

# **Australian Powerlifting Union Ltd**

## **By-Laws**



**As at 26 May 2019**

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## **1 Purpose**

The purpose of this document is to outline the By-laws within the Australian Powerlifting Union.

## **2 Authority**

These By-Laws are enacted under the authority of the APU President acting on behalf of the APU Executive Committee.

Authority for amendment of these By-Laws is the APU Executive Committee.

The APU Executive Committee may agree to propose and accept changes to these By-Laws at any time.

## **3 Definitions**

- APU – Australian Powerlifting Union
- ASADA – Australian Sports Anti-Doping Authority
- IPF – International Powerlifting Federation
- WADA – World Anti-Doping Authority

## **4 Membership**

### **4.1 Criteria**

4.1.1 Members of the Australian Powerlifting Union shall meet the following requirements.

- Have a current membership, paid in full with the APU (1 Month trial or 12 Months)
- Must disclose any other membership(s) currently active with non-IPF (International Powerlifting Federation) recognised federations in the sport of Powerlifting
- Must not have any current suspensions with any other associated WADA (World Anti-Doping Association) compliant sports
- Must have signed an agreement with the APU anti-doping policy
- Must not take part in any powerlifting competitions at a national or international level without the consent of the APU in writing. This may involve competing, referring, spotter loading and/or coaching

- Must not partake in any social media or discussions that shall bring the APU into disrepute.
- Non Australian Citizenship and Non Australian Permanent Resident:
  - Must attach letter of permission from their national IPF affiliate federation to the membership application
  - If no IPF affiliate exists, They must contact IPF and obtain permission in writing from secretary general of IPF and attach to the membership application

4.1.2 Failure to meet the above criteria may be grounds for dismissal from the Australian Powerlifting Union. This will be at the discretion of the APU disciplinary committee.

## **4.2 Application for Membership**

4.2.1 Membership shall be applied for via the Australian Powerlifting Union website or manual paper form. Fees shall be paid in full and each member shall be reviewed by the APU Board as per the above criteria in Section 4.1.

4.2.2 The APU Board reserves the right to reject any membership based on the criteria outlined in Section 4.1.

## **4.3 Renewal of Membership**

4.3.1 Membership shall be renewed via the Australian Powerlifting Union website or manual paper form. Fees shall be paid in full and each member shall be reviewed by the APU Board as per the above criteria in Section 4.1.

4.3.2 The APU Board reserves the right to reject any membership based on the criteria outlined in Section 4.1.

4.3.3 Members who are renewing from a yearly membership to remain a member should renew their membership within the period of 14 days prior to expiration of their current membership, to “no later than” 14 days after expiration of their membership.

- a) Members renewing under conditions of clause 4.3.3 will start their renewed membership from the expiration of their previous membership.
- b) All conditions of a continued membership will be approved for acceptance of membership by APU Board.

c) All anti-doping rules will be enforced for entire period including the entirety of the gap between the end of the old membership period and the signing of the agreement for the new period.

4.3.4 Failure to renew within 14 days of expiration will result in a new membership period. This will require the member to “start again” a new membership.

4.3.5 To “start again” a membership, a member will break their membership period.

4.3.6 The member shall be to wait a period of 6 months (unbroken) from the new start date of their membership before being able to qualify for National or international events or to break any APU state, or national record.

4.3.7 All conditions of new membership will be enforced including process of membership including clause 4.2.2, 7.3.1, and 8.2.1.

#### **4.4 Member/Person Cancelling application**

4.4.1 Persons may cancel an application for membership by providing written notice to the APU board within 7 days after applying or any time up to acceptance as a member notice (whichever the later of the two).

a) Fee for membership cancelling will be AU\$20.00

b) Any competition fee will be forfeited

#### **4.5 Member/Persons resigning membership**

4.5.1 Member/Person who resigns membership any time after acceptance shall pay 100% of cost of the membership plus the cost of any services they applied for or received.

4.5.2 Members who resign, or are expelled shall be required to comply with the APU and IPF anti-doping policies requirements for a period of 6 months after their resignation date or expulsion date.

4.5.3 Members who are serving a suspension shall be required to comply with the APU and IPF anti-doping policies during the entirety of the suspension period.

#### **4.6 Membership Categories**

4.6.1 Memberships Categories

- Open Lifter – the day the athlete turns 14 years onwards (no category restriction need apply)

- Sub Junior Lifter – the day the athlete turns 14 years until the full calendar year which the athlete turns 18 years of age
- Junior Lifter – From the 1 January in the calendar year the athlete turns 19 years until the full calendar year which the athlete turns 23 years of age
- Master Lifter – From the 1 January in the calendar year the athlete turns 40 years
- Non-Lifter - Coaches, Technical Officials & Supporters, Spotters and Loaders
- Pensioner Lifter, Special Olympics and Para Powerlifter - on Disability Support Pension or holding a valid Pensioner Concession Card

#### 4.6.2 Memberships Period

- Yearly – membership for twelve (12) consecutive months, commencing at the date of payment of the applicable fee and expiring at the same date in the following year.
- Trial – membership for one (1) month, 1 time per year, commencing at the date of payment of the applicable fee and expiring at the same date in the following month.
- Upgrade Trial to Yearly - Prior to the expiration of a Monthly membership, the member may upgrade to a Yearly membership by paying an additional fee to make up the cost of an annual membership fee.

An upgraded membership is considered to have commenced at the date of payment of the original Monthly membership fee and will expire at the same date in the following year.

### 4.7 Membership and Anti-Doping

4.7.1 All members are required to comply with the APU and IPF anti-doping policies requirements for the entirety of their membership and for a full period of 6 months after the expiration of their membership period.

4.7.2 Members who cancel their membership, resign, or are expelled shall be required to comply with the APU and IPF anti-doping policies requirements for a period of 6 months after their resignation date or expulsion date.

4.7.3 Members who are serving a suspension shall be required to comply with the APU and IPF anti-doping policies during the entirety of the suspension period.

## **4.8 Causes for Suspension or Expulsion**

4.8.1 The following may be subject to suspension or expulsion of membership:

- a) Any lifter or referee properly entered for an APU sanctioned competition that without acceptable reasons does not attend.
- b) Any lifter or referee who is deemed guilty of violating the rules or disobedience towards APU or any official in the execution of their duties.
- c) Any lifter or referee who avoids giving their greatest possible effort in the contest.
- d) Any lifter or referee, who by words or gestures threatens any lifter(s) or referee(s) or any other official(s) in the execution of their duties.

4.8.2 Penalties

- a) Up to a maximum of 6-month suspension for the first offence
- b) Up to a maximum of 12-month suspension for the second offence

4.8.3 An Athlete or official shall not participate in contests or competitions if there is any Athlete or official participating in any division, section or bodyweight class of that contest or competition who has been expelled or suspended from his or her international or national federation or who is serving the period of Ineligibility for a doping related offence.

4.8.4 Penalty for violation of this rule:

- a) Six (6) months' Ineligibility commencing from the date of violation.

## **5 Committee Responsibilities**

### **5.1 Responsibilities of Board of Directors**

**5.1.1** The responsibilities of the board of directors are documented in the APU Constitution and cannot be varied by these by-laws.

### **5.2 Responsibilities of APU Board and Executive Committee**

The responsibilities of the APU Executive Committee are summarised as follows:



### **5.2.1 President / CEO**

The president has overall responsibility for the administration and management of the Australian Powerlifting Union. The general responsibilities of the President are wide and varied and may include, but certainly not limited to the following responsibilities.

a) Knowledge

To successfully undertake the role of President the roles requires the person:

- To be well informed of all APU activities, especially those of all sub committees
- Have a good working knowledge of the constitution, APU rules and by laws, policies and procedures as well as the duties of all office holders
- Strong understanding of the legal and compliance obligations of running the APU

b) Governance

Key governance responsibilities include ensuring the APU:

- Defines and documents its APU culture and behaviours and continually communicates them to members, players, coaches, supporters and volunteers
- Ensures the APU has clearly defined goals and objectives and documented strategies and implementation plans on how they will be achieved
- Implements strong financial controls to protect the cash and assets of the APUs as well as the volunteers handling the cash
- Ensures the committee receive regular and accurate financial reporting, budgets and cash flow projections
- Ensure compliance and legislative obligations are meet
- Ensure the health and safety of all APU participants
- Ensure all complaints and disputes are immediately investigated and responded to according to APU policies and procedures
- All APU positions, roles and sub committees have regularly reviewed position descriptions or terms of references
- All APU activities are documented in operations manuals, policies and procedures

- Volunteers are trained and supported throughout the year to undertake their roles successfully

c) Meetings, communication and key relationships

Running meetings and communicating to stakeholders are core responsibilities of an APU President including:

- Setting the agenda for each committee and general meeting, including the APUs annual general meeting
- Chair all committee meetings
- Chair the annual general meeting
- Act as a spokesperson for the APU and represent it locally, regionally and nationally as required
- Regularly liaise with sub committees to ensure they receive assistance and support as and when they need it
- Ensure that all sub-committees are regularly reporting to the committee
- Liaise with all relevant stakeholders
- Ensure committee members, team manager and coaches fulfil their responsibilities to the APU
- Ensure the key stakeholder relationships of the APU are maintained and nurtured

d) Requirements

The President is expected to:

- Act in the best interest of the members at all times
- Attend all Committee meetings
- Undertake the role in good faith and honesty

e) Conflict of Interest

If at any stage the President becomes aware of a personal conflict of interest, real or perceived between themselves and the APU, they should immediately notify the APU Secretary of the conflict who will immediately inform all other committee members.

### **5.2.2 Vice President / COO**

The general role of the Vice President is to support the President, assisting them to fill their responsibilities.

a) Knowledge

To successfully undertake the role of Vice President the roles requires the person:

- To be well informed of all APU activities, especially those of all sub committees
- Have a good working knowledge of the constitution, APU rules and by laws, policies and procedures as well as the duties of all office holders
- Strong understanding of the legal and compliance obligations of running the APU

b) Governance

The Vice President will assist the President ensure the APU undertakes its key governance responsibilities include ensuring the APU:

- Defines and documents its APU culture and behaviours these are continually communicated to members, players, coaches, supporters and volunteers
- Has clearly defined goals and objectives and documented strategies and implementation plans on how they will be achieved
- Implements strong financial controls to protect the cash and assets of the APUs as well as the volunteers handling the cash
- Has strong financial reporting, budgets and cash flow projections
- Ensure compliance of all obligations and the health and safety of all APU participants
- Ensure all complaints and disputes are immediately investigated and responded to according to APU policies and procedures
- All APU positions, roles and sub committees have regularly reviewed position descriptions or terms of references
- Activities are documented in operations manuals, policies and procedures
- Volunteers are trained and supported throughout the year to undertake their roles successfully

c) Meetings, communication and key relationships

The Vice President will:

- Assist the President to set the agenda for each committee meeting and general meeting, including the APUs annual general meeting

In the absence of the President, the Vice President will:

- Chair committee meetings

- Chair the annual general meeting
- Act as a spokesperson for the APU and represent it at locally, regionally and nationally as required
- Ensure all responsibilities of the President are undertaken

d) Requirements

The Vice President is expected to:

- Act in the best interest of the members at all times
- Attend all Committee members
- Undertake the role in good faith and honesty

e) Conflict of Interest

If at any stage the Vice President becomes aware of a personal conflict of interest, real or perceived between themselves and the APU, they should immediately notify the APU Secretary of the conflict who will immediately inform all other committee members.

### 5.2.3 Treasurer/CFO

The Treasurer is responsible for ensuring the committee is empowered to manage the financial affairs of the APU, is responsible for protection of the APU's cash, assets and the volunteers who handle them, ensuring the collection of all revenues and payment of all financial obligations.

The treasurer must also ensure that all financial transactions are recorded in the APU's accounts and producing the APU's financial reports for presentation to the committee, the members at the AGM, as well as complying with all financial reporting obligations contained in the APU rules and the Incorporated Associations legislation.

- a) Empowering the committee to manage the financial affairs of the APU
- Preparation of an APU budget and cash flow projection at the start of the year for review and sign off by the committee
  - Record all financial transactions in the APUs accounting system as well as maintaining a list of APU assets and liabilities.
  - Comparing actual financial results of a given period to budgets for the same period and provide explanations for any variances for the committee to review and take action in a timely manner

- Provide monthly profit and loss reports and balance sheet to the committee each month (generally presented at each committee meeting)
  - Provide a list of payments for the previous month to the committee each committee meeting
  - Provide a list of revenues outstanding and payments to be made to the committee each committee meeting
- b) Protect the APU's assets, cash and the volunteers who manage them
- Implementing financial management procedures which protect both the APU's funds and assets and the volunteers who handle them
  - Control the APU bank account(s), ensuring only those authorised are bank account signatories
  - Ensure as many payments as possible are undertaken via Electronic Funds Transfer (requiring two signatories before payments can be made)
  - Ensure as much revenue as possible is collected using online payments
  - Ensure all approved expenditure is paid as when it falls due
  - Ensure all moneys due to the APU are collected
- c) Financial reporting
- Where an audit or review is required ensure it is completed in time for the financial reports to be presented to members at the Annual General Meeting
  - Produce the financial report to members to be presented at the Annual General Meeting
  - Undertake all legislatively required reporting and submissions
- d) Essential Skills
- Enthusiastic and well organised.
  - Ability to keep concise financial records in the APUs accounting system.
  - Ability to allocate regular time periods to maintain the financial records of the APU.
  - Diligent with receipts and money.
  - Ability to work in a logical and orderly manner.
  - Honest and trustworthy.
  - Financial accounting or book keeping experience preferred.
  - Computer skills.
- e) Requirements

The Treasurer is expected to:

- Act in the best interest of the members at all times
- Attend all Committee members
- Undertake the role in good faith and honesty
- Hold or willing to apply for a current volunteer “working with children” check

f) Conflict of interest

If at any stage the Treasurer becomes aware of a personal conflict of interest, real or perceived between themselves and the APU, they should immediately notify the APU President of the conflict who will immediately inform all other committee members.

#### **5.2.4 Secretary General**

The Secretary is responsible for the administrative tasks of the APU including:

a) Legislative responsibilities

The secretary will also act as the “public officer” of the APU so generally becomes the APUs nominated secretary under the Incorporated Associations Act and as such is responsible for:

- Notifying the relevant government body of their appointment
- Lodging on behalf of the APU all reports and notices as required by the relevant Incorporated Associations Act.

b) Meetings

- In conjunction with the President, schedule all committee meetings and general meetings (including the annual general meeting) as early as possible
- Prepare and circulate, at least 4 days prior to each committee meeting the agenda and supporting reports, including financial reports and any other information required to be considered by the committee
- Take the meeting Minutes of each committee and general meeting, circulating them within 4 days of the meeting to relevant people.
- Prepare and circulate according to the APU Rules, the notice convening the annual general meeting, ensuring all members are invited.
- If there are special resolutions to be considered at a general meeting, ensure the special notification requirements under the APU Rules are met.

- Maintain the minute book of APU committee and general meetings, ensuring the minutes of each meeting are signed by the President confirming they are a true and correct reflection of the meeting
- c) Communication
- Handle all general APU correspondence, responding to any correspondence as required
  - Oversee and co-ordinate the APU's communication strategy, including its website, email newsletters and social media
- d) Knowledge Management
- Maintain a register of the latest version of all APU documentation including but not limited to the APU Rules, all policies and procedures, by laws, position descriptions, subcommittee terms of reference, coach and player development plans etc.
  - Maintain a register of all marketing material relating to the APU's activities (letterhead, logos, posters, brochures etc.)
  - Ensure that all volunteers update their position descriptions and any operating manuals, policies and procedures and provide the secretary with the updated version prior to the Annual General Meeting.
- e) Requirements

The Secretary is expected to:

- Act in the best interest of the members at all times
  - Attend all Committee members
  - Undertake the role in good faith and honesty
  - Hold or willing to apply for a current volunteer's "working with children" check (if legally required)
- f) Conflict of Interest

If at any stage the Secretary becomes aware of a personal conflict of interest, real or perceived between themselves and the APU, they should immediately notify the APU President of the conflict who will immediately inform all other committee members.

### **5.3 Responsibilities of APU Non-Executive Committee**

- 5.3.1 **Competition Manager.** The Competition Manager is responsible for coordinating and scheduling all APU competitions. A competition flow chart shall be established and will provide the guidelines for communications and directions via the meet director.
- 5.3.2 **Officiating Manager.** The Officiating Manager is responsible for maintaining a registry of all APU referees, provision of training courses to develop new referees, and ensuring all IPF obligations for international referees are met.
- 5.3.3 **Anti-Doping Manager.** The Anti-Doping Manager is responsible for implementation of the APU Anti-Doping policy.
- 5.3.4 **Team Manager.** The Team Manager is responsible for selection, coordination and provision of administrative support to all APU national teams to represent at international championships.
- 5.3.5 **Record Keeper.** The Record Keeper(s) is responsible for maintaining National records and standards for all lifts, categories and divisions as proscribed in Section 7 of these By-Laws.
- 5.3.6 **Membership Manager.** The Membership Manager ensures the proper process of membership enrolment and information provided to prospective members.
- 5.3.7 **Competition Coordinator.** The Competition Coordinator supports the competition meet director and the competition manager to ensure the safety and the compliance of events in line with APU and IPF.
- 5.3.8 **Webmaster.** The webmaster is responsible for maintenance of the APU website. The webmaster controls content to be displayed on the website, but is not necessarily responsible for provision or vetting of the content.
- 5.3.9 **Creative Designer.** The Creative Designer provides the marketing branding support and develops a regular, consistent professional display for APU administration and market material.
- 5.3.10 **Social Media.** A Social Media Co-Ordinator communicate messages via social media which keeps APU lifters, followers and supports engaged regularly and promotes a supportive, inclusive message that is in line with our core values.
- 5.3.11 **State Manager.** The State Manager should maintain a branch-committee to assist in the operation of the State Branch. The committee will be presented to the APU board and approved before being permitted to take roles.



5.3.12 **Member Protection Information Officer (MPIO).** MPIO is the first point of call in the APU for any enquiries, concerns or complaints about harassment and abuse. The MPIO provides confidential information and moral support to the person with the concern or who is alleging harassment.

## 6 Competitions

Refer to separate By-Laws 'APU Regulation\_ Competition and Championship'

## 7 Records

### 7.1 Record Management

7.1.1 APU shall maintain a register of Australian Records in bodyweight, age, gender, and lifting categories (Classic and Equipped) in accordance with IPF regulations.

### 7.2 Competition Criteria for Setting National Records

7.2.1 For performance(s) to be considered for recognition and listing in the register of Australian Records, APU must be satisfied that the performance(s) met the following conditions:

- the performance was set in an event listed with APU and / or an event sanctioned by the IPF as a competition at which drug testing can take place
- the competition in which the performance(s) occurred was adjudicated by a minimum of **two** referees of National or higher grading
- those referees established the conformity with these by-laws of the scales, barbell, weights, racks, platform and other equipment used in the competition
- the scales must have been calibrated within 12 months of the championship
- the lifter has, in the case of age-group records, verified his or her age, by means of provision of a copy of their birth certificate, or similar documentation, to APU

### 7.3 Lifter Qualification Criteria

7.3.1 **The lifter setting the record performance must:**

- be a member in good standing with APU at the date of the record performance
- be a fully paid member of APU for a period of no less than 6 months prior to setting the record, or on a registered anti-doping testing pool with a sporting organisation which performs testing compliant with WADA policies

#### 7.4 Record Verification

7.4.1 The lifter responsible for breaking a record is to use electronic means (as directed by the APU record keeper) to notify the APU of a record attempt.

7.4.2 The APU record keeper is to verify the results using an official score sheet, video footage or vetted and published competition results before verifying the record attempt

#### 7.5 Record Increments

7.5.1 Only records of Open National level can be achieved by 0.5kg increments (i.e.: at a National Open Championships, a Masters record cannot be requested using 0.5kg or 1kg increments. The same rule applies for junior and sub junior. However, at a Junior or Masters championships, records of open level can be requested.

Championship type	Record attempt	Increase in weight	Allowed
Open	Open	0.5kg – 1kg	Yes
Open	Masters	0.5kg – 1kg	No
Open	Masters	2.5kg	Yes
Masters	Open	0.5kg – 1kg	Yes
Junior or Sub Jr	Open	0.5kg – 1kg	Yes
Open	Junior or Sub Jr	0.5kg – 1kg	No
Open	Junior or Sub Jr	2.5kg	Yes

#### 7.6 Record Standards

7.6.1 In all instances, APU retains the right to establish minimum standards for the listing of a performance as an Australian Record in any particular category and to reject any record application for a performance which is not equal to or higher than that standard.

- 7.6.2 Should a record standard be set incorrectly, the APU record keeper is to seek APU Executive Committee approval in writing to alter the standard

## **7.7 Disqualification of Records**

- 7.7.1 APU retains the right to remove, and will so remove, from the register of Australian Records the name and performance of any individual member who is found by means of the due process set out in the APU Anti-Doping Policy to have committed an Anti-Doping Rule Violation.

## **7.8 Record Notification**

- 7.8.1 Record notification shall be in the form of a certificate, electronically sent to the lifter once the record has been validated
- 7.8.2 The APU Social Media representatives shall ensure record attempts and notifications are given appropriate coverage on social media

## **7.9 State Records**

- 7.9.1 Each state branch of the APU shall maintain a register of state records.
- 7.9.2 Each state shall set a policy for the management of state records.
- 7.9.3 State records do not require national level referees to be broken. All other criteria in accordance with all APU regulations, bylaws and IPF rules shall apply.

## **8 Team Selection**

### **8.1 Competition Progression**

- 8.1.1 The State manager (for State teams) and the National Team Selection Panel (NTSP -for national teams) should support the progress of lifters with the progress of championships from local, to state, to national, to international.
- 8.1.2 The State Manager should work together with the NTSP to ensure the athletes that are selected will provide APU with a harmonious team and details of any disciplines or issues the athletes may be involved with are should be discussed.

8.1.3 No qualifying, willing and suitable athlete will be left unselected for discriminatory reasons.

8.1.4 At least one local championship for each APU should be held no earlier than 8 weeks prior to its aligning event. Meet directors are to ensure that all local competitions include:

- Classic Powerlifting Championships – all age groups
- Classic Bench Press Championship – all age groups
- Equipped Powerlifting Championship – all age groups
- Equipped Bench Press Championship – all age groups

8.1.5 State Managers are to ensure that each calendar year they hold each of the following State Championships with selections for state team based of the local championships and qualifying grade (see appendix 1) in each age category and for both male and female. The championship should be held no earlier than 8 weeks prior to its aligning event:

- Classic Powerlifting Championships – all age groups
- Classic Bench Press Championship – all age groups
- Equipped Powerlifting Championship – all age groups
- Equipped Bench Press Championship – all age group

## **8.2 Entry to State Championships**

8.2.1 For athlete to be eligible to participate at State Championship, the athlete must have

a) Achieve the following grade at a sanctioned club/local event after the previous years Nationals:

- State Open Championships (Powerlifting or Bench Press) – C Grade on the applicable current APU Equipped or Classic Grading Scale
- State Junior Championships (Powerlifting or Bench Press) – D Grade on the applicable current APU Equipped or Classic Grading Scale.
- State Sub-Junior Championships (Powerlifting or Bench Press) – any total.
- National Masters (Powerlifting or Bench Press) Championships – any total.

b) Be eligible for exemption to championships prior to State Championships.

c) The State Manager will approve or reject exemption request for a local competition (i.e. a lifter will compete in State championships without

competing in local competition). The reason of approval/rejection should be based on APU Regulations. This must be done before the Local championship.

### **8.3 Selection of State Teams to Represent at National Championships**

8.3.1 For selection to any State team or to compete in any National Championships sanctioned by the Australian Powerlifting Union, a member must be registered with the APU or actively in a testing pool with a sporting organisation that has antidoping policies (equivalent or similar to IPF) immediately prior to joining APU for an unbroken period of 6 months or more.

8.3.2 Each athlete, official, coach and participant MUST complete the ASADA level one anti-doping course.

8.3.3 Each state will select a team to represent them at all National Championships.

8.3.4 Each state is allowed a maximum of eight competitors spread throughout the range of the eight body weight categories for men and eight competitors throughout the range of seven bodyweight categories for women. In the Junior and Sub-Junior age categories nine for men and nine for women. There must not be more than two competitors from any one state team in any particular body weight category.

8.3.5 The team shall be selected primarily from the State Championship results however other regional results may be considered for the benefit of increased participation. First place with a qualifying achievement from each weight category at State Championships shall be primary nomination (see point 8.3.7 for qualifying achievement).

8.3.6 The State Manager shall be responsible for the selection of the team and may form a subcommittee for team selection (State team selection panel).

8.3.7 A minimum total achievement shall be required to qualify the athlete depending on the age division the athlete is preparing to enter in the National Championship:

- National Open Championships (Powerlifting or Bench Press) – B Grade on the applicable current APU Equipped or Classic Grading Scale
- National Junior Championships (Powerlifting or Bench Press) – C Grade on the applicable current APU Equipped or Classic Grading Scale.

- National Sub-Junior Championships (Powerlifting or Bench Press) – D Grade on the applicable current APU Equipped or Classic Grading Scale.
- National Masters (Powerlifting or Bench Press) Championships – any total.

8.3.8 If an athlete cannot compete at the State Championships due to extenuating circumstances, the board will consider and at its own discretion, accept or reject an application for acceptance into the team. Such extenuating circumstances may include:

- Injury/illness
- Bereavement
- Travel delays
- Participation in other championships that would be considered more important that are on or near the date of the Championships e.g. Regional or International Championship 2 weeks prior to State Championship
- State Championship was not held at an appropriate time prior to the Regional or International Championship
- Participation at State Championships was not possible due to residential circumstances. Such circumstances may include that the athlete was not residing in their State at time of Championship or athlete was abroad at time of championship
- Athlete has moved from one age category to the next. In which this case, of the two (or multiple) lifters vying for the particular vacancy that has the highest qualifying total at the State Championship prior to the regional or world championships will succeed as the primary selection
- Any other factor reasonably considered by the APU to constitute extenuating circumstances.

8.3.9 An injured/ill athlete may still be considered for selection in a State team if a written letter of advisement from a relevant AHPRA registered health practitioner is provided. The following health practitioners qualify as relevant:

- Chiropractor
- Medical Practitioner
- Osteopath
- Physiotherapist
- Podiatrist

- Psychologist

8.3.10 The decision will be made by the APU Executive Committee whether to accept or decline the letter of advisement. In the case the letter does not meet the standard or is declined by the Executive Committee the following options are available for an appeal.

- A meeting with the APU Executive Committee to discuss reasons for declination of the initial letter of advisement.
- Provide a subsequent letter of advisement by a second relevant AHPRA registered health practitioner.
- An independent Medical Consultation from an AHPRA registered health practitioner assigned by the APU Executive committee.

8.3.11 Acceptance of a letter of advisement does not automatically gain selection into a State team. A selection panel will base their selection on the athlete(s) who they deem as their most suitable representation.

8.3.12 Each State Manager will be responsible for the nominations of the State team selected to represent at the National Championships and will provide the APU competition manager the State team and reserves at least 21 days prior to the start of the championship (Technical Meeting). No further changes will be allowed after 21 days. (Reserves may be included up to the final nominations – 7 days before start of championship).

8.3.13 The Board may approve the entry of a lifter into the National Championships who is considered to have the ability to qualify but has not done so due to circumstances (see Section 8.3), or whose standard or reputation is such that their participation will substantially enhance the standard of the Championships.

8.3.14 Each State will have one Head coach who will be responsible for the management of athletes, coaches and assistant coaches for their State at the National Championships.

8.3.15 Each Head coach, coach and coach's assistant will be subject to board approval.

8.3.16 Each Head coach, coach and coach's assistant will agree to the Coaches responsibility.

#### **8.4 Individuals to Represent at National Championships**

8.4.1 Individuals that have not been selected in their State Team may apply to enter and compete at National Championships.

8.4.1 Each athlete, official, coach and participant MUST complete the ASADA level one anti-doping course.

8.4.2 The individual shall be selected primarily from the results of the State Championship however other competition results may be considered for the benefit of higher participation.

8.4.3 The individual is subject to the same criteria as for that of state teams:

- They must meet the same minimum qualifying standard
- They may apply for consideration based on extenuating circumstances as listed above

8.4.4 The Board may approve the entry of a lifter into the National Championships who is considered to have the ability to qualify but has not done so due to circumstances, or who's standard or reputation is such that their participation will substantially enhance the standard of the Championships.

#### **8.5 Selection of National Teams to represent at International Championships**

8.5.1 Australia may select a team to represent at selected IPF Regional and/or International Championships.

8.5.2 Each National team is allowed a maximum of eight competitors spread throughout the range of the eight bodyweight categories for men and eight competitors throughout the range of seven bodyweight categories for women. In the Junior and Sub-Junior age categories there are nine for men and nine for women.

8.5.3 There must not be more than two competitors in any particular bodyweight category.

8.5.4 Each National team is allowed 5 reserves which should be selected prior to the preliminary closing date.

8.5.5 An individual who participate with organisations at International, Regional, Sub-Regional or Invitational events that are not sanctioned by the International Powerlifting Federation will not be considered for selection by Australian Powerlifting Union to any IPF sanctioned championships as athlete



coach or official for a period up to 12 months from the date of the non IPF sanctioned event.

8.5.6 The team shall be selected primarily from the APU National Championship results in each of the aligned APU National championships, however other results may be considered for the benefit of higher participation. The winner from each weight category at the National Championships for the aligning regional or international championship shall be considered for primary nomination (example: the APU Classic National Champion for the 74kg male open division shall hold primary selection for the IPF Classic Open Championships for the 74kg division).

8.5.7 A minimum total achievement shall be required to qualify the athlete depending on the age division, the weight class, the event (classic/equipped) and the championship that the athlete is preparing to enter, such as Regional or International Championship.

- IPF World Open Championships (Powerlifting or Bench Press) – International II on the applicable current APU Equipped or Classic Grading Scale.
- IPF World Junior Championships (Powerlifting or Bench Press) – A Grade on the applicable current APU Equipped or Classic Grading Scale.
- IPF World Sub-Junior Championships (Powerlifting or Bench Press) – B Grade on the applicable current APU Equipped or Classic Grading Scale.
- IPF Masters (Powerlifting or Bench Press) Championships – any total.

8.5.8 Should an individual not be able to compete at the APU National Championship and wishes to compete at an International Championship, the same processes in 8.5 thru 8.8 will apply

## **8.6 Individuals to Represent at International Championships**

8.6.1 Individuals shall not participate at any international championships without approval of the APU board (via selection in the National team)

## **8.7 Violations or Breaches**

8.7.1 Athletes with any violations or breaches that are brought to light, announced, pending or proved from the period of selection a championship or event, may

be withdrawn from any championships at the board's discretion. In such instances:

- The athlete will be responsible to pay any expenses including any airfares, accommodation and anti-doping fees that have been paid up until the athlete was withdrawn from the championship and;
- Any unused money the athlete tendered with the nomination is to be paid back to the athlete, without interest

## **8.8 Rejection of a Nomination**

8.8.1 The APU Board will consider and, in its absolute discretion, accept or reject the application of the athlete to the Championship.

8.8.2 APU will select athletes who it believes will be of best interest for the APU and will not select athletes that it deems is likely to be disruptive to others, if they fail, or is likely to fail to comply with any administration including the Athlete agreement, Anti- doping policies and Social Media Policy.

8.8.3 If the board reject the nomination, then:

- It must arrange for any money the athlete tendered with the nomination to be paid back to the athlete, without interest; and
- The board does not have to give any reason for the rejection

## **9 Referees**

### **9.1 Referee Levels**

9.1.1 The APU shall train members to act as referees for all Local, State, National and International Championships. There are levels of qualification as follows:

- State Referee. A state referee can referee at Local, State and National (alongside other national referees) level competitions.
- National Referee. A national referee can referee at Local, State and National level competitions.
- International Referee. An international referee can referee at all levels of competition, in accordance with IPF rules and regulations.

### **9.2 Qualification of State Referees**

9.2.1 To qualify as a state referee, a member must:

- Have been a financial member of the APU and in good standing with the APU
- Have passed the APU Referee theory exam
- Have passed the APU Referee practical assessment.

9.2.2 To maintain state referee qualification, state referees must officiate in at least two local or state level competitions in a two-year period.

### **9.3 Qualification of National Referees**

9.3.1 To qualify as a national referee, a state referee must:

- Must be assessed and/or prove competency in all areas of duties required as a National referee in accordance with the training requirements. The APU board will approve all referees to be eligible as national qualified.
- Have officiated at a minimum of one national level competition under the supervision of a national level referee
- Be recommended to the APU Officiating Manager by a member of their State board.

9.3.2 To maintain national referee qualification, national referees must officiate in at least:

- One national level competition and one local (or higher) level competition in a two-year period, OR
- One state level competition and one local (or higher) level competition in a 12-month period.

### **9.4 International Referees**

9.4.1 The APU Officiating Manager shall ensure that the APU maintains suitable number of international referees as required by the IPF Technical Rules.

9.4.2 Qualification for international referees is in accordance with IPF Technical Rules.

### **9.5 Dress standards for Referees**

9.5.1 Referees should dress appropriately as officials of the APU. Minimum dress standards for referees for Local and State Championships is as follows:

- Grey skirt or trousers (not grey jeans)

- A white blouse or button up shirt (not a T-Shirt or Polo) with the referee badge affixed to the left breast. Sleeves may be rolled up depending on weather.

9.5.2 Minimum dress standards for referees for National Championships is as follows:

- Grey skirt or trousers (not grey jeans)
- A white blouse or button up shirt (not a T-Shirt or Polo) with the referee badge affixed to the left breast.
- APU tie or scarf
- Dark blue blazer (optional – depending on the weather).

9.5.3 National referees who are also competing may be required to official National Record attempts. In this instance they are to officiate in their competition equipment or a tracksuit.

## **10 Coaches**

### **10.1 Coach Recognition**

10.1.1 The APU will recognise trained and experienced coaches for selection for national and international Championships.

### **10.2 Minimum requirements for coaches**

10.2.1 Being a Coach you must ensure the following:

- Coaches are required to be members of APU Ltd and hold qualification such as ASCA Level 1 Strength and Conditioning, NCAS Level 1 Powerlifting Coaching Certificate, Cert IV Fitness, or Sports Science Degree.
- If policies change due to government or legal requirements, the Coach will be required to gain further skills and/or qualifications at their own expense.
- All coaches are required to hold a “working with children” card applicable to their residing State.
- Is familiar with the IPF Technical Rules.

10.2.2 To ensure State and National teams are competitive at higher level competitions the APU shall prescribe minimum requirements for State and National team coaches.

- State Team Coach. A State team coach shall have a minimum of ASCA Level 1 qualification,
- National Team Coach. A National team coach shall have a minimum of ASCA Level 1 qualification, and priority will be given to coaches who have completed an IPF Coaching Course.

10.2.3 The APU shall consider implementing a coaching committee and providing training and development opportunities for coaches at all levels.

## **11 Technical Rules**

### **11.1 IPF Technical Rules**

11.1.1 The APU shall ensure, to as high a degree as practicable, that every APU sanctioned competition is conducted in accordance with the IPF Technical Rules.

### **11.2 Deviations from Technical Rules and By-Laws**

11.2.1 There should be no reason to deviate from Technical Rules and By-Laws for any APU competition, however there may be situations where this is not possible.

- Exhibition Competitions. Exhibition Competitions DO NOT need to be conducted in accordance with IPF Technical Rules, however to maintain credibility of the APU, shall be conducted in accordance with the spirit of the IPF Technical Rules and the APU By-Laws. Any Exhibition Competition shall have deviations documented, and approved by the APU executive committee.
- Local Competitions. Local competitions may deviate from IPF Technical Rules in accordance with Section 6.2 of these By-Laws. Any further deviations must be in the spirit of the IPF Technical Rules and APU Constitution, and approved by the APU Executive committee.

11.2.2 State and National Championships. No further deviations from Sections 6.3 / 6.4 of these By-Laws or IPF Technical Rules will be allowed for State and National Championships.

### **11.3 Gear Checks for Local and Exhibition Competitions**

11.3.1 Local and Exhibition competitions may not require powerlifting equipment be on the IPF approved list.

11.3.2 Local competitions must conduct a gear check to ensure clothing and equipment is compliant with IPF Technical Rules.

11.3.3 Exhibition competitions may prescribe clothing standards, however do not need to conduct a gear check.

## **12 Communications and Media**

### **12.1 Board and executive communications**

12.1.1 The APU Communications Director and Board of Directors are the only members authorised to send official correspondence relating to APU Ltd business to APU members.

### **12.2 Social media**

12.2.1 The APU is to maintain a social media presence on all applicable platforms.

12.2.2 The APU is to ensure all members are aware of the APU social media policy.

12.2.3 The APU social media presence is to ensure:

- That the APU is portrayed in a positive light
- That the APU social media presence encourages maximum participation and engagement in APU Sanctioned events.

## **13 Accounting**

### **13.1 APU Account Keeping**

13.1.1 The APU Treasurer shall maintain all accounts in accordance with the APU Constitution, and any applicable federal or state legislation.

### **13.2 Requests for allocation of APU funds**

13.2.1 APU members may request an allocation APU funds to support endeavours related to the sport of powerlifting. This application is to be in writing to the APU Treasurer who will seek approval from the executive committee and APU

board prior to allocating the funds. The decision to allocate funds should be based on the following criteria:

- Whether or not the endeavour will be furthering the interests of the APU or the sport of Powerlifting
- Whether the funds are expected to be repaid or will be gifted
- Whether the member is deemed to be financially responsible
- If the endeavour involves procuring assets, how ownership and management will be transferred to APU Ltd.

#### **14 Member Protection, Anti-Doping, Privacy Policy and other Policies By-Law**

In accordance with the Australia Powerlifting Union Limited (“APU”) Constitution, the following By-Law is adopted by the APU Board. It is to be read subject to, but interpreted in accordance with, the APU Constitution. This By-Law implements the Member Protection, Anti-Doping, Privacy Policy and any other approved policies that are adopted by the Board and promulgated on the APU website from time to time.

#### **15 Management of By Laws**

##### **15.1 Alterations – Powers Etc.**

15.1.1 A power to adopt policies and make and alter by-laws is conferred on APU by its Constitution (limited only to the extent the policy or by-law must not conflict with the Constitution) and no such power need be separately conferred by this By-Law.

15.1.2 Any change to this by-law will be published on APU website. APU is not liable to a member, competitor, official or other person who is affected in any way by a change in policy reflected in this by-law or change to this by-law.

##### **15.2 Regulation/Policy/By-Law Review**

15.2.1 APU will review at any time and in any case will review annually, each December, the policy and provisions contained in this by-law, including this clause 15.2.1, as to their efficacy and their continued propriety in the light of any changed circumstances APU considers relevant.

### **15.3 By-Law Commencement**

15.3.1 This by-law was approved by the Board, and commenced, from 26 May 2019.



## Appendix 1

### Grading and Qualifying

	Open	Junior	Sub-Junior	Masters
State Championships	C Grade	D Grade	Competed	Competed
Australian Championships/ University Cup	B Grade	C Grade	D Grade	Competed
Regional/ Commonwealth Championships	A Grade	B Grade	C Grade	Competed
World Championships	Int II	A Grade	B Grade	Competed

### Raw Powerlifting Grading

Women	Int I	Int II	A	B	C	D
43	265	250	225	200	175	150
47	295	272.5	247.5	222.5	197.5	167.5
52	325	292.5	267.5	242.5	212.5	185
57	345	315	285	255	225	200
63	372.5	340	310	280	250	220
72	410	375	340	305	270	240
84	450	410	375	335	300	260
84+	480	440	400	355	320	280
Men	Int I	Int II	A	B	C	D
53	462.5	432.5	395	340	285	255
59	512.5	480	435	380	325	285
66	567.5	530	480	425	370	330
74	617.5	577.5	522.5	462.5	402.5	357.5
83	667.5	622.5	562.5	502.5	442.5	392.5
93	707.5	662.5	597.5	537.5	472.5	417.5
105	745	697.5	627.5	552.5	487.5	435
120	780	725	650	575	505	457.5
120+	815	760	680	605	535	480

### Equipped Powerlifting Grading

Women	Int I	Int II	A	B	C	D
43	322.5	297.5	270	242.5	215	185
47	342.5	315	287.5	257.5	227.5	197.5
52	370	342.5	307.5	277.5	245	212.5
57	397.5	367.5	332.5	297.5	262.5	230
63	430	395	360	322.5	285	247.5
72	472.5	435	395	352.5	312.5	272.5

<b>84</b>	515	477.5	432.5	387.5	342.5	297.5
<b>84+</b>	545	505	462.5	420	385	340
<b>Men</b>	<b>Int I</b>	<b>Int II</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>53</b>	530	490	447.5	400	352.5	297.5
<b>59</b>	590	542.5	497.5	445	392.5	330
<b>66</b>	650	597.5	547.5	490	432.5	362.5
<b>74</b>	710	652.5	597.5	535	472.5	395
<b>83</b>	765	705	645	577.5	510	427.5
<b>93</b>	812.5	747.5	685	612.5	542.5	455
<b>105</b>	855	787.5	720	645	570	477.5
<b>120</b>	890	817.5	747.5	670	590	495
<b>120+</b>	920	845	780	700	615	520

### Raw Bench Press Grading

<b>Women</b>	<b>Int I</b>	<b>Int II</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>43</b>	72.5	65	55	47.5	40	32.5
<b>47</b>	77.5	70	60	52.5	45	37.5
<b>52</b>	85	77.5	65	57.5	47.5	40
<b>57</b>	90	82.5	70	60	52.5	42.5
<b>63</b>	97.5	87.5	75	65	55	47.5
<b>72</b>	107.5	97.5	82.5	72.5	62.5	52.5
<b>84</b>	117.5	107.5	90	77.5	67.5	57.5
<b>84+</b>	127.5	117.5	97.5	82.5	72.5	62.5
<b>Men</b>	<b>Int I</b>	<b>Int II</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>53</b>	125	115	105	95	82.5	72.5
<b>59</b>	140	127.5	115	100	92.5	80
<b>66</b>	152.5	140	127.5	115	102.5	90
<b>74</b>	167.5	152.5	140	125	110	97.5
<b>83</b>	180	165	150	135	120	105
<b>93</b>	190	175	160	142.5	127.5	112.5
<b>105</b>	200	185	167.5	150	135	117.5
<b>120</b>	210	192.5	175	157.5	140	122.5
<b>120+</b>	222.5	205	187.5	170	155	130

### Equipped Bench Press Grading

<b>Women</b>	<b>Int I</b>	<b>Int II</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>43</b>	87.5	80	70	55	50	40
<b>47</b>	95	85	75	60	52.5	42.5
<b>52</b>	102.5	92.5	80	65	57.5	45
<b>57</b>	110	100	87.5	70	60	50
<b>63</b>	117.5	107.5	92.5	75	65	52.5
<b>72</b>	130	117.5	102.5	82.5	72.5	57.5
<b>84</b>	142.5	130	112.5	90	77.5	65

<b>84+</b>	155	142.5	122.5	97.5	82.5	72.5
<b>Men</b>	<b>Int I</b>	<b>Int II</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>53</b>	155	140	125	115	100	80
<b>59</b>	172.5	155	137.5	127.5	110	87.5
<b>66</b>	190	172.5	152.5	140	120	95
<b>74</b>	207.5	187.5	167.5	152.5	132.5	105
<b>83</b>	225	202.5	180	165	142.5	112.5
<b>93</b>	240	215	192.5	175	152.5	120
<b>105</b>	255	230	205	185	160	125
<b>120</b>	267.5	240	215	192.5	167.5	132.5
<b>120+</b>	285	255	225	205	190	145