

CHAPTER 2.6 - BYLAWS IPC MANAGEMENT TEAM

2.6.1 Bylaws IPC Chief Executive Officer (CEO)

Preamble

According to Article 7.2 of the Constitution of the International Paralympic Committee (IPC), the IPC Governing Board resolves the following as the official bylaws governing the mandate of the IPC CEO.

1. **DELEGATED AUTHORITY**

The IPC CEO represents the IPC Governing Board and the organization in all day-to-day business affairs and in proceedings and negotiations of all types towards courts and authorities.

The IPC CEO is responsible for all decisions taken by the IPC Management Team. He can delegate authorities to members of the IPC Management Team and to consultants according to IPC Policies.

2. **EXECUTIVE CONSTRAINTS**

The CEO shall not cause or allow any practice, activity, decision or organizational circumstance that is unlawful, imprudent, or in violation of generally accepted business and professional ethics or generally accepted accounting principles. Further, and without limiting the scope of the foregoing:

- The CEO shall not permit the Governing Board to be uninformed or unsupported in its work. The CEO shall not fail to submit the information required for the Board to monitor compliance with the policies it has established, and shall not fail to report an actual or anticipated non-compliance with these policies. In particular, the CEO shall not fail to advise the Governing board of relevant trends, anticipated adverse media coverage, threatened or pending lawsuits, significant issues with business partners or key management personnel.
- In interacting with stakeholders, business partners, and local community, the CEO shall not cause or allow conditions, procedures, or decisions that are unsafe, undignified or unnecessary intrusive;
- In relation to the Financial Planning and Budgeting, the CEO shall not fail to disclose to the IPC Governing Board and the Audit and Finance Committee any relevant financial and/or



fiscal information required to safeguard the organization from any unacceptable financial conditions or fiscal risks;

- The CEO shall not fail to invest excess funds to maximize interest income but in doing so shall not risk loss of principal or maintenance of proper liquidity. The CEO shall not allow corporate assets to be unprotected, inadequately maintained, or unnecessarily risked;
- With respect to the treatment of employees, the CEO may not cause or allow conditions that are unsafe, unfair, or undignified;
- With respect to employment, compensation, and benefits of employees, consultants and contract workers, the CEO shall not cause or allow short-term or long-term fiscal or financial jeopardy. The CEO shall not fail to inform the Audit and Finance Committee and Remuneration Commission of risks associated with any obligations over a longer term than revenues can be safely projected.
- The CEO shall not fail to protect the organization from emergency loss of its CEO and shall have a contingency plan that includes at least two senior members of the Management Team who are familiar with the Board and CEO issues and processes and who can provide emergency services.

