allowed goal which at the same time marks the end of the period	Ball crossed the goal line (during game time)	810	N/A (Intermission)
	Ball did not cross the goal line (during game time)	811	N/A (Intermission) <i>During extra time: Face off at nearest face-off dot</i>
Video Check after a situation in which the referees did not initially allow a goal and play continued	Ball crossed the goal line	810	Face-off at centre spot with match clock reset to time at which goal was scored <i>Extra time: Game ends.</i>
	Ball did not cross the goal line	811	Face-off at the nearest face-off dot or execution of the fixed situation leading to the interruption of play
Video Check after a situation in which the referees did not initially allow a goal and whose later interruption at the same time marks the end of the period	Ball crossed the goal line (during game time)	810	Face-off at centre spot with match clock reset to time at which goal was scored <i>Extra time: Game ends.</i>
	Ball did not cross the goal line (during game time)	811	N/A (Intermission or end of game)
Video Check after a situation in which the referees did not initially allow a goal and match is subsequently stopped by the scoring of another goal	Ball crossed the goal line (during game time)	810	Face-off at centre spot with match clock reset to time at which the checked goal was scored

	Ball did not cross the goal line (during game time)	811 & 810	Reviewed goal is signalled as no goal. Second goal is signalled as awarded and play restarts with face-off at centre spot
Video Check during Penalty Shots	Ball crossed the goal line	810	As per score
	Ball did not cross the goal line	811	As per score

HANDLING OF A PENALTY IN CONJUNCTION WITH A GOAL REVIEW (Guideline from the IFF Referee Committee)

PLEASE NOTE: These are guidelines / recommendations only. The decision on how to handle a penalty in these situations is always at the discretion of the referees based on the game situation.

If the match is stopped by the awarding of a penalty at which time a goal review is also conducted the following will occur:

- Penalty will be signalled by referees but not reported to the match secretariat until after the goal review
- Goal review is conducted
- If no goal is awarded then penalty will be reported to match secretariat and match will restart as normal according to the penalty situation
- If a goal is awarded, the following should happen:
 - o 2mins penalty = Goal awarded and penalty not given
 - o 5mins, 2+10mins or match penalty = Goal awarded. Penalty awarded and handled as normal. Play restarts from the face off and penalty time begins from the time that has been recorded for the scoring of the goal

GOAL REVIEW SIGNALS

SIGNALLING OF THE CALL OF A GOAL REVIEW

If the goal review is called by the referees they will blow time-out. They will move to in front of the match secretariat and then signal a goal review by showing an outline of a tv screen.

If the goal review is called by one of the teams, the referees will blow time-out. They will move to in front of the match secretariat and then signal a goal review by showing an outline of a tv screen and then signalling in the direction of the team bench that has requested the review.

SIGNALLING OF THE RESULT OF A GOAL REVIEW

If a goal is awarded after a goal review, referees will move to in front of the match secretariat and signal a goal by blowing their whistle and pointing to the centre spot.

If no goal is awarded after a goal review, referees will move to in front of the match secretariat and indicate 'no-goal' using the regular sign for this. They will then move to the spot where the play will re-start from and make the appropriate sign for whatever restart is to be used (eg. Free-hit, hit-in or face-off).

NOTE: If a decision is not possible because of insufficient video footage or unavailability of the video then the referees should inform the team captains and match secretariat of this BEFORE signalling the result of the goal review.

GOAL REVIEW MATCH SECRETARIAT / REFEREE GUIDELINES

It is important that there is very clear communication between the match secretariat and referees in regards of the goal reviews. Make sure it is clear to the match secretariat whether the review has been requested by one of the teams or is by the choice of the referees. Make sure that after the review is completed that the match secretariat is clear about the decision that is being awarded.

ANNOUNCEMENTS FOR WHEN A GOAL REVIEW IS SIGNALLED

After the referees have come to the match secretariat and signalled that a goal review will be conducted, one of the following announcements can be made by the match secretariat:

- A video review of a goal situation has been called by the referees
- A video review of a goal situation has been called by *<Team Name>*

ANNOUNCEMENTS FOR WHEN A GOAL REVIEW IS COMPLETED

After the referees have completed the goal review there could be several possible outcomes. Below is an example of the most common ones:

- After a video review, the goal is awarded to *<Team Name>* (and then make your usual goal announcements)
- After a video review, the decision is no goal. (If the review request was from a team, you can then announce that *<Team Name>* has no video challenges remaining)

Proposal for change to Team List system for IFF events

Background

At the last CB-meeting RACC had a proposal to change the handling of team lists from 21 days to 30 days prior the event. In the CB a discussion came up regarding PR and Media and I brought back the topic for going through the change ones more.

Following text are in the CB-minutes from Helsinki

Regarding updating of competition regulations, the RACC proposes a change in the handling of team lists where teams would submit one team list 30 days prior to the event (instead of a first list and a final list). The list would have a final team list of 20 players + 7 or 10 officials (depending on the event) and then 10 emergency players. The players on the emergency list would be handled just like the first list players are now – these are the only players that the team can substitute into the final list in the case of injury.

Mr. Suman asked for the reason for the change, to which Mr. Klabere answered that it makes it easier for the participating countries and pushing down the administration for the participants. Mr. Suman feels that there is a major issue for the PR and Media view. Mr. Klabere concluded that he will take back the proposal for further discussions in the RACC, to clarify the situation.

Proposal

Change the competition regulations regarding team lists to be one team list 30 days prior to the event. The list would have a final team list of 20 players + 7 or 10 officials (depending on the event) and then 10 emergency players. The players on the emergency list would be handled just like the first list players are now – these are the only players that the team can substitute into the final list in the case of injury.

Reasons for RACC to keep the original proposal

- A. Wada rules
 - B. Media and PR
 - C. Statistic system
 - D. Accreditation system
 - E. Mobile app
 - F. Player and team presentation
 - G. Match program
-
- A. WADA rules say that TUEs must be submitted at least 30 days prior to an event. These have to be processed & approved by the IFF Medical Committee. The earlier they are received the better due to the fact that they require a lot of paperwork – medical records etc., so it would be easier if only final list players had to do this. At present, because of our list dates, every player on the first list who might need a TUE has to do the application.
 - B. Due to the change of the international calendar (October instead of November) the opportunity to change from the old system with 2 lists close to the tournament to only have one list 30 days before has a positive effects regarding PR and Media from the participating countries point of view. With a new timeline and only one list to focus on this also gives the countries to make their own plan of realising the 30 players instead of being punched into giving this information 30 days before the tournament. This year probably most countries could have a press conference in the period 23 to 31 of October. (also see comment under item F)

- C. Every player and team staff must be entered into the statistics system (whether they are in the first list or final we need to have a record of them). These must be in the system and ready to be published the day after we receive the final team lists. At present this means that we enter approximately 600 names to the system. Some of these are completely new records some are old records that need updating (eg a new photo added)
At the moment, from the time IFF receive the final list until when the team cards need to be ready to be visible to the public is generally less than 24hrs. It would be much easier if we could from the beginning prepare the team cards to only have the final team list players entered, rather than entering all 30 players and then having to re-edit the teams and remove 10 players
- D. Only the final team list players are entered into the accreditation system
The time from when IFF currently receive the final team lists to when the LOC require all of the information to be ready for the cards to be sent to print is approximately 48hrs.
This means that IFF have to prepare excel files which have all 30 players on them and then when IFF receive the final lists IFF edit these to have only the final list players. These are then imported to the accreditation system, all the imports have to be checked and all the accreditation card files finalised and sent to the organisers. To only have 48hrs to do is administratively challenging.
With the proposed system all of the accreditations could be prepared a week in advance which would considerably ease the pressure on both the IFF and LOC.
- E. The mobile app takes all of the player and team information from the statistics system. The longer that IFF keep the players and teams hidden (ie. until we publish them) then the longer it is before the final update of the mobile app can be launched
The testing of the app cannot be completed until the team lists are visible in the statistics system
Promotional images of the app, which are used for the marketing in all the media channels, cannot be easily made (eg. via a simple screenshot) until the app is fully functional. Until all the information is loaded the only way to make such images is with mock-ups made via design software which requires a lot more work
The mobile app is a key marketing tool which is being limited by the late publishing of the team lists.
- F. These cannot be finalised until IFF are sure of the final team list. This means that the IFF & LOC have just 21 days to promote 16 teams. Even doing one team a day this is not a good timeline to work with. By keeping the current system IFF are limiting the LOC's ability to promote the event's key players and teams to a very short time. From a marketing perspective it would be much better to already be able to promote the teams and players well before this time
The amount of time required to research team and player backgrounds and create all the graphical elements that are used in the media promotions requires time, which at present isn't available.
- G. The LOC is under great pressure in the final weeks before the event to get the match programme finalised for printing
One of the key components of this is the team lists, including the team photos. If teams are late by only just one or two days in providing their team photo this can create a really bad situation for the LOC in producing the match programme. Extending the timelines for the team lists would greatly ease the pressure on the LOC for producing this material.
- H. For participating countries/teams the two lists are problematic from an administrative perspective for most of them.

In the last years we have several times changed the 21 days final list date to be after the November weekend and this has made it to be even as little as 18 days which everyone can understand with the information A-G above made it almost impossible.

The new system also means that IFF & LOC can then choose to publish this list any time after it is received. If national associations want to make their own announcement then they need to do it before the 30 days (ie. before they give it to IFF).

One list submitted at 30 days would also work for every tournament.

RACC/Martin Klabere 2018-10-22

APPLICATION TO INTERNATIONAL FLOORBALL FEDERATION

04.09.2018

Finnish Floorball Federation kindly asks a permission to have an exception to Rules of the Game how to handle penalty shots after extra time (204).

In the Rules of the Game it said:

204 Penalty shots after extra time

1) Five field players from each team shall take one penalty shot each. If the score after this is still equal, the same players shall take one penalty shot each until a decisive result is achieved.

The penalty shots shall be taken alternately. The referees decide which goal to use and shall **carry out a draw between the team captains. The winner decides which team will start taking the penalty shots. The team captain or a member of the team staff shall, in writing, inform the referees and the secretariat of the numbers of the players and the order in which they will take the penalty shots. The referees are responsible for ensuring that the penalty shots are taken in the exact order as noted by the team staff.**

We would like to test during the season 2018-19 a different way to handle the penalty shots after extra time with five players. We would like to test that:

- 1) Home team is always to take the first penalty shot
- 2) Teams don't have to inform the referees and the secretariat the players and the order in which they will take the penalty shots.

It is possible for any field player in the team roster to take a penalty shot, but only a maximum of five can be used. It is the responsibility of the referees and the match secretariat to ensure that only 5 players are used and that no one takes a second penalty shot before all players have taken their first penalty shot.

With this exception we see that the penalty shots are more flowing and especially good for spectators and TV. Looking forward to your positive response.

With kindest regards

Ari Vehniäinen
Competition Manager

Rīga, September 12th, 2018
Nr.1-5/18-28

International Floorball Federation

Request for exceptions from game rules

Latvian Floorball Union is kindly requesting exception from game rule 401 - The players' clothing for all leagues (adult and youth) in season 2018/2019 to following:

- allow grey jerseys for field players as all the referees have 3 different colour jerseys and it will not affect the game.

The President of Latvian Floorball Union

Ilvis Pētersons



Grizāne, 67473013

IFF Making reasonable testing attempt instructions

An unsuccessful attempt to test an athlete will not lead to a missed test unless the IFF can demonstrate to the comfortable satisfaction of the hearing panel that the DCO made a reasonable attempt to locate the athlete for testing during the timeslot specified.

What constitutes a reasonable attempt to test an athlete cannot be fixed in advance and the only truly universal guideline is that the DCO should use his/her common sense.

General guidelines for DCOs

- DCO needs to ensure that if the athlete is present, he/she will know that a DCO is here to collect a Sample from him/her
- DCO should bear in mind the requirement to avoid insofar as possible giving the Athlete advance notice of Testing that might provide an opportunity for tampering or evasion or other improper conduct.
- A degree of advance notice may however be unavoidable. Example: An athlete may live or train at a location where access is controlled by security personnel who will not permit access to anyone without first speaking to the athlete or (for example) a team official. More examples found in the WADA Guidelines for Implementing an Effective Testing Program 9.2.1.
- If the DCO is unable to locate the Athlete during the timeslot, he/she should complete and submit an Unsuccessful Attempt Form to the IFF as soon as possible, and in any event no more than three working days after the attempt.
- The DCO should provide a detailed account in the Unsuccessful Attempt Report of exactly what he/she did during the timeslot to try to find the Athlete. For example, if the attempt was at the Athlete's home, the DCO should note when and how many times he knocked on the door, where he/she waited in between attempts, etc.). The DCO should specify exactly where he/she went, for how long, what he/she did, who he/she spoke to about where the athlete might be (including the names of the people involved, and what was said.

International Floorball Federation



IFF Test Planning & Anti-doping intelligence and investigation document

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1. Introduction and scope

This document has been created to meet the mandatory requirements in The World Anti-Doping Code International Standard for Testing and Investigations (ISTI). The ISTI is a mandatory International Standard developed as part of the World Anti-Doping Programme.

The International Standard for Testing (ISTI) is published by WADA with the purpose of the plan for intelligent and effective testing, both in-competition and out-of-competition. The second purpose of the International Standard for Testing and Investigations is to establish mandatory standards for the efficient and effective gathering, assessment and use of anti-doping intelligence and for the efficient and effective conduct of investigations into possible anti-doping rule violations.

The test distribution plan is developed based on the risk assessment in floorball:

- a) The physical demands of floorball and possible performance-enhancing effect that doping may elicit;
- b) Available doping analysis statistics;
- c) Available research on doping trends;
- d) The history of doping in floorball;
- e) Training periods and the competition calendar;
- f) Information received on possible doping practices

The International Floorball Federation's risk document is based on the ISTI model. In addition, the study made by Mads Drange from Anti-Doping Norway (AND), *Physiologically based risk assessment of the Olympic sports and the risk assessment for Ball and team Sports*, has been considered when evaluating the risks of doping in floorball.

2. Planning effective testing

The Code requires each Anti-Doping Organisation with testing authority to plan and implement intelligent testing that is proportionate to the risk of doping among Athletes under its jurisdiction, and that is effective to detect and to deter such practices.

The ISTI describes the steps that are necessary to produce a Test Distribution Plan that satisfies this requirement. This includes establishing the overall pool of athletes within the Anti-Doping Organisation's anti-doping programme, and assessment of which Prohibited Substances and Prohibited Methods are most likely to be abused in the sport(s)/sports in question, followed by appropriate prioritisation between categories of athletes, between types of testing, between types of samples collected, and between types of Sample analysis.

The ISTI allows International Federations to focus their anti-doping programmes (including testing) compete regularly at the international level.

The IFF definition of International level athletes:

- Athletes in the IFF Registered Testing Pool
- Athletes with the following ranking: National team Floorball players that represent the top three (3) nations based on the previous WFC results during the WFC year (Men: even years/Women: uneven years).
- Athletes who compete in the following official IFF Events: World Floorball Championships (WFC), U19 World Floorball Championships (U19 WFC), Champions Cup (CC), EuroFloorball Cup (EFC) and WFC Qualifications.

The international level athletes are a priority when planning the IFF prevention activities such as testing and education. Therefore, target testing is made a priority, focusing the testing resources where they are most needed within the overall pool of athletes.

3. IFF Risk Assessment

As set out in Code, the starting point of the Test Distribution Plan must be a considered assessment, in good faith, of which Prohibited Substances and/or Prohibited Methods are most likely to be abused in the sport(s) and sport discipline(s) in question. This assessment should take into account the following information:

- The physical and other demands of the relevant sport(s) (and/or discipline(s) within the sport(s)), considering in particular the physiological requirements of the sport(s)/sport discipline(s);
- The possible performance-enhancing effects that doping may elicit in such sport(s)/sport discipline(s);
- The rewards available at the different levels of the sport(s)/sport discipline(s) and/or other potential incentives for doping;
- The history of doping in the sport(s)/sport discipline(s);
- Available research on doping trends (e.g., peer-reviewed articles);
- Information received/intelligence developed on possible doping practices in the sport (e.g., Athlete testimony; information from criminal investigations; and/or other intelligence developed in accordance with WADA's Guidelines for Coordinating Investigations and Sharing Anti-Doping Information and Evidence) with the ISTI; and
- The outcomes of previous test distribution planning cycles

3.1 Physiological profile in floorball

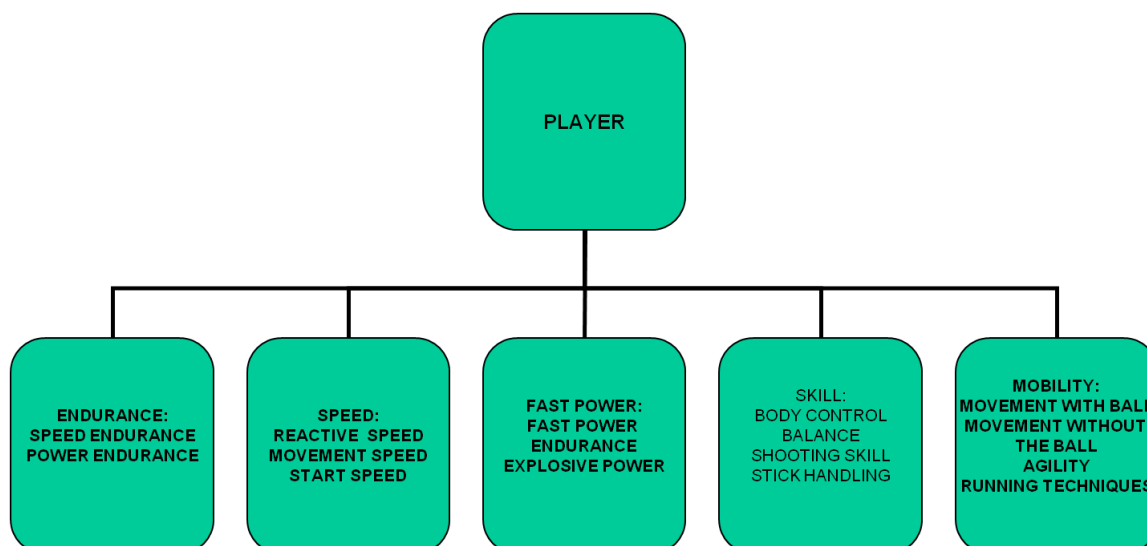
The qualities that make a top-level floorball player are diverse, and skill, match intelligence and overview, as well as the ability to play for the team are hard to achieve by using a doping substance or method. However, a complex physiological profile is needed in floorball.

In a floorball match there are alternating periods of high and low intensity. The players are on the field for a short period of a time, working at high intensity. But even during these 30-50 seconds time on the court, the level of intensity varies. When the players get off the court, they sit on the bench for a few minutes before going out again.

Optimal rhythm in a floorball match:

- 30 - 50 second shifts
- 2 - 3 minutes recovery
- 20 +/- shifts player/match (except goalkeeper)

3.1.1 Summary of requirement needed in floorball



Time on the field and changing rhythm within the match

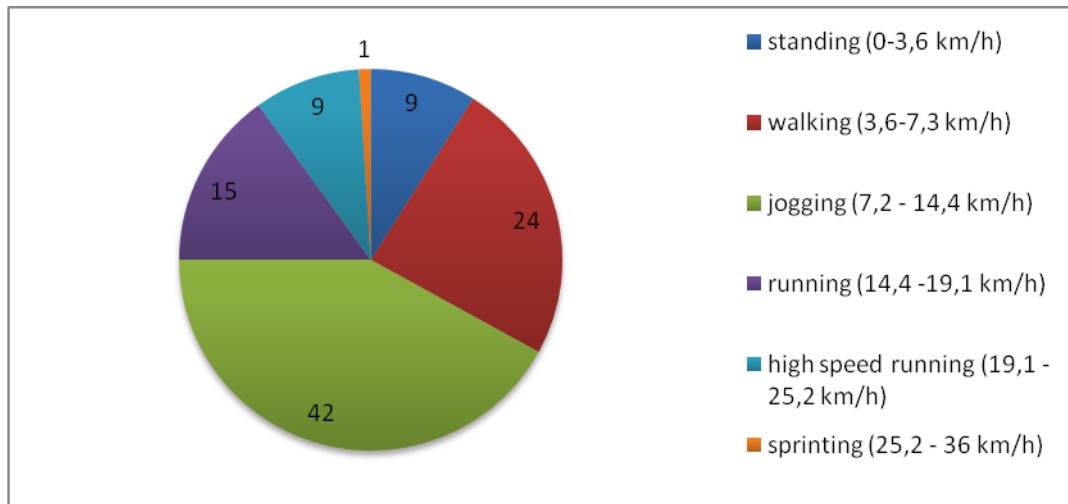
The average of a total match time is about 1h and 27 min and shows the total time of the competition strain for a player. The actual time that a player plays on the court is approximately 34 min. +/- 6 min depending on the system of playing. For each player (excluding the goalkeeper) the average time on the court with action is about 30-50 seconds.

	Average	Defence	Centre	Forward
Total game time	01:26:54	01:27:39	01:28:23	01:26:07
Time on the field	00:34:31	00:35:50	00:35:59	00:33:18
Shifts	20,4	20,3	19,6	23,2

3.1.2 Floorball running statistics

According to statistical analysis of Men's World Floorball Championships top players a floorball player runs 3839 m in average during a match and 192 m in average during one shift. There are quite big differences between different matches/teams/players, which are a result of different floorball tactics used.

The running intensity during a match is different and can be divided into different categories:



Based on a study made in Switzerland 2013 on a Swiss League & Finnish national team player

3.1.3 Floorball players' pulse measurements

Male top players' maximal pulses during a floorball match:

The averages of male players' maximal capacities (% max. pulse) and occasional max. pulses during a game in a study made on 19 Finnish national team players in 2000:

- Highest max. (average) 192 ± 8
- Two players' values over 200
- All players average 180 ± 7

Average pulse levels based on a study made on 18 Finnish League players during floorball games during season 2013-2014:

- Highest max (average): 186-188
- Average pulse level: 130 (86-188)
- Average %VO₂max (ml/kg/min): 20 (11-24)
- Highest %VO₂max (ml/kg/min): 48 (36-55)

3.1.4 Floorball lactic acid measurements

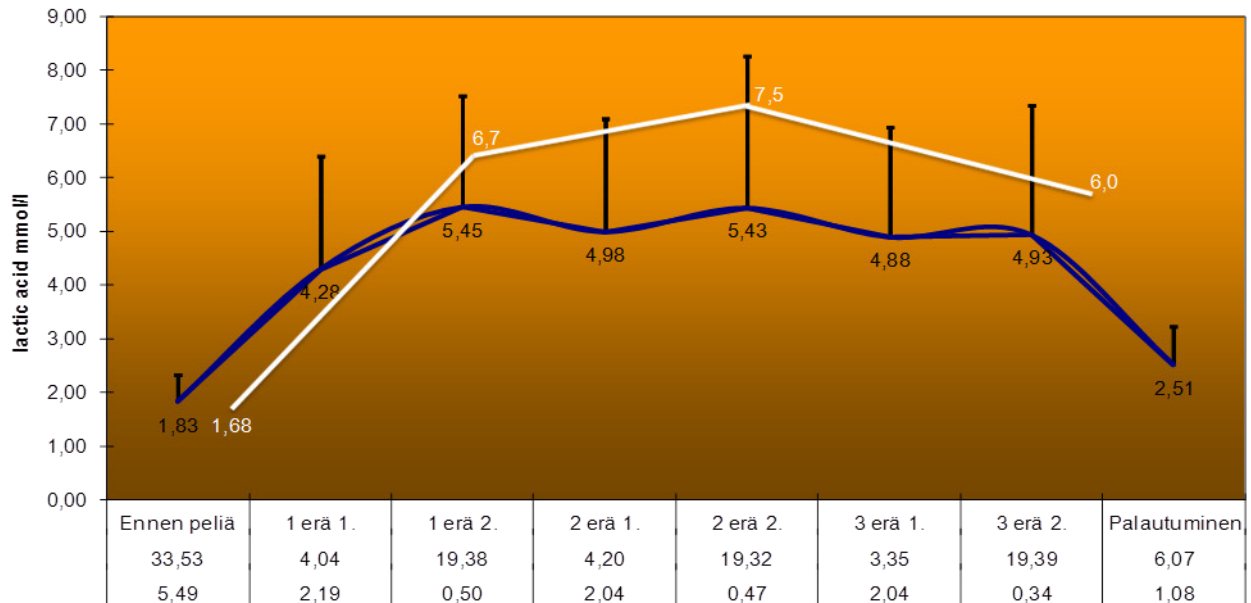
Lactic acid measurements made on 19 Finnish top floorball players made in 2000:

- Biggest occasional value 14,56
- All players average $4,98 \pm 1,62$

Lactic acid measurements made on 18 Finnish top floorball players made in 2014:

- Biggest occasional value 11,47
- All players' average 6,7

The average lactic acid values on different measuring points (before the game, first period, 2nd period, 3rd period and after the game):



Lactic acid values measured in floorball matches in 2000 (in blue) compared to 2014 (in white)

Based on studies made on Finnish top male players in 2000 and top Finnish top male players in 2014

3.1.5 Countermovement jumps (CMJ)

CMJ measurements made during season 2013-2014 on 18 top Finnish Floorball players in three games:

- Average CMJ before the game: 41,0 cm
- Average CMJ after first period: 45,7 cm
- Average CMJ after second period: 45,6 cm
- Average CMJ after the match: 45,7 cm

3.1.6 Physiological differences between the different player positions

The different player positions have an effect on the physiological profiles. Still there is not that much difference between the defenders, wing forwards and centres. Not much studies have been made on floorball goalkeepers, who need to have fast reactions, agility, muscle endurance and balance, whereas the running skills or endurance are not important.

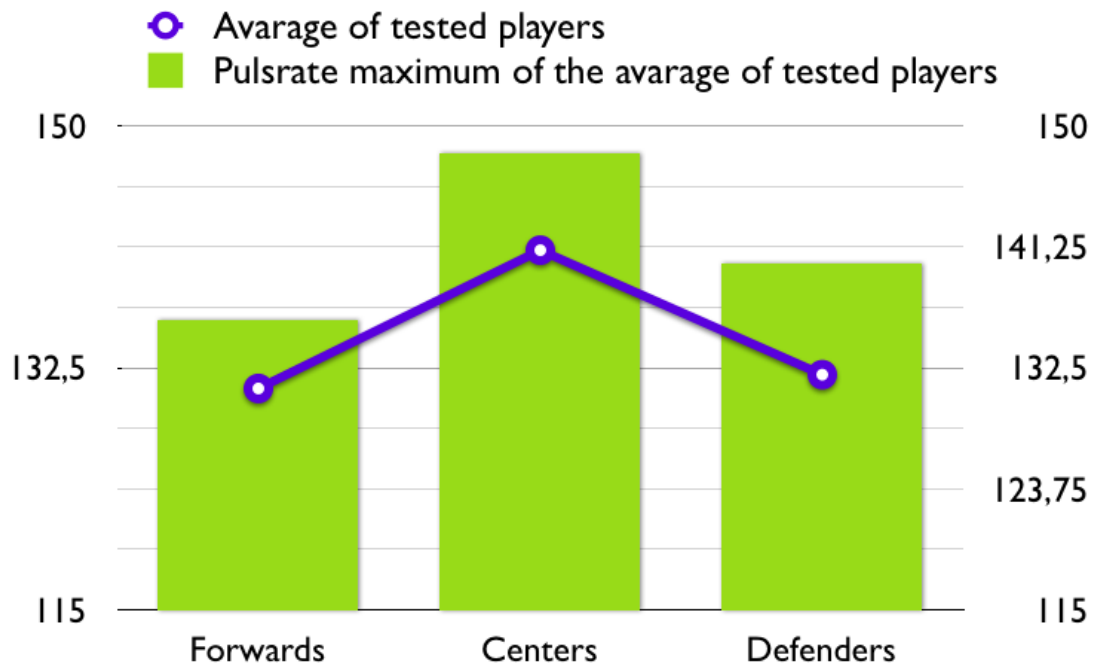
The chosen floorball tactic of the team, for example fore-checking style etc, also affects the workload for different players.

There is a small tendency that centre players need to run more than others. But the difference is not significant.

	Average	Defence	Centre	Forward
Total distance	3838,9	3756,9	3939,6	3883,5
Distance per shift	191,6	188,4	203,6	192,0

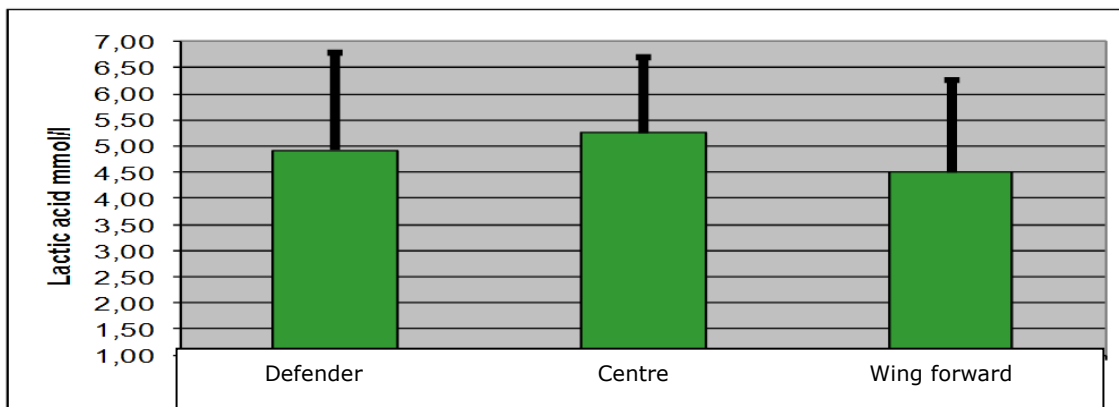
Based on a study made in Switzerland 2013 on Men's WFC top players

Average max pulse levels according to position:



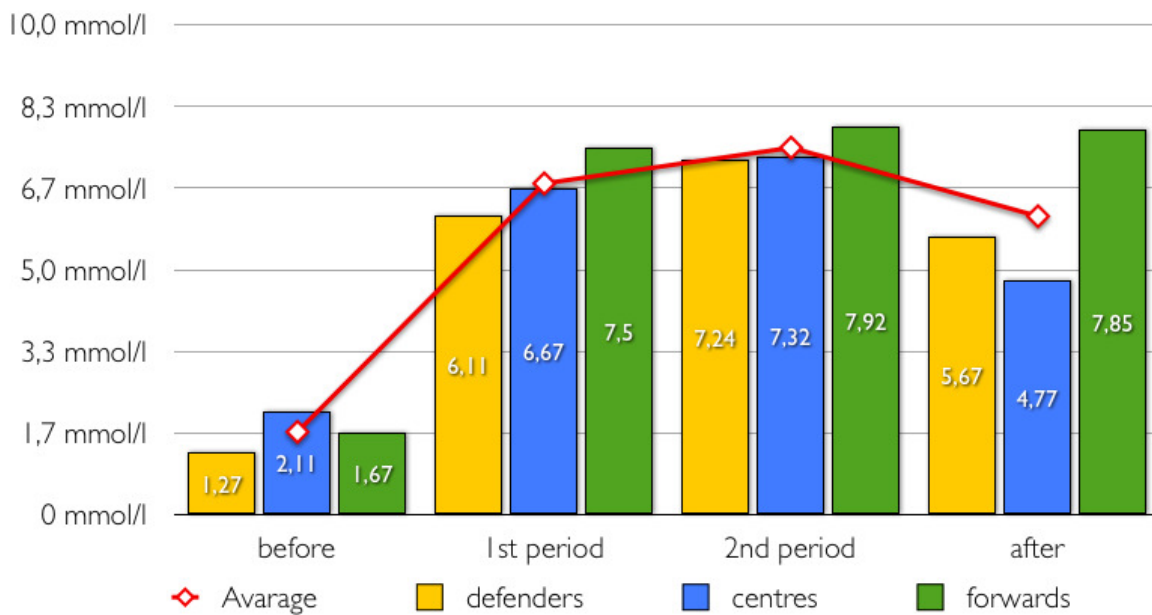
Based on a study made on Finnish top male players in 2013-2014

Lactic acids according to position in 2000 and in 2014:



Based on a study made on Finnish top male players in 2000

Lactate-Acid-Test



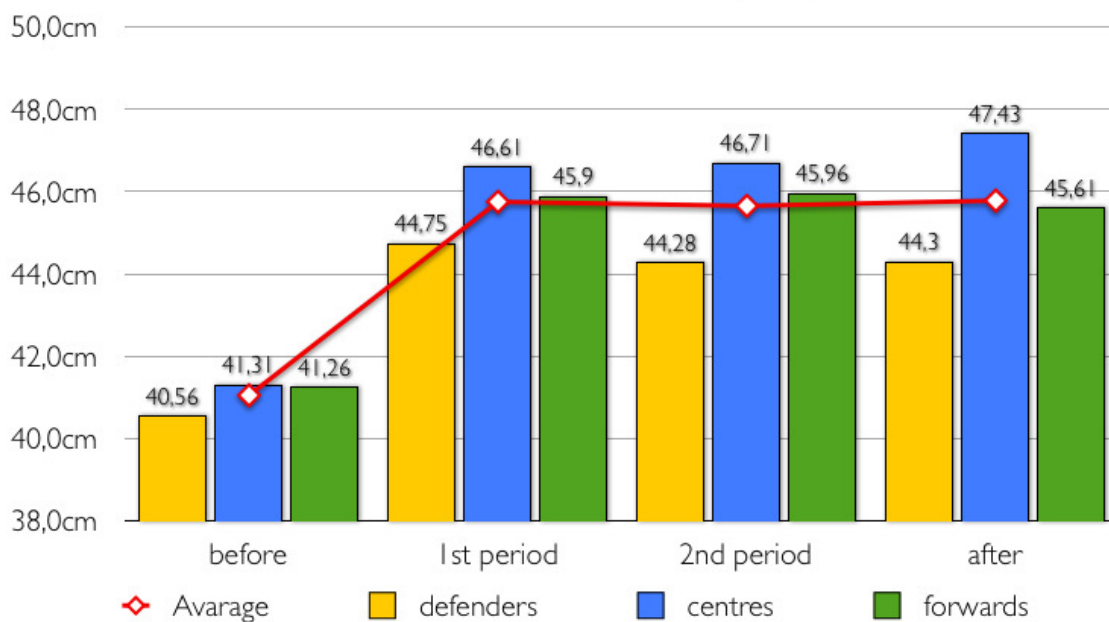
Based on a study made on Finnish top male players in 2014

Lactic acid measurements made during season 2013-2014 on 18 top Finnish Floorball players in three games:

- Average lactic acid levels before the game: 1,6
- Average lactic acid levels after first period: 6,7
- Average lactic acid levels after second period: 7,5
- Average lactic acid levels after the match: 6,0

CMJ according to position:

Counter-Movement-Jumps



Based on a study made on 18 Finnish top male players in 2014

3.2 Performance-enhancing drugs in floorball

Floorball requires a complex physiological profile, and there are some differences within players of the same team. At the moment, not much study has been made on the goalkeepers.

As the physiological profile of floorball players is complex it is hard to evaluate which substances in particular could be abused to enhance performance? Even though some prohibited substances might have a positive effect on the performance of a floorball player; it can also be argued that the level of the physiological features that are required to become the best floorball player in the world can be reached without using prohibited substances. A top floorball player needs to be fast enough, strong enough and have enough endurance to be able to perform on the court, but none of the qualities are that much more important than the other. In addition, a top-level athlete cannot become a top-level floorball player without mastering the technical and tactical aspects of the sport.

It is also important to take into consideration other factors that have a huge effect on the players' performance on the floorball court. Factors such as ball handling skills, shooting technique, game understanding skills, tactical skills as well as social and psychological factors make a big difference in how good a player and team perform on the court.

Also, the incentives and economical rewards have an effect of the risk of doping. The risk of doping abuse is still low in floorball due to the fact that there are no professional leagues and not a lot of money involved. Only a few players in the world receive salary for playing and the economical benefits are still low.

3.3 Training and competition schedules

A floorball season can roughly be divided into a competition season and off season. The competition season in the top men's and women's leagues starts in September and ends in April. The month of August is usually a pre-competition season meaning that many top teams then play pre-season matches.

3.3.1 National League seasons

As floorball is a team sport the players train mostly together as a team. During the season, the teams train together 3-5 times a week in addition to various kinds of physical exercises like strength training, agility training, endurance training and technique trainings. The focus and exercises differ a lot depending on the team and the time during season.

The top national floorball leagues start in September and continue until April the following year. National league matches are played, except from rare occasions, only during the weekends as many of the players have a regular job. Usually the teams play 1-2 matches per week.

The total amount of regular season matches in the top leagues varies between 22-26 matches and then the best teams advance to the play-offs. During the international weekends, the national leagues have a break.

3.3.2 International Events & training camps

The major international floorball events, the Adult World Floorball Championships (WFC), are played in December. The Men's WFC is played during even years (2018, 2020 etc.) and the Women's WFC is played during uneven years (2019, 2021 etc.). The Qualifications to the World Floorball Championships Final Round are played in February the same year.

In addition to the World Floorball Championships the top club competition for the best men's and women's club teams in the world, the Floorball Champions Cup (CC), is played each year in January.

The national teams also play international tournaments or single internationals during the international weekends, 1st weekend of February (when not playing in the WFC Qualifications), 4th weekend of April 2nd weekend of September and 1st weekend of November.

In connection with and in addition to the international events the top national teams also organise training camps. The amount of national team training camps per year vary depending on if it is the WFC year for men or women. The top three national teams have 2-5 national team training camps per year.

3.4 Doping control test statistics

The IFF annually publishes the IFF test statistics on the IFF website www.floorball.org under Anti-Doping.

There has been a decrease in the total number of doping tests conducted in floorball during the recent years. This reflects the overall change in planning and initiating testing, where the focus has shifted from quantity to quality. Instead of testing the athletes randomly and analysing samples only with the standard menu, the tests are more targeted than before and follow a smarter testing plan.

IFF Test Distribution Plan 2010-2020:

2010:

Out of competition tests 2010: 19

In competition tests 2010: 54

2011:

Out of competition tests: 26

In competition tests: 58

2012:

Out of competition tests: 28

In competition tests: 61

2013:

Out of competition tests: 31

In competition tests: 61

2014:

Out of competition tests: 31

In competition tests: 64

2015:

Out of competition tests: 32

In competition tests: 62

2016:

Out of competition tests: 32

In competition tests: 65

2017:

Out of competition tests: 34

In competition tests: 64

2.5. History of doping

When looking at the anti-doping rule violations in floorball, cannabis is the most common prohibited substance. Since 2005, when for the first time the statistics were systematically collected by the IFF, there have been 18 anti-doping rule violations in floorball from which eight are results of recreational drugs, including seven cannabis cases.

All except three of these anti-doping rule violations have been collected in the national leagues and the national anti-doping organisation has been the results management authority. The three IFF initiated tests that led to an ADRV has been for the use of cannabis, higenamine and sibutramine.

Anti-Doping rule violations in floorball (2005 – 2018):

Year	Substance	Nationality	Event/League	Sanction
2005	Cannabinoids	FIN	Finnish League	6 months
2005	Norandrosterone	NOR	Out of comp. NOR	Two years
2005	Norandrosterone	NOR	Norwegian League	Two years
2005	Cocaine	NOR	Norwegian League	Two years
2007	Cannabinoids	CZE	Czech League	3 months
2007	Cannabinoids	GER	German League	6 months
2008	Methylephedrine	JPN	Japanese League	3 months
2010	Cannabinoids	FIN	Norwegian League	1 year (2nd ARDV)
2010	Cannabinoids	SWE	Norwegian League	4 months
2010	Terbutaline	FIN	Finnish League	Warning
2012	Cannabinoids	CZE	Czech League	14 months
2012	Methylhexanamine	NOR	Norwegian League	6 months
2012	Methylhexanamine	NOR	Norwegian	6 months

			League	
2015	Testosterone	SWE	Swedish 5th division	Two years
2015	Dehydrochlormethyltestosteron (attempted use)	SUI	Swiss 4 th division small field league	Two years
2016	Cannabinoids	ESP	World Floorball Championships Qualifications	9 months
2017	Higenamine	AUS	Admitted use	Warning
2018	Sibutramine	THA	World Floorball Championships Qualifications	9 months

Based on the above figures, one can say that floorball is at least for now, a quite clean sport. The prohibited substances used are mostly recreational drugs. The “real” doping cases, with substances like testosterone, have been reported from samples of quite low-level floorball players, not top-level players. In most of these cases the reason for taking the substance has been reported to be other than performance enhancement in floorball. These lower level floorball players have been more involved in gym activities than in floorball.

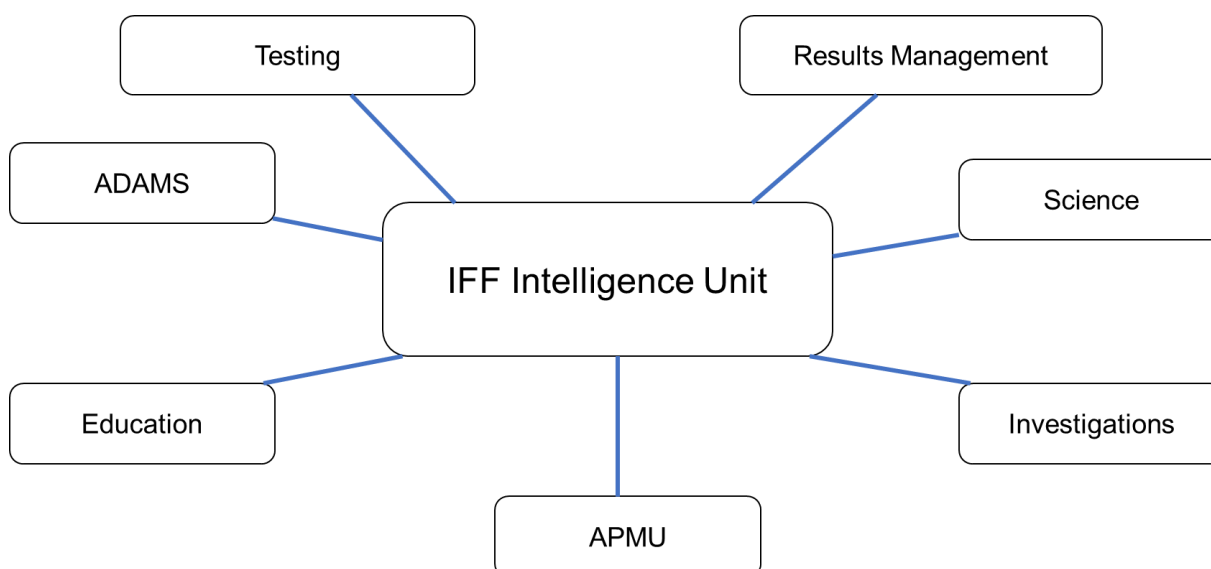
The testing statistics and anti-doping rule violations need to be taken into consideration when planning the future IFF prevention strategies including both testing and investigations but also the anti-doping education activities.

4. Anti-Doping Intelligence

The main purpose of the intelligence function is to support the IFF anti-doping programme through intelligence-led anti-doping. Intelligence will provide consistent support to different anti-doping sectors, specifically:

- Investigations
- Testing
- Results Management
- Science
- Education

The following diagram shown how IFF interacts with other programmes.



The IFF ensures that anti-doping intelligence captured or received is handled securely and confidentially, that sources of intelligence are protected, that the risk of leaks or inadvertent disclosure is properly addressed, and that intelligence shared with by law enforcement, other relevant authorities and/or other third parties, is processed, used and disclosed only for legitimate anti-doping purposes.

4.1 Gathering and utilising of anti-doping intelligence

The IFF collects information from both internal and external resources and does everything in its power to ensure that it will be able to capture or receive anti-doping intelligence from all available resources. Internal resources include for example ADAMS, athlete whereabouts, associations, athlete biological passports, competition schedules, doping control forms, TUEs, injury data and testing history. External resources include for example athletes and athlete support personnel and members of the public, sample collection personnel, laboratories, pharmaceutical companies, national member associations, law enforcement other regulatory and disciplinary bodies, open source data and the media.

IFF also follows the recent global doping trends and the specific risks that might be associated with floorball when planning its anti-doping activities. Additional means for collecting intelligence are concerns raised by the IFF athletes' commission.

The IFF utilises WADA's "Speak Up" secure digital platform (<https://speakup.wada-ama.org>). Athletes and others can report using "Speak Up" on alleged Anti-Doping Rule Violations (ADRVs) under the World Anti-Doping Code (Code); non-compliance violations under the Code; or, any act or omission that could undermine the fight against doping in sport.

The Athlete Passport Management Unit (APMU) has a central role in gathering intelligence and their expert reviews are utilised for testing purposes, especially for target testing and/or specific additional analysis.

The IFF collects this information for many different purposes. The data can be used for smart test planning as well as for other purposes such as defining current anti-doping education needs and re-defining testing pools.

The Athlete Passport Management Unit (APMU) has a central role in gathering intelligence and their expert reviews are utilised for testing purposes, especially for target testing and/or specific additional analysis.

4.2 Collation and analysing collected anti-doping intelligence

When the anti-doping intelligence is collected from various resources the IFF will collate and analyse the information. The collation will help identify relationships and patterns between data.

The IFF assesses the source by for example the following means:

- Whether the source has provided accurate information in the past
- The motivation of the source for providing the information
- How the source obtained the information
- Whether the source is corroborated or contradicted by other sources

The analysis process involves examining collected information to establish patterns and relationships that could be meaningfully interpreted. The analysis seeks to explain the significance of the information and clarifies if it is consistent with the direction given.

The main purpose of analysis is to:

- Reduce levels of uncertainty
- Explain a situation
- Anticipate/predict an outcome
- Explain the significance of trends, patterns and relationships

4.3 Intelligence reporting

Once the intelligence has been gathered, collated and analysed the IFF will formulate the data into an intelligence report. The intelligence reports need to be timely, accurate, precise and concise.

The intelligence report should:

- Present the conclusions reached and the logical reasons for reaching these conclusions.
- Use clear, concise and unambiguous language to ensure brevity and efficiency, minimizing the use of jargon and/or technical words.
- Spell out less commonly used abbreviations on first use, followed by initials or acronyms in parentheses.

5. Investigations

The International Standard for Testing and Investigations (ISTI) establishes standards for the efficient and effective conduct of investigations that IFF must conduct under the Code, including:

- The investigation of Atypical Findings and Adverse Passport Findings, in accordance with the Code
- The investigation of any other analytical or non-analytical information or intelligence where there is reasonable cause to suspect that an anti-doping rule violation may have been committed, in accordance with Code respectively; and
- Where an anti-doping rule violation by an athlete is established, the investigation into whether Athlete Support Personnel or other Persons may have been involved in that violation, in accordance with the Code

In each case, the purpose of the investigation is to achieve one of the following: either (a) to rule out the possible violation/involvement in a violation; or (b) to develop evidence that supports the initiation of an antidoping rule violation proceeding in accordance with Code.

6. IFF Testing Pools and Whereabouts

The IFF Whereabouts requirements meet the requirements of the Code and the ISTI. Whereabouts are intended to support out of competition no advance notice testing needs.

Whereabouts information is not an end in itself, but rather simply a means to an end, namely the efficient and effective conduct of no advance notice testing. Therefore, when the IFF has determined that it needs to conduct testing (including out of competition testing) on particular athletes, it must then consider how much information it needs about the whereabouts of those athletes in order to conduct that testing effectively and with no advance notice.

The IFF collects all of the whereabouts information that it needs to conduct the testing identified in the Test Distribution Plan effectively and efficiently. The IFF will not collect more whereabouts information than it needs for that purpose. In order to maintain a pool of Athletes from whom whereabouts information is obtained, which can be used to increase the effectiveness of the IFF's out of competition testing programme, the IFF will maintain a Testing Pool.

In uneven years (2019, 2021 etc.) when it is the Women's WFC year the IFF TP consists of the top three (3) Women's National Teams according to the results from the previous World Floorball Championships. All Athletes taking part in the events (camps, tournaments, international matches) of the Women's Top three ranked National Teams are included in the IFF Testing Pool. The IFF will collect the needed whereabouts information through the National Federation.

In even years (2018, 2020 etc.) when it is the Men's WFC year the IFF TP consists of the top three (3) Men's National Teams according to the results from the previous World Floorball Championships. All Athletes taking part in the events (camps, tournaments, international matches) of the Men's Top three ranked National Teams are included in the IFF Testing Pool. The IFF will collect the needed whereabouts information through the National Federation.

National Federation shall take care of following:

- a. Send the specific event information ten (10) days prior to the event (the information shall be sent with the "IFF Upcoming National Team Event Form")
- b. Send regular club team training activities (one regular training time/week during the season) of the league clubs of their country with current national team players from their country (you can use the "IFF Club Team Whereabouts Form"). Periods: February – March/April (until season ends) & September – December 31st. The National Federation shall also be responsible for providing possible updates in the regular training times to the IFF.

Information needed: Name of club team; training day; training time (local time); date until specified training time is valid; training venue name; training venue address; (venue training court number); name of club team contact person and his/her contact information.

- c. If needed, the IFF will ask for more whereabouts information (Women's national team whereabouts during Men's WFC year, more club team whereabouts, off-season club training times etc.). The IFF also has the possibility to identify players to a Registered Testing Pool. Players in the Registered Testing Pool are individually responsible for providing daily whereabouts information including a 60-minutes time slot.

Reporting Deadlines

The National Federation shall hand in the first top club team regular training times (1 training time/week) for the period February 15th – March/April (until the season ends). The first deadline to send in the information is on February 10th. The second deadline to send in the top club team training times is on September 10th for the period September 15th – December 31st.

When the regular training time is cancelled/changed, the National Federation shall keep the IFF updated of such changes, so that possible out-of-competition testing plans can be modified.

IFF Registered Testing Pool (RTP)

IFF may also identify a Registered Testing Pool of those Athletes who are required to comply with the strict whereabouts requirements of Annex I to the International Standard for Testing and Investigations. Athletes shall be notified before they are included in a Registered Testing Pool and when they are removed from that pool by the IFF. The IFF regularly evaluates the need for players in the IFF Registered Testing Pool.

7. IFF Test Distribution Plans and analysis

In order to meet the requirements of the ISTI and based on the risk assessment the IFF determines to what extent each of the following types of testing is required in order to detect and deter doping practices within the relevant discipline(s) and/or nation(s) intelligently and effectively.

The IFF follows the principals described in ISTI:

- In competition testing and out of competition testing;
 - In sports and/or disciplines that are assessed as having a high risk of doping during out of competition periods, out of competition testing shall be made a priority, and a significant portion of the available testing shall be conducted out-of-competition. However, some material amount of in competition testing shall still take place.
 - In sports and/or disciplines that are assessed as having a low risk of doping during out of competition periods (i.e., where it can be clearly shown that doping while out of competition is unlikely to enhance performance or provide other illicit advantages), in competition testing shall be made a priority, and a substantial portion of the available testing shall be conducted in competition. However, some out of competition testing shall still take place, proportionate to the risk of out of competition doping in such sport/discipline.
- Testing of urine;
- Testing of blood; and
- Testing involving longitudinal profiling, i.e., the Athlete Biological Passport program.

In floorball, the overall risk of doping is still low, the IFF will still conduct both in competition and out of competition testing and follow the Technical Document concerning testing of urine and testing of blood.

2018:

Out of competition tests 2018: 37

In competition tests 2018: 54

5% hGh: 5-6 tests

5% ESAs: 5-6 tests

MC recommendation: 6 hGh s tests in spring/summer + 6 ESAs tests in Autumn

2019 - 2021:

Out of competition tests: 35-40

In competition tests: over 50

5% hGh/GHRF: 5-6 tests

5% ESAs 5%: 5-6 test

MC recommendation: 5-6 hGh/GHRFs tests in spring/summer + 5-6 ESAs tests in Autumn

7.1 In competition testing plan

- **Adults World Floorball Championships (WFC)**
 - Minimum 1 per team in the preliminary round (16) +
 - Minimum 8 tests in the play-offs
- **World Floorball Championships Qualifications (WFCQ)**

- Minimum 1 test per team in the semi-finals (if semi-finals are played). Otherwise 2-6 teams will be tested according to the agreement with the organiser.
- **Under 19 World Floorball Championships (U19 WFC)**
 - Minimum 8 tests
- **Other IFF Events**
 - Decided annually

7.2 Out of competition testing plan

The IFF plans to conduct 35-40 out of competition tests that can for example be divided as follows:

- Testing pool tests on top 3 nations, both tests during national team camps and top league teams' trainings:
 - 1st ranked team: 14-15 tests (7 national team camps + 7 trainings)
 - 2nd ranked team: 12-14 tests (7 national team camps + 5 trainings)
 - 3rd ranked team: 10-12 SUI women (4 national team camps + 5 trainings)
- These tests could include:
 - HGH/Blood GH isoforms
 - 1st ranked team: 2
 - 2nd ranked team: 2
 - 3rd ranked team: 2
 - ESAs (urine)
 - 1st ranked team: 2
 - 2nd ranked team: 2
 - 3rd ranked team: 2

7.3 Sample analysis

IFF asks laboratories to analyse the samples collected in a manner that is tailored to the particular circumstances of the sport/discipline/country in question. In accordance with the Code, the starting-point is that the IFF shall have all samples collected on their behalf analysed in accordance with the sample analysis menus specified in the Technical Document.

The IFF may however ask laboratories to analyse their samples using more extensive menus than those described in the Technical Document; and may also ask laboratories to analyse some or all of its samples using less extensive menus than those described in the Technical Document where IFF has satisfied WADA that, because of the particular circumstances of their sport or discipline or nation (as applicable), as set out in the Test Distribution Plan, less extensive analysis would be appropriate.

IFF Failure to comply procedure

The document will describe the actions taken by the IFF when investigating a possible Failure to Comply (Evading, Refusal, Failure to submit to Sample collection or Tampering).

The IFF when being the Results Management Authority will need to review the Doping Control Documentation to ensure that the Athlete was properly notified, understood the implications of being notified and, in particular, was clearly advised of the potential implications of not providing a sample.

The IFF will investigate and also interview other persons who may have relevant information when necessary. The IFF will also get the Athlete's explanation as to why he/she refused to provide a sample or failed to comply with such a request. If necessary, any follow up investigations will be conducted and completed before disciplinary proceedings begin.

Investigating a Possible Failure to Comply

1 Objective

To ensure that any matters occurring before, during or after a Sample Collection Session that may lead to a determination of a Failure to Comply are properly assessed, documented and acted upon.

2 Scope

Investigating a possible Failure to Comply begins when the IFF (when being the testing authority) or a DCO becomes aware of a possible Failure to Comply and ends when the IFF takes appropriate follow-up action based on the outcome of its investigation.

3 Responsibility

3.1 The IFF (when IFF is the testing authority) is responsible for ensuring that:

- a) when the possible Failure to Comply comes to its attention, it notifies WADA, and instigates an investigation of the possible Failure to Comply based on all relevant information and documentation;
- b) the Athlete or other party is informed of the possible Failure to Comply in writing and has the opportunity to respond;
- c) the investigation is conducted without unnecessary delay and the evaluation process is documented; and
- d) the final determination (i.e., whether or not to assert the commission of an anti-doping rule violation), with reasons, is made available without delay to WADA and other Anti-Doping Organisations in accordance with the Code.

3.2 The DCO is responsible for:

- a) informing the Athlete or other party of the Consequences of a possible Failure to Comply;
- b) completing the Athlete's Sample Collection Session where possible; and

c) providing a detailed written report of any possible Failure to Comply.

3.3 Sample Collection Personnel are responsible for:

- a) informing the Athlete or other party of the Consequences of a possible Failure to Comply; and
- b) reporting to the DCO any possible Failure to Comply.

4 Requirements

4.1 Any potential Failure to Comply shall be reported by the DCO and/or followed up by the IFF as soon as practicable.

4.2 If the IFF determines that there has been a potential Failure to Comply, the Athlete or other party shall be promptly notified in writing:

- a) of the possible Consequences; and
- b) that the potential Failure to Comply will be investigated by the Testing Authority and appropriate follow-up action will be taken.

4.3 Any additional necessary information about the potential Failure to Comply shall be obtained from all relevant sources (including the Athlete or other party) as soon as possible and recorded.

4.4 The IFF makes sure that the outcomes of its investigation into the potential Failure to Comply are considered for results management action and, if applicable, for further planning and Target Testing.

INTERNATIONAL FLOORBALL FEDERATION



SECTION 1:

GUIDELINES FOR MANAGERS OF CLUB TEAMS AT IFF EVENTS

Edition 2018

Valid from 1st January 2018

1. Before travelling or arriving at the Tournament

1.1 Make sure that all players and officials have a valid passport/internationally accepted ID card and visas (as required) and ask your Team Doctor to check whether he/she has to fulfil local requirements in order to be allowed to practice in the host country.

1.2 Make sure that the player's outfit shall be according to the IFF Rules of the Game, and according to the following:

- The participating teams shall have one dark and one light coloured jersey - the main colour of the outfit must be dominating
- There should be numbers on the back of the shirt – at least 200mm high
- There should be numbers on the front (chest) of the shirt – at least 70mm high (including for goalkeepers)
- In the Champions Cup only, players must have the surname written in the back of the player's shirt. The name must be written with clearly visible Latin letters, which are at least 80 mm high
- A player taking part in an IFF event shall wear the same number throughout the whole competition
- Any personal equipment (such as compression wear) which is worn under the playing uniform must match in colour to either the playing shirt or shorts. Black legwear (even if it does not match playing shirt or shorts) will also be allowed
- Any player wanting to use full-length tights must have prior approval from the IFF

1.3 Make sure that your National Association &/or Club Managements has informed you about any communication from IFF of interest to you regarding the tournament.

1.4. Make sure that all team information is submitted to the IFF and local organisers according to the IFF Team Information Package and local organiser Information Letters.

1.5 Check whether you have received a copy of the current *IFF Competition Regulations*, *IFF Anti-Doping Regulations*, *IFF Juridical Regulations* and *IFF Guidelines for the Conduct of the Athletes' Entourage*.

1.6. Organise for all team members and officials, including players, managers, coaching and support staff (including medical staff) to complete and sign the *IFF Event Participant Acknowledgement and Agreement Form* (found in Section 2 of this document).

1.7. In case of athletes who are minors, the team managers shall make sure to have received the necessary parental consent for doping control purposes.

2. Upon arrival at the Tournament

2.1 Upon arriving at your accommodation, allocate the rooms and check with your Team Guide that the facilities are acceptable.

2.2 Check with the Local Organiser's Competition Office that the financial arrangements are as pre-arranged.

2.3 Check your transport schedule with your Team Guide (if applicable)

2.4 Check your practice schedule with your Team Guide (if applicable)

3. At the Captain's Meeting / 1st Technical Meeting

3.1 Attend the meeting with your team captain and one other team official – preferably the team's Head Coach.

3.2 Notify the IFF Staff in writing prior to start of the meeting whether there are any amendments to your Final Team List, such as changes to player shirt numbers.

3.3 Take along samples of both your Home and Away playing jerseys

3.4 Take along the passports / internationally accepted ID card of all your players and team officials on your Final team list. Have them sorted according to the Final list in numerical order (1-99).

3.5 Hand in the *IFF Event Participant Acknowledgement and Agreement Form* signed by all players & officials, to the IFF staff (*Section 2 of this document*)

3.6 Advise the Jury Chairman and/or Head of LOC if there are any problems with your accommodation, meals, transport arrangements and training schedules. Try & address these issues firstly with your team guide before the meeting.

3.7 Hand in (to the IFF staff) the signed statement (final page of this section) that you have received all necessary tournament papers and that you will be responsible for the settlement of the accounts of your team party before you leave the host city.

4. Before a Match

4.1 Make sure that your transport schedule allows your team to be at the field of play in due time

4.2 Upon arrival at the competition venue deliver the completed Official Team List and Team Line-up forms to the Match Secretariat by the agreed time, according to the instructions given at the 1st Technical Meeting

4.3 On the Official Team List all players (maximum 20) taking part in the match should be listed and goalkeepers and captain noted. All team officials (maximum 5) taking part in the match should be listed. Remove from the list any officials or players who will not take part in the match.

4.4 On the Team Line-up Form, every player listed on the Official Team List should be marked to a line, with their surname and shirt number.

4.5 Make sure that your team is dressed in the correct colours, as decided at the Technical Meetings.

4.6 Check that your captain wears a distinctive arm band.

4.7 Make sure that your players warm-up only in the designated areas and do not enter the field of play prior to the permission of the LOC officials.

4.8 Make sure that your team promptly leaves the field of play at the end of the warm-up period and that they are ready to enter the field for the start of the match according to the pre-match countdown advised at the Technical Meetings.

4.9 Make sure your team is familiar with the pre- and post-match ceremony directions.

4.10 When the match is about to start, make sure that there are no more than the number of personnel permitted on the bench – maximum 20 players and maximum 5 officials.

5. During a Match

5.1 The designated Team Manager for a particular match is responsible for the behaviour of the persons seated on the bench. It must be ensured that there is no vocal communication directed at the Technical Officials at the table, the referees or the players of the opposing team.

5.2 The captain is responsible for the behaviour of your players on the field of play, even if seated on the bench.

5.3 In the case of an injury to a player, a team official may enter the field of play, only once authorised to do so by one of the referees, and can assist in treating and removing the player concerned from the field of play

as soon as it is safe to do so. The referee may also authorise, if necessary, the stretcher bearers to enter the field of play.

5.4 A player having sustained an injury which caused bleeding may not re-enter the field of play until the bleeding has ceased, the wound is adequately covered, the blood stained clothing is replaced and the equipment cleaned.

5.5 The designated Team Manager is responsible for ensuring that, during play, all players and team officials (especially coaches) remain in the designated team bench area and do not approach the opposition penalty bench, match secretariat table, or opposition bench.

5.6 During the period breaks, the Team Manager should ensure that all equipment is moved to the opposite team bench immediately at the end of play and that the team bench area is left clean.

5.7 If during the match you notice an incorrect announcement of a goal scorer or goal assist, advise to the Match Secretariat the correct information as soon as possible, and no later than the final end of play.

6. At the end of a Match

6.1 Go to the Match Secretariat and sign the printed match record.

6.2. In case of a protest, proceed in accordance with the directions given at the Technical Meetings.

6.3 After the match ensure that your team leaves the team bench area according to the post-match schedule, and leaves the court via the pre-determined Mixed Zone.

6.4 Ensure that any player or team official requested for a media interview complies with the request according to the instructions given at the Technical Meetings.

6.5 Ensure that any Injury Forms are handed in to the Match Secretariat at the completion of play. Remember that a player on your final team list being substituted from the team due to injury cannot be replaced (by a First list player) until the IFF has received the Injury Form. *(Only applicable for Champions Cup)*

6.6 Any player selected for a doping control test after a match must remain under the supervision of the chaperone and must report as soon as possible to the Doping Control Room. Arrange for a support person to accompany the selected player.

6.7 If your selected player has not completed the doping control process by the time your team is scheduled to leave the venue, then discuss with the local organiser about alternative transport arrangements for the selected player & support person after the doping control tests are completed.

7. During the Tournament

7.1 Enquire where the team notice boards / information boxes are located and carefully check these on a daily basis.

7.2 If possible, always take both sets of playing shirts with you for matches.

7.3 Check for official events, such as opening ceremony, and make sure that your team is correctly dressed for the occasion. Check with your Team Guide, if you have any doubts.

8. Before leaving the Tournament

8.1 Remember that it is your responsibility that all financial matters of your team are settled. Make sure that all accounts are settled prior to the day of departure.



**To be completed, signed and delivered to the IFF Representative
at the 1st Technical Meeting**

Tournament Name: _____

Tournament Venue (City & Country): _____

Tournament Dates: _____

The undersigned _____ (Team Manager's name)

Manager of the Team of _____ (Club Name & Country)

herewith confirms

1. To have received a copy of the:

- IFF Guidelines for Team Managers
- IFF Competition Regulations
- IFF Juridical Regulations
- IFF Anti-Doping Regulations
- IFF Guidelines for the Conduct of the Athletes' Entourage

2. To be responsible for the adherence to these above-mentioned regulations by the team party (players, managers, coaching and support staff);

3. That the Organising Committee of the event will be indemnified for all damages and claims caused by members of the team party;

4. That the account of the team party will be settled prior to the day of departure;

Date: _____ Signature: _____

INTERNATIONAL FLOORBALL FEDERATION



SECTION 2:

IFF EVENT PARTICIPANT ACKNOWLEDGEMENT & AGREEMENT

Edition 2018

Valid from 1st January 2018

IFF EVENT PARTICIPANT ACKNOWLEDGEMENT AND AGREEMENT

1. Introduction

- Under the International Floorball Federation (hereinafter referred to as 'IFF') Statutes the IFF has full jurisdiction and authority with respect to the organisation and conduct of international Floorball events sanctioned by the IFF
- All participants are subject to the jurisdiction of the IFF
- All participants must comply with all rules and regulations of the IFF relating to IFF events
- The IFF Competition Regulations, IFF Juridical Regulations, IFF Anti-Doping Rules and IFF Guidelines for the Conduct of Athletes' Entourage are duly approved regulations of the IFF which all participants must abide by
- IFF is committed to maintaining the highest standards of behaviour and conduct at all IFF events

2. Who does the IFF Event Participant Acknowledgement and Agreement apply to?

It applies to all participants, which means and includes:

- All team members and officials including players, managers, coaching and support staff, medical and para-medical staff
- All IFF event officials including IFF Staff, IFF Jury, IFF Referee Management, IFF Referees and any other official appointed by the IFF

3. Enforcement of the IFF Event Participant Acknowledgement and Agreement

Complaints in relation to breaches of any IFF Regulations and the IFF Event Participant Acknowledgement and Agreement shall in the first instance be dealt with by the appointed IFF Jury during the event and by the IFF Disciplinary Committee and/or IFF Central Board and/or IFF ExCo after the tournament is completed.

4. Event Accreditation

Each participant will receive their official event accreditation only after the signed IFF Event Participant Acknowledgement and Agreement form has been received by the IFF staff at the event

**PLEASE ENSURE THAT ALL PARTICIPANTS READ THESE
RESPONSIBILITIES & CONDITIONS PRIOR TO SIGNING THE
ACKNOWLEDGEMENT & AGREEMENT FORM**

Participant Responsibilities & Conditions

As a participant at an IFF event, I hereby acknowledge and agree as follows:

1. I shall, at all times, conduct myself fairly and properly on the field of play and any part of the event venue/accommodation. I will not conduct myself in a manner or commit any act or omission which may prejudice the interest of Floorball or which may bring the game of Floorball into disrepute.
2. I consent and agree to comply with and be bound by the IFF Competition Regulations and IFF Juridical Regulations.
3. I consent and agree to comply with and be bound by all of the provisions of the IFF Anti-Doping Rules.
4. I acknowledge and agree that National Associations and the IFF have jurisdiction to impose sanctions as provided in the IFF Anti-Doping Rules.
5. I acknowledge that all relevant participants shall consent to and abide with the IFF Guidelines for the Conduct of the Athletes' Entourage.
6. I consent and agree to be filmed, televised, photographed, identified and otherwise recorded during the Tournament under conditions and for the purposes authorised by the IFF in relation to the promotion of the Tournament and Floorball in general.
7. I consent and agree to permit IFF to use images taken of me at the Tournament solely for non-commercial purposes.
8. I consent and agree to comply with and be bound by all of the provisions of the IFF rules regarding Betting (as set out in the IFF Competition Regulations and IFF Juridical Regulations) and shall not participate in, support, provide information to or promote any form of betting or gaming activities, including online betting or gaming activities or betting with another person, related to matches in which I am participating.
9. I agree to participate in interviews with the media as requested and directed by event Media Staff and/or IFF officials.

OFFICIALS: _____ (Team name)

FAMILY NAME	FIRST NAME	SIGNATURE

**THIS SECTION SHOULD BE COMPLETED & SIGNED BY THE TEAM
MANAGER or CLUB REPRESENTATIVE**

*I hereby acknowledge and agree that I have advised every player & official of _____
_____ <team name> of their responsibilities
and conditions of participation in _____ <event name>*

*I hereby acknowledge that all information – IFF Event Participant Responsibilities & Conditions, IFF
Competition Regulations, IFF Juridical Regulations, IFF Anti-Doping Rules, and IFF Guidelines for the
Conduct of the Athletes Entourage – has been made available to each player & official in the attached team
list.*

Name: _____ (Full name in BLOCK letters)

Position in the team/ Club _____

Signature: _____ **Date:** _____

Montreal, 19 October 2018

Mr. John Liljelund
Secretary General
International Floorball Federation (IFF)

E-mail: liljelund@floorball.org

Subject : Code Compliance Questionnaire (CCQ)

Dear Mr. Liljelund,

Following the review of your Corrective Action Report (CAR) related to the CCQ and your subsequent submission to address the relevant elements, I am pleased to inform you that WADA has concluded that all non-conformities have been addressed appropriately.

We thank you very much for your cooperation in this exercise and look forward to continuing to work closely with you as partners in the protection of clean sport.

Yours sincerely,



Emiliano Simonelli
Chief Compliance Manager

CC:

Ms. Merita Bruun, Information & Anti-Doping Manager, IFF (antidoping@floorball.org)

Mr. Sébastien Gillot, Director, European Office and International Federation Relations, WADA

Marketing Function Report/Tero Kalsta 28.10.2018

Sales Overview

The primary target for sales is to secure material and main sponsors for the next four-year period. For marketing the primary targets are to strengthen the brand of floorball in the B2B segment.

Parallel to the planning work I have initiated to build the sales funnel. As my sales management tool I have chosen Pipedrive which is a SaaS based software. The software also offers statistics to evaluate the sales process and the work of Mr Kalsta.

The target setting is clear:

- to find a timing sponsor
- find a replacement for Asics
- and one title and 2 main sponsors

Currently sales efforts are based on traditional methods:

- utilizing own network
- partner network
- cold call

Future efforts might include also direct e-mails and even a direct mailing concept (there are obvious financial restraints for the latter one). This will be kept in the backlog until initial sales have been secured and the financial situation has improved. As a new test for approaching potential customers Mr Kalsta will test sending customized sales videos (first sent to Momondo / Allan Askov). He has invested some time in learning to use a free editing software.

Sales Status

Currently it has been clearly confirmed between IFF and SwissTiming (Lazslo Szakadati / Head of Client Services) that striking a deal at this point depends on one of the SwatchGroup brands covering the cost or the set up. I have submitted them a proposal of what the IFF can offer the watch brand, and it is valued at 100.000€. In return the IFF expects to receive the tv-graphics solution and staff for our adult and U19 events as well as product merchandise to be presented as player prizes and/or competition prizes. Mr Szakadati will further seek for an answer internally from the watch brands. He has returned from holidays 9.10.2018.

On the sports apparel side I have contacted all the major brands as well as the “challengers”, so to speak. From the bigger brands Puma was the only one who showed genuine interest but turned us down due to signing two major agreements (therefore lacking resources to start anything big). The case can be revisited during 2019. Joma has replied that the 2018 budget is not available but has not replied about the upcoming years, reactivation has been commenced during August without any success so far. Since June I have established contact with Hummel. They are very interested in floorball and consider it a serious option from 2020 onwards. It has been identified by them as a strategically important sport in their strong markets (Nordics). It was just published that they signed a sponsorship deal with the International Handball Federation. They are now busy implementing this deal towards the Handball World Championships in January (Denmark/Germany). I will remain in touch with them. I have also delivered Diadora detailed info about our offering for them to evaluate the case before summer and have made follow-up during August. I had a Skype-meeting with the Craft Marketing Director in Sweden on the 11th of September. Based on the experiences of Craft with the Finnish Federation, and on the market situation for team wear, they consider international sponsoring with floorball to be a serious option. Based on the topics they pointed out in the discussion I delivered a detailed description on how to develop their credibility in floorball and how to create team wear sales. Craft informed 17.10.2018 that they could not fit floorball in their 2019 budget. The negotiations for upcoming years will continue. I have also extended invitations to the WFC2018 for Puma, Hummel and Craft.

On the title and main sponsoring front there are over 80 contacts made and the best leads at the time have been established with

- Verfora AG / Perskindol (Timothée Pfeiffer / Brand Manager; Julien Leblond / Sponsoring Manager Global Brands; offer sent 6.9.2018 => declined due to lack of budget, secondly, they do not perceive

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Bank:

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IBAN: CH52 0483 5055 9200 1100 0

their international position to be sufficient for such an investment at this time (revisit in 1,5 years was their estimation))

- AJ products (Marcus Ragnarsson / Marketing Director)
- HMD Global (Nokia phones / Miko Paassilta, Nordic Marketing Manager), they are sponsoring our fan-base survey with handsets in exchange for visibility
- Momondo (Allan Askov/Global Partnership and Brand Activation Director); received my personalized sales video 12.10.2018
- Subway (Pia-Maria Ikonen / Marketing Manager), after several discussions with her, she has expressed genuine interest and I just delivered further info about the Swedish events in 2020-21 as well as the Champions Cup and Youtube figures. It turns out that the Swedish market has decided to begin partnering with sports in 2019 so the local team is now evaluating the Champions Cup and further steps (phone call 16.10.)
- Lidl (Timo Hansio, Commercial Director) whom has promised to map the strategy of Lidl regarding international sponsoring
- Cramo (Kaisa Tiira-Vahala, Marketing Manager), have expressed genuine interest; phone meeting 2.11. to discuss targets and strategy

The contacted brands vary from fast food, snacks, drinks, travel industry to consumer electronics (phones, headphones, loudspeakers).

IFF has been contacted by two separate parties to discuss possibilities for a Main sponsorship for the WFC 2018, one a discount store chain through Eurobanner (they have received an updated offer based on their iteration) and a second Chinese internet company. Both have been served with further information for decision-making.

Our two sales partners have been working on their contacts. In Finland out of the three sponsor prospects (energy company, sports retailer, clothes brand) on one is currently still active (energy). A fourth is just about to be contacted (energy sector). For our Swiss partner I have signed off eleven (11) contacts he has contacted. Out of these, one has led to further discussion and I am now directly talking to Polar International (heart rate monitors). This discussion has reinitiated in September (10.9.) and Polar will consider our offering in their budgeting process which starts in October. Our Swiss partner is also the IIHF Director of the World Ice hockey Championships in Lausanne 2020. We have discussed (meeting 16.10.) that he will have floorball also in the backlog when he will meet with the current IIHF sponsors.

While trying to score a Main Sponsor there are also some offers made regarding the Champions Cup 2019. My offers have so far had no success. Two have declined, and the third in follow-up phase. I have included the CC into two other cases which are primarily Main Sponsor discussions. Regarding our current partners the proximity to the WFC decreases the value the sponsors perceive to gain from CC and floorball equipment manufacturers see it problematic that simultaneously there are two very big tournaments (Gothia and Storvreta Cup).

The negotiations led by Mr Liljelund and Mr Halonen to renew the existing Material Sponsor agreements have been successful. Gerflor made a good proposal and this was agreed on. The Renew Group proposal was countered, and an agreement was reached. The Swerink deal was also successfully renegotiated. All of the sponsor deals, per request of the sponsors, will be announced during the WFC 2018.

Marketing Status

The IFF LinkedIn profile has been updated regularly and it has slowly produced further reach (impressions between (58) January to (10902) April). The monthly average impressions were 2972 (Jan-Aug) it previously being 553. The number of followers has risen to 110 (start of the year 24).

An editorial (paid) article will be written for SportsProMagazine in October. The topic will be how to tackle to paradox of being a growing sport with good proven figures (spectators, tv-reach, Youtube views/minutes, SoMe reach) to attracting new sponsoring partners.

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The new website was launched October 18th. A part of the website renewal is also the switch to the .sport domain. This is part of the GAISF .sport initiative for building awareness and credibility around this descriptive domain. Being among the first federations to using this we will leverage it in our communications. The new IFF website also will present more possibilities for utilizing banners, digital advertising and sponsor microsites. These are elements which will be included in the sponsorship tool box in due time (the successful launch of the basic elements is paramount).

Our sales presentation was restructured for more consistency and focus (appendix). A feedback from the CB is expected. Once the new sales presentation has been finalized and approved it will be uploaded on Slide Share. In addition, a fact sheet with figures on SoMe, Youtube and TV is being prepared (attached).

On-going projects include:

- Calendar for LinkedIn posts (articles/figures/cases), discussions with new media person (Mari Myllärinen)
 - SoMe statistics
- Reference cases (video) from current sponsors (script in process / film crew for execution in Prague / agreeing on time schedules with sponsor representatives)
 - Trying to include also some LOC sponsors for the video shoots
- Mapping of celebrities (which have a touch point to our sport) as reference for floorball
- Value-base survey in the fan community; kick off was in September (help of national associations / our social media channels to distribute the survey)
 - confirmed: Sweden, Czech Republic, Switzerland, Poland, Germany, Norway, Singapore
- Gathering best-case scenarios from national level (i.e. Pantamera in Sweden)
- How to leverage our social media platforms for sponsors with most impact (planning with Mari Myllärinen)

Another target in branding is to make our social responsibility brand stronger. For many brands this is a major factor in decision-making. For this there are two main topics:

- Identify and contact brands which share our #GoGirls project values (e.g. P&G (Always))
- Research a partner organization which would suit floorball
 - Unesco, Unicef, World Health Organization

In the CCMNG meeting we had a guest speaker (Pernilla Dalborg) from Brynäs IF to present us how they reorganized their whole sponsorship model. Their idea was to move from traditional models (selling visibility elements (shirt, rink, etc)) to a value-based sponsorship model with strong roots in the Unicef declaration of children's rights. The idea for Pernillas visit was to bring new ideas also to our thinking and it did awake a lot of discussion among the group.

In addition to the above-mentioned, environmental aspects are also being considered. This is a new area for potential IFF sponsors (environmentally sustainable products i.e. cups, plates used in events). Two companies have been contacted in this sector.

The school we are co-operating with for the Fan Value Base survey will execute a series of communication efforts about the research project which will also be utilized by the IFF. The thesis students will visit the Women's EFT games in Neuchâtel in November.

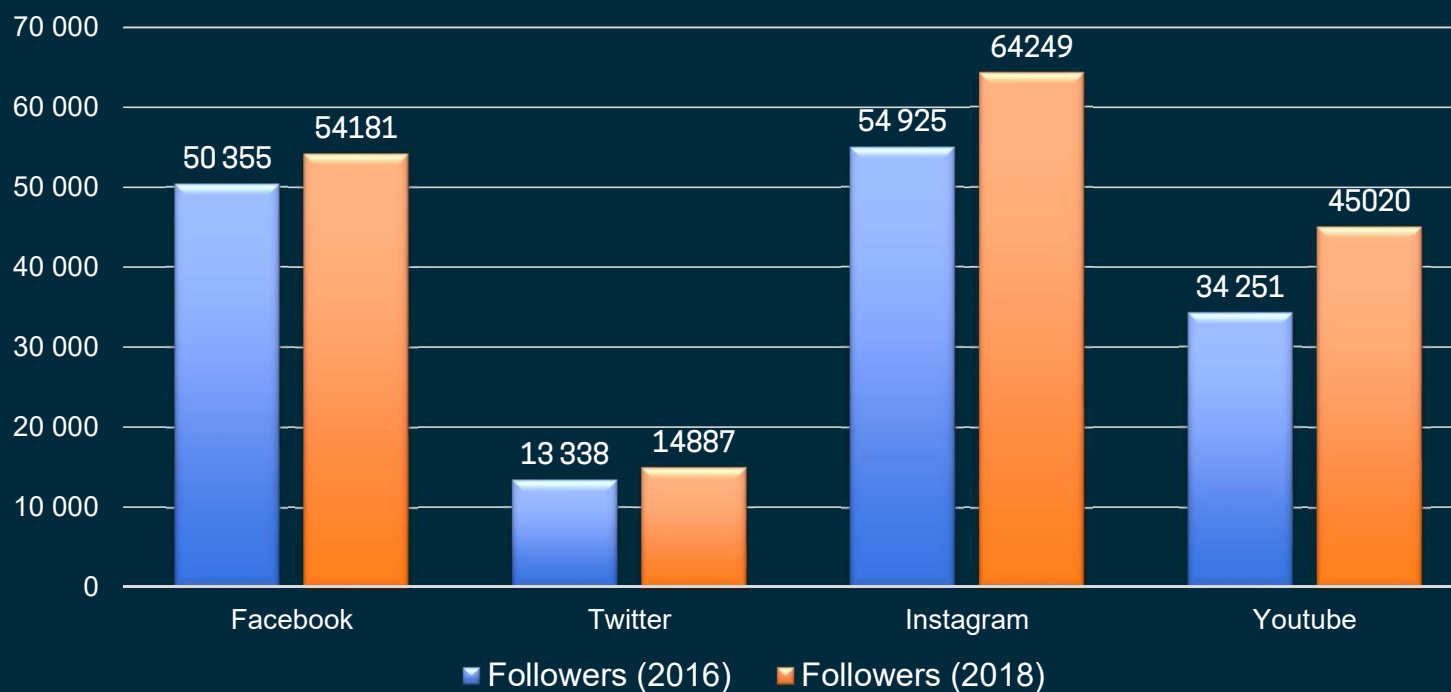
Further some new perspectives for marketing have been worked on. Mr Kalsta has discussed with a company which produces rink size 3D-projection shows. This would be an element which would draw much attention for the WFC (and present sponsors a unique platform) however the budget structure is hard to overcome without a major contribution from a sponsor (production cost for the event around 150.000€). There have also been discussions with Uplause (www.uplause.com) which is a company offering digital brand activation services. This

dialogue will be led further to see if we could strike a general agreement for IFF to aid LOCs and national federations to utilize these kinds of services.

IFF Social Media

APPENDIX 31

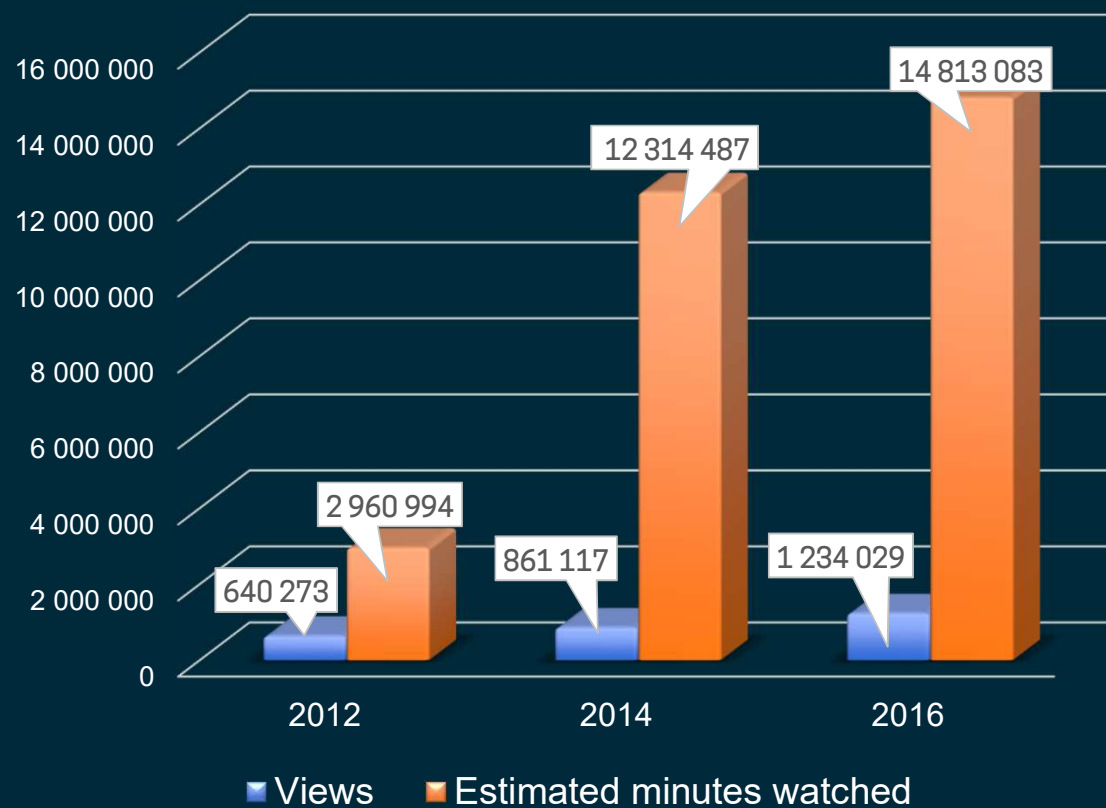
Follower growth 2016-18 (by 17.5.2018)



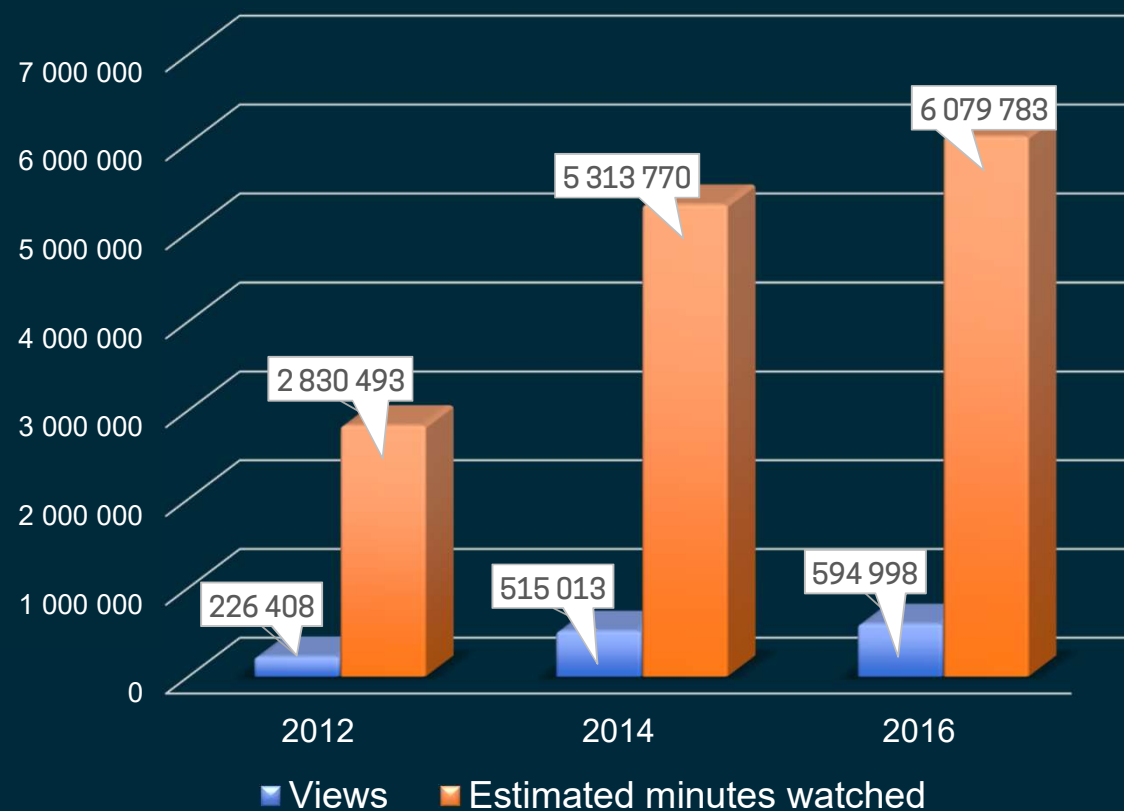
IFF Social Media Growth

Social channel	Followers (2016)	Followers (2018)
Facebook	50 355	54 181 (+8%)
Twitter	13 338	14 887 (+12%)
Instagram	54 925	64 249 (+17%)
Youtube	34 251	45 020 (+31%)
Total	152 869	178 337 (+17%)

Youtube statistics: Men's WFC's



Youtube statistics: Women's WFC's



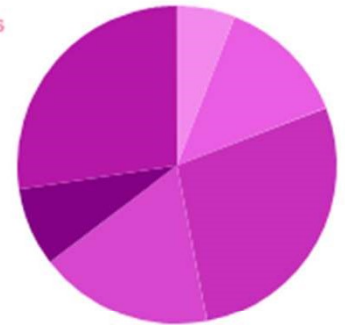
The segment of 18-34

- With floorball the challenging target group of young adults can effectively be reached and interacted with
- The majority of floorball followers belong to the segment in which people are still forming their more permanent consuming habits
 - a big part of this group is reaching the age of big consuming decisions
 - as a consequence, the majority is still growing their value as customers with a potential to build an active loyalty
- Our followers are comparably very active, engaging people in the social media
 - the segment of 18-34 is the most active and familiar with all the stimulus via digital marketing

FACEBOOK DEMOGRAPHICS

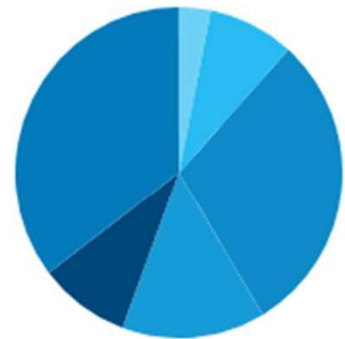
30%
Female Fans

7% 13-17
27% 18-24
27% 25-34
17% 35-44
13% 45-54
5% 55+



70%
Male Fans

9% 13-17
35% 18-24
29% 25-34
14% 35-44
8% 45-54
3% 55+





VIDEO: THIS IS FLOORBALL



International Floorball Federation

- The head organisation of the floorball world
- Founded 1986 in Husqvarna, Sweden
- Approximately 3,5 million players worldwide
- 68 member countries
- Member of International Olympic Committee (IOC)
- In the middle of rebranding process of the IFF Corporate Identity
- Main objectives and responsibilities



- To develop floorball as a whole and to take care of its international progress
- To give support for the national associations and to create optimal environment for the growth and development of the sport



Recognised by the IOC

Ordinary member of SportAccord

www.floorball.org

Some of our unique characteristics



- Strength, speed & skill all in one package – without any acceptance for violence
- Easy to learn, yet eye-catching to watch, due to a combination of tremendous tempo, quality teamwork and unbelievable individual efforts
- Highly responsible sport throughout with a lot of great examples for youth as well
- Exceptionally equal with a very strong participation of women and girls



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Annual Main Events

MONTH	COMPETITION	COMPETITION TYPE(S)
JAN	Champions Cup	CLUB+NTL. TEAM
FEB	WFC Qualifications	NTL. TEAM
MAR	National League Playoffs	CLUB
APR	National League Superfinals, Euro Floorball Tour	CLUB+NTL. TEAM
MAY	U19 World Floorball Championships	NTL. TEAM
JUN		
JUL	The World Games (2021)	NTL. TEAM
AUG		
SEP	National League start	CLUB
OCT	Euro Floorball Cup	CLUB
NOV	Euro Floorball Tour	NTL. TEAM
DEC	World Floorball Championships	NTL. TEAM



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Case: Meltwater & Sportcal Data from Men's WFC 2016

IFF SOCIAL MEDIA CHANNELS 1.12.-13.12.2016

Social channel	Followers	Reach	Impressions Views	Engagement
Facebook	50 355	2 235 346	5 846 274	31 548
Twitter	13 338	-	773 975	46 448
Instagram	54 925	-	-	223 603
Youtube	34 251	-	2 252 928	134 583
Total	152 869	2 235 346	8 873 177	301 599

Users Reached: The daily number of users that were served any content associated with your Page via the News Feed, ticker, or visits to your Page counted together.

Impressions: The number of times any content associated with your Page was seen in News Feed, ticker, or on visits to your Page.

Views: The number of legitimate views for your channels or videos.

Engagement: Total number of times a user interacted with a post.

Note: Instagram doesn't give the impression statistics to its users. Facebook is the only channel where you can get the reach stats.

- TV broadcasters 24
- Extended reach of TV nations 134
- Live coverage audience 8,7M
- News & highlights audience 17,9M



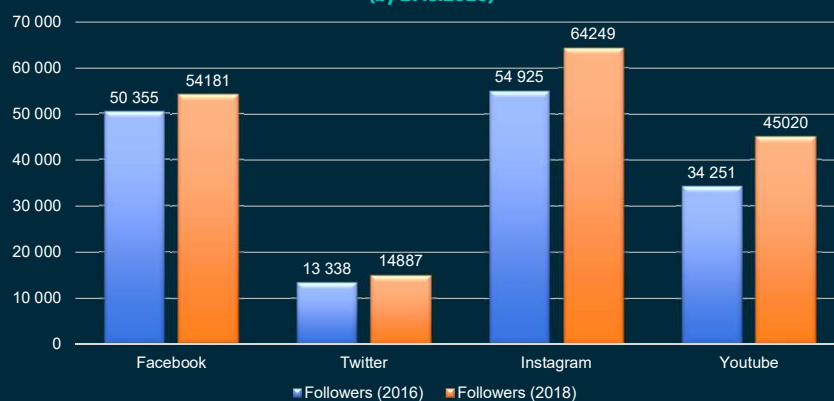
Recognised by the IOC

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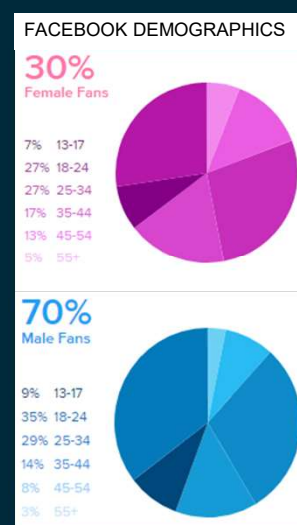
IFF Social Media

Follower growth 2016-18 (by 17.5.2018)



The segment of 18-34

- With floorball the challenging target group of young adults can effectively be reached and interacted with
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- Our followers are comparably very active, engaging people in the social media
 - the segment of 18-34 is the most active and familiar with all the stimulus via digital marketing



Our Vision

We are going to...

- Build a strong and recognizable brand
- Be a visible and globally known sport
- Continue spreading to new areas with powerful participation in all continents
- Reach the Olympic Games



Recognised by the IOC

Ordinary member of SportAccord

www.floorball.org

Our Values



❖ Equality

- floorball is and will be accessible for all
- actively involved in the Special Olympics

❖ Responsibility & Solidarity

- aware of and fully committed to CSR
- being a sustainable organisation with healthy financial and human resources

❖ Democracy & Transparency

- clean, non-corruptive sport
- actively fighting against doping with WADA

❖ Unity & Joy

- cherishing our strong and united global community which shares the love for floorball and joy from playing and watching it



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Let's co-create value together

Partnership with floorball will give You not only the strong visibility in our events and marketing communication, but especially a genuine and committed long-term *relationship* in which...

...**shared values** form the durable ground

...the partnership is being seen as a significant, **profitable process**

...**value is co-created** together continuously and systematically for the benefit of both parties



Do we have a brand match?



Case:

"Through our collaborative relationship with IFF, we have been able to reach the whole world of floorball and the continuous growth of the market year-round and in a profitable way. The value in our relationship is genuinely created together for each party – especially by a strong brand match, which has deep foundations in our shared values."

Timo Lepistö, CEO, Oy Patrol Ab

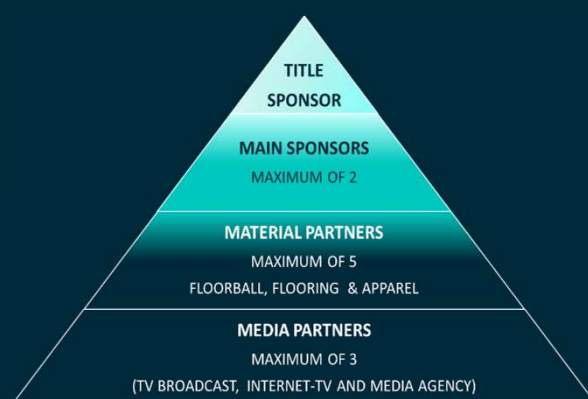


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The IFF Partner Strategy



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IFF TITLE PARTNER VISIBILITY ELEMENTS – IFF EVENTS

VENUE

- One (1) Mid-Circle Floor Commercial 3m in diameter
- Two (2) Floor Commercials
- Two (2) Rink Commercials 2 x 0,5m (TV side)
- Two (2) second line commercial 2,5 x 1m / 16 x 12sec LED screen spots (TV Side)
- Video Screen Spots 2 per game
- Referee Outfit
- Surrounding Area next to rink
- Special Spectator stand

PROMOTIONAL MATERIALS

- Press screen/Mixed zone backdrop
- Match Programme
- Promotion/Giveaway materials
- IFF website/Organiser website
- Exhibition area in venue (10-20 m2)
- All Stars/Best Player/Presenter of the match
- IFF Event Mobile Application
- Social media components

ACTIVATION POSSIBILITIES

- Competitions to spectators
- Tickets to Audience
- Competitions in Social Media
- Facebook and YouTube
- Streaming on Company Web page
- Any company channel



Recognised by the IOC

Ordinary member of SportAccord

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IFF MAIN PARTNER VISIBILITY ELEMENTS – IFF EVENTS

VENUE

- One (1) Floor Commercial
- One (1) Rink Commercial 2 x 0,5m (TV side)
- One (1) second line commercial 2,5 x 1m / 12 x 15 sec led screen spots (TV Side)
- Video screen spots 2 per game
- Referee outfit
- Surrounding area next to rink
- Special spectator stand

PROMOTIONAL MATERIALS

- Press screen/Mixed zone backdrop
- Match Programme
- Promotion/Giveaway materials
- IFF website/Organiser website
- Exhibition area in venue (10-20 m2)
- All Stars/Best Player/Presenter of the match
- IFF Event Mobile Application
- Social media components

ACTIVATION POSSIBILITIES

- Competitions to spectators
- Tickets to Audience
- Competitions in Social Media
- Facebook and YouTube
- Streaming on Company web page
- Any company channel



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IFF PARTNERS VISIBILITY ELEMENTS – NATIONAL ASSOCIATION EVENTS

VENUE

- One (1) Floor Commercial
- One (1) rink commercial 2 x 0,5m (TV side)
- One (1) second line commercial 2,5 x 1m / 12 x 15 sec led screen spots (TV Side)
- Video screen spots 1 per game
- Referee outfit (in International Events)

PROMOTIONAL MATERIALS

- Promotional materials
- NA website/Organiser website



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Our Value Proposition For You

Fast. Exciting. Spectacular.

Clean. Equal. Transparent.

Modern. Flexible. Full of potential.



IFF Core Country Marketing Network Group Meeting 2/2018, Clarion Hotel Arlanda Airport, Stockholm Arlanda, Sweden, 18.10.2018,

Participants:	Jörg Beer	SUHV, IFF Board member, CCMNG Chair
	Egils Sveilis	LFS Vice President
	Ilvis Peterssons	LFS President
	Kristoffer Fält	SIBF Event Manager
	Daniel Kasser	SUHV Marketing and Events Manager
	Toni Nikunen	SSBL Salibandy Oy, Marketing Coordinator
	Kimmo Nurminen	SSBL Salibandy Oy, Managing Director
	Roman Urbar	CFbU Marketing Manager
	Monica Birdal	NBF Floorball
	John Liljelund	IFF Secretary General
	Tero Kalsta	IFF / Sales Coordinator
	Excused:	
	Marek Chomnicki	PFF Secretary General
	Per Stærk Larsen	Dansk Floorball
	Teo Turay	SvFF Vice President
	Frank Nordseth	NBF Floorball
	Sebastian Zender	FG Central Board

Report on present issues

1. Opening, short presentation and recap (JB)

Mr. Beer opened the meeting and welcome the members for the second meeting of 2018. He further informed that Mr. Zender's plane has been cancelled, which hinders him from participating.

2. Approval of the agenda (JB)

Mr. Beer concluded that the Agenda has been updated with §5 concerning Sports Analytics and the Agenda was approved.

3. Minutes from the previous meeting (JB)

The minutes for the CCMNG from the meeting held in St. Gallen, Switzerland. No comments have been given.

4. Guest speaker (Pernilla Dalborg, Brynäs IF)

Pernilla presented the new strategy for sponsorship which was introduced 2014 in the Swedish ice hockey club Brynäs IF. They revised their strategy due to decreasing revenue and cannibalising advertising methods to a value-based concept. Analysis of the impact and results. Pernilla is a football, floorball and ice hockey mom.

The basis for Brynäs was to create a project from exposure to social responsibility, with the project to clean the jersey of the club. The club has the league revenue, corporate sponsor revenue and event revenue. The Corporate sponsorship started to lose revenue, when sponsors wanted to pay less and there were already too many logos on the jersey.

The hockey club formed a long-term social sponsorship with Unicef, along with ManU and FC Barcelona. This started a core business for kids' involvement and social responsibility, with the program A Good Start, which includes all in the club. The Good Start program has been introduced to half of the SHL Clubs.

The social responsibly approach has created partnership on a higher level, more committed fans making a stronger club. The project has increased sponsorship revenues with 25%, but also new costs has occurred. After five years the revenue streams are now positive. The main sponsors are paying 400k compared to the previous 100k. Brynäs has used the messages

IFF Report – CCMNG Meeting 18.10.2018

from the kids to make one-word slogans like safe, caring and trustworthy. The social impact is measured once a year.

5. Guest presentation (Skype / Brian Clinton, Sports Analytics)

Mr Clinton presented an analytics tool to measure the effectiveness of marketing / sponsorship efforts. The tool works with indexes from the Current, Forecasted and Actual results of sales in any marketing campaign.

6. Country updates (ALL)

Each country to present a topic they would like to discuss in the group

SIBF/News for season 2018-2019

- New logo and a Brand Book, which will be used in the 21 districts
- The innebandy.se has launched a new version of the web-page
- New TV agreement with Discovery/Eurosport regarding SSL and WFC 2018 and WFC 2019. Season 20 + 20 matches for linear TV in the regular TV and 5 + 5 playoff.
- New platform for SSL – Staylive for all games, Pay per View (Financial distribution to Clubs and SIBF)
- New platform, IBAPlay with streaming for Allsvenskan, with Staylive
- Increased number TV-viewers in 17.18 season

SSBL/ Case study – Superfinal in Finland a failure?

- The target for the Finnish Super Final was 10.000 spectators, revenue of 100.000 plus and great media exposure.
- The promotion campaign was huge, with video screens in the city, youtubers directed to youth, with a projected reach of 90 mill cumulated viewers
- The result for the spectators was 10.087, 9512 and 7153 and TV viewers 65k, 104k, and 55k
- Majority of the audience are licenced players 37% and 23% plays un-organised floorball and 46 % have a kid playing, so only some 10 % are non-players. Most spectators are coming with their kids 46%, 30 % with friends and 24 % with team mates.
- The reasons for visiting the Super final is the level of the sport 76%, but only 24% to be a fan of the four final teams and 7% for the artists and show elements.
- Most of the tickets are sold just in one month prior to the event (42%), which is a huge risk.
- The satisfaction level (very or quite pleased) 79% was not good enough
- The decision was to move back to a Best of 7 Finals, due to lack of interest from the clubs, an unprofitable event, increased organisation costs.

LFS/News

- Implementation of new logos for all leagues, based on the ELVI Men's league.
- Introduction of the Player of the Month, in cooperation with the MyFloorball company and the audience could choose from three candidates in the LFS Social media.

CF/Marketing updates

- Last season there was a total of 120.000 spectators for all the league games
- The SuperFinal 2018 in Ostrava – Mens 8191 att/Women 6753 att, good result for first time outside Prague.
- Club events. School matches, Open air game/Projects games
- TV: School matches, Open air games/Project games – 22 games from Tipsport Superliga
- Nova Sport is broadcasting the SSL games and makes a Floorball magazine
- Still growth in Social media: Instagram 19.000 (+25%), Mobile App 30000+ downloads Google Play rating 4,7, with 9000 active users/day during weekends
- Discussions ongoing with Czech TV for three years. Streaming all Superliga, Women Extraliga and 1 Liga Men. There are 135 productions from Czech Floorball 2 cameras.
- There is a limited interest with two of the main sponsors towards the SuperFinal, which has been communicated to the Clubs.

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- Main focus on the Club development – Super league and Women's league

SUHV/House of Switzerland – Rise the awareness of the WFC

- A collection point for the 1.500 – 2.000 Swiss fans in Prague, to communicate with them
- To build a platform for international guests, sponsors, events and communication and Swiss fans and present the sport as a innovative and active community
- The objective is to raise the awareness of the WFC in Switzerland
- The House of Switzerland was branded with the government agency
- For WFC 2018 it will be in the old town Hangar Bar/restaurant and bar, open for Friday to Sunday, exclusive for Swiss Unihockey.

NBF/News

- NBF started a cooperation with a Sales Agency for sponsorship. The agency will start the evaluation of the market value of the NBF, which consists of three sports (bandy, field hockey and floorball).

7. Upcoming Events

WFC 2018 Prague, Czech Republic:

Mr. Urbar made a short presentation of the preparations. There was a 3vs3 urban floorball series played during the summer, with some 250 teams.

The final stage to reach Czech spectators, with an outdoor campaign to build the awareness and for the local fan-zones. The target is to attract all possible groups. LOC made a deal with Seznam (like Google) and Ocko TV (music channel).

The Fan Zones, will be in 10-12 cities from Thursday to Sunday, to make the Fan zones with big screens and beverages. Here the aim is to support the Floorball clubs and raise awareness. There will be 19 games on Czech TV.

The WFC will be on TV in Sweden, Switzerland, Finland, Latvia, Denmark, Slovakia, Singapore and discussions are ongoing with Germany, Norway, Russia, Thailand, Japan and China.

U19 WFC 2019 Halifax, Canada:

Mr. Kalsta made a short presentation of the preparations which re ongoing well. There is a focus to sell tickets to minor hockey clubs to secure a broad audience. The streaming production company has been chosen and a meeting has been held with the IFF. The sponsorship sales have started.

WFC 2019 Neuchâtel, Switzerland

Mr. Kasser made a short report that the web-site will be launched still this year neuchatel2019.ch. Swiss TV will cover the German and French part from the event, with web-TV from the group and live TV from the quarterfinals. The marketing plan is built to also learn how to approach the French speaking part of Switzerland and raise awareness. The campaign will start in three weeks with the Women's EFT in Neuchâtel. There is a challenge to receive support from the City of Neuchâtel, which effects the support of the government. The ballot will be in mid of February, after which the ticket sales will start. Negotiations with PolarHD is proceeding well for the TV production.

CC 2019 Gävle, Sweden

Mr. Fält made a short report of the preparations of the Champions Cup in Gävle 3.-4.1.2019, in connection to the U16 District Championships. The awareness of the Champions Cup tournament among the spectators at the Swedish Super final.

Before the summer there was some social media campaigns with the CC countries.

WFC 2020 Helsinki, Finland

Mr. Nurminen made a short report about the preparation of the event. The LOC has built the event around the slogan "Love the Way You Play" and will launch the project on the 6th of November. The activation is built on the Road to Helsinki, with sponsorship for the

IFF Report – CCMNG Meeting 18.10.2018

two years. The Event Director will be the Hanne Pirkola.

The World Games 2021 Birmingham, USA

Mr. Liljelund to make a short report that the event will be played with 8 Mens teams during 5 days in July 2021. The qualification will be at the WFC 2020 in Helsinki, Finland

8. IFF Sales situation, Tools and Strategy (IFF/TK)

Mr. Kalsta informed about of the steps taken to re-organise the sales of IFF commercial rights, the tools used and new ideas:

- The Sales work with about 80 companies, with only some offers out. The closest is probably Swiss Timing.
- The discussions are ongoing with Craft for 2020 and the apparel deal. Also discussions with Hummel and Puma.
- All the sales work is included in the Pipeline sales tool
- The Fan Value Base Survey of the floorball community will be conducted during end of the year, by five students. Nokia Phones will sponsor a phone for the 7 markets where the survey is conducted. The final report will be made in January.
- The TMG Sports in Finland are working with at least one company, after that three have declined and 44 Events in Switzerland are the two sales partners IFF are working with
- Renewal of IFF Material Sponsors for 2019 – 2022 is planned for the WFC 2022, but discussions are still ongoing.
- IFF is preparing references videos with our sponsors and Mr. Urbar will check if there is some Czech sponsor that could be used.

9. New IFF web-site and move to a new domain floorball.sport (IFF/TK)

Mr. Kalsta informed about the status of the new IFF web-site launch and the .sport domain name, which was made on the 18.10.2018.

10. Marketing WFC's via National Federations / Local Clubs (IFF/TK)

How could the national associations communicate more about the WFC's in their respective countries / towards their member clubs?

Mr. Nikunen informed that there is a video campaign of the national players together with the National Lottery Company to promote the games in the local clubs. Also the National Team is making signed cards of the players, to be shared in all possible channels. There is also a competition to win the trip to Prague through the National Lottery Company.

Mr. Kasser told about the Swiss Pick-Star where the player can use the graphical filters in their Social Media channels, which also works as a competition.

Mr. Fält told that the SIBF is working with the clubs to raise the awareness of the WFC.

There was a discussion about building a social media battle to market the event, which Mr. Kalsta will promote.

11. Monetization of the IFF TV/Streaming rights (IFF)

The CCMNG discussed how should we be preparing ourselves to the situation when we need to strike a deal about broadcast rights (which will grant the commercial exploitation rights (advertising) to the media) or build an own OTT Channel.

Mr. Urbar felt that one option would be to use the big players like the Amazon or Facebook, to get the awareness, interest and the sharing of the products. There could be an idea to discuss with Facebook. Maybe we could find a partner for the WFC. The promotion is more important than gaining the money. Twitch could be also interesting.

Mr. Kasser felt that there could be interest for the International games and the WFC and Mr. Fält stressed that there could also be interest from TV to make more social content, like the

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series Lirarnas Spel-series (Players Game).

Also the possibility to have the second level sales right of the national leagues on an international platform.

We need to concentrate on the stars, the situations and create the stories for the broadcasters.

12. Any other questions

Mr Kalsta elaborated about his discussions with the company Uplause and their fan and brand activation elements. The goal is to negotiate a deal that the WFC's/LOC's could use the services with a fixed fee, the price is most likely the biggest challenge. There would be a need to involve the sponsors (as these can be branded)

- Uplause (www.uplause.com)
 - o Crowd games / Decibel meter / HugCam / KissCam / Social Wall on Jumbotron / customized solutions
 - o Voting e.g. Pepsi Player of the Match via IFF Mobile App (integrated) => results live on screen (voting can also be integrated to Youtube / FB Live)

There was general interest but as also noted by Mr Kalsta the price is a challenge. There will be some of these elements implemented in WFC2018 by a Czech company. Mr Urbar pointed out that AR (augmented reality) and VR (virtual reality) concepts will most likely be an issue in the coming years that people can consume the sport and enjoy the event in an extended fashion (which will also promote a possibility for new sponsor concepts).

13. Next CCMNG meeting

It was decided that the next meeting will be held on the 23rd of May in Copenhagen.

14. Closing of the Meeting

IFF Floorball Development Seminar, Vientiane, Laos, 10.-12.10.2018

Participants: Ms. Päivi Jokivuori, Fida International
Ms. Heidi Linjamaa, Fida International volunteer
Ms. Bounphama Thammavong, Savannaketh Sports Bureau Sports coordinator
Mr. John Liljelund, IFF

**Report on
present issues**

1. Background

IFF has visited Savannaketh, Laos to introduce the sport in cooperation with the Finnish development NGO Fida International in 2005, based on the initiative taken by the Fida employee Ms. Päivi Jokivuori. After that IFF has invited the Savannaketh province Sport bureau and the Lao NOC to visit the AOFC Cup in Thailand 2017 and in discussions then the possibility to organise a seminar in cooperation with the Lao NOC and the Ministry of Education and Sport was agreed upon.

As a result of this IFF, Fida International and the Lao NOC conducted a Floorball development seminar at the National University of Lao, in cooperation with the PE teacher faculty. Fida International and the Savannaketh Sport Bureau, had the practical responsibility for the organisation of the seminar.

2. Floorball Development Seminar

The seminar was organised at the faculty of PE teacher education and the participants represented 10 provinces of Lao and were all in their 3rd or final year of education. There was a total of 27 students and three university teachers participating in the seminar. In addition there were 3 persons from the Fida International Youth Centre responsible for Floorball participating and acting as translators.

The seminar was opened and closed by Mr. Somsee Njopansay President of National University of Laos. Vice President of NOC and the seminar was evaluated by Dr. Chaylasy Gnophanxay Head of Sports Science Department. National University of Laos. Faculty of Sports Science and Physical Education.

The seminar focused on basic technique and tactics and had a variety of lectures and practical lessons. In the end there was played a mini tournament between four teams. Ms. Jokivuori had made the practical arrangements and Ms. Linjamaa assisted with the education.

The participants were very interested in playing the sport and had to the school officials expressed their interest to continue playing. The idea is to form a Lao association under the aegis of the Lao NOC, with the National University of Lao as a base. Fida International and the Savannaketh Sports Bureau will assist.

3. Other

The seminar got a lot of publicity as it was mentioned on the National Radio, the TV had made a large 3-minute report of the seminar and the Lao Times made a article about the sport.

IFF has donated 75 floorball sticks, 100 balls and two goals to the National University, to make it easier to continue playing. Fida has assisted in the transportation of the material and produced the goals in Laos.

Upcoming meetings and issues

- Write letter to Lao NOC secretary general Mr. Kasem
 - Contact Lao NOC and National University about forming of the Lao association
 - Inform AOFC President of the successful seminar and ask to contact Mr. Kasem
 -
-

Issues that need to be discussed or decided upon or taken action upon

-
-

New ideas, etc...

- Invite Lao NOC and the PE teachers from the University to the WFCQ 2018 in Bangkok
- Start discussions with Fida International of the possibility to start similar projects in Jordania and Cambodia
- To start a local league at the University to strengthen the sports.

Referee and observer proposals 2017-2018

Referees

Surname	Last name	Classification	Category	
1 Filipic	Jürgen	New	All	Dev
2 Dopernig	Markus	New	All	Dev
1 Gavlas	Libor	Silver	Men	
2 Mikula	Lukas	Silver	Men	
1 Sojka	Kamil	Silver	Men	
2 Sojka	Tomas	Silver	Men	
1 Furmanek	Jakub	Silver	Men	
2 Solc	Vastimil	Silver	Men	
1 Nabelek	Jakub	Bronze	Men	
2 Stengl	Radek	Bronze	Men	
1 Petrik	Martin	Gold	Women	
2 Podlesny	Tomas	Gold	Women	
1 Kostinek	Tomas	Gold	Women	
2 Reichelt	Martin	Gold	Women	
1 Beranova	Barbora	New	Women	
2 Hejnova	Lucie	New	Women	
1 Drška	Jan	New	Women	
2 Meisner	Jiri	New	Women	
1 Jorgensen	Tobias Pauli	Bronze	All	
2 Leholk	Steffen	Bronze	All	
1 Santisteban	Alejandro	Bronze	All	
2 Esponera	Juan Marin	Bronze	All	
1 Noodel	Raido	New	All	Dev
2 Siim	Jesse	New	All	Dev
1 Alakare	Mikko	Gold	Men	
2 Vilkki	Vesa	Gold	Men	
1 Heinola	Henri	Gold	Men	
2 Marttinen	Manu	Gold	Men	
1 Ellis	Thomas	Silver	Men	
2 Sjögren	Janne	Silver	Men	
1 Lewis	Andrew	Gold	Men	Educational aspect
2 Silvo	Anssi	Gold	Men	Educational aspect
1 Kirjonen	Tom	Gold	Women	
2 Sirkka	Jyrki	Gold	Women	
1 Kirves	Juhani	Gold	Women	
2 Snellman	Henrik	Gold	Women	
1 Linnala	Iiro	Silver	Women	
2 Timonen	Tuomo	Silver	Women	
1 Järvi	Timo	Silver	Women	
2 Kirsilä	Pertti	Silver	Women	
1 Foulleau	Arnaud	Bronze	All	
2 Courteille	Jean-Marie	Bronze	All	
1 Marie	Lydie	New	Women	Dev

2 Halley	Laura	New	Women	Dev
1 Brockman	Mark	New	All	Dev
2 Garre	Fredrik	New	All	Dev
1 Hofman	Oliver	New	All	Dev
2 Schnelle	Toni	New	All	Dev
1 Kelemen	Gabor	Bronze	All	
2 Liebe	György	Bronze	All	
1 Agoston	David	New	New	Dev
2 Berki	Gabor	New	New	Dev
1 Hidayat	Fajar Nurrohmanu	Bronze	All	
2 Priyanto	Yongky Dwi Adi	Bronze	All	
1 DeConna	Robert	New	All	Dev
2 Coduto	Alberto	New	All	Dev
1 Okano	Eisaburo	Bronze	All	
2 Suzuki	Keita	Bronze	All	
1 Suk Shin	Jong	Bronze	All	
2 Young	June Lee	Bronze	All	
1 Larinovs	Martins	New	All	
2 Malins	Aivars	New	All	
1 Kristapsons	Kaspar	Gold	All	
2 Kumerdanks	Maris	Gold	All	
1 Chun	Darien	New	All	AOFC Dev
2 Quan	Calvin	New	All	AOFC Dev
1 Anuar	Nuraidi	New	All	AOFC Dev
2 Edar	Omar	New	All	AOFC Dev
1 Bertschinger	Matthew	New	All	AOFC Dev
2 Matheson	James	New	All	AOFC Dev
1 Nekl	Pavol	New	All	AOFC Dev
2 Sliva	Jiri	New	All	AOFC Dev
1 Jonhansen	Andreas	Bronze	All	
2 Monge	Tommy	Bronze	All	
1 Lindgren	Daniel	Bronze	All	
1 Trogstad	Tomas	Bronze	All	
1 Cabillas	Masada	New	All	AOFC Dev
2 Manalili	Joshua	New	All	AOFC Dev
1 Czarnecki	Wojciech	Silver	All	
2 Burek	Bartosz	Silver	All	
1 Mielewczyk	Krzysztof	Bronze	All	
2 Rozmiarek	Marcin	Bronze	All	
1 Cirocki	Dobromir	Bronze	All	
2 Kurczak	Łukasz	Bronze	All	
1 Rodin	Vasily	New	All	Dev
2 Zhukosvsky	Konstantin	New	All	Dev
1 Ismail	Sharil	Silver	All	
2 Rosayro	Oswind	Silver	All	
1 Lin	Bin Bin	Silver	All	
2 Teo	Carmen	Silver	All	
1 Zupancic	Andraz	Bronze	All	
2 Zorman	Ales	Bronze	All	
1 Cibik	Roman	Bronze	All	

2	Tomas	Michal	Bronze	All	
1	Beno	Tomas	Bronze	All	
2	Skelenica	Roman	Bronze	All	
1	Kucera	Jakub	New	All	Dev
2	Glonek	Andrej	New	All	Dev
1	Kovacik	Jakub	New	All	Dev
2	Kruzel	Miroslav	New	All	Dev
1	Stevanovic	Srdjan	Bronze	All	
2	Veljovic	Pedrag	Bronze	All	
1	Boström	Glenn	Gold	Men	
2	Söderman	Håkan	Gold	Men	
1	Andersson	Thomas	Gold	Men	
2	Wissman	Rickard	Gold	Men	
1	Geiser	David	New	Men	
2	Nilsson	Henrik	New	Men	
1	Broman	Simon	New	Men	
2	Matti	Martin	New	Men	
1	Andersson	Jorgen	Silver	Women	
2	Dufvenberg	Daniel	Silver	Women	
1	Broadhall	Ludvig	New	Women	
2	Nordin	Robert	New	Women	
1	Cullander	Patrik	New	Women	
2	Tollefors	Niklas	New	Women	
1	Franzon	Mona	New	Women	
2	Hedelind	Josefine	New	Women	
1	Hohler	Benjamin	Silver	Men	
2	Koch	Pascal	Silver	Men	
1	Faessler	Josef	Silver	Men	
2	Schlaepfer	Benjamin	Silver	Men	
1	Wehinger	Corina	Gold	Men	
2	Zurbuchen	Sandra	Gold	Men	
1	Buehler	Janick	New	Men	
2	Buehler	Yvan	New	Men	
1	Lehman	Thomas	Silver	Women	
2	Manser	Andreas	Silver	Women	
1	Crivelli	Christian	New	Women	
2	Ramboldi	Davide	New	Women	
1	Friemel	Christian	New	Women	
2	Hasselberg	Erik	New	Women	
1	Zolotar	Artem	Bronze	All	
2	Ilyk	Volodar	Bronze	All	
1	Abelyashev	Danylo	Bronze	All	
2	Ivanchenko	Igor	Bronze	All	
1	Edin	Sean	New	All	
2	Faso	Vince	New	All	

Observers

Surname	First name	Category	
1 Harris	Peter	All	RC
1 Hora	Radek	All	RC
2 Maly	Lubos	All	
3 Seda	Petr	All	
4 Michalek	Petr	All	
1 Ole	Peltola	All	New
1 Alanko	Marjo	Women	
2 Brännbacka	Ronny	All	
3 Heikkilä	Mikko	All	New
4 Rahikainen	Sami	All	
5 Tuomi	Anssi	All	New
6 Saastamoinen	Mika	All	RC
1 Määttä	Miko	All	New
1 Haug	Inge	All	
2 Bredby	Lars	All	
1 Bienkowski	Alexander	All	
1 Zamecnik	Peter	All	RC
1 Cenanovic	Nihada	Women	New
2 Holmer	Tony	All	New
3 Sjödin	Reine	All	
4 Hamberg	Ola	All	RC
1 Leuenberger	Frank	All	
2 Gyger	Lukas	All	RC
3 Kretz	Adrian	All	



IFF License System 2.0 Survey

1. Contact information *

Name of the Association

Name and position of the respondent

2. Where is your association registered? *

Answer yes to authority in question and also inform the name of the authority

a) Regional authorities

b) National Authorities

c) Ministry of Sports

3. Is your association recognized by ? *

Answer yes if recognized and since when and no if no recognitions

a) National Sport Committee

b) National Olympic Committee

4. What leagues do you play? *

Answer Yes or No

a) National league

Men

Women

MU19

WU19

b) Regional leagues

Men

Women

MU19

WU19

5. Do you play your leagues as series or as tournaments? *

6. What international tournaments do you organize for the national teams? *

7. Do you play any other national tournaments? *

8. The structure of the Central Board *

a) How many members do you have in your CB

b) When were they elected

c) For how long are they elected?

d) How many women and how many men in your CB

9. How often do you have the General Assembly? *

10. In which bank do you have your association's bank account? *

11. Annual accounts *

a) Do you prepare annual accounts?

b) Which organ approves the accounts?

c) What kind of audit system do you have?

12. What kind of player/membership licens system do you have? *

a) Describe the system

b) How much do the members pay?

c) How much do the players pay?

13. Have you created development plans and if so to what groups? *

a) Adult players

b) Junior players

c) Coaches

d) Referees

e) Clubs

f) Schools

g) Some other group, which one

14. What kind of policies do you have and who has created and approved those *

Answer yes or no and define who has created and approved specific policies

a) Good Governance

b) Conflict of Interest

c) Codes of Conduct

d) Anti-Doping

e) Other

15. When were your mission and vision statements created and by which organ? *

16. Do you have debts to IFF or to another IFF Member Association? *

17. What social media channels do you have? *

a) Facebook

b) Instagram

c) Twitter

d) YouTube

e) Snapchat

f) Pinterest

g) LinkedIn

h) Other

What is the address to your website?

18. Marketing Plans

a) What kind of marketing Plan do you have?

^

v

b) What kind of plan for sponsorsales do you have?

^

v

c) What are your plans to market Floorball

^

v

d) What are your target groups in marketing

^

v

POLICY STATEMENT ON DISCRIMINATION, HARASSMENT & ABUSE

Edition 2019

Decided by the IFF Central Board on the 28.10.2018

Valid from 01.01.2019

1. Introduction

Any form of discrimination, sexual abuse and sexual harassment are completely incompatible with the intrinsic values of sports. Within the International Floorball Federation (IFF) there is zero tolerance for discrimination and harassment irrespective of gender, ethnic background, religious faith, sexual orientation and disability.

In its role of promoting and protecting the health of the athlete, the athlete's entourage and all officials, the IFF recognises the rights of all athletes, including the right to enjoy a safe and supportive sport environment. It is in such conditions that athletes are most likely to flourish and optimise their sporting performance. Discrimination and harassment are violations of human rights, regardless of cultural setting, that damage both individual and organisational health.

While it is well known that sport offers significant potential for personal and social benefits, this potential is undermined where such problems occur. Abuse of power or trust can occur by any individual at any level in the organisation, hence it needs to be taken into account.

Zero tolerance implies that discrimination, harassment and abuse must not take place. Therefore, all organisations within the IFF have a responsibility to hinder these actions. It is a prerequisite that both the employees and volunteers within sports follow the guidelines regarding discrimination, sexual harassment and abuse, and that suspicion of any such matters is notified and/or dealt with if a situation should occur.

Sexual harassment and abuse occur worldwide. In sport, they give rise to suffering for athletes and others, and to legal, financial and moral liabilities for sport organisations. No sport is immune to these problems which occur at every performance level. Sport organisations, in particular, are gatekeepers to safety and should demonstrate strong leadership in identifying and eradicating these practices.

Everyone in sport shares the responsibility to identify and prevent sexual harassment and abuse and to develop a culture of dignity, respect and safety in sport.

IFF will do its best to protect every person that has been harassed, discriminated and/or has been reported.

1. POLICY STATEMENT ON DISCRIMINATION, HARASSMENT & ABUSE

1.1. Purpose

The purpose of this Policy Statement and Guidelines on Discrimination and Harassment is to:

- outline the IFF's policy on Sexual Harassment & Sexual Abuse, including who the policy applies to, and where it applies, and the definitions for the types of behaviour that are covered;
- describe the processes that are in place to help prevent these behaviours from occurring and the responsibilities of IFF participants to achieving a work and sport environment free of sexual harassment and sexual abuse;
- define the procedures available to IFF participants to bring forward a complaint;
- describe the consequences of a breach of this policy, including interim measures and specific sanctions;
- outline the record-keeping procedures when a complaint is received; and
- provide a statement regarding confidentiality when dealing with complaints and other matters associated with this policy and guidelines.

The IFF recognises that bullying, harassment and discrimination can poison the work/sport environment for the wider group, as well as for those members of the group targeted by the bullying, harassment or discrimination. All IFF participants are expected to support a work environment that fosters respect and promotes the dignity and self-esteem of each other.

The IFF is committed to creating and maintaining a work and sport environment which is free from:

- personal harassment and bullying, and
- discrimination or harassment based on prohibited grounds, including race, ancestry, place of origin, colour, ethnic origin, citizenship, political opinion, creed, sex, sexual orientation, disability, age, marital/family status, language and any other discrimination or harassment prohibited by applicable law.

1.2. Guidelines

The IFF has adopted guidelines against sexual harassment and abuse that shall be applied in all parts of the organisation. The management has the main responsibility for publicising the guidelines within the organisation and the IFF staff, IFF officials and IFF event participants are responsible for adhering to them.

The following guidelines apply within the IFF:

- Treat everyone with respect, and refrain from all forms of communication, action or behaviour that may be perceived as offensive
- Avoid body contact that may be perceived as unwanted
- Avoid all types of verbal intimacy that may be perceived as sexually charged
- Avoid expressions, jokes and opinions that relate to the individual's gender or sexual orientation in a negative way
- Seek to have both sexes represented in the support network

- Do not offer any form of reward with the purpose of demanding or anticipating sexual services in return
- Take action and give notice if a breach of these rules is experienced

The IFF leadership (IFF staff, IFF officials, IFF Central Board, IFF Event organisers etc) have the main responsibility for letting these rules be known in the organisation/sports environment, and that they are adhered to.

1.3. Definitions

IFF Participants

This policy and guidelines apply to all IFF participants, which include all persons engaged in any paid or volunteer capacity with the IFF or otherwise under the jurisdiction of the IFF. Without limiting the reach of the guidelines, IFF participants include:

- IFF officers, members and volunteers;
- IFF employees and persons under contract with the IFF;
- all athletes eligible for nomination to, or forming part of, any team participating in sport competitions over which IFF has jurisdiction; and
- all persons working with those teams or athletes, including coaches, medical and paramedical personnel, sports federation representatives, and other support persons;

Work in Sport

The IFF Policy and these guidelines apply to IFF participants at all times, during the course of their work in sport and also during other activities where their conduct may affect the work and sport environment, whether that be at the IFF offices, at meetings of the IFF or other entities, or at IFF events.

Person in Authority

A person in authority is any IFF participant in a position of authority over, or trusted by, a person who may be experiencing harassment, and can include such persons as team leaders, coaches, trainers, medical or paramedical personnel, parents or other volunteers.

Within IFF workplaces, a person in authority includes all supervisors and managers, and all members of the IFF Central Board.

Harassment

Harassment is a form of discrimination, and refers to wrongful conduct, whether or not the conduct is associated with a prohibited ground, that negatively affects the work and sport environment or leads to adverse consequences within that environment for the person(s) experiencing the harassment, which the perpetrator knew or ought reasonably to have known would be unwelcome.

Harassment includes bullying, and can take many forms but often involves conduct, comment or

display that is insulting, intimidating, humiliating, hurtful, demeaning, belittling, malicious, degrading, or otherwise causes offence, discomfort, or personal humiliation or embarrassment to a person or group of persons.

Examples of harassment include:

- unwelcome remarks, jokes, nicknames, innuendo, or taunting which may, but need not be linked to a prohibited ground, such as a person's age, sexual orientation, race, ancestry, political opinions, etc.;
- written or verbal abuse or threats which may, but need not be linked to a prohibited ground;
- racial, ethnic or other slurs;
- displays which may cause offence and which may, but need not be related to prohibited grounds, such as sexual, racial, ethnic or religious posters or graffiti;
- use of terminology that reinforces stereotypes which may, but need not be based on prohibited grounds;
- vandalism or physical assaults which may, but need not be motivated by prohibited grounds; and
- condescension, paternalism, or patronizing behaviour which may, but need not be linked to prohibited grounds which undermines self-respect or adversely affects performance or working conditions

Personal Harassment

Personal harassment is inappropriate behaviour directed toward an individual which the perpetrator knew or ought reasonably to have known would be unwelcome. The behaviour is repeated, or has the potential to be repeated, over time.

Examples of personal harassment include belittling jokes, insults, nicknaming, inappropriate teasing, taunting and condescension.

Bullying

Bullying is unwanted verbal, physical or social behavior directed to harming or inappropriately controlling another person. It often involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.

Examples of bullying are such actions as threats, spreading rumors, attacking someone physically or verbally, and deliberately excluding someone from a group.

Sexual Harassment

Sexual harassment is unwelcome sexual advances, requests for sexual favours, or other verbal or physical conduct of a sexual nature or related to a person's sex when:

- submitting to or rejecting this conduct can affect decisions about the individual;
- the conduct has the purpose or effect of interfering with the individual's performance;
- the conduct detrimentally affects the work and sport environment.

Specific examples can include:

- criminal conduct such as stalking, and physical or sexual assault or abuse;
- inappropriate comments about a person's body or appearance;
- inquiries or comments about an individual's sex life, sexual preferences, etc.;
- leering or other obscene or suggestive gestures;
- promises or threats contingent on the performance of sexual favours;
- sexual/sexist graffiti or any displaying of sexually explicit material or pictures;
- unwanted physical contact including touching, kissing, patting and pinching;
- unwelcome flirtation, sexual remarks, invitations or requests whether indirect or explicit; and
- use of inappropriate or derogatory sexual terms.

Sexual Abuse

Abuse implies that a person offends another person's rights. By sexual abuse we mean to trick or coerce a person into a sexual act the person does not want, or is not sufficiently mature to consent to. Such abuse may be punished in accordance with the Penal Code, which also defines sexual abuse in varying stages of seriousness.

This type of abuse may include, but not be limited to:

- showing of pornography
- indecent exposure
- groping
- sexual penetration

Reprisal

Reprisals or threats of reprisal are an aggravating factor in any situation involving harassment, particularly where the reprisal or threat of reprisal is by a person in authority.

Examples of reprisal include:

- acts of retaliation designed to punish an individual who has reported discrimination or harassment; and b) threats of retaliation designed to dissuade an individual from reporting discrimination or harassment.
- In sexual harassment situations, reprisals can also include:
- acts of retaliation to punish an individual who has rejected sexual advances; and
- threats of retaliation if sexual advances are rejected.

For the purpose of these guidelines, the making of a deliberately groundless complaint shall also be deemed a reprisal.

Condonation

If a person in authority knows, or should reasonably have known, that harassment or sexual abuse may have occurred and fails to take appropriate action, the person in authority has condoned the action and may be subject to sanctions under these guidelines.

What is not considered harassment:

- Reasonable action or conduct by an IFF person in authority that is part of his/her normal function, even if there are possible unpleasant consequences (e.g., disciplinary action, performance management, changes to schedules or duties, implementation of policies, etc.).
- Differences of opinion or disagreements between co-participants

1.4. Prevention and Intervention

Prevention and intervention are key to achieving a work and sport environment free of discrimination and harassment. The IFF must present a positive role model. IFF participants should communicate the IFF's objective to create and maintain a work and sport environment free of discrimination and harassment and are expected to intervene when it appears that discrimination or harassment may have occurred.

It is of vital importance that those in authority:

- set and communicate non-discriminatory performance standards, selection criteria, rules and regulations to all participants;
- be consistent in taking any corrective or punitive action without discrimination based on prohibited grounds or harassment; and
- use non-discriminatory terminology; address individuals by name and avoid the use of derogatory slang or offensive terms.

Integrity Officer

The IFF will appoint an individual designated as the IFF Integrity Officer for the purpose of these guidelines. The role of the Integrity Officer shall be:

- to receive information about reports brought forward relating to discrimination and harassment
- to facilitate the process for bringing forward reports
- to provide support to individuals who have questions or concerns about the application of these guidelines
- to report on a regular basis to the Ethics Committee and the Central Board

Duty to Report

All IFF participants are expected to promptly report any behaviour of which they become aware, which may constitute harassment or discrimination, as set out below. This includes situations where discrimination or harassment is suspected or rumoured, appreciating that individuals who experience discrimination or harassment are often reluctant to report it.

There is no duty to report in cases where the individual that has been harassed/discriminated could or would be put at risk by reporting and/or does not want the case to be disclosed on reasonable grounds. To protect the sport, IFF and other individuals in the future it should always be tried to make a report.

Receiving Reports

Reports of suspected discrimination or harassment may be made to the IFF Integrity Officer, the Secretary General, the President, or to any other person in authority within the IFF.

All such reports shall be brought promptly to the attention of the Integrity Officer & Secretary General by whoever receives the report (except when the report implicates one of them, in which case it will be brought to the attention of the other, or in the case where both are implicated then to the President).

Any reports arising from the conduct of a participant (athlete, official or volunteer) at an IFF event shall also be promptly brought to the attention of the Jury Chair unless the complaint involves the conduct of the Jury Chair.

2. Complaint Procedure

2.1. Assistance to Complainants

A complainant may request the assistance of the Integrity Officer in understanding these guidelines, in pursuing resolution short of lodging a complaint if appropriate, and in formulating the written complaint.

Should a complainant choose to retain legal counsel at any stage of a complaint or appeal, it shall be at the complainant's own expense.

2.2. The Complaint

Although anyone may report discrimination or harassment, a complaint may be made only by (i) persons affected by the alleged discrimination or harassment, (ii) the Secretary General or the Integrity Officer, on behalf of the IFF.

A complaint shall be in writing, and signed by the complainant, or by the Secretary General or Integrity Officer (as applicable), if the complaint is brought on behalf of the IFF. The complaint shall be submitted to the Secretary General &/or the Ethics Commission Chair, and a copy shall be provided to the Integrity Officer.

The complaint should include particulars of the discrimination or harassment, including details of the incident or incidents, including dates, times, locations, description of action, account of dialogue, the name of the alleged perpetrator(s) and any witnesses or names of other individuals who may also have experienced discrimination or harassment. The complaint should detail any corrective action taken to date.

The parties to a complaint are the IFF, the respondent(s) and the complainant(s), if any. Where there is a complainant, the complainant may withdraw the complaint at any time. However, such a complaint may be continued as a complaint by the Secretary General on behalf of the IFF, if the

IFF does not consent to the withdrawal.

2.3. Processing the Complaint

The person responsible for processing the complaint (hereinafter the “IFF Official”) may vary, as follows:

- a) where a complaint involves conduct by an employee of, or person under contract to, IFF other than the Secretary General, the IFF Official shall be the Secretary General; and
- b) in all other cases, the IFF Official shall be the Ethics Commission Chair (or where a complaint involves conduct by the Ethics Commission Chair, an alternate member of the Ethics Commission). The Ethics Commission Chair or, in the case of a complaint involving the Ethics Commission Chair, the alternate, may delegate part or all of the Ethics Commission Chair (or alternate’s) responsibilities under these guidelines to the Secretary General, except where a complaint is by or against the Secretary General

2.4. Complaint Investigation

The IFF Official may decide not to deal with a complaint: a) if in the opinion of the IFF Official, the facts alleged in the complaint would be insufficient, if proven, to establish discrimination or harassment under the IFF Policy and these guidelines; or b) if in the opinion of the IFF Official, the investigation of the complaint would not advance the purpose of the IFF Policy in the circumstances, either because of an impossibility to investigate case due to significant delay between the alleged events and the time of the complaint or for any other reason. The IFF Official must in writing provide the reasons for the decision not to deal with it or why it is not possible or makes no sense.

If the IFF Official decides not to deal with the complaint, the complainant can in accordance with the IFF Juridical regulation make an Appeal to have the case dealt with to the IFF Appeal Committee.

In all other cases, the IFF Official shall investigate the complaint or appoint and provide terms of reference to an investigator who shall investigate the complaint and make findings of fact.

Before the investigation begins, the IFF Official shall advise each respondent of the complaint and shall provide each complainant and respondent a copy of the written complaint, of the IFF Policy and these guidelines, and of the investigator’s terms of reference, if any.

Before the investigation report is issued, each respondent shall have a reasonable opportunity to respond to the allegations. If a respondent declines to do so, or does not respond within the time-frame provided, the investigator’s report may nonetheless be issued. A respondent may rely on any legal defenses recognized under applicable human rights law.

All IFF participants, including the respondent(s), must co-operate fully in any investigation under these guidelines.

The IFF Official may consult with the investigator during the course of the investigation, may review the investigation report in draft and may provide additional terms of reference to, or request clarification from, the investigator.

The Jury Chair shall be consulted throughout any investigation involving conduct at an IFF event unless the complaint involves conduct by the Jury Chair.

A copy of the investigation report shall be provided to the IFF, complainant(s) and the respondent(s) and to the Jury Chair if the complaint involves conduct at an IFF event.

2.5. Assistance to Respondents

A respondent may request the assistance of the Integrity Officer in understanding these guidelines. Should a respondent choose to retain legal counsel at any stage of a complaint or appeal, it shall be at the respondent's own expense.

2.6. Determinations Following Investigation

The IFF Official shall determine whether discrimination or harassment has been established in light of the findings of fact contained in the investigation report, and if so, the nature and particulars of the discrimination and/or harassment. The IFF Official's determinations shall be communicated to the IFF, the complainant(s), the respondent(s) and the Integrity Officer, and to the Jury Chair if the complaint involves conduct at an IFF event.

2.7. Settlement

A complaint may be settled at any stage. A resolution agreement should be in writing and signed by all parties. A copy of the resolution agreement will be provided to the Integrity Officer and to the IFF.

2.8. Mediation

The IFF may provide a mediator, if the IFF Official views mediation as appropriate and if the complainant and respondent are willing to enter a mediation agreement.

2.9. Sanctions

The IFF Official shall have the authority to impose sanctions, if warranted. When the complaint arises from conduct at an IFF Event the IFF Official shall consult with the Jury Chair before imposing sanctions, unless the complaint involves conduct by the Team Head of Delegation.

The IFF, complainant(s) and the respondent(s) shall be given a reasonable opportunity to make submissions to the IFF Official prior to the imposition of sanctions.

Sanctions may include, but are not limited to:

- a) the issuance of a warning and/or reprimand;
- b) the imposition of such temporary or permanent conditions on continued employment with IFF, or participation in IFF activities as the IFF Official may view as appropriate;
- c) temporary suspension from employment or contract with IFF (with or without pay), or from participation in some or all of the activities over which the IFF has jurisdiction including the

Olympic or any Multi-Sport Games (hereinafter collectively referred to as “IFF activities”); and/or

- d) a recommendation that a person’s membership be revoked in accordance with the by-laws of the IFF or, in the case of a IFF employee or contractor, termination of employment or contract

The IFF Official shall provide the complainant(s) with such information about any sanctions imposed as is appropriate in the circumstances. The IFF and the Integrity Officer will be advised of sanctions imposed.

Should any sanction that the IFF Official views as appropriate require a resolution to be passed by the IFF Board of Directors, the IFF Official shall take such action as is appropriate to have the matter placed before the Board for its consideration, but the matter will not be considered prior to any appeal or expiration of right to appeal under these guidelines.

2.10. Interim Measures

The IFF Official may impose interim measures pending the investigation and disposition of a complaint, if the IFF Official is of the view that the imposition of such measures is in the best interest of the complainant(s), respondent(s) and/or IFF.

Interim measures are not sanctions, and they may take many forms, including but not limited to:

- a) the imposition of conditions upon the continued participation of the respondent(s) in the activities or work of the IFF;
- b) suspension of the respondent(s) from participation in the activities or work of the IFF, with or without pay in the case of employees, or under such other terms as are seen to be appropriate; and/or
- c) security arrangements.

The IFF and the Integrity Officer shall be informed of any interim measures.

The IFF Official shall consult with the Jury Chair before the imposition of interim measures which may have an impact on any participant at an IFF event.

3. Appeals

An appeal under these guidelines will be heard and determined by the IFF Appeal Committee. None of the persons hearing the Appeal shall have had prior involvement in the matter.

3.1. Grounds for Appeal by Respondents

A respondent may appeal the IFF Official’s determination (s) on the following grounds only:

- a) that the investigation was conducted in an unfair or biased manner contrary to the rules of natural justice; or
- b) that the findings of fact contained in the investigation report are insufficient to support a determination that discrimination or harassment has been established.

In an appeal by the respondent from the IFF Official's determination(s), the complainant shall be entitled to participate as a respondent in the appeal.

A respondent may also appeal from the sanction(s) imposed or recommended following a complaint. In such an appeal, the complainant shall be advised by the IFF Official that an appeal has been filed, and shall be entitled to make written representations, but shall not be entitled to participate as a respondent in the appeal. There shall be no appeal from any finding of fact contained in the investigation report.

3.2. Grounds for Appeal by Complainants or the IFF

A complainant or the IFF may appeal the IFF Official's determination(s) on the following grounds only:

- a) that the investigation was conducted in an unfair or biased manner contrary to the rules of natural justice; or
- b) that the findings of fact contained in the investigation report ought to have resulted in a determination that discrimination or harassment has been established.

In an appeal by the complainant or the IFF from the IFF Official's determination(s), the respondent shall be entitled to participate as a respondent in the appeal.

A complainant or the IFF may also appeal the IFF Official's decision not to deal with a complaint. In such a case, the respondent shall not be identified in the appeal and shall not be entitled to participate as a respondent in the appeal.

There shall be no appeal from any finding of fact contained in the investigation report.

3.3. Notice of Appeals

The notice of appeal must be made in writing to the IFF Secretary General, within fourteen days of the appellant receiving notice of the IFF Official's decision with respect to sanctions, and must state the specific grounds for the appeal.

A copy of the notice of appeal shall be promptly provided to the President, the IFF Official, the Integrity Officer, the Chef of Mission/Team Leader if the appeal involves conduct at Games, and to every person entitled to participate as a respondent in the appeal.

3.4. The Hearing

The following persons may appear before the Appeal Committee at its in-camera hearing and make representations in the appeal:

- a) the IFF;
- b) the appellant(s);
- c) any person entitled to participate as a respondent in the appeal;
- d) the IFF Official who may make representations with respect to the investigation of the appeal, the determinations and any sanctions imposed and/or recommended;
- e) the Chef de Mission/Team Leader who may make representations where the appeal involves conduct at the Games; and f) any other person invited by the Appeal Committee to

make representations

No member of the Appeal Committee having had any prior involvement in the complaint, or who is otherwise in conflict of interest, shall participate in the deliberations or decision in the appeal.

3.5. Disposition of an Appeal

The Appeal Committee's deliberations shall take place in camera. No other person shall be present during the deliberations.

The Appeal Committee, by a majority of votes cast, may:

- a) dismiss the appeal;
- b) substitute its own determination for the determination under appeal;
- c) substitute a sanction for the sanction under appeal; or
- d) remit the complaint for further investigation and/or for re-determination in accordance with its directions

The Appeal Committee shall provide reasons for its disposition. Minority and dissenting reasons may also be provided.

A copy of the reasons shall be provided to the IFF, appellant, to any respondent in the appeal, and to the Chef de Mission/Team Leader if the appeal involves conduct at Games. In an appeal from sanctions, the IFF Official shall give the complainant(s) such information about the disposition of the appeal as is appropriate in the circumstances.

4. Published Summaries

It is desirable to publish a summary of each decision and the reasons for disposition on a timely basis and when this is done, it shall be in such a form as to protect the identities of individuals involved.

5. Record Keeping

The Secretary General shall keep a secure record of every report and complaint under these guidelines. The record shall contain all relevant documentation, including:

- a) details of the report(s) and/or a copy of the complaint(s);
- b) the response(s), if any;
- c) the terms of reference of the investigator, if any;
- d) the interim measures, if any;
- e) any witness statements;
- f) the investigation report, if any;
- g) the terms of any informal resolution or written resolution agreement;
- h) the IFF Official's determinations, if any;
- i) the sanctions imposed, if any;
- j) all other correspondence;



- k) any appeal(s) filed;
- l) any material filed in an appeal; and
- m) any minutes of the IFF Board of Directors

Material sources: *International Olympic Committee; Canadian Olympic Committee; Norwegian Olympic and Paralympic Committee and Confederation of Sports*

GUIDELINES ON SEXUAL HARASSMENT and ABUSE

Edition 2019

Decided by the IFF Central Board on the 28.10.2018

Valid from 01.01.2019

Introduction

These guidelines are directed towards sexual harassment, but can equally be used in cases related to any form of discrimination or abuse.

Any form of discrimination and harassment are completely incompatible with the intrinsic values of sports. Within the International Floorball Federation (IFF) there is zero tolerance for discrimination and harassment irrespective of gender, ethnic background, religious faith, sexual orientation and disability.

In its role of promoting and protecting the health of the athlete, the athlete's entourage and all officials, the IFF recognises the rights of all athletes, including the right to enjoy a safe and supportive sport environment. It is in such conditions that athletes are most likely to flourish and optimise their sporting performance. Discrimination and harassment are violations of human rights, regardless of cultural setting, that damage both individual and organisational health.

While it is well known that sport offers significant potential for personal and social benefits, this potential is undermined where such problems occur. Abuse of power or trust can occur by any individual at any level in the organisation, hence it needs to be taken into account.

Zero tolerance implies that sexual harassment and sexual abuse must not take place. Therefore, all organisations within the IFF have a responsibility to hinder sexual harassment and sexual abuse. It is a prerequisite that both the employees and volunteers within sports follow the guidelines regarding sexual harassment and abuse, and that suspicion of sexual harassment and abuse is notified and/or dealt with if a situation should occur.

Sexual harassment and abuse occur worldwide. In sport, they give rise to suffering for athletes and others, and to legal, financial and moral liabilities for sport organisations. No sport is immune to these problems which occur at every performance level. Sport organisations, in particular, are gatekeepers to safety and should demonstrate strong leadership in identifying and eradicating these practices.

Everyone in sport shares the responsibility to identify and prevent sexual harassment and abuse and to develop a culture of dignity, respect and safety in sport.

1. GUIDELINES ON DISCRIMINATION, HARASSMENT & ABUSE

1.1 Defining the problem

- Sexual harassment and sexual abuse occur within an organisational culture that facilitates such opportunities. Indeed, they are symptoms of failed leadership in sport
- By **sexual harassment** we mean unwelcome sexual attention. It refers to behaviour towards an individual or group that involves sexualised verbal, non-verbal or physical behaviour, whether intended or unintended, legal or illegal, that is based upon an abuse of power and trust and that is considered by the victim or a bystander to be unwanted or coerced
- By **sexual abuse** we mean to trick or coerce a person into a sexual relationship the person does not want, or is not sufficiently mature to consent to. In sport, it often involves manipulation and entrapment of the athlete

Gender harassment, hazing and homophobia are also regarded as sexual harassment and abuse:

- **Gender harassment** consists of derogatory treatment of one gender or another which is systematic and repeated but not necessarily sexual
- **Hazing** involves abusive initiation rituals that often have sexual components and in which newcomers are targeted
- **Homophobia** is a form of prejudice and discrimination ranging from passive resentment to active victimisation of lesbian, gay, bisexual and transgendered people

1.2 Prevalence, Risks & Consequences

- Research indicates that sexual harassment and abuse happen in all sports and at all levels, but prevalence appears to be higher in elite sport. Members of the athlete's entourage who are in positions of power and authority appear to be the primary perpetrators. Peer athletes have also been identified as perpetrators
- There is no evidence that the amount of clothing cover or the type of sport are risk factors: these are myths. Research identifies risk situations as the locker-room, the playing field, trips away, the coach's home or car, and social events, especially where alcohol is involved. Team initiations or end-of-season celebrations can also involve sexually abusive behaviour against individuals or groups
- Sexual harassment and abuse in sport seriously and negatively impact on athletes' physical and psychological health. It can result in impaired performance and lead to athlete drop-out
- Psychosomatic illnesses, anxiety, depression, substance abuse, self-harm and suicide are some of the serious health consequences of sexual harassment & abuse

- Passive attitudes/non-intervention, denial and/or silence by people in positions of power in sport (particularly bystanders) increases the psychological harm of sexual harassment and abuse
- Lack of bystander action also creates the impression for victims that sexually harassing and abusive behaviours are legally and socially acceptable and/or that those in sport are powerless to speak out against it. Openness, bringing the problem into the open and raising awareness of the consequences that sexual harassment may have for those exposed to it, for the environment and for the club and for sports as an organisation are therefore important
- When it comes to sports as an organisation, highly publicised cases in the media where there have been complaints and/or judgements, may lead to clubs/leagues experiencing problems with sponsors. Thus, in the wider perspective, cases involving sexual harassment and abuse may lead to financial consequences for the sports in general
- Studies show that very few persons report incidents when they are exposed to sexual harassment and abuse. It is important that the one being the object of sexual harassment has a place to turn to with the problem. This will be an acknowledgment that the problem exists in the organization
- A system with clear and simple reporting processes must be in place, where complaints can be handled quickly and with discretion. It is important that the organisation tackles the problem and does not trivialise it, so that the person concerned has confidence that the problem will be dealt with in a proper way, and not be afraid of informal reprisals

1.3 Relationships in Sport

- There is always a power difference in an athlete's relationships with members of their entourage (coaches, scientific and medical staff, administrators etc.). This power difference, if misused, can lead to sexual harassment and abuse
- These relationships require that a significant amount of time be spent together in the emotionally intense environment of competitive sport. All adults in an athlete's environment must adopt clear guidelines about their roles, responsibilities and appropriate relationship boundaries
- It is essential that each member of the entourage, and any other authority figure, stays within the boundaries of a professional relationship with the athlete
- To show emotion, often in the form of physical body contact, when someone wins or loses, is part of sports behaviour. The same applies to body contact when learning new movements and techniques
- Individuals in sports, as elsewhere in society, may have different opinions as to what constitutes harassment and abuse, and how it can be countered. It is therefore important to be open regarding the issue and to discuss and agree on "where the limits" should be for what is termed acceptable behaviour, as well as to develop guidelines to prevent discrimination, harassment, bullying and abuse.

1.4 Prevention Strategies

- Sexual harassment must be regarded as a collective structural and cultural problem, and not as an individual problem. The occurrence of sexual harassment indicates something about the environment within a club and/or a league, and is a breach of the basic values of sports
- Accepted prevention strategies include policies with associated codes of practice, education and training, complaint and support mechanisms and monitoring and evaluation systems. Regardless of cultural differences, every sport organisation should have these provisions in place
- The **policy** is a statement of intent that demonstrates a commitment to create a safe and mutually respectful environment. The policy should state what is required in relation to the promotion of rights, well-being and protection. It allows the organisation to generate prompt, impartial and fair action when a complaint or allegation is made. It further allows it to take disciplinary, penal and other measures, as appropriate
- **Codes of practice** describe acceptable standards of behaviour that, when followed, serve to implement the policy
- **Standards of behaviour** set a clear benchmark for what is acceptable and unacceptable. They can help to minimise opportunities for sexual harassment and abuse and unfounded allegations. (See Section 3. IFF Recommendations)
- An **open, sound and safe sporting environment** will serve as a protection against harassment, and also against false accusations, but it may be difficult to put this in place if knowledge is lacking as to what constitutes harassment and which consequences it may have both for athlete, club and associations
- Understanding of harassment and sexual abuse should therefore be included in the **education** of all managers, coaches and active athletes
- A requirement for maintaining and strengthening a sound sporting environment is that the management agrees on what constitutes a sound environment. A discussion as to which **attitudes and values** should characterise a club or association is therefore important. This concerns questions on how to interact with one another, which expectations and conditions one places on parents, coaches and managers, how the club should be managed, etc.
- Relevant issues in relation to children and young people may be showering and bathing, the general tone amongst children and young people, sleeping over (are boys and girls to share the same room or have separate sleeping quarters on trips, and if so, are adults to stay with them, and what does age mean in this connection?)
- There are a number of **awareness raising measures** which may also have a preventative effect on sexual harassment and abuse. These relate to bullying, racism, fair play and language use. Clubs and associations that do not have ethical guidelines, which do not include a ban on sexual harassment, should refer to the IFF guidelines

- **Ethical guidelines** should be referred to in employment contracts for coaches and managers. The boundaries for acceptable behaviour should thus be apparent from the ethical guidelines, and it is important that this is discussed openly in the board, the support network and with the active athletes
- Ethical guidelines may also be termed rules for daily interaction or **rules of conduct**. These will vary somewhat depending on whether it concerns a club or an association, in addition to the level of performance of the athletes

Examples of such rules for coaches could be:

- There is never consumption of alcohol together with the players on trips to and from national events
 - There should always be representatives of both genders in the support network
 - The coaches shall not have discussions relating to the players in the players' room, but in meeting rooms or other more "public" areas
 - In our club we sleep together in a dormitory when we attend cup tournaments – no adult sleeps alone together with the members
 - In our club the coaches do not shower alone together with individual athletes
 - In our club there is a minimum of two athletes at every training session together with the coach
 - In our club the coaches/representatives do not invite individual athletes to their homes without several others also being around
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- The management, with the support network, is responsible for creating a safe environment for the athletes
 - Athletes should be aware of which boundaries are acceptable to them and be able to make others aware of what their boundaries are
 - They should be able to adhere to the limits and speak out when someone oversteps them. This is difficult for children, but also for young adults if they do not find themselves in a secure environment. It is especially the case if a respected adult, for instance the coach, is the one committing the violation
 - Adults must therefore respect the athlete's personal space and never overstep the limits for acceptable behavior

**The most important work is to create an environment
where sexual harassment does not occur**

2. WHAT IS THE PROCEDURE WHEN SEXUAL HARASSMENT & SEXUAL ABUSE OCCUR?

- To achieve a better sports environment and prevent sexual harassment and abuse it is important that the person who is the object of this dares to raise the matter but this may be difficult, especially for children and young people
- Athletes who, for instance, are the object of sexual harassment by somebody in the support network may be afraid of reprisals or retribution, feel uncertainty, shame and guilt or fear of not being believed. For young athletes it is often easier to talk with another person than confronting directly the person whose behaviour is felt to be harassing
- It is, therefore, important to emphasise that if anyone within the sports environment has a suspicion of sexual harassment or sexual abuse, they should give notice of this

2.1 If you are the object of sexual harassment or sexual abuse

- Get in touch with and seek help from someone you trust
- Contact the management of the club/sports association, or the sports division, the national sports federation or IFF

2.2 If you have a suspicion of sexual abuse

- If one discovers or suspects that someone is exposed to sexual abuse the suspicion should be taken up with the management of the organisation. It is up to the management to decide whether the suspected person should be reported to the police, or whether other follow-up measures should be implemented, such as termination of contract, withdrawal of tasks or sports-related sanctions. The decision will have grave consequences for the suspect AND the subject of the abuse. It is therefore important that the management, which has the formal responsibility for the organisation, reaches the decision
- If the management, after thorough considerations – and preferably in cooperation with the person harbouring the suspicion – feels that the suspicion is unfounded, it must be decided not to go further with the case and try to stop any gossip and rumours from spreading
- If the management has reason to believe that there are grounds for the suspicion, the matter is no longer a case for the management. If a child is involved, the parents should be informed immediately about the suspicion and should, in agreement with the organisation, report the matter to the police. It is the police who, through questioning and examinations assess the case. The organisation shall themselves not act as

investigators. Nevertheless, it may be important to follow up such cases internally in the club/or association also during a possible court case in order to “take care of” other members both in the support network and amongst the athletes

- The organisation must also decide if the case should be reported to the judicial body of the IFF
- The management must ensure that professional secrecy is complied with. This concerns both the one being the target of sexual abuse and the one accused of such behaviour, as well as in relation to possible sanctions

2.3 If you have a suspicion of sexual harassment

- If one discovers, or suspects, that anyone is exposed to sexual harassment, the suspicion must be taken up with the organisation management. It is the responsibility of the management to counter and to try and prevent sexual harassment from occurring in the organization
- If the management, after deliberations – and preferably in cooperation with the person harbouring the suspicion – thinks that the suspicion is unfounded, it must be decided not to go further with the case and attempts must be made to stop any gossip and rumours from spreading
- If the management finds that there are grounds for the suspicion, it must act. Which procedure or line of action is taken will depend on the character of the case. In any case the management must have separate meetings with both parties. Depending on the results of the discussions, the management must consider whether to implement any reactions against the person concerned
- The management must ensure that professional secrecy is complied with. This applies both to the one who is target of sexual harassment and the one being accused of such behaviour, as well as in relation to possible sanctions
- The organisation must also decide if the case should be reported to the judicial body of the IFF

3. WHAT IS NOT CONSIDERED HARASSMENT

- Reasonable action or conduct by a person in authority that is part of his/her normal function, even if there are possible unpleasant consequences (e.g., disciplinary action, performance management, changes to schedules or duties, implementation of policies, etc.)
- Differences of opinion or disagreements between co-participants
- Discipline in training is an indispensable part of high performance sport and should not be confused with discrimination or harassment. However, it is of vital importance that those in authority:
 - set and communicate non-discriminatory performance standards, selection criteria, rules and regulations to all participants;
 - ensure that training involving touching or other physical contact occur in an appropriate setting, and only after informed consent has been sought and received;
 - be consistent in taking any corrective or punitive action without discrimination based on prohibited grounds or harassment; and
 - use non-discriminatory terminology; address individuals by name and avoid the use of derogatory slang or offensive terms

4. IFF RECOMMENDATIONS

The IFF recommends that all Member Associations should:

1. Develop policies and procedures for the prevention of sexual harassment and abuse;
2. Monitor the implementation of these policies and procedures;
3. Evaluate the impact of these policies in identifying and reducing sexual harassment and abuse;
4. Develop an education and training program on sexual harassment and abuse;
5. Promote and exemplify equitable, respectful and ethical leadership; and
6. Foster strong partnerships with parents/carers in the prevention of sexual harassment and abuse

The policy on sexual harassment and abuse should:

- identify and address these issues
- be clear and easily understood
- involve consultation with athletes
- be widely communicated through publication and education
- be approved by the relevant management body (e.g. Management Board or Executive Committee) and incorporated into its constitution and/or regulations
- apply to all involved in the organisation
- be supported by a comprehensive education and training strategy
- be reviewed and updated on a regular basis, particularly when there is a major change in the constitutional regulations of the organisation or in the law.

The policy should:

- state that all members have a right to respect, safety and protection
- state that the welfare of members is paramount
- identify who has responsibility for implementing and upholding it
- specify what constitutes a violation
- specify the range of consequences for such violations
- specify procedures for reporting and handling complaints
- provide details of where to seek advice and support for all parties involved in a complaint
- specify procedures for maintaining records
- provide guidance for third party reporting ('whistleblowing')

There should be codes of practice on sexual abuse and harassment for specific member roles in a sport organisation. The code of practice on sexual harassment and abuse should:

- provide guidance on appropriate/expected standards of behaviour from all members
- set out clear processes for dealing with unacceptable behaviours, including guidance on disciplinary measures and sanctions

Material sources: International Olympic Committee; Canadian Olympic Committee; Norwegian Olympic and Paralympic Committee and Confederation of Sports

Africa Cup 2018 and Floorball Development Seminar in Abidjan in Cote d'Ivoire, 14th - 16th of September 2018

Participants:

Veli Halonen, IFF Operations Manager

Report on present issues

The IFF has been planning to have an international tournament in Africa ever since the first FDS in Cameroon in September 2016. The first idea was to have a tournament where all the African nations could participate, but the costs for travelling are very high in Africa and therefore the reality is that the tournaments need to be organized either in West or East Africa. Naturally everyone in Africa can participate, but the fact is that the teams, which come from the region where the tournament is organized can participate.

The Africa Cup 2018 was played with three women's teams and four men's teams. In the women's tournament the teams were Burkina Faso, Cote d'Ivoire and Mali. Burkina Faso and Cote d'Ivoire made it to the final and Burkina Faso eventually took the victory of the first Africa Cup. Men's teams came from Burkina Faso, Cote d'Ivoire, Nigeria and Togo. Burkina Faso and Nigeria played in the final and Nigeria was the winner of men's Africa Cup 2018.

Even though there were a lot of issues with the organization as such, the outcome of the tournament was only positive. By playing real games and by being able to measure their level the participating nations were really happy of the tournament and they all expressed their will to continue the tournament on annual bases. The question is how to secure the possibility for all IFF members in Africa to participate to an event like this. The financial resources are very limited and therefore the planning should include the possibility to play two tournaments annually, one in West Africa and one in East Africa.

In the longer run the intention is to have the tournament to be similar as the AOFC Cup already is. Organized and ran fully by the African nations.

A one day FDS was carried out the day before the actual tournament took place. The seminar was basic coaching and basic refereeing.

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Upcoming meetings and issues

As a very positive outcome of the tournament all those African nations in the region who were involved with the tournament are in the process to apply for the membership in the IFF within 3 to 12 months. The tournament gave them a lot new motivation to move towards to be part of the global Floorball Family.

Issues that need to be discussed or decided upon or taken action upon

It needs to be decided whether to have just one tournament in Africa or should there be two divided to East and West. The opinion of the African members is naturally in a very big role in this decision and the IFF's role should be a guiding role.

New ideas, etc...

Floorball Development Seminar in Delhi in India, 10th October -13 of October 2018

Participants:

Veli Halonen, IFF Operations Manager

Report on present issues

The seminar was the third international FDS organized in India and this time the first day was the Good Governance session for the administration of the Indian Floorball Federation with the topics of Good Governance and Conflict of interest according to the IFF policies.

The seminar for coaches and referees was carried out from Thursday to Saturday with 36 participants. The seminar concentrated of basic tactical topics in the coaching sector and on rules, rules interpretations and the role of the referee in referee sector. The understanding of different roles has been slight problem in India and that has caused some troubles for the Indian national teams participating to the AOFC Cup. As an outcome of the seminar the roles were clarified and a consensus inside the Federation was found and the participants from different sectors agreed of the mutual understanding.

There has been an ongoing incident in India with the actions of the former Joint Secretary of the Indian Floorball Federation and with his actions toward the InFF. He has tried to prevent the InFF to organize events and has trying to take over the InFF by subpoenas in the court of law, but has not succeeded and out of 24 states in India where Floorball is played, 22 stand behind the present leadership ran by the President Mr. Harindar Kumar.

The InFF is also working to get the recognition of the Indian National Olympic Association and are expecting to have the recognition by the end of the year 2018.

The number of players is constantly increasing in India and they now have more than around 1300 licensed players and well over 10000 recreational players mainly in the schools and tournaments are played on regular bases. InFF has participated to AOFC Cups both on 2017 and 2018.

It was also discussed and stressed out by the IFF that the next step for the InFF is to participate to an IFF event and the InFF is now planning to register for the men's WFC 2020.

Upcoming meetings and issues

InFF will be in contact with the Singaporean Floorball Associations and they will plan EOTO based co-operation, which means that the InFF will send players, coaches and referees to Singapore to learn more. The coach and player program has already started with Singapore and the next step is to secure the referee development in co-operation with SFA.

Issues that need to be discussed or decided upon or taken action upon

New ideas, etc...

Conclusions from RACC regarding questionnaire U19

Not so many countries answered (17) so we also put in the view that came to RACC in the big questionnaire regarding the Future of Floorball to get a bigger material to work with.

We got a lot of comments which is good when the topic is brought up the next time

Conclusions that RACC will report to the IFF CB is following

1. There is no majority for changing the age from U19 to U18 (12 out of answering countries want to keep U19)
2. The date we have today is still the least problematic in the period from May to August which in my point of view get the result of not changing the current dates (May W1)

RACC proposes to the CB that no changes is done at this time regarding age and period for playing the final round.

RACC/Martin Klabere 2018-10-22



Solna 2018-10-16

Confirmation of an IFF Athletes' Commission member resignation.

With this letter, the Swedish floorball federation, hereby confirm the knowledge that Johan Samuelsson will resign as an IFF Athletes' Commission member (ATC). We fully support Johan's decision to step down due to him reevaluating and prioritizing his spare time as a father, top athlete and for his work situation.

I hope this confirmation will help you, the IFF, to formalize Johan's resignation as a member to the ATC and start the process of bringing in a new member.

Please do not hesitate to contact us if you need any guidance over a new member.

Kind regards,

Joakim Lindström
Head of the Swedish national teams.



Svenska
Innebandyförbundet

Uppsala 2018-10-19

Resignation letter - IFF Athletes' Commission member.

With this letter, I, Johan Samuelsson, resign as a member of the IFF Athletes' commission (ATC). The reasons for my decision have been informed in previous talks between me and the IFF.

I would like to thank the IFF for the opportunity to be a part of such an important forum and I wish you all the best in your continuous work.

Best regards,

Johan Samuelsson

October 2018

To
International Floorball Federation
Central Board

Regarding "Future of Floorball"

The four EFT countries are in principle positive to develop floorball as a sport to meet the future requirements, e.g. consider to shorten the playing time and to reduce the number of players on the bench, if this has been proven good for floorball.

This kind of changes have a significant impact in the future of floorball and we believe the floorball community need more time for common discussion and valuation on both international and national level. We think that a more thorough process would be needed to make the final decision regarding the suggested major changes in our sport. We are willing to participate in this process that would include a more in-depth analysis and evaluation of the effects of the changes on international and national level. On national level, only in the EFT countries, the changes will concern over 70 % of the total number of floorball players in the world.

Based on the above we suggest that

- the suggested new concept will be analyzed and evaluated more thoroughly
- the suggested new concept will be tested in chosen international events (not in WFC) and possibly in some countries
- the decision about the changes in our sport will be made in the General Assembly in December 2022.

Finnish Floorball Federation


Kari Lampinen
Secretary General

Swedish Floorball Federation


Goran Harnesk
Secretary General