

Review of Governance of International Federation Members of ARISF and AIMS 2018-19

Report of self-assessed and moderated scores for: **International Floorball Federation**

Date of main moderation exercise: 24/01/2019

Background Section		
No.	Indicator and detail	IF response
3	ARISF or AIMS	ARISF
Please indicate whether you consider that your IF complies with the following:		
4	The IOC Olympic Charter and in particular the missions set out in Rule 26 of the Olympic Charter	Yes
5	The WADA Code and whether WADA has officially confirmed your compliance	Yes
6	Your IF either implements the IOC Code of Ethics or the IF has its own Code of Ethics	Yes
7	Your IF either complies with the Olympic Movement Code against the Manipulation of Sport Competitions or the IF has enacted its own Code to address betting, match-fixing and the manipulation of competitions	Yes
8	Your IF complies with all applicable domestic laws of the country where it is registered and/or operates its main activities	Yes
9	Please indicate what type of legal entity the IF is: <ul style="list-style-type: none"> • Voluntary association • Company limited by shares • Company limited by guarantee • Other (please specify) <ul style="list-style-type: none"> ○ <i>e.g. charity</i> 	Voluntary association
10	Please indicate what separate entities are associated with the IF and the legal association to the IF (e.g. a wholly-owned subsidiary limited company that owns marketing rights)	0
11	In which country does your IF have its legal base?	In Switzerland, in accordance with the IFF Statutes Art. 3 https://dltaw1vhj9zy5.cloudfront.net/2019/01/IFF_STATUTES_Edition_2018.pdf
12	How many full-time equivalent paid staff does the IF have, including contractors? <ul style="list-style-type: none"> • 0 or less than 1 • 1-4 	5-9

	<ul style="list-style-type: none"> • 5-9 • 10-19 • 20-49 • 50-119 • 120+ 	
13	<p>What was the approximate annual revenue (CHF) of the IF and its subsidiaries averaged over the 2012-2015 cycle (not including continental federations or members)?</p> <ul style="list-style-type: none"> • <2 million • 2m-4m • >4m and <8m • 8m – 20m • 20m – 50m • >50m <p><i>(The years are 2012-2015 for consistency with the ASOIF study in 2017-18)</i></p>	<2 million

Transparency Section		Self-assessed score / evidence	Moderated score / evidence
Please indicate the extent to which your IF puts the following information into the public domain (i.e. via official website):			
14	Statutes, rules and regulations	3	3
Score definitions	0 – No 1 - At least some information available on IF website 2 - Latest version of statutes, rules and regulations published on IF website 3 - Full publication, easy to find on IF website 4 - Full publication, easy to find on IF website, latest versions available with mark ups identifying differences between previous versions	The present and valid version of the Statutes are published on the web-site: https://dltaw1vhj9zy5.cloudfront.net/2019/01/IFF_STATUTES_Edition_2018.pdf	OK.
15	Vision, mission, values and strategic objectives	4	4
Score definitions	0 – No 1 - Some information published on IF website 2 - Full publication on IF Website 3 - Full publication, easy to find on IF website 4 - Full publication, easy to find on IF website, extra data or info such as strategic plan with indicators/outcomes	There are the full IFF Strategic Vision 2009 - 2020 and the 2014 updated IFF Strategic Vision 2009 - 2020 (Full version): https://dltaw1vhj9zy5.cloudfront.net/2018/10/GA-2008-Enclosure-6a-The-IFF-Strategical-Vision-2009-2020.pdf IFF Strategic Vision 2009 - 2020 Management Summary Half-Time Revision Update 2014: https://dltaw1vhj9zy5.cloudfront.net/2018/10/Strategy-Management-Summary_Half-Time-Review_GA-decision-2014.pdf	OK. Long term strategic goals outliend in 2009-2020 Vision with tangible actions, with evidence of tracking via 2014 "Half-Time" report. Plan of Action for 2019-20 also published https://dltaw1vhj9zy5.cloudfront.net/2019/01/A8-IFF-Plan-of-Action-for-2019-2020.pdf
16	A list of all national member federations with basic information for each	4	4
Score definitions	0 – No 1 - Some member information published on IF website 2 - Full publication of latest member information on IF website 3 - Full publication, easy to find on IF website, basic data on members	There are a list of the member associations and each country has an data sheet connected to them. https://floorball.sport/theiff/member-associations/	OK. Members split into ordinary and provisional members. Extra detail includes participation numbers, latest event participation and latest events held. See example from Germany. https://floorball.sport/theiff/member-associations/

Transparency Section		Self-assessed score / evidence	Moderated score / evidence
	4 - Full publication, easy to find on IF website, with extra data or explanation about members		https://floorball.sport/germany/
17	Details of elected officials with biographical info	3	1
Score definitions	<p>0 – No</p> <p>1 - Some information about elected officials available on IF website</p> <p>2 - Biographical information about all elected officials published on IF website</p> <p>3 - Full publication, easy to find on IF website, with photos</p> <p>4 - Full publication, easy to find, on IF website with extra data or explanation and mandate years</p>	<p>We have chosen to have only the Names, Photos and an valid email address for the Central Board members on the web.</p> <p>https://floorball.sport/central-board/</p>	<p>OK. Only photos, names and emails listed.</p> <p>https://floorball.sport/central-board-and-exco/</p>
18	Annual activity report and main events reports	4	4
Score definitions	<p>0 – No</p> <p>1 - Some news published on IF website</p> <p>2 - News published regularly and an annual report available on IF website</p> <p>3 - News published regularly and multiple years of annual reports, easy to find on IF website</p> <p>4 - Full publication, easy to find on IF website, with extra data or explanation with past reports (for comparison)</p>	<p>The Annual Report and the Plan of Action which are approved by the IFF General Assembly are published on the web.</p> <p>IFF Annual Report 2017-2018: https://dltaw1vhj9zy5.cloudfront.net/2019/01/A3-Annual-Report-2017-2018.pdf</p> <p>IFF Annual Report 2015-2016: https://dltaw1vhj9zy5.cloudfront.net/2018/10/A4_IFF-Annual-Report-2015-2016.pdf</p> <p>IFF Plan of Action 2019 - 2020: https://dltaw1vhj9zy5.cloudfront.net/2019/01/A8-IFF-Plan-of-Action-for-2019-2020.pdf</p> <p>All the old reports and documents can then be found under the Meetings, which is still under the old web page - so presently they are harder to find, but we are in the process of moving them to the new site, which was only launched in October.</p> <p>http://www.floorball.org/pages/EN/General-Assembly-2018</p>	<p>OK. All documents can be downloaded</p> <p>https://floorball.sport/theiff/strategic-documents-and-policies/</p> <p>Multiple reports available for 2015-16 and 2017-18 so far, including Plan of Action for 2019-20.</p> <p>Noted that older documents are in the process of being transferred to new website.</p>

Transparency Section		Self-assessed score / evidence	Moderated score / evidence
19	Annual financial reports following external audit	3	2
Score definitions	<p>0 – No</p> <p>1 - Some financial information published on IF website</p> <p>2 - Publication of externally audited financial reports on IF website</p> <p>3 - Publication of audited financial reports, easy to find on IF website</p> <p>4 - Publication of state of art audited financial reports, easy to find on IF website, extra data, management letter</p>	<p>As we are rebuilding the IFF web page the old files are on the old one, which at the moment are being redirected to the new one. We have the Finances as a separate box under organisation, but need to solve the problem between the old and new system.</p> <p>In the CB meetings the CB always approves a financial report of the finances up to date, which is published as a part of the CB minutes. The example from the last CB meeting held on the 7.12. §4. Appendix 3 http://www.floorball.org/pages/EN/CB-meeting-5-2018</p> <p>Presently we have only the last approved ones on the new web page: http://www.floorball.org/pages/EN/General-Assembly-2018</p> <p>Here the financial and auditors reports are under §10 http://www.floorball.org/pages/EN/General-Assembly-2018 Financial Reports 2016 and 2017: 2016: http://www.floorball.org/Liitetiedostot/GA/GA%202018/A5%20Financial%20Report%202016.pdf and https://dltaw1vhj9zy5.cloudfront.net/2019/01/A5-Financial-Report-2016.pdf 2017: http://www.floorball.org/Liitetiedostot/GA/GA%202018/A7%20Financial%20Report%202017.pdf and https://dltaw1vhj9zy5.cloudfront.net/2019/01/A7-Financial-Report-2017.pdf</p>	<p>OK. Financial report from IFF available on new website. See example from 2017. https://floorball.sport/theiff/strategic-documents-and-policies/ https://dltaw1vhj9zy5.cloudfront.net/2019/01/A7-Financial-Report-2017.pdf</p> <p>Auditor letter is available on old website. http://www.floorball.org/Liitetiedostot/GA/GA%202018/A6%20Audit%20Report%202017.pdf</p> <p>But auditor letter does not contain financial statements.</p>

Transparency Section		Self-assessed score / evidence	Moderated score / evidence
		Auditors report 2016 and 2017: 2016: http://www.floorball.org/Liitetiedostot/GA/GA%202018/A4%20Audit%20Report%202016.pdf 2017: http://www.floorball.org/Liitetiedostot/GA/GA%202018/A6%20Audit%20Report%202017.pdf	
20	Allowances and financial benefits of elected officials and senior executives	3	3
Score definitions	<p>0 – No</p> <p>1 - Some information on allowances and financial benefits of elected officials and senior executives</p> <p>2 - Allowances, per diem and benefits of elected officials and senior executives published on IF website</p> <p>3 - Full details published including total figure paid by the IF, easy to find on website</p> <p>4 - Full details published, easy to find on IF website, with extra data or information</p>	<p>IFF does not pay any allowances or financial benefits to anyone of the elected officials. The travel cost for the IFF President is paid by the IFF and this is done in accordance with the IFF Financial Regulation consisting of travel costs, but no per diem.</p> <p>The National Associations pays any possible per diem for the CB members from their country.</p> <p>The referees per diem, is defined in the IFF Financial Regulations and the employes recieves the same for IFF Event, in accordance with the Finnish Tax Rules, as all employees are presently employed under Finnish law. The total salaries can be visible in the financial reports, but individual salareis are not disclosed at all.</p> <p>IFF Financial Regulation; https://d3kfx7mdprc67r.cloudfront.net/2018/06/Financial-Regulations-Edition-2018.pdf</p>	<p>OK. Financial Regulations for 2019 published which has some relevant detail. Note that CB Members travel costs are paid for by associations and board and lodging paid for IFF where budget allows.</p> <p>Travel and board paid for committees paid for by IFF where budget allows.</p> <p>Total costs for CB, Salaries and Committees listed in Financial Reports. https://dltaw1vhj9zy5.cloudfront.net/2019/01/Financial-Regulations-Edition-2019.pdf</p>

Transparency Section		Self-assessed score / evidence	Moderated score / evidence
21	General Assembly agenda with relevant documents (before) and minutes (after) with procedure for members to add items to agenda	3	3
Score definitions	<p>0 – No</p> <p>1 - Some information published on General Assembly</p> <p>2 - General Assembly agenda published in advance, minutes afterwards or live streaming which is recorded</p> <p>3 - General Assembly full details published with minutes, easy to find on IF website</p> <p>4 - Full publication and live streaming (recorded), easy to find on IF website, extra data or information, minutes archive</p>	<p>The Agenda of the IFF General Assembly and all the items and documents are sent to the member associations a minimum of 30 days prior to the IFF GA. The documents are approved by the IFF CB and visible in the IFF CB minutes.</p> <p>IFF CB Minutes where all documents have been approved : http://www.floorball.org/pages/EN/CB-meeting-4-2018</p> <p>The members receive an Announcement of the IFF General Assembly 90 days prior the IFF GA, where they are given the possibility to propose motions and nominations for the GA. This document is published in the news and can also be found in the published CB minutes §4, Appendix 5: http://www.floorball.org/pages/EN/CB-meeting-3-2018</p> <p>The minutes of the IFF General Assembly are published in a news and then visible on the IFF web page: https://dltaw1vhj9zy5.cloudfront.net/2019/01/IFF-General-Assembly-2018-minutes-signed.pdf</p>	<p>OK. Minutes for General Assembly 2018 published on new website. https://floorball.sport/theiff/strategic-documents-and-policies/</p> <p>Archive of minutes on old website under http://www.floorball.org/pages/EN/Meetings</p> <p>Understand that the process of moving old congress minutes is in process.</p>

Integrity and Democracy Section		Self-assessed score / evidence	Moderated score / evidence
Please indicate the extent to which you consider that your IF fulfils the following:			
22	Has a unit or officer in charge of ensuring that the IF abides by the IOC Code of Ethics and/or the IF's own Code of Ethics	3	3
Score definitions	<p>0 – No</p> <p>1 - A designated individual staff member/officer has responsibility for Code of Ethics compliance</p> <p>2 - Designated responsibility and a defined process for Code of Ethics compliance</p> <p>3 - Designated responsibility and a defined process for Code of Ethics compliance, evidence of implementation</p> <p>4 - State of the art unit and process for Code of Ethics compliance, evidence of implementation, outcomes published</p>	<p>The IFF has an own Ethics Commission elected by the IFF General Assembly, which has the role to ensure follows its code. §14 http://www.floorball.org/pages/EN/General-Assembly-2018</p> <p>The IFF Ethics Commission has the task to follow-up on the issues related to Code of Ethics Compliance: Last meeting notes of the IFF Ethics Commission from 2017, as the ones from the 2018 yearly meeting will only be published after the next CB meeting: http://www.floorball.org/Liitetiedostot/CB/CB%202017%20December/Appex%2019%20-%20IFF%20ETC%20meeting%202017%20report.pdf</p> <p>The report exists and is approved by the ETC members from the meeting held on the 9.12.2018 in Prague, but is not yet published, as not reported to the IFF CB yet.</p>	<p>OK. Code of Ethics Published. https://dltaw1vhj9zy5.cloudfront.net/2018/10/IFF-Code-of-Ethics.pdf</p> <p>Minutes of last Ethics Commission meeting published on old website.</p> <p>Also see Annual Report - which refers to Ethics Commission actiity in 2018. https://dltaw1vhj9zy5.cloudfront.net/2019/01/A3-Annual-Report-2017-2018.pdf</p>
23	Appropriate gender balance in governing bodies	2	2
Score definitions	<p>0 - Female representation is no more than 5% of Executive Board and Council or equivalent</p> <p>1 - Female representation is more than 5% but no more than 15%</p> <p>2 - Female representation is at least 15% with rules/policy to encourage gender balance</p> <p>3 - Female representation is at least 25% with rules/policy to encourage gender balance</p>	<p>The IFF has presently 2 women out of 11 members in our Central Board and 1 out 5 in our Executive Committee https://floorball.sport/central-board/</p> <p>The IFF has in its statutes defined that IFF strives to secure a broad representation of both genders in, all of its Bodies, ART 30.4. https://dltaw1vhj9zy5.cloudfront.net/2019/01/IFF_STATUTES_Edition_2018.pdf</p>	<p>OK. Also see Equality Policy and Action Plan. https://dltaw1vhj9zy5.cloudfront.net/2018/10/IFF-Equality-Policy-2016.pdf https://dltaw1vhj9zy5.cloudfront.net/2018/10/IFF-Equality-Action-Plan-2016-17.pdf</p>

Integrity and Democracy Section		Self-assessed score / evidence	Moderated score / evidence
	4 - Executive Board and Council include at least 40% of each gender with rules/policy to encourage gender balance		
24	Election of the President and a majority of members of all executive bodies	4	3
Score definitions	<p>0 – No</p> <p>1 - Some elections but for limited number of roles</p> <p>2 - Elections for president and majority of members of executive bodies</p> <p>3 - Elections for president and majority of roles, voting numbers published</p> <p>4 - Elections for president and majority of roles, voting numbers published, external scrutiny</p>	<p>The President and the member of the IFF Central Board are voted based in an election if there are more candidates than seats available.</p> <p>The Athletes Commission Chair is then elected by the Central Board based on the Athletes Commission elections made by the Athletes in the Men's and Women's World Floorball Championships.</p> <p>This is defined by the statutes in ART 27, ART 29, ART 30 https://dltaw1vhj9zy5.cloudfront.net/2019/01/IFF_STATUTES_Edition_2018.pdf As the term of Office is four years and the previous election was held in 2016 for the period of 2017-2020 IFF GA Minutes. http://www.floorball.org/pages/EN/General-Assembly-2016</p>	<p>OK.</p> <p>Voting numbers published on old website for 2016 minutes - scrutineers are elected from Floorball associations (i.e. not external).</p>
25	Term limits for elected officials	2	1
Score definitions	<p>0 – No</p> <p>1 - Some term limits but possibility of multiple re-elections to the same position</p> <p>2 - Term limits in place with a maximum of no more than 12 years in 1 role</p> <p>3 - Term limits in place with a maximum of 3 x 4 year cumulative terms in the same or multiple roles</p>	<p>IFF has included the maximum term for elected officials in our Statutes: with no more than 12 in one role. https://dltaw1vhj9zy5.cloudfront.net/2019/01/IFF_STATUTES_Edition_2018.pdf</p>	<p>Article 30.5 - No more than three consecutive terms of four years, starting from 2024 Elections. The General Assembly can decide for an exception of one term.</p>

Integrity and Democracy Section		Self-assessed score / evidence	Moderated score / evidence
	4 - Term limits with a max of 3 x 4 year terms in same or multiple roles, waiting period before new role		
26	Provide for the representation of key stakeholders (e.g. "active" athletes as defined in the Olympic Charter) in governing bodies	3	3
Score definitions	0 – No 1 - Some representation of key stakeholders in governing bodies 2 - Designated key stakeholder representatives in governing bodies (not consultative) 3 - Representation of key stakeholders including athlete(s) on Executive Board 4 - State of art athlete and other key stakeholder representation	IFF has the Athletes Commission Chair as a member of the IFF Central Board and IFF ATC has a member in the Rules and Competition Committee and the Referee Committee. ART 33 https://dltaw1vhj9zy5.cloudfront.net/2019/01/IFF_STATUTES_Edition_2018.pdf IFF also have a cooperation body with the Floorball Equipment manufacturers - Material Board, that discuss the development of Floorball equipment and the IFF Material Regulation.	OK. Cooperation body with equipment manufacturers is an example of good practice.
27	Defined conflict of interest policy with exclusion of members with a manifest, declared or perceived conflict	3	3
Score definitions	0 – No 1 - Some conflict of interest rules 2 - Defined conflict of interest policy 3 - Defined conflict of interest policy, evidence of implementation 4 - State of the art conflict of interest policy, checked against register and evidence of implementation	The IFF has a Conflict of Interest Policy https://dltaw1vhj9zy5.cloudfront.net/2018/10/IFF-Conflict-of-Interest_Confidentiality-policy-and-guidelines.pdf	OK. Form included as part of the published policy. There is a reference to the overall Register of Interests - but not published online.

Development and Control Mechanisms Section		Self-assessed score / evidence	Moderated score / evidence
Please indicate the extent to which you consider that your IF fulfils the following:			
28	Education programmes and assistance to coaches, judges, referees and athletes	4	4
Score definitions	<p>0 – No</p> <p>1 - At least some educational support for coaches, judges, referees and athletes</p> <p>2 - Education programme and assistance for coaches, judges, referees and athletes</p> <p>3 - Education programme and assistance for coaches, judges, referees and athletes with details published</p> <p>4 - State of the art education programme for coaches, judges, referees and athletes with details published</p>	<p>IFF runs a series of development seminars for coaches, referees and the organisation of the clubs and national federations. These are conducted by IFF experts and are free of charge for the participants, as IFF pays for the lecturers.</p> <p>https://floorball.sport/development/development-programme/</p> <p>There is a lot of materials available on the IFF web page for both the seminars and then technical documents for coaching and refereeing.</p> <p>https://floorball.sport/materials/downloads/</p> <p>We also have built a generic School Curriculum for PE teachers, which can also be found under materials.</p>	<p>OK. Evidence of activity through seminars, which are held regularly (calendar published). Seminars can cover topics on governance, refereeing and coaching.</p> <p>A form is also published for applications.</p> <p>https://d3kfx7mdprc67r.cloudfront.net/2018/07/FDS-Program.pdf</p> <p>Overview of annual development activity outlined in annual report</p> <p>https://dltaw1vhj9zy5.cloudfront.net/2019/01/A3-Annual-Report-2017-2018.pdf</p>
29	Anti-discrimination policies on racial, religious or sexual orientation	3	3
Score definitions	<p>0 – No</p> <p>1 - Recognition of antidiscrimination issues in official documents</p> <p>2 - Official antidiscrimination policy or policies in place</p> <p>3 - Anti-discrimination policy/ policies covering all characteristics, evidence of Implementation</p> <p>4 - State of the art antidiscrimination policies, evidence of implementation, results published</p>	<p>The IFF has approved our anti-discrimination policy and have so far only needed to use it in advising our members. We have not had any alleged cases of harrasment so far.</p> <p>https://dltaw1vhj9zy5.cloudfront.net/2018/10/IFF-Discrimination-Harrasment-and-Abuse-Policy-Statement-1.pdf</p> <p>https://dltaw1vhj9zy5.cloudfront.net/2018/10/IFF-Guidelines-on-DiscriminationHarrasment.pdf</p>	<p>OK. Also see Equality Policy:</p> <p>https://dltaw1vhj9zy5.cloudfront.net/2018/10/IFF-Equality-Policy-2016.pdf</p>

Development and Control Mechanisms Section		Self-assessed score / evidence	Moderated score / evidence
30	Establish an internal ethics committee with independent representation	4	4
Score definitions	<p>0 – No</p> <p>1 - Some monitoring of ethical behaviour</p> <p>2 - Ethics committee with independent representation in place to monitor application of ethics rules</p> <p>3 - Ethics committee with majority independent representation in place, can propose sanctions</p> <p>4 - State of the art ethics committee, independent majority, starts investigations, proposes sanctions</p>	<p>The IFF Ethics Commission consists of a Char and three members all elected by the IFF General Assembly. The Char and two of the members are not in any way related to IFF, but are all CAS judges and active in sport otherwise. The third member is the secretary general of a member association, but has no other tasks in IFF.</p> <p>The Ethics Commission has had a few complaints to work on and has also then made the investigation around the topic. The ETC can propose sanctions to the IFF Dicipinary Committee, which then makes the decision of a sanction. https://floorball.sport/theiff/committees/ethics-commission/</p>	<p>OK. Majority of independent members.</p> <p>Minutes from meeting published on old website. http://www.floorball.org/Liitetiedostot/CB/CB%202017%20December/Appex%2019%20-%2019%20ETC%20meeting%202017%20report.pdf</p> <p>Also see Annual Report - evidence of activity. https://dltaw1vhj9zy5.cloudfront.net/2019/01/A3-Annual-Report-2017-2018.pdf</p>
31	Adopt policies and processes for internal control	2	2
Score definitions	<p>0 – No</p> <p>1 - Some systems in place for internal control and/or risk management</p> <p>2 - Official procedure in place for internal control and risk management</p> <p>3 - Official procedure in place for internal control and risk management, evidence of implementation</p> <p>4 - State of the art internal control and risk management procedure, evidence of implementation</p>	<p>As IFF publishes all financial reports and has very descriptive CB minutes and in addition publish meeting reports and event reports, it should be enough with the reporting mechanisms we have at least for today. http://www.floorball.org/pages/EN/CB-meeting-4-2018 http://www.floorball.org/pages/EN/CB-meeting-5-2018</p>	<p>OK. Evidence of financial activity monitoring through CB Meetings, where financial reports are regularly presented. (Minutes are still on old website). http://www.floorball.org/pages/EN/CB-meeting-5-2018</p>
32	Awarding of main events follows an open and transparent process	3	3
Score definitions	<p>0 – No</p> <p>1 - Some information published about process for awarding main events</p>	<p>The process for application to host Major events is sent out four years prior to the organisation of the Event. The bidders for the</p>	<p>OK. Use of external software in evaluating bids. See section in 2017-18 Annual report on software (7.6 IFF Event Management Tool)</p>

Development and Control Mechanisms Section		Self-assessed score / evidence	Moderated score / evidence
	<p>2 - Process for awarding main events with rules including criteria, fair timetables, outcomes published</p> <p>3 - Process for awarding events, rules include criteria, fair timetables, shortlisting or rotation</p> <p>4 - Process for awarding events, rules include criteria, fair timetables, shortlisting or rotation, with element of external bidding assessment</p>	<p>Event are all invited to provide their bid in our Event Management System - Eventello's Bidding tool, based on which a group of 12-15 persons rank the bids on a pre-set scale in the tool. The result of the evaluation is then presented to the IFF CB which based on this makes the decision to appoint the organiser for the Adult World Championships.</p> <p>I can't just now open the Bidding Tool in Eventello for this form, but if you want we can grant access to it, so you can see how it works.</p> <p>For the other events the U19 World Championships are analysed with Eventello and the qualifications to the WFC's and all other events are based on discussions with the applicants. We don't have enough organisers as it is!</p>	<p>https://dltaw1vhj9zy5.cloudfront.net/2019/01/A3-Annual-Report-2017-2018.pdf</p> <p>Limited information on evaluation criteria or application form, but Organisers Manual provides detailed information on requirements to host an event. https://d3kfx7mdprc67r.cloudfront.net/2018/06/IFF-Organiser-Regulations-2017.pdf</p> <p>News story announcing bid process https://floorball.sport/2018/10/11/iff-looks-for-organisers-to-host-u19-wfc-2021-and-2022/</p> <p>And example news story announcing host https://floorball.sport/2018/12/08/mens-wfc-2022-to-be-played-in-switzerland/</p>
33	Internal decisions can be appealed with final recourse to the Court of Arbitration for Sport	3	3
Score definitions	<p>0 – No</p> <p>1 - Some opportunity for external Appeals</p> <p>2 - Right of appeal for some internal decisions to CAS or similar</p> <p>3 - Right of appeal in statutes for all relevant internal decisions to CAS, evidence of implementation</p> <p>4 - Right of appeal in statutes for all relevant decisions to CAS, implementation, outcomes published</p>	<p>We have included the right to appeal to CAS in the Statutes in ART 54 No cases has yet been taken to CAS in Floorball, concerning the IFF or our actions. https://dltaw1vhj9zy5.cloudfront.net/2019/01/IFF_STATUTES_Edition_2018.pdf</p>	OK.

Summary Section

Overview of scores

Section	Maximum possible score	Self-assessed score	Moderated score
Transparency	32	27	24
Integrity and Democracy	24	17	15
Development and Control Mechanisms	24	19	19
Total	80	63	58
Average score per indicator	4	3.15	2.9
		Group	A1

Distribution of scores

Indicator score	Number of indicators that achieved this score
0	0
1	2
2	3
3	10
4	5
Total	20

Overview of IF groups based on total moderated scores across all IFs (54)

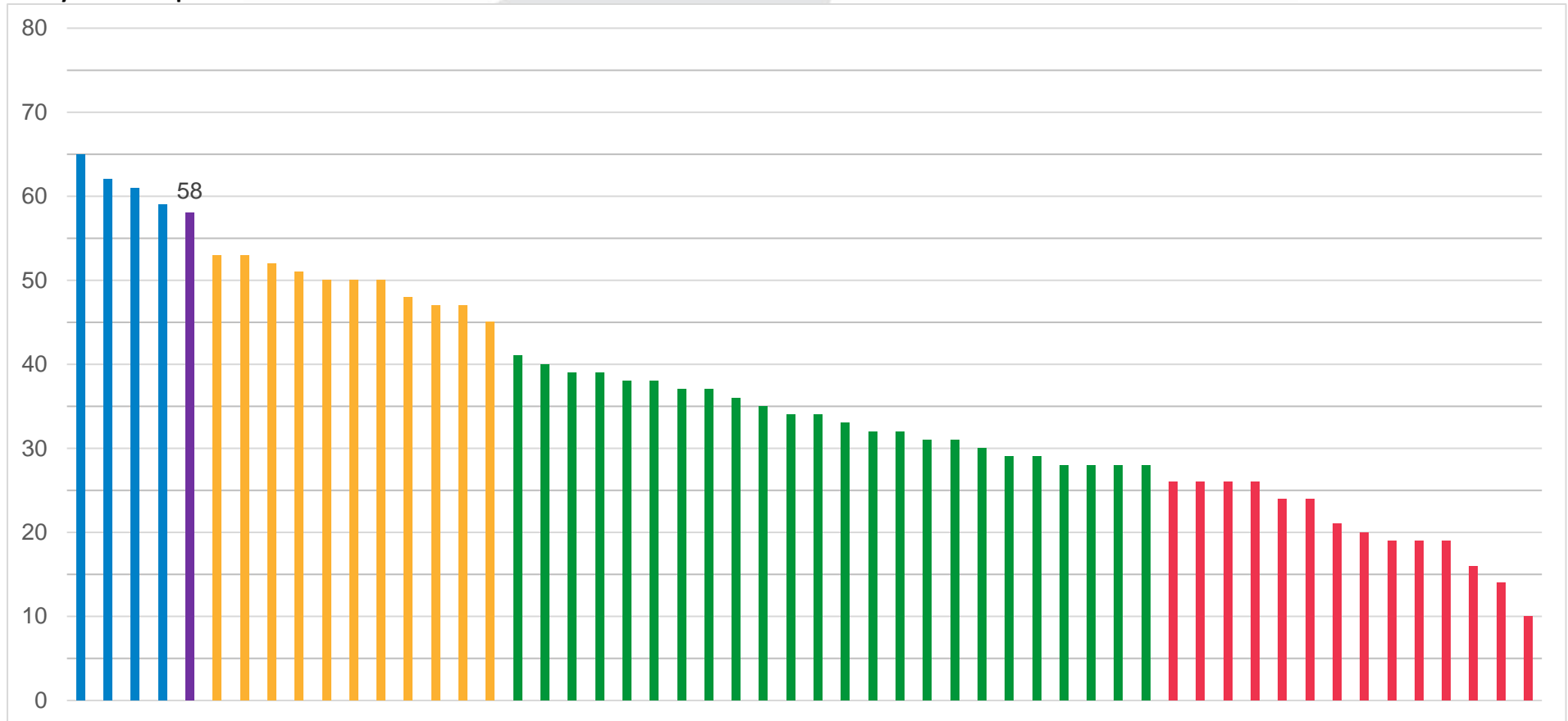
Group	Number of IFs	Range of total score
A1	5	58 – 65
A2	11	45 – 53
B	24	28 – 41
C	14	10 – 26

The maximum theoretical score is 80. Due to the scoring method, percentages should not be used.

The margin of error for the total moderated score is estimated at -3 to +3.

For further details, see the study of all ARISF and AIMS members published by www.gaisf.sport

How your IF compares with all 54 IFs



Key

	Group A1
	Group A2
	Group B
	Group C
	International Floorball Federation

How your IF compares with IFs of a similar size

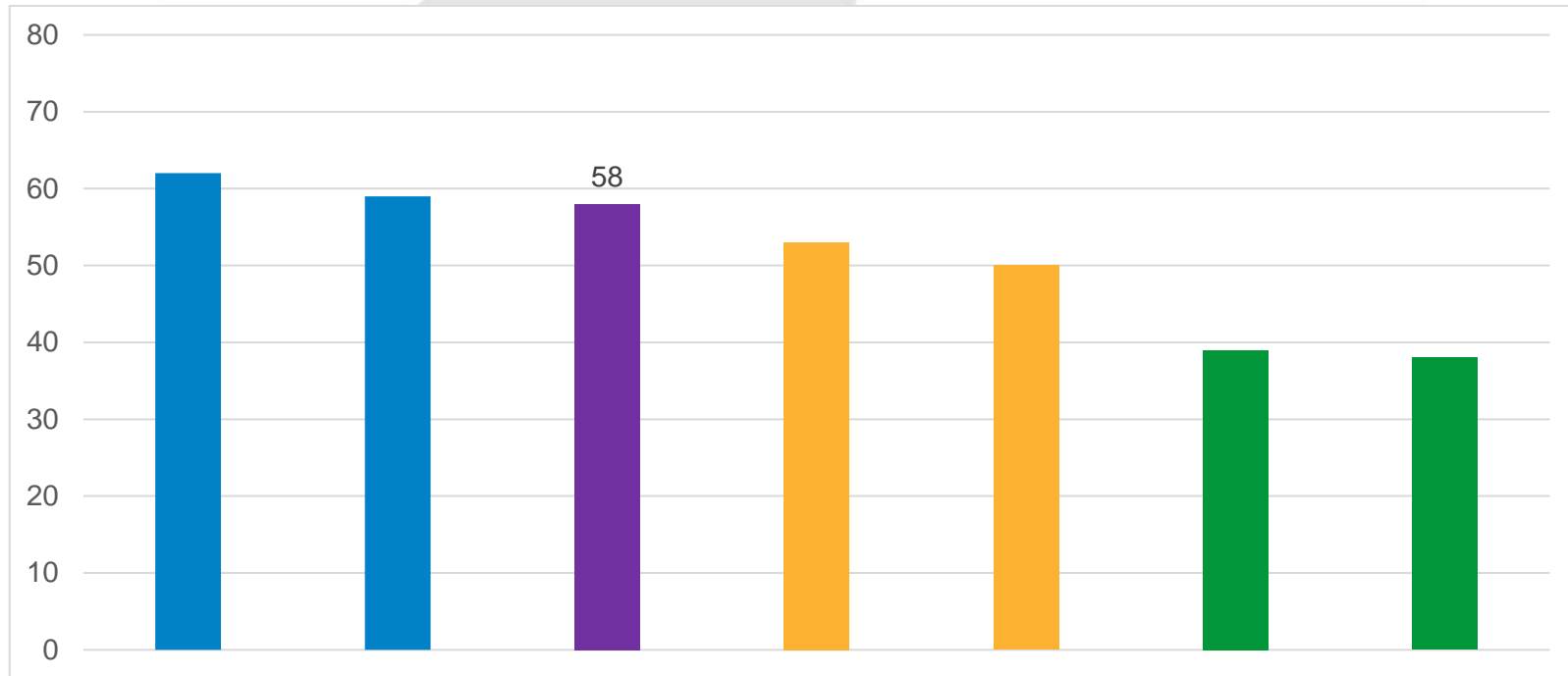
Comparison of mean scores by section with IFs with similar number of staff

Section	5 – 9 staff	International Floorball Federation (5-9)
Transparency	22.86	24
Integrity and Democracy	14.57	15
Development and Control Mechanisms	13.86	19
Total score	51.29	58

Comparison of mean scores by section with IFs with comparable levels of revenue

Section	< 2m CHF annual revenue	International Floorball Federation (<2 million)
Transparency	15.16	24
Integrity and Democracy	10.09	15
Development and Control Mechanisms	9.53	19
Total score	34.78	58

How your IF compares with IFs with similar number of staff



Key

	Group A1
	Group A2
	Group B
	Group C
	International Floorball Federation

Selected points

Overall

- International Floorball Federation is in Group A1
- IFF scores higher than the average compared to other IFs with 5-9 staff
- IFF scores significantly higher than the average compared to other IFs with under 2m CHF in annual revenue (many of the IFs in this category were substantially under the 2m CHF threshold)
- Generally consistent all-round
- Good level of detail published despite ongoing migration of information from old website to new website at the time of the review

Strengths

- The IFF's performance would be competitive with some Olympic IFs
- The IFF's activity in some areas could be included in a list of good practice examples for ARISF and AIMS members
- The IFF's self-assessment proved quite accurate

Areas for improvement

- Indicators with a score of 1 would merit attention