



# World Active

## Charter of the World Active Federation

### Preamble

We, the representatives of the World's 'Active Associations', assembled through the World Active Forum, in order to ensure permanent and legitimate worldwide representation for the fitness and physical activity sector, to collaborate and share knowledge and resources to the general benefit of our industry, and to promote our sector as an effective solution to societal health challenges, do establish and proclaim this Charter of the World Active Federation.

### Art. I

The World Active Federation (WAF) is the worldwide federation of peer non-profit trade or not-for-profit legal entities and professional registers representing the fitness and physical activity sector, i.e. 'Active Associations', at the national and/or continental level.

### Art. II

The short or abbreviated form of the World Active Federation shall be 'World Active'; and the federation shall, unless the Council of WAF decides otherwise, have its official seat where the Council deems appropriate.

### Art. III

As part of being the global representative body of the fitness and physical activity industry, WAF shall function as a leadership forum and formalised professional network of the leaders of its constituent Active Associations of the World, based on the principle of one member, one vote. All Member Associations of WAF, either national and/or continental, shall be treated as equal members of the federation. Hence, they shall have equal access to standing and voting in the General Assembly elections to join the Council of WAF, and, on a meritocratic basis, to participate in its committees and working groups.

### Art. IV

Each new candidate Member Association applying for membership of WAF must complete a formal admission procedure, which must be equal for every applicant. The Council of WAF shall vote on the admission of each new Member Association. The Council may, in specific cases of exceptional or extraordinary local circumstances, by majority vote, decide to disregard the requirement that members associations have to be non-profit or not for profit. Established Associations, being national and/or continental trade/ industry associations/ professional registers representing the industry and/or workforce of the fitness and physical activity industry, can apply to become a Member Association of WAF. Each Member Association of WAF will be formally represented by its Chairperson, President, CEO, Executive Director, Vice Chairperson, Vice President, or equivalent, within WAF. Additional membership conditions and requirements will be determined by the General Assembly of WAF based on a proposal by its Council.

### Art. V

The Board of each constituent Member Association of WAF can appoint a candidate to stand on its behalf, as its official Council candidate, in the Council Election of the General Assembly of WAF, who is not part of the Board or leadership of the constituent Member Association, but who will vote and represent the Member Association officially on its behalf on the Council of WAF if the candidate is elected. In the General Assembly Election of WAF, only Presidents, Chairpersons, Chief Executives, or alternatively Vice Presidents or Vice Chairpersons, if so determined by the Board of the Member Association, can vote on behalf of the Member Association.

### Art. VI

The legitimacy of its constituent associations being essential to the aggregate legitimacy of WAF, every Member Association of WAF must adhere to sound standards of representativeness, accountability, transparency and similar principles of good and democratic governance.

**Art. VII**

Any trade associations and professional registers representing the fitness and physical activity sector at the national or continental level and operating in countries with alternative regimes are eligible to join WAF, provided that the candidate member meets the criteria defined above.

**Art. VIII**

The Council of WAF, being the primary governing body of WAF between its General Assemblies, shall consist of its Chair, its Vice Chair, its Treasurer up to four additional WAF Council Members. The deciding vote in case of a tied vote at the Council shall be cast by the Chair. The Chair, Vice Chair, Treasurer and Council Members shall represent Member Associations from at least four different continents of the world, and no continent shall be represented on the Council by more than two Member Associations from the same continent. The Council elects its Chair, Vice Chair and Treasurer from among its members at the inaugural Council Meeting, immediately following the annual General Assembly of WAF. At the inaugural Council Meeting the Council also decides on its terms of reference defining meeting proceedings. The Council may, by simple majority vote, replace its elected officials, namely the Chair, the Vice-Chair and the Treasurer, with other members of the Council, or call an extraordinary General Assembly of WAF. Council members can serve a maximum of five consecutive one-year terms. The Council may, by simple majority, decide to co-opt up to two additional Council Members, who do not have voting rights as do Council Members elected by the General Assembly, but can fulfil the function and role of its officials. The requirement relating to the geographical distribution of Council seats also applies to co-opted Council Members.

**Art. IX**

The mandatory annual General Assembly of WAF shall take place in conjunction with the annual World Active Summit industry conference organised by WAF, unless otherwise agreed by the Council. The six continents Asia, Africa, North America, Latin America, Europe, and Oceania will alternately host the World Active Summit, on a rotating basis as further determined by the Council. Elections at the General Assembly of WAF will take place by secret ballot, based on individual conscience. All changes to the Charter of WAF will be decided by the General Assembly, which will decide on its rules of proceedings based on a proposal of the Council. At the annual General Assembly, in which Member Associations of WAF participate, in-person or online, and vote physically or through a secure online voting system, Member Associations approve or reject the annual activities report and financial accounts of WAF, as presented by the Chair and Treasurer of the Council, and elect up to seven Council Members based on number of candidates standing in the election.

**Art. X**

Each Member Association of WAF has right to vote, participate and speak at all meetings of the General Assembly, Council and Committees of WAF in accordance with the principle of 'one member, one vote'. Votes of the Council of WAF are conducted by a simple majority. The Chair of the Council decides, based on a proposal by one of its members, whether votes of the Council will take place by secret ballot. Each Member Association, and each Member Association representative elected to the Council by the General Assembly of WAF represents one vote each, through the Member Association's official representative, in elections and decisions of the General Assembly and the Council.

**Art. XI**

The official external representation of WAF collectively shall be performed by the Chair of the Council of WAF. The Vice Chair will perform the role in the event of the Chair's absence.

**Art. XII**

For good governance, the Council shall decide on the proper signing authorisations for legal documentation, including, but not limited, to financial transactions and contracts.

**Art. XIII**

The Council of WAF may, as it sees fit, establish and appoint other official committees and working groups, in order to fulfil the purpose, objectives and goals of WAF. Committees of WAF shall consist of the official representatives of

Member Associations, whereas members of working groups of WAF may also be appointed external experts and non-members based on the terms of reference defined by the Council for each working group.

**Art. XIV**

The Secretariat of WAF shall keep all official records of WAF and shall be defined, established and maintained by the Council of WAF.

**Art. XV**

The Council of WAF will meet at least every other month, and its meetings will be conducted virtually or physically in one of the capital cities of its Member Associations present at the meeting, or at the location of the World Active Summit or General Assembly of WAF. The meeting schedule of the Council for each coming year will be set at the last Council Meeting of the previous year, which may be modified by the Council at future Council Meetings

**Art. XVI**

By majority vote of the Council, WAF can choose to align with other international representative bodies of the fitness and physical activity sector and other sectors, NGOs, IGOs, relevant to WAF's official purpose and objectives.

**Art. XVII**

The Council of WAF sets its own working agenda and will address all priorities and subjects it regards as relevant to its core purpose as defined in this Charter, objectives and goals. These subjects include the fitness and physical activity sector becoming a societally recognised solution to public health challenges and the underpinning research and policy strategies, digitisation and tech in our sector, our industry's social responsibility, diversity, inclusivity and environmental sustainability, and common industry standards for fitness and exercise professionals and businesses.

**Art. XVIII**

The Council of WAF defines and presents WAF's official mission, vision, goals and objectives.

**Art. XIX**

Each Council member, in order to officially take office after having been elected by the General Assembly, must sign an ethical code stipulating standards of ethical practice as a Council Member, accountability and transparency by which the Council member has to abide during her/his tenure as Member of the Council of the World Active Federation. The ethical code shall require each Member of the Council to uphold the Charter of the WAF, to promote and observe its mission and vision and to protect the collective integrity and interests of the WAF internally and externally, and above other interests, private or otherwise, at all times. The several copies of the ethical code signed by each Council Member shall be kept on record by the Secretariat of WAF.

**Art. XX**

If a Council member breaches the code or does not fulfil her/his duties, at least ten WAF members could require a written report on the matter from the Council, and half of all members should have the right to require the Chair, or Vice Chair in the absence of Chair or if the complaint is against the Chair, to call an extraordinary General Assembly where the members will vote on the case.

**Art. XXI**

Questions relating to raising independent funds for WAF, the membership contribution, financial and otherwise, of each Member Association, basic membership criteria for each Member Association, and all other matters not already defined in this Charter will be resolved by the Council of WAF.

**Art. XXII**

Until the first General Assembly of WAF, the role of the Council of WAF shall be performed by the Steering Group of the World Active Forum. The election of officials of the Council of WAF, in accordance with Art. VIII, will not take place before the first General Assembly and first inaugural Council Meeting of WAF.

**Art. XXIII**

The first General Assembly of WAF will take place Thursday 13<sup>th</sup> April 2023 in Cologne, Germany. Every member of the World Active Forum, as officially listed by the Secretariat of the World Active Forum, and approved and vetted by the

plenary of the World Active Forum, shall have the right to participate, vote and stand in the proceedings and election of the first General Assembly of WAF. Following the first General Assembly of WAF on 13<sup>th</sup> April 2023, all members of the World Active Forum automatically become members of the World Active Federation, unless they do not fulfil the membership criteria defined by the Council and/or be deemed an approved exception.

**Art. XXIV**

This Charter will enter into force by a simple majority vote as the first order of business of the first General Assembly of WAF on 13<sup>th</sup> April 2023. Consequently, the World Active Forum becomes the World Active Federation, commonly titled World Active, and all rules and proceedings defined and required in this Charter take effect, beginning with completing the first General Assembly as prescribed in the Charter.

**Art. XXV**

Rules and procedures relating to the voting of and nomination of candidates for the first General Assembly of the World Active Federation will be defined in an annex to this Charter approved by the Steering Group of the World Active Forum and subsequently announced equally to all its members.

**Art. XXVI**

An extraordinary General Assembly of the World Active Federation may be called by a majority vote of the Council. The Member Associations of the World Active Federation shall be notified of the General Assembly at least four weeks prior and provided with all required materials, reports by the Chair or Council, proposals and draft resolutions, at least two weeks prior to the General Assembly of the World Active Federation, ordinary or extraordinary. The General Assembly, ordinary or extraordinary, may be held physically or virtually online.

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*Approved by World Active members on 20th March 2023,  
and adopted by the first General Assembly of World Active  
held in Cologne, on 13th April 2023.*

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## **ANNEX 1 – ETHICAL PRINCIPLES**

### **Art. I**

Each Member of the Council, in order to officially take office after having been elected by the General Assembly, and each official of the federation must sign an ethical code, defined and approved by the Council, stipulating standards of ethical practice as an official of the World Active Federation, as well as accountability and transparency by which the official must abide during her/his tenure as an official of the Federation. The ethical code shall require each Member of the Council and official of the federation to uphold this Charter of the WAF, to promote and observe its mission and vision and to protect the collective integrity and interests of the WAF internally and externally, and above other interests, private or otherwise, at all times. The several copies of the ethical code signed by each Council Member and official of the Federation shall be kept on record by the Secretariat of WAF.

### **Art. II**

In the event that a Member of the Council, or any other official of the World Active Federation, is deemed to act in violation of the ethical code by the Chair, or by three Council Members, or by ten World Active Federation Member Associations, addressing and explaining the suggested violation to the Chair in writing, the Chair must without unnecessary delay initiate a thorough investigation of the potential violation and submit for a vote of approval by the Council the factual findings in a written report. Potential Council Members being investigated in the said process by the Chair may not vote in the process. In case the Chair is the Council Member to be investigated for violation of the ethical code, then the Vice Chair immediately assumes the role of Acting Chair and the Chair is suspended until the following General Assembly, which will vote on the matter.

### **Art. III**

Provided that the report by the Chair finds the official/s in question has, in fact breached the ethical code, and the majority of the Council approves the written report by the Chair, then the official/s deemed to have breached the ethical code will be suspended for the remainder of her/his tenure as a Council Member or official. The suspension may be lifted by a majority vote of the Council. The Chair or a majority of Council Members may ask to submit the above-mentioned report to a vote of approval by the following General Assembly, which, based on the recommendation by the Chair or the majority of the Council, will, if the report is approved by the General Assembly, lead to the permanent suspension of the official/s in question from any official role of the World Active Federation, until the suspension may be lifted by the General Assembly.

### **Art. IV**

Based on an official, factually substantiated written proposal by the Chair or the majority of the Council of the World Active Federation, the General Assembly may, by a simple majority vote, temporarily suspend or terminate the membership of a Member Association, deemed by the majority of the General Assembly to be in breach of this Charter or the collective integrity or interests of the World Active Federation.

## **ANNEX 2 – NOMINATION AND VOTING PROCESS**

### **Art. I (Purpose)**

This annex outlines the process for conducting the voting, during the first World Active Summit.

### **Art. II (Eligibility)**

As mentioned in the Charter, every member of the World Active Forum, as officially listed by the Secretariat of the World Active Forum and approved and vetted by the plenary of the World Active Forum, shall have the right to participate, vote and stand in the proceedings and election of the first General Assembly of WAF.

### **Art. III (Registration and nominations)**

All members wishing to participate in the election and/or run for Council member positions should express their interest by 23rd March 2023. Each Member Association is only entitled to put forward one candidate for the election.

Each candidacy must be substantiated by official written confirmation of the Board of the constituent Member Association, as well as a picture, short bio and short motivation to stand in the election. The list of candidates must be circulated to all Members of WAF by 30th March, and online voting closes by 12:00 Cologne time the day prior to the General Assembly. The notification shall be sent to the interim WAF Secretariat, which shall announce the candidates no more than one week later.

### **Art. IV (Campaigning)**

Once the list of candidates is released/circulated by the interim WAF Secretariat circulated with the plenary of WAF Members, the candidates may start their respective campaigns. They shall conduct it in a transparent manner.

### **Art. V (Voting platform)**

The interim WAF Secretariat shall provide a secure online voting platform to cast their votes. The name of the platform shall be announced at least one week before the vote takes place. The platform shall be made available to all WAF members online or in person.

### **Art. VI (Ballot content)**

The interim WAF Secretariat shall provide all necessary information, including names of all candidates and options for voting, on the online voting platform. All votes shall be conducted by secret online ballot, unless specified by a majority vote of World Active Forum members.

### **Art. VII (Quorum)**

A quorum for the initial vote shall consist of a majority of Member Associations of WAF eligible to vote in the General Assembly election.

### **Art. VIII (Tie vote)**

In the event of a tie vote, the matter shall be put to a second vote. If a tie persists after the second vote, the interim World Active Forum leadership, composed of the Chair and the two Vice-Chairs, shall take the decision.

### **Art. IX (Counting of votes)**

The counting of votes shall be conducted by the WAF interim Secretariat, in an impartial and transparent manner. Two impartial scrutineers shall be appointed among the members present at the General Assembly to count and review the votes at the General Assembly before the result is announced. The result of the vote shall be announced right after the close of voting.

### **Art. X (Implementation and review)**

The outlined process in this annex shall be reviewed by the newly elected Council of WAF, after the first World Active Summit, to ensure its further effectiveness and efficiency.

<p>ACAD Brazil</p> 	<p>Active-FNEAPL</p>  <p>Fédération Nationale des Entreprises des Activités Physiques de Loisirs</p>	<p>African Register of Exercise Professionals</p> 
<p>Almega Friskvårdsföretagen</p> 	<p>American Council on Exercise</p> 	<p>ANIF Eurowellness</p> 
<p>Panhellenic Association of Gyms</p>  <p>Ε.Π.Γ.Α. ΣΥΛΛΟΓΟΣ ΙΔΙΟΚΤΗΤΩΝ ΓΥΜΝΑΣΤΗΡΙΩΝ ΑΤΤΙΚΗΣ</p>	<p>AUSactive</p>  <p>AUSactive</p>	<p>Austrian Professional Association of Sports and Leisure Enterprises</p>  <p>Die Freizeit- und Sportbetriebe</p>
<p>Bulgarian Association for Health and Fitness</p>  <p>БА30</p>	<p>BH Active</p> 	<p>Czech Chamber of Fitness</p> 
<p>CIMSPA</p> 	<p>Danish Fitness &amp; Health Organisation</p>  <p>Dansk Fitness &amp; Helse Organisation</p>	<p>EuropeActive</p>  <p>MORE PEOPLE   MORE ACTIVE   MORE OFTEN</p>
<p>Exercise New Zealand</p> 	<p>Finnish Health and Fitness Center's Association SKY</p>  <p>Suomen kunto- ja terveysliikuntakeskusten yhdistys</p>	<p>Fitness.be</p>  <p>BEROEPSVERENIGING</p>

<p>Fitness Business Association</p> 	<p>FITU</p> 	<p>Georgia Active</p> 
<p>German Employers' Association for Fitness and Health Facilities</p> 	<p>German Industry Association for Fitness and Health</p> 	<p>IDEA Health &amp; Fitness Association</p> 
<p>Ireland Active</p> 	<p>India Active</p> 	<p>Hungarian Gyms National Association</p> 
<p>Korean Integrated Movement Academy</p> 	<p>Latvian Health and Fitness association</p> 	<p>Lithuanian Association of Fitness Clubs</p> 
<p>Medical Fitness Association</p> 	<p>Mexican Association of Gyms and Clubs</p> 	<p>North Macedonia Active</p> 
<p>NL Actief</p> 	<p>Polish Fitness Federation</p> 	<p>Portugal Activo</p> 

<p>REPs Iran</p> 	<p>REPs Malta</p> 	<p>REPs Poland</p> 
<p>REPs UAE</p> 	<p>Romania Active</p> 	<p>Serbian Association for Recreation and Fitness</p> 
<p>Singapore Fitness Alliance</p> 	<p>Slovenian association for fitness, recreation and regeneration</p> 	<p>Spain Active</p> 
<p>Sports and Fitness Pakistan</p> 	<p>Sport Industry Turkey</p> 	<p>Swiss Active</p> 
<p>ukactive</p> 	<p>Ukraine Active</p> 	<p>Virke Trening</p> 