

Subject: IBA Technical Officials¹ Selection Process (Linked to Rule 25)

General

IBA has reviewed and assessed all current processes related to competition appointments of Boxing Technical Officials and evaluation of Referees and Judges to identify potential improvements for the forthcoming Olympic cycle.

IBA, under the guidance of both the Referee and Judges Committee, and Competition Committee, will define and document new processes to establish the highest standards and credibility in IBA competitions. Multiple control steps have already been integrated in the past 12 months to ensure greater transparency and neutrality.

The Longlist

1. A new process has been adopted for both International Technical Officials and Referee and Judges in terms of overall officials' management.
2. Noted is the requirement for more technical officials; there is an aspiration to surge a number of courses in support of the longlist needs.
3. IBA, under the advice and guidance of both the R&J Committee and Competition Committee, will continue to monitor the development of all technical officials with best endeavours to ensure that those available are qualified to the correct standard, have demonstrated core competency and who have been cleared and vetted by McLaren Global Sporting Solutions.
4. The technical officials that pass the respective core competency, vetting process and eligibility check will be included in the Technical Officials random draw.

Vetting Process

5. All technical officials will be subject to the IBA vetting process. Extensive work has been conducted since 2021, and continues now with a clear process of vetting, with back up support provided by key reports that have enabled the organisation to understand the size and scale of historical problematic bout manipulation.
6. The following points outline the process/vetting requirements provided:
 - a. **Adverse Media.** All open-source media outlets across the world are searched.
 - b. **Global Sanction Lists.** All recognised sanctions lists are searched for current and previous awards.
 - c. **Native tongue Name.** The system is language agnostic and searches against the native language or dialect of the applicant's name, not just their anglo identity, which is invaluable when dealing with such a broad range of multinational applicants in a variety of languages and alphabets.

¹ When Technical Officials terminology is used, this refers to both International Technical Officials (ITOs)/Referee and Judges (R&Js)

- d. **Social Media Profile.** This is vital to gain an understanding of the candidate's background. In this check, the team research across social media platforms for any indication of behaviours and score them against industry standards. It will show if the candidate displays any behaviours that would be out of line with IBA policies and code of conduct, for examples behaviours of racism, extremism, or betting habits etc.
- e. **PEPS List – Political Exposure.** A PEP could indicate a risk of money laundering or a profile that would be embarrassing to the organisation.
- f. **Red Flag Search.** Using proprietary software, they also run a 'Red Flag' search of the internet and social media for any indications of behaviour of concern. For example, involvement in a police investigation, pointers toward criminal activity or associates or anything that may indicate gaps in their CV and so on.
- g. **Deep Web Search.** Extending open-source searches on the internet to more closed and specialised forums which may offer insights into illicit or unusual online activity.
- h. **Law Enforcement through Interpol.** Requests to see if the candidate is listed as a risk across international law enforcement agencies. Not a direct criminal record report, however an indication that they may have been involved in criminal activity is certainly helpful.
- i. **Business Interests.** Is there anything of conflict with their duties as an R&J/ITO.
- j. **Artificial Intelligence Question Set.** The AI tool is a cognitively based assessment where the official must respond to a number of questions presented. The questions are relayed by a member of the team (providing over 19 language translations), with the results turned around within a 24-hour period. The AI then presents low, medium, or high-risk dependent on the answers. This can result in further questioning, monitoring, or indeed removal from the competition. Follow up action takes place, should that official be deemed as high-risk; international accreditation is removed immediately.
- k. **Research on individual using database information.** A database aggregating information collected during investigations within IBA, as well as during previous Competition, is managed on behalf of IBA. Such database contains a wide range of allegations, evidence and intelligence against officials. Competition Officials shall be assessed against such database information.
- l. **Other relevant information.** IBA may rely at its discretion on any other available source, including but not limited to information collected from National Federations or Confederations, reports from previous Competitions, whistleblower information, enquiries by the BIU or the like.

7. Once the results have been submitted, the IBA R&J Committee/Competition Committee will be informed of any adverse findings (high-risk) which will effectively require removal as at that time from any involvement in competition until further investigation has been concluded by the investigators. Any adverse finding with respect to the above para 6 a-l would require a second interview to be conducted by the investigators. Any identification of "high risk" or further "problematic" assessment shall be dealt with in accordance with Rule 25 of the Technical and Competition.

8. The BIU may be required to be involved if the vetting process described above reveals that a Competition Official may have committed a breach of IBA Disciplinary or Ethics Regulations.

9. Any risk indicators and removal of technical officials will be updated and will lead to the removal of those individuals from the respective long list prior to any random draw being conducted. Anyone who has been selected through the random draw process, and who has effectively been selected for an event, will again be removed from the tournament, and replaced by the next eligible technical official. Any identified cases of wrongdoing on site that are deemed as potential risks to the ethical well-being of the events will lead to the removal of those individuals from all competitions. Rule 25 of the Technical and Competitino Rules specifies the procedure to be followed in such a case, as well as the process to remove Competition Officials.

IBA Selection Criteria

10. The following selection criteria is accessible and verified via the IBA database, which includes ongoing work and data capture/collation.

- a. **Technical Delegate (TD).** Must be an IBA-certified TD with a certification or attendance at a workshop as a participant/instructor dated no later than 2014. Must have been appointed by IBA as a TD for at least one IBA-owned events in the past four (4) years.
- b. **Deputy Technical Delegate (DTD).** Must be an IBA-certified TD with a certification or attendance at a workshop as a participant/instructor dated no later than 2014. Must have been appointed by IBA as a TD or DTD for at least one IBA-owned event in the past four (4) years.
- c. **International Technical Officials (ITOs).** Must be an IBA-certified ITO with a certification or attendance at a workshop as a participant/instructor dated no later than 2014. Must have participated/appointed as an ITO for at least one IBA-owned event in the past four (4) years.
- d. **R&J Evaluators, Observers and Lead Observer.** Must be an IBA-certified ITO with a certification or attendance at a workshop as a participant/instructor dated no later than 2014. Must have attended an IBA R&J Evaluator and Observer workshop.
- e. **The Lead Observer.** Must be an IBA-certified ITO with a certification or attendance at a workshop as a participant/instructor dated no later than 2014. Must have attended an IBA R&J Evaluator and Observer workshop. Must have participated/appointed as an ITO for at least one IBA-owned event in the past two (2) years. Also, must be a native English speaker. The first drawn R&J Evaluator/Observer, native English speaker, will be the Lead Observer for the respective event.
- f. **Ringside Doctor.** Must be an IBA-certified doctor with a certification or attendance at a workshop as dated no later than 2014. Must have participated/appointed as a doctor for at least one IBA-owned event in the past two (4) years. Then new certification course is currently in place; all ringside doctors must have attended the new course by then end of December 2022.

- g. **Referees and Judges (R&Js)**. Must be an IBA-certified 3-Star R&J, with an average performance score of 85% (seen on IBA database (collation)). Must have a certification or attendance at a workshop no later than 2014. Must have been appointed by IBA as an R&J for at least one IBA-owned events in the past four (4) years.

World Boxing Tour and Olympic Qualifying Events

11. **Technical Delegates (TDs) and Deputy Technical Delegates (DTDs)**. Must consist of at least 10 candidates in preparation for the random draw element.

Note: Individuals that meet the certification criteria but do not meet the remaining criteria will be added to the pool of ITOs, as every certified TD is a certified ITO by default. However, individuals that meet all criteria of a TD or DTD and have not been selected as either will then also be placed into the R&J Evaluator and Judge Observer pool if licensed as such.

12. **International Technical Officials (ITOs)**. Must consist of at least 80² candidates in preparation for the random draw element.

13. **R&J Evaluators, Observers**. Must consist of at least 12 candidates in preparation for the random draw element.

14. **Referee and Judges (R&Js)**. Must consist of at least 250 candidates for the initial long list deduction. Each R&J must be an IBA-certified 3-Star R&J, dated no later than 2014, and must have been an IBA-certified 3-Star R&J for at least one year from the date technical officials random draw process.

Note: Current IBA Executive Committee members, IBA NF Presidents, IBA NF General Secretaries, and IBA R&Js selected for the Olympic Games Rio 2016 will not be considered in the TD, ITO, and R&J selection process. Former IBA Executive Committee members in the past three (3) years will also not be part of the selection process.

Draw Criteria

15. The respective IBA R&J/Competition committees will organise the random draw element of the selection process. It is hoped that this process through 2022 will give the team a better understanding of the requirements leading in to 2023, through the WBT programme, combined with the Olympic Qualification system. The ideal timeline/aspiration set for selection should be a minimum of 60 days prior to each event. Based on the total number of events, and the close proximity/volume, it may be that the selection process/random draw is combined for up to and including 4 events per sa. For example, 4 independent draws conducted at the same time for 4 WBT events. This will allow consistency, and ability to give notice in advance of technical official selection.

The following criteria will be applied:

16. **Youth World Championships 2022/World Boxing Tour (WBT)/Olympic Qualification System (2 rings in use).**

² Surge requirement to meet output through 2023.

- a. **Technical Delegate (TD).** One required. The TD must be from a different continent to that of the respective event (unless exception based on availability, where an extraordinary review will take place to finalise selection post random draw criteria). The TD must be from a different NF to the DTD and the Draw Commissioner.
- b. **International Technical Officials (ITOs).**
 - i. Three Deputy Technical Delegate (DTDs).
 - ii. Three Draw Commissioners.
 - iii. Four R&J Evaluators, two Observers and one rotation R&J Evaluator/Judge Observer.
 - iv. Four Ringside Doctors.
 - v. Two R&J Coordinators.
 - vi. Two Equipment Managers.
 - vii. Two Cut Technicians.

17. It is preferred that ITOs do not work consecutive events throughout the FOE, however, exceptions can be made where there are not enough eligible candidates to fulfil the respective criteria.

18. With the selection of ITOs in certain roles as detailed below, we must attain both a continental and NF balance by appointment as follows:

- a. **R&J Coordinators and Equipment Managers.** Must be from a different NF to other R&J Coordinators and Equipment Managers.
- b. **R&J Evaluators and Observers.** Must be from a different NF to other R&J Evaluators and Observers.
- c. **Deputy Technical Delegates (DTDs).** At least two (2) different continents must be represented among the three (3) DTDs. Must be from a different NF to other DTDs and the TD.
- d. **Draw Commissioner.** Must be from a different NF to the TD and the DTDs.
- e. **Ringside Doctor.** We must attempt to create a strong team of at least 25 ringside doctors; whilst appointed, they must come from different NFs. The following lines lay down direction:
 - i. Two (2) experienced Ringside Doctors will be drawn/selected for each event.
 - ii. "Experienced" means IBA-certified Ringside Doctors appointed by IBA to at least two (2) world events (IBA-owned or IBA-sanctioned) in the last two (4) years.
 - iii. Remaining Ringside Doctors will be drawn from the majority. The selection will show a fair gender representation.
 - iv. At least three (3) continents must be represented among the Ringside Doctors.

- f. **Referees & Judges (R&Js).** The selection of R&Js must exhibit a continental balance. The selection will consider gender representation of at least 30% female R&Js.
- i. R&Js may not officiate at consecutive events. Exceptions will only be made for R&Js in continents that do not have enough eligible individuals to enforce these criteria (at the specific time of selection). This must be closely managed.
 - ii. A maximum of two (2) R&Js from the same country may be selected to the same event. However, this will only be based on continental balance if unable to make that selection with the remainder of the R&Js in the confederate grouping.
 - iii. If a continent is unable to meet its set maximum quota due to the ineligibility of R&Js based on the criteria above, the quota will be moved to the continent with the lowest quota of R&Js, and the above process will repeat until the R&J quota has been filled. If two continents have the same R&J quota, then the continent with the highest number of qualified R&Js will receive the quota.
 - iv. 36 R&Js are required for two ring use. Seven (7) R&Js will be selected from each continent to allow confederate parity (where possible), particularly with the use of two rings. This is even more important when it comes to the conflicts of interest and the requirements for filtering prior to the draw commission taskings. The extra one R&J will be randomly selected across all confederate groupings.

17. **Multisport Games (1 ring in use).**

- a. **Technical Delegate (TD).** One required. The TD must be from a different continent to that of the respective event (unless exception based on availability); an extraordinary review will take place to finalise selection post random draw criteria. The TD must be from a different NF to the DTD and the Draw Commissioner.
- b. **International Technical Officials (ITOs).**
- i. Two Deputy Technical Delegate (DTDs).
 - ii. One Draw Commissioner.
 - iii. Three R&J Evaluators, one Observer
 - iv. Four Ringside Doctors.
 - v. Two R&J Coordinators.
 - vi. Two Equipment Managers.
 - vii. Two Cut Technicians.

17. It is preferred that ITOs do not work consecutive events throughout the FoE, however, exceptions can be made where there are not enough eligible candidates to fulfil the respective criteria.

18. With the selection of ITOs in certain roles as detailed below, we must attain both a continental and NF balance by appointment as follows:

- a. **R&J Coordinators and Equipment Managers.** Must be from a different NF to other R&J Coordinators and Equipment Managers.
- b. **R&J Evaluators and Observers.** Must be from a different NF to other R&J Evaluators and Observers.
- c. **Deputy Technical Delegates (DTDs).** Must be from a different NF to other DTDs and the TD.
- d. **Draw Commissioner.** Must be from a different NF to the TD and the DTDs.
- e. **Ringside Doctor.** We must attempt to create a strong team of least 25 ringside doctors; whilst appointed, they must come from different NFs. The following lays down direction:
 - i. Two (2) experienced Ringside Doctors will be drawn/selected for each event.
 - ii. “Experienced” means IBA-certified Ringside Doctors appointed by IBA to at least two (2) world events (IBA-owned or IBA-sanctioned) in the last two (4) years.
 - iii. Remaining Ringside Doctors will be drawn from the majority. The selection will show a fair gender representation.
 - iv. At least three (3) continents must be represented among the Ringside Doctors.
- f. **Referees & Judges (R&Js).** The selection of R&Js must exhibit a continental balance. The selection will consider gender representation of at least 20% female R&Js.
 - i. R&Js may not officiate at consecutive events. Exceptions will only be made for R&Js in continents that do not have enough eligible individuals to enforce these criteria (at the specific time of selection). This must be closely managed.
 - ii. A maximum of two (2) R&Js from the same country may be selected to the same event. However, this will only be based on continental balance if unable to make that selection with the remainder of the R&Js in the confederate grouping.
 - iii. If a continent is unable to meet its set maximum quota due to the ineligibility of R&Js based on the criteria above, the quota will be moved to the continent with the lowest quota of R&Js, and the above process will repeat until the R&J quota has been filled. If two continents have the same R&J quota, then the continent with the highest number of qualified R&Js will receive the quota.
 - iv. Only 26 R&Js are required for one ring use. Five (5) R&Js will be selected from each continent to allow confederate parity. This is even

more important when it comes to the conflicts of interest and the requirements for filtering prior to the draw commission taskings. The extra one R&J will be randomly selected across all confederate groupings.

Random Draw Procedures

19. The groups of technical officials will be distributed in to seven groups in order to create the random draw 'pots'³.

- a. **Group 1** - TD
- b. **Group 2** - DTDs
- c. **Group 3** - Draw Commissioner(s)
- d. **Group 4** - R&J Evaluators/Judge Observers
- e. **Group 5** - Ringside Doctors
- f. **Group 6** - All other ITO positions
- g. **Group 7** - Referee and Judges

20. Post 2022, it is hoped that no later than 60 days prior to each event, the IBA R&J Committee/Competition Committee will carry out a random draw of Technical Officials, observed by an external committee member, a member of the IOC, and where possible, an independent auditor from (PwC). The sub-committee will be present for each of the respective technical official draws; the make-up of these committees can be found at both enclosure 1a/1b.

22. Each official will have their full name, gender, country, and continent listed on a sheet (used to confirm names). Numbered balls will be used against corresponding names to ensure complete anonymity in terms of selection.

23. If a drawn ball is invalid due to a continental conflict, duplicate name or triplicate country selection, the position will be redrawn without adding the invalid numbered ball back into the pool. This process will repeat as necessary until a valid draw has been completed and confirmed.

24. Reserve Technical Officials will be drawn for each position immediately following the end of that group draw. A reserve Technical Official is an official who is selected to replace another official if the selected official does not accept the appointment or is actively removed by due to predefined reasons (ie. ethical misbehaviour); conversely, the reserve official is released from his/her role once the selected official confirms their appointment.

25. If a replacement official is needed, the first drawn reserve will be used as a replacement unless a specific continent or experience (ie. Ringside Doctors) is required. If multiple replacements are needed, the next drawn reserve will be used, unless a specific continent or experience is required.

26. All draws will be recorded and displayed for all to see. Zoom/Teams access may be used dependent on location of participants. It is hoped that all random draws can be conducted physically with all persons present.

27. A full list of events, once confirmed, will be added to the is document as an enclosure for reference.

³ Some of the groups may have sub-groups to manage gender, continent, and experience.

28. **Procedures for TDs.** One (1) TD and three (3) reserve TDs will be drawn for the set programme through 2022, with a review of numbers for 2023.

29. **Procedures for DTDs.** Dependent on one or two rings, either two (2) or three (3) DTDs and three (3) reserves will be drawn for the set programme through 2022, with a review of numbers for 2023.

30. **Procedures for Draw Commissioners.** Dependent on how this position develops through 2022, three (3) Draw Commissioners and two (2) reserves will be drawn for the set programme through 2022, with a review of numbers for 2023.

31. **Procedures for R&J Evaluators and Observers.** Four (4) Evaluators, two (2) Observers, (1) Rotating R&J Evaluator/Observer and two (2) reserves will be drawn for the set programme through 2022, with a review of numbers for 2023.

32. **Procedures for Ringside Doctors.** Four (4) Ringside Doctors and two (2) reserves will be drawn for the set programme through 2022, with a review of numbers for 2023.

33. **Procedures for R&J Coordinators.** Two (2) R&J Coordinators and one (1) reserve will be drawn for the set programme through 2022, with a review of numbers for 2023.

34. **Procedures for Equipment Managers.** Two (2) Equipment Managers and one (1) reserve will be drawn for the set programme through 2022, with a review of numbers for 2023.

35. **Procedures for Referees and Judges (R&Js).** 36 R&Js will be drawn for each event consisting of 2 rings in place; 4 R&Js will be selected as reserves. 26 R&Js will be drawn for each event consisting of 1 ring in place; 4 R&Js will be selected as reserves. The process will be drawn for the set programme through 2022, with a review of numbers for 2023.

Scoring System Default Criteria

36. **R&J Draw Settings.** The table below shows the default draw settings that are used for all competitions prior to each session commencing (minimum 90 minutes prior) in order to ensure confederation neutrality.

Referee and Judges Draw Settings	
1. Country of Referees and Judges will be other than boxer countries	YES
2. All Referees and Judges must be from different countries	YES
3. Continent of Referee will be other than boxers confederation(s)	YES
4. USE CONFEDRATION RULES	YES
5. Maximum of Referees and Judges from the same Confederation (1-5)	2
Number of different Confederations...	
6. ... not from the boxers confederation(s) (2-4)	2
Number of Referees and Judges from the boxers confederation...	
7a. ... if boxers come from same confederation, maximum (0-5)	1
7b. ... if boxers come from different confederation, exactly (0-5)	1
8a. Even assignment of Referees and Judges is	High
8b. ... spread over the	Whole Tournament
9. Bouts between two Referee assignments should be (0-4)	1
10. Bouts between two Referees and Judges assignments should be (0-2)	1

37. For competitions where R&Js are not from the same continent as the competing boxers, only settings 1, 2, 8a, 8b, 9 and 10 will apply. Setting 8b will be adjusted to “Sessions” for the final stages of the competition (see section number 12 of this document for final stage definitions).

38. **Additional Filters.** Additional filters may only be used for the R&J Draw when an R&J is from a country that has a major conflict (or dominion, colony, or dependency⁴) with the country of one or both competing boxers in the given bout. This is a dynamic filter and shall consider the appointed R&Js as well as the countries competing in the event.

39. R&Js will be filtered out of those bouts where they are from a country considered to be in major current country conflicts or dependencies with the country of one or both competing boxers. Here are the countries currently considered to be affected by such conflicts, dominions, or dependencies:

Additional filters			
AMBC	ASBC	EUBC	EUBC/ASBC
PUR – USA	KOR – DPR	ARM – AZE	ISR – PLE
		ARM – TUR	
		AZE – TUR	
		GBR – IRL	
		RUS – UKR	

Note: this list is subject to change.

Education⁵

40. The plan is for all technical officials to complete an online course on the topic of competition manipulation, followed by a compulsory online test on the topic. There would also be a need to complete a series of bout analysis modules.

Onsite Seminar

41. The onsite seminars presented at both the Men’s World Championships 2021 in Belgrade, along with the Women’s World Championships 2022 in Istanbul had proven to be a great adage to the wider education and continuous professional development of our R&Js. A key learning tool prior to each of those events, which will continue as we move through 2022 and beyond. This process of education, coupled with the onsite support provided by McLaren has given our technical officials the confidence to speak out, and not to be concerned about issues of the past. This has helped hugely in the integrity space, which we

⁴ Further sanity check for conflicts of interest will take place at the start of the tournament, prior to the draw, during the IBA R&J seminar.

⁵ Currently under review and an aspiration for 2023 based on development plans.

have been extremely pleased with the ongoing results. The current course content of the training package consists of the following key areas:

- a. IBA Technical and Competition Rules.
- b. R&J evaluation process.
- c. Case studies.
- d. IBA Code of Conduct.
- e. Duties, roles responsibilities of each technical official.
- f. Ethics and behaviour model.

Sanction Criteria

42. All Technical Officials (R&Js, ITOs, TDs) must sign and follow the IBA Code of Conduct. Their performance, work and behaviour shall be subject to constant and continuous supervision by Competitions Officials, IBA, and possibly external experts. Any official found breaking this Code of Conduct could be subject to disciplinary action dependent on the nature of misconduct.

Sanction Criteria - Performance

R&J sanction criteria		
Per bout	Per competition	
Any evaluation score below 31 points for Referees and 40 points for Judges results in a temporary sanction	Score of 90–100	Exceptional
	Score of 85–89	Acceptable
	Score of 80–84	Improvements needed
	Score of 79 or lower	Below average

44. **Referees.** Sanctions and Warnings for scores of 31 points or below:

- a. A score of 31 points will result in a warning.
- b. A score below 31 points will result in a sanction.
- c. A Referee Evaluator may recommend a sanction for consistent scores of precisely 31 points. However, the recommended sanction will not count towards the number of offences caused by scoring below the minimum points.

Offence	Nature of sanction
First (1st) offence	Suspension as a Referee for one (1) session
Second (2nd) offence	Suspension as a Referee for two (2) sessions Disqualification from refereeing in the finals
Third (3rd) offence	Suspension as a Referee for the remainder of the tournament

45. **Judges.** Sanctions and Warnings for scores of 40 points or below:

- a. A score of 40 points will result in a warning.
- b. A score below 40 points will result in a suspension.
- c. A Judge Evaluator may recommend a suspension for consistent scores of precisely 40 points. However, the recommended sanction will not count towards the number of offences caused by scoring below the minimum points.

Offence	Nature of sanction
First (1st) offence	Suspension as a Referee and Judge for one (1) session
Second (2nd) offence	Suspension as a Referee and Judge for two (2) sessions Disqualification from refereeing and judging in the finals
Third (3rd) offence	Suspension as a Referee and Judge for the remainder of the tournament

46. An individual sanctioned as a Referee and Judge for a third time, during the same event, will be suspended from the event and may also be removed from the list of eligible technical officials TOs for future qualification events.

47. For any sanction disputes, an Expert Resource Committee will be responsible for reviewing and resolving (impose or lift) any disputed sanctions. The Expert Resource Committee will consist of one (1) Lead Observer, two (2) R&J Evaluators and one (1) IBA staff member⁶.

Extraordinary Change Request

48. The Draw Commissioner may only request changes to the official R&J draw sheet after the start of the boxing session if:

- a. An R&J suffers from unforeseen individual problems, such as illness, injury, or external emergencies.
- b. An R&J does not report to work at a bout to which he/she has been assigned.
- c. Wrongdoing (as per the IBA Code of Conduct) is on the part of the R&J is recognised during said Boxing Session.
- d. A safety hazard for the R&J or a boxer is clearly recognised during said boxing session.

R&J Evaluation Criteria

49. **Referees.** The following criteria will be used to evaluate Referees. Point deductions will be made from a base score of 50 points.

- a. Clear instructions and signals.

⁶ IBA Technical Officials Manager.

- b. Movement and positioning.
- c. Bout interference.
- d. Allow avoidance tactics.
- e. Premature 8-count.
- f. Missed fouls or disqualification call.
- g. Overall control of the Bout.
- h. Premature disqualification/stops contest.
- i. No control of dangerous head movement.
- j. Late/no call on injury, stopping contest, knockout, or 8-count.

Sample Referees' Evaluation Form:

No.	Violation	Deduction	Round 1	Round 2	Round 3
1	No clear instruction and signal <ul style="list-style-type: none"> • Poor voice command • Unclear hand gestures 	1 point			
2	Bad movement and positioning <ul style="list-style-type: none"> • Moves too slow or hesitates in movement • Constantly walking backwards • Stays on the closed side (Righty vs Lefty) • Does not maintain "V" position • Does not "Break" Boxers properly • Distance from Boxers (too far/too close) • Stationary and/or remains in the corner 	2 points			
3	Unnecessary stoppages during Bout <ul style="list-style-type: none"> • Interferes with the flow of the bout • Commands "Stop" instead of "Break" 	1 point			
4	Allowed boxer to take illegal avoidance tactics <ul style="list-style-type: none"> • Constant holding • Running away from opponent • Falling on the canvas • Turning away from opponent • Spitting out mouthpiece 	1 point			
5	Too early 8-count	2 points			
6	No warning for clear foul or unnecessary warning given	3 points			

7	Personality and control <ul style="list-style-type: none"> Does not show a strong and confident presence in the ring Aggressive towards the Boxer(s) Poor control of holding 	2 points			
8	<ul style="list-style-type: none"> Too early or no Disqualification when needed Too early RSC call 	4 points			
9	No control of Boxer's dangerous head movement	8 points			
10	<ul style="list-style-type: none"> Late or no Doctor called for injury, RSC, or KO Late or no 8-count or RSC call 	8 points			
Deduction per round					
11	Difficulty of Contest	Easy 10 points Competitive 5 points Difficult 0 points	<i>select one:</i>		
12	Other specific violations not listed above (please comment on violation)	___ points	<i>comment:</i>		
Total deductions					
Referee's overall score Base score of 50 minus total deductions					

50. **Judges.** The following are criteria will be used to evaluate Judges. Point deductions will be made from a base score of 50 points.

- a. Clearly chooses wrong winner in a round
- b. Does not apply scores properly based on scoring criteria
- c. Clearly selects wrong winner in a Bout

Sample Judges' Evaluation Form:

No.	Violation	Deduction	Judge 1	Judge 2	Judge 3	Judge 4	Judge 5
1	Clearly selects the wrong winner in a Round	4 points per round					
2	Does not apply scores based on criteria. For example: 10-9 should be 10-8 or less, 10-8 due to KD, or 10-8 due to warning, etc.)	10 points per round					

3	Clearly selects the wrong winner in a Bout	8 points per bout					
Total deductions							
Judge's overall score Base score of 50 minus total deductions							

Judge Evaluator/Judge Observer's scores	Round	Judges' scores				
		Judge 1	Judge 2	Judge 3	Judge 4	Judge 5
__ __ __	Round 1 Clear / Close	__ __ __	__ __ __	__ __ __	__ __ __	__ __ __
__ __ __	Round 2 Clear / Close	__ __ __	__ __ __	__ __ __	__ __ __	__ __ __
__ __ __	Round 3 Clear / Close	__ __ __	__ __ __	__ __ __	__ __ __	__ __ __

R&J Selection – Finals

50. The R&J evaluation system will be used to determine the R&Js selected to work the final stages of a competition.

51. The following criteria will be used to identify which R&Js should be removed from the selected pool of officials at any stage during the FOE. It will determine who potentially will be removed, but equally who will continue to operate as an R&J, or Judge only.

- a. R&Js with performances that result in them scoring at the bottom 20% of their total average score when compared to the entire R&J group, R&Js will be removed from a further selection grouping.
 - i. An exception will be made if an R&J scores 95% average or higher as a Judge. These individuals will be used, only as a judge, in the final stages of a competition.
- b. R&Js with performance scores that result in them scoring at the top 85% of their total average score when compared to the entire R&J group, R&Js will remain in the selection pool as a Judge.
 - i. To remain in the selection grouping as a Referee, an R&J must also have an average score of 80% as a Referee.

Post-competition follow-up

52. After each Competition, the reports by Competition Officials, Officials, and external experts, including notably the Sanction and Evaluation criteria, as well as any issue

encountered or reported in the course of the Competition, shall be duly integrated into IBA database for further vetting or integrity check.

53. If at any time, during or after a Competition, there are legitimate suspicion of misbehaviour, poor performance, bout manipulation, cheating or the like, in addition to the removal of the concerned Competition Official for being “high risk” or otherwise “problematic”, as further described in this Annex and Rule 25 of the Technical and Competition Rules, the case shall be referred to the BIIU for further prosecution of the Competition Officials. The IBA / the relevant committee shall prepare an evidentiary package to assist the BIIU.

Note: To ensure the utmost integrity in the selection and evaluation processes of all technical officials, the IOC and PricewaterhouseCoopers (PwC) have been kindly agreed to support our processes and to conduct compliance assessment prior to and during key events through 2022/23. The scope of both direction, advice and compliance is aimed to verify the efficacy of application and administration processes applied by the IBA in support of officials and event management. All recommendation will be applied as appropriate and adjusted as recommended by both parties.