



# **INTERNATIONAL STANDARD FOR CLASSIFICATION PERSONNEL AND TRAINING**

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**INTERNATIONAL PARALYMPIC COMMITTEE**

# **International Standard for Classification Personnel and Training**

## **Contents**

1.	PURPOSE .....	3
2.	GENERAL PROVISIONS .....	3
3.	CLASSIFICATION PERSONNEL .....	4
4.	CLASSIFICATION PERSONNEL COMPETENCIES .....	10
5.	RECRUITMENT AND RETENTION OF CLASSIFICATION PERSONNEL .....	13
6.	CLASSIFICATION PERSONNEL TRAINING AND DEVELOPMENT .....	13
7.	CLASSIFIER CERTIFICATION.....	14
8.	IDENTIFYING AND MANAGING CONFLICTS OF INTEREST .....	15
9.	CLASSIFICATION PERSONNEL CODE OF CONDUCT .....	17
	APPENDIX 1: DEFINITIONS .....	21

# **INTERNATIONAL STANDARD FOR CLASSIFICATION PERSONNEL AND TRAINING**

## **PART I: PURPOSE AND GENERAL PROVISIONS**

### **1. Purpose**

- 1.1. Classification Personnel are integral to the effective functioning of Classification systems. The purpose of the International Standard for Classification Personnel and Training (this International Standard) is to outline the procedures for the recruitment, education, training, and development of Classification Personnel.

### **2. General provisions**

- 2.1. International Federations must establish rules that contain a clear, transparent, and enforceable framework for the recruitment, education, training, and development of Classification Personnel that is consistent with this International Standard.
- 2.2. That framework must include the following (as set out in more detail below):
  - 2.2.1. the minimum expertise or experience levels that an International Federation requires of persons who wish to commence training to become a Classifier;
  - 2.2.2. the minimum competencies required for Classification Personnel;
  - 2.2.3. the education and training that the International Federation will provide to Classification Personnel in order to allow them to: (i) obtain and/or maintain the competencies required of them by the International Federation; (ii) achieve and/or maintain Certification; and (iii) otherwise develop and enhance their skills and experience in Classification so that any limitations placed on their Certification can be removed and/or they may be promoted to more senior Classification Personnel roles;
  - 2.2.4. how the International Federation will administer the Certification and Re-Certification of Classifiers, including any limitations that may be placed on a Classifier's Certification;
  - 2.2.5. the International Federation's policy regarding the identification and management of conflicts of interest; and
  - 2.2.6. a Classification Personnel Code of Conduct.

## **PART II: CLASSIFICATION PERSONNEL ROLES AND COMPETENCIES**

### **3. Classification Personnel**

3.1. International Federations must appoint the Classification Personnel specified below.

3.2. International Federations must require all Classification Personnel to sign confidentiality undertakings.

#### **3.3. *Head of Classification***

3.3.1. The Head of Classification is a person appointed by an International Federation who is responsible for the direction, administration, coordination, and implementation of Classification matters for that International Federation.

*[Comment to Article 3.3.1: If an International Federation is unable to appoint a Head of Classification for a period of time, the International Federation may temporarily appoint a person or persons to perform the role of Head of Classification on an interim basis.]*

3.3.2. International Federations may appoint more than one person to share the role and duties of the Head of Classification. If this occurs, the International Federation must communicate this information to its membership and the IPC.

3.3.3. The Head of Classification must, as a minimum, be responsible for performing and/or overseeing the following activities:

3.3.3.1. recruiting and appointing Classifiers;

3.3.3.2. organising and conducting Classifier education, training, Certification, Re-Certification, and development according to the International Federation's published Classifier pathway;

3.3.3.3. managing, maintaining, and updating a database to track Classifier activity, Certification, and Re-Certification;

3.3.3.4. identifying Classification Research needs and being aware of, supporting and, where appropriate, providing input in relation to the Classification Research on which the International Federation's Classification systems are based;

3.3.3.5. ensuring that the International Federation's Classification rules and implementation comply with the Classification Code and International Standards, for example, by planning,

designing, executing, and reviewing programmes and policies;

3.3.3.6. collecting feedback and inputting on Classification-related issues that affect the International Federation's rules, for example, Classification rules and sport technical rules;

3.3.3.7. monitoring and evaluating the status of Classification within the sport on a regular basis;

*[Comment to Article 3.3.3.7: This may include, for example, the Head of Classification attending (or instructing other Classification Personnel to attend) Covered Competitions where no Classification is due to take place, in order to monitor and evaluate the outcomes of the International Federation's Classification systems.]*

3.3.3.8. informing Classifiers of any changes to the Classification rules;

3.3.3.9. managing, maintaining, and updating the International Federation's Classification Master List to ensure that the International Federation's Classification records are accurate;

3.3.3.10. engaging with the International Federation's relevant bodies and committees on Classification matters; and

3.3.3.11. communicating with all relevant external parties (including the IPC) in relation to Classification matters.

3.3.4. International Federations must specify in their rules the required competencies for a person to be appointed as the Head of Classification. These must include, as a minimum, the competencies listed in Articles 4.4 and 4.8 below.

3.3.5. The Head of Classification may delegate specific responsibilities to other Classification Personnel within their International Federation, and/or to appointed persons in the local organising committee of a competition or Classification opportunity.

3.3.6. The Head of Classification may also be appointed as a Classifier and/or Chief Classifier. For the avoidance of doubt, in this situation Article 43.7 of the Classification Code will apply with equal effect to the Head of Classification.

### 3.4. *Chief Classifier(s)*

- 3.4.1. The Chief Classifier is a Classifier appointed by an International Federation to direct, administer, coordinate, and implement Classification matters for a specific Classification opportunity according to the Classification rules of that International Federation.
- 3.4.2. In that context, a Chief Classifier may be required by an International Federation to do the following, among other things:
  - 3.4.2.1. identify Athletes who require Classification at a specific Classification opportunity, whether In-Competition or Out-of-Competition;
  - 3.4.2.2. supervise Classifiers and Trainee Classifiers to ensure that the International Federation's Classification rules are properly applied and to monitor their level of competencies and proficiencies;
  - 3.4.2.3. manage Protests in consultation with the International Federation;
  - 3.4.2.4. liaise with the relevant organiser to ensure that all travel, accommodation, and other logistics are arranged so that Classifiers may carry out their duties at the Classification opportunity;
  - 3.4.2.5. communicate with and educate Athletes and Athlete Support Personnel regarding the Classification process;
  - 3.4.2.6. provide a clear explanation of all stages of the Classification process to Classifiers, Athletes and Athlete Support Personnel, including the following matters: (i) any findings made by a UHC Assessor, Classification Panel, Protest Panel, or Appeal Body; (ii) the procedures of the Evaluation Session (including eligibility requirements and Minimum Impairment Criteria), Protest procedures, and the procedure following any designation or tracking code being assigned to an Athlete; and (iii) matters concerning Intentional Misrepresentation, including the behaviours that may constitute that offence, and how potential violations will be investigated and prosecuted;
  - 3.4.2.7. manage the International Federation's Classification Master List during a particular Classification opportunity;

- 3.4.2.8. analyse and review the Classification processes during a Classification opportunity and recommend improvements to the Head of Classification; and
- 3.4.2.9. report all relevant issues at a particular Classification opportunity to the Head of Classification.
- 3.4.3. International Federations must specify in their rules the competencies required for a person to be appointed as a Chief Classifier. These must include, as a minimum, the competencies listed in Articles 4.4 and 4.7 below.
- 3.4.4. The Chief Classifier may delegate specific responsibilities to other Classification Personnel within their International Federation, and/or to appointed persons in the local organising committee of a competition or Classification opportunity.
- 3.4.5. A Chief Classifier cannot also be appointed to act as a Classifier at that same Classification opportunity, unless the International Federation has provided for this possibility in its rules.

*[Comment to Article 3.4.5: In order to ensure that the Chief Classifier is able to carry out their responsibilities, it is recommended that a Chief Classifier be appointed in addition to the Classification Panel(s). This is particularly the case where there are two or more Classification Panels at a Classification opportunity.]*

*A Chief Classifier might, however, be appointed to act as a Classifier at the same Classification opportunity in the event of operational difficulties (for example, Classifier illness, cancellations or travel delays).]*

- 3.4.6. International Federations may appoint one or more co-Chief Classifiers for a specific Classification opportunity, as follows:
  - 3.4.6.1. in respect of each Eligible Impairment type (i.e., Physical Impairment, Vision Impairment, and/or Intellectual Impairment) catered for by the sport (in which case the relevant co-Chief Classifier will have primary responsibility for conducting the roles listed in Article 3.4.2 above in respect of their Eligible Impairment type(s)); and/or
  - 3.4.6.2. where Classification happens at more than one location (in which case the relevant co-Chief Classifier will have primary responsibility for conducting the roles listed in Article 3.4.2 above in respect of their location).

- 3.4.7. References in the Classification Code and International Standards to a 'Chief Classifier' will include any co-Chief Classifier(s) appointed by an International Federation.
- 3.4.8. Co-Chief Classifiers should liaise regularly with the other co-Chief Classifiers in relation to the performance of their roles.

### 3.5. *Classifiers*

- 3.5.1. A Classifier means a person authorised as an official and Certified by an International Federation to evaluate Athletes as a member of a Classification Panel.
- 3.5.2. International Federations must set and publish the minimum expertise or experience levels that they require of persons who wish to commence training to become a Classifier.
- 3.5.3. In order to be Certified by an International Federation, Classifiers must demonstrate the minimum Classifier competencies set out in Article 4.4. If International Federations require their Classifiers to have additional qualifications and/or competencies, they must specify those additional requirements in their rules.
- 3.5.4. International Federations may (but are not required to) differentiate in their training and Certification processes between Classifiers with specialist medical expertise (**Medical Classifiers**) and Classifiers with technical/sport experience (**Technical Classifiers**). Additional Classifier competencies in respect of Medical Classifiers and Technical Classifiers are set out in Articles 4.5 and 4.6 below.
- 3.5.5. If an International Federation's rules differentiate between Medical and Technical Classifiers, it is recommended that Medical Classifiers have primary responsibility among the Classification Panel members for conducting Stages 2 and 3 of the Evaluation Session (respectively, Eligible Impairment Assessment and Minimum Impairment Criteria Assessment), with assistance provided by any Technical Classifier(s) at the request of such Medical Classifier(s).
- 3.5.6. All Classifiers must apply the assessment methods established by the International Federation's Classification rules properly and consistently.
- 3.5.7. For the avoidance of doubt, subject to the rules of each National Federation, there is nothing to prevent Classifiers from also becoming National Classifiers and conducting classification at the national level.



### 3.6. *Trainee Classifiers*

- 3.6.1. A Trainee Classifier is a person who is in the process of formal training to become a Classifier. International Federations may also use the designation Trainee Classifier to identify a Classifier who is participating in a component of Classification that is currently the subject of a limitation on the Classifier's Certification and in respect of which the Classifier is undertaking additional training with a view to removing that limitation.
- 3.6.2. International Federations may appoint an educator/mentor for Trainee Classifiers. International Federations must specify in their rules the qualifications and competencies that are required to perform the role of educator/mentor.
- 3.6.3. International Federations may appoint Trainee Classifiers to participate in some or all components of Classification provided that such participation is under the supervision of a Classification Panel.
- 3.6.4. A Trainee Classifier cannot be appointed as a member of a Classification Panel.

### 3.7. *UHC Assessors*

- 3.7.1. As set out in Article 6.1 of the Classification Code, International Federations are responsible for conducting UHC Assessments, to be carried out by UHC Assessors.
- 3.7.2. International Federations must ensure that all persons acting as UHC Assessors (i) have the skills and experience required to conduct UHC Assessments, and (ii) sign appropriate confidentiality undertakings.

### 3.8. *Other Classification Personnel*

International Federations may specify a process for appointing other Classification Personnel beyond those listed above, including specific roles to manage Classification activities or development (including but not limited to Classification Research, education, or administration).

### 3.9. *National Classifiers*

A National Classifier is a person authorised by a National Federation to conduct some or all aspects of classification at a national level. Unless also Certified as a Classifier by an International Federation, a National Classifier cannot under any circumstances conduct international level Classification.

#### 4. Classification Personnel competencies

- 4.1. International Federations must determine and publish:
  - 4.1.1. their required UHC Assessor competencies (which must include, as a minimum, the competencies set out in Article 4.3);
  - 4.1.2. their required Classifier competencies (which must include, as a minimum, the competencies set out in Article 4.4); and
  - 4.1.3. the additional competencies required of a Chief Classifier and Head of Classification (which must include, as a minimum, the additional competencies set out in Articles 4.7 and 4.8, respectively).
- 4.2. International Federations must ensure that all Classification Personnel meet the required competencies and must assess this on an ongoing basis as set out in this International Standard, to ensure that they continue to meet such competencies.
- 4.3. UHC Assessor competencies must include, as a minimum, that a UHC Assessor has:
  - 4.3.1. a thorough understanding of:
    - 4.3.1.1. the relevant sport and its applicable rules, including the Classification rules of the International Federation;
    - 4.3.1.2. the Classification Code and International Standards; and
    - 4.3.1.3. the International Federation's Classification Personnel Code of Conduct and, in particular, the management of potential, perceived and/or actual conflicts of interest;
  - 4.3.2. relevant qualifications to conduct the assessment of the Diagnostic Information (including the review of the medical documents and interpreting diagnostic tests);
  - 4.3.3. expertise in the relevant Health Conditions and their impact on physical and/or intellectual and/or vision abilities;
  - 4.3.4. ability to evaluate complex medical information;
  - 4.3.5. ability to identify the medical documentation required to verify the Underlying Health Condition(s) that may lead to an Eligible Impairment, and other information relevant for conducting the Classification process;

- 4.3.6. ability to assess and communicate the need to seek the opinion of another UHC Assessor, for example, when additional expertise is required; and
  - 4.3.7. the relevant skillset to provide written reports about the outcomes of the UHC Assessment.
- 4.4. Classifier competencies must include, as a minimum, that a Classifier has:
- 4.4.1. a thorough understanding of:
    - 4.4.1.1. the relevant sport and its applicable rules, including the Classification rules of the International Federation;
    - 4.4.1.2. the Classification Code and International Standards; and
    - 4.4.1.3. the International Federation's Classification Personnel Code of Conduct and, in particular, the management of potential, perceived and/or actual conflicts of interest;
  - 4.4.2. the professional qualifications, level of experience and any other skills, competencies, and/or abilities (for example, physical and/or cognitive abilities) the International Federation determines the Classifier must have to conduct Classification in accordance with the Classification Code and International Standards;
  - 4.4.3. an appropriate level of English to conduct the Classification process;
  - 4.4.4. effective interpersonal and teamwork skills; and
  - 4.4.5. effective decision-making skills.
- 4.5. The Classifier competencies to be a Medical Classifier must also include that the Classifier has:
- 4.5.1. a medical qualification as a doctor, with experience of Underlying Health Conditions that may lead to Eligible Impairments catered for by the sport in question; or
 

*[Comment to Article 4.5.1: For example, relevant medical qualifications would include qualification as an ophthalmologist for those Medical Classifiers assessing Vision Impairment, or as a psychologist for those assessing Intellectual Impairment.]*
  - 4.5.2. a physiotherapy qualification or other related disciplines with experience of individuals with the clinical manifestations of the Eligible Impairments catered for by the sport in question.

- 4.6. The Classifier competencies to be a Technical Classifier must also include that the Classifier has:
  - 4.6.1. at least a basic knowledge of the ways in which an Athlete's Eligible Impairment(s) can affect their ability to execute specific tasks and activities fundamental to the sport;
  - 4.6.2. an extensive Para sport background (as determined by the International Federation); and
  - 4.6.3. a minimum number of years' coaching experience (as determined by the International Federation) or other relevant qualification in Para sport training, physical education, sport sciences, biomechanics, kinesiology, or other reputable academic qualification with a working knowledge of the sport in question.
- 4.7. In addition to the Classifier competencies, a Chief Classifier must have the following additional minimum competencies:
  - 4.7.1. a minimum number of years' experience as a Classifier in the relevant sport (as determined by the International Federation);
  - 4.7.2. knowledge and experience of each stage of the Classification process;
  - 4.7.3. effective communication skills in English, including the ability to provide a clear explanation of all stages of the Classification process to Classifiers, Athletes and Athlete Support Personnel;
  - 4.7.4. the mentorship skills to provide training or mentoring to Classifiers;
  - 4.7.5. effective management skills; and
  - 4.7.6. effective organisation skills.
- 4.8. In addition to the Classifier competencies, the Head of Classification must have the following additional minimum competencies:
  - 4.8.1. a minimum number of years' experience as a Classifier in a Para sport (recommended to be the same Para sport), as determined by the International Federation. However, if more than one person is appointed as the Head of Classification, only one such person must meet this requirement;
  - 4.8.2. the competencies described in Articles 4.7.2 to 4.7.6 above;
  - 4.8.3. demonstrable leadership skills in matters related to Classification, for example: administration and management of Classification; rules, policy, and procedure development or revision; Classification

Research; Classification education and training; and Classifier mentorship; and

- 4.8.4. experience and continuing participation in training and Certification of Classifiers, for example, teaching and supervising/mentoring instructors at workshops and other similar activities.

### **PART III: CLASSIFICATION PERSONNEL RECRUITMENT, TRAINING, DEVELOPMENT AND CERTIFICATION**

#### **5. Recruitment and retention of Classification Personnel**

- 5.1. To ensure the required quality and quantity of Classification Personnel, International Federations must have published strategies addressing how the International Federation will:
  - 5.1.1. identify prospective Trainee Classifiers;
  - 5.1.2. appoint its Classification Personnel (including how Classifiers will be appointed to individual Classification Panels, and how the Head of Classification and Chief Classifiers will be appointed to their respective roles);
  - 5.1.3. retain existing Classification Personnel and encourage them to remain active;
  - 5.1.4. manage Classifier wellbeing, including protecting Classifiers from abuse, harassment, and bullying; and
  - 5.1.5. re-engage non-active Classification Personnel.

#### **6. Classification Personnel training and development**

- 6.1. International Federations must demonstrate a commitment to the ongoing professional development of Classification Personnel, including by providing appropriate training and education to ensure that they can:
  - 6.1.1. obtain and/or maintain the competencies required of them by the International Federation;
  - 6.1.2. achieve and/or maintain Certification; and
  - 6.1.3. otherwise develop and enhance their skills and experience in Classification so that any limitations placed on their Certification can be removed and/or they may progress to more senior Classification Personnel roles.

6.2. International Federations should also look to support National Federations and National Paralympic Committees in training and developing National Classifiers. In particular:

6.2.1. Where appropriate, International Federations are encouraged to make materials used to train and educate Classifiers and Trainee Classifiers available to National Federations and National Paralympic Committees for the purpose of training National Classifiers.

6.2.2. International Federations must engage with National Federations and National Paralympic Committees to cooperate and support a pathway to enable National Classifiers to become international Classifiers.

6.2.3. International Federations must make available to National Federations a schedule of Classifier and Trainee Classifier education sessions with sufficient notice and frequency to enable National Federations to identify and apply for Trainee Classifiers to attend such education sessions.

## **7. Classifier Certification**

7.1. Classifier Certification is the process by which an International Federation assesses and confirms that a Classifier has met the International Federation's Classifier competencies.

7.2. International Federations may provide in their rules that a Classifier's Certification may be subject to certain limitations, including but not limited to:

7.2.1. a limitation on the type of Eligible Impairments that the Classifier is Certified to assess (i.e., Physical Impairments, Vision Impairment and/or Intellectual Impairment);

7.2.2. a limitation on the stages of Classification and/or assessments within an Evaluation Session that the Classifier is Certified to conduct;

7.2.3. a limitation on whether the Classifier is Certified as a Medical Classifier or a Technical Classifier (if relevant); and

7.2.4. a limitation on the time period for which the Certification is valid, subject to any future Re-Certification.

7.3. If International Federations include limitations on Certification in their rules, they must:

7.3.1. specify in their rules (i) the additional competencies that a Classifier must demonstrate in order to remove the limitation; and (ii) how those

additional competencies will be assessed by the International Federation; and

- 7.3.2. establish and implement (i) a mechanism to record any limitations imposed on an individual Classifier's Certification; and (ii) appropriate systems to ensure that Classifiers do not conduct any aspect of Classification that is outside of the scope of their Certification (other than as a Trainee Classifier, as part of their training to become Certified in that aspect of Classification).
- 7.4. International Federations must include in their rules:
  - 7.4.1. the requirements and processes for Classifier Certification and Re-Certification, including details on how the Classifier competencies (and any additional competencies required in order to remove any applicable limitations on Certification) will be assessed as part of the Certification and Re-Certification processes; and
  - 7.4.2. a process for monitoring performance and identifying and handling performance concerns, including procedures for the withdrawal of Certification as further described in Article 7.5.2 below.
- 7.5. In particular, International Federations must state in their rules that:
  - 7.5.1. a Classifier's Certification must be reviewed within a specific timeframe to ensure that the Classifier has retained the relevant competencies;
  - 7.5.2. a Classifier may have their Certification removed if, without limitation, (i) the International Federation is no longer satisfied that the Classifier possesses the required Classifier competencies; and/or (ii) the Classifier breaches the Classification Personnel Code of Conduct; and
  - 7.5.3. a Classifier whose Certification was removed pursuant to Article 7.5.2(i) may regain their Certification if they subsequently satisfy the International Federation that they have re-attained the required Classifier competencies.

## **PART IV: CONFLICTS OF INTEREST AND CODE OF CONDUCT**

### **8. Identifying and managing conflicts of interest**

- 8.1. International Federations must develop and adopt in their rules a policy regarding the identification and management of conflicts of interest in relation to Classification Personnel, consistent with the IPC Integrity Code and, where applicable, the International Federation's own integrity code (or similar).

- 8.2. As part of that policy, International Federations must define what they consider to be a conflict of interest in relation to Classification Personnel. That definition must include, as a minimum, any direct or indirect interest(s) and/or any relationship(s) with any Person(s) that might affect, or be reasonably understood by others as affecting, the Classification Personnel's objectivity, judgement, or conduct in carrying out their Classification responsibilities.
- 8.3. International Federations must identify, actively manage, record, and keep updated a register of actual, perceived and potential Classification Personnel conflicts of interest. In this context, all Classification Personnel must promptly, accurately, and fully disclose to their International Federation all past and current personal and professional role(s), office(s) and relationship(s) that may affect their ability to make an objective decision or assessment when fulfilling their Classification Personnel role, or may create the perception of such. This duty of disclosure on Classification Personnel is an ongoing duty, to allow International Federations to keep their register updated.
- 8.4. International Federations must consider whether any disclosures by Classification Personnel represent an actual, perceived or potential conflict of interest that requires active management. Examples of where an actual, perceived or potential conflict of interest may arise (and will need to be actively managed) include where Classification Personnel are also acting as an office-holder, member of staff of, or otherwise representing and/or working on behalf of a National Federation. Other roles, whether paid or voluntary, with National Federations or National Paralympic Committees may also lead to actual, perceived or potential conflicts of interest.
- 8.5. International Federations must include a provision in their rules that enables the International Federation to determine, in its sole discretion, whether or not any Classification Personnel have an actual, perceived or potential conflict of interest.
- 8.6. International Federations must have the right not to appoint Classification Personnel (or to withdraw appointments of Classification Personnel) who, in the view of the International Federation, have an actual, perceived or potential conflict of interest.
- 8.7. In order to manage actual, perceived, or potential conflicts of interest, it is not permitted for the following persons to (i) commence practical training to become a Classifier (i.e., they cannot participate in any Evaluation Sessions e.g., as a Trainee Classifier); (ii) receive or keep their Certification as a Classifier; or (iii) act as a Head of Classification:
  - 8.7.1. an international athlete who is currently competing in any Para sport, or who has retired from the same Para sport less than four years ago;



- 8.7.2. a national team coach or national team assistant coach involved in the same Para sport, or who has retired from the same Para sport less than four years ago; or
- 8.7.3. other Athlete Support Personnel in the same Para sport with direct involvement with the national team or international athletes, or who have retired from such involvement in the same Para sport less than two years ago (including but not limited to a team physiotherapist, medical doctor, psychologist, massage therapist).

*[Comment to Article 8.7: There is a high risk of an actual, perceived, or potential conflict of interest arising in circumstances where Classification Personnel have (or have recently had) a close association or role with a national sport team. The above restrictions are intended to help manage such risks. For example:*

*An international athlete in the sport of Para table tennis cannot become a Classifier in any Para sport while they hold such role. However, once they have retired from such role they can immediately become a Classifier in other Para sports (but not Para table tennis), and can become a Classifier in Para table tennis once they have been retired for four years.*

*A national team coach or national team physiotherapist in the sport of Para table tennis may become a Classifier in any Para sport except Para table tennis. Once they have retired from such role they can also become a Classifier in Para table tennis after being retired for, respectively, four years or two years.]*

- 8.8. For the avoidance of doubt, Article 8.7 does not prevent persons covered by that provision from training or acting as National Classifiers.
- 8.9. Classifiers must also not take on any other roles and responsibilities at Covered Competitions and Classification opportunities where they are acting as Classifiers that would impact their ability to carry out the Classification process/their responsibilities. International Federations may assign other roles and responsibilities to Classifiers provided that they can be managed without interfering with the Classifier roles and responsibilities.

## **9. Classification Personnel Code of Conduct**

- 9.1. The professional conduct of Classification Personnel is fundamental to ensuring the integrity of Classification in Para sport. International Federations must have in their rules a clear set of behavioural and ethical standards that all Classification Personnel must comply with. These standards are referred to as a Classification Personnel Code of Conduct.

- 9.2. International Federations must provide in their rules that all Classification Personnel must comply with the relevant Classification Personnel Code of Conduct.
- 9.3. Each International Federation's Classification Personnel Code of Conduct must be consistent with the IPC Integrity Code and, where applicable, the International Federation's own integrity code (or similar).
- 9.4. Each International Federation's Classification Personnel Code of Conduct must require Classification Personnel to:
  - 9.4.1. comply with the Classification Code and International Standards, and the International Federation's Classification rules;
  - 9.4.2. comply with the International Federation's integrity code (or similar), if available;
  - 9.4.3. act as neutral evaluators throughout all stages of the Classification process;
  - 9.4.4. have high regard for the dignity of all Athletes;
  - 9.4.5. have high regard for the physical and mental welfare of all Athletes;
  - 9.4.6. perform their duties courteously, respectfully, competently, consistently, and objectively for all Athletes;
  - 9.4.7. respect all Athletes and Athlete Support Personnel and strive to uphold a courteous environment during the Classification process;
  - 9.4.8. ensure that they are fit to perform the role and physical duties reasonably expected of Classification Personnel, and notify the International Federation if this ceases to be the case;
  - 9.4.9. maintain excellent hygiene and sanitation during the Classification process;
  - 9.4.10. not abuse their position to obtain advantage or benefit for themselves or third parties;
  - 9.4.11. maintain confidentiality of Athlete information in accordance with the Classification Code; and
  - 9.4.12. comply with the International Federation's safeguarding rules.
- 9.5. International Federations must have in their rules procedures for reporting and investigating complaints of non-compliance with the Classification Personnel Code of Conduct and procedures for taking appropriate action against

Classification Personnel in respect of any violation of the Classification Personnel Code of Conduct.

# **APPENDIX 1**

## **DEFINITIONS**



## APPENDIX 1: DEFINITIONS

Defined terms (denoted by initial capital letters) in the Classification Code, and the rules of interpretation set out in Appendix 1 to the Constitution, apply to this International Standard. Additional defined terms specific to this International Standard are as follows:

**Certification** has the meaning given to it in Article 7.1, i.e., the process by which an International Federation assesses and confirms that a Classifier has met the International Federation's Classifier competencies. The words 'Certify' and 'Certified' will be interpreted accordingly.

**Head of Classification** has the meaning given to it in Article 3.3.1, i.e., a person appointed by an International Federation who is responsible for the direction, administration, coordination, and implementation of Classification matters for that International Federation.

**Medical Classifier** has the meaning given to it in Article 3.5.4, i.e., a Classifier with specialist medical expertise.

**National Classifier** means a person authorised by a National Federation to carry out some or all aspects of national level classification.

**Re-Certification** means the process by which an International Federation must assess that a Classifier has maintained specific Classifier competencies.

**Technical Classifier** has the meaning given to it in Article 3.5.4, i.e., a Classifier with technical/sport experience.



## **INTERNATIONAL PARALYMPIC COMMITTEE**

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