

## 2025 WORLD SAILING REGULATIONS

### 1. **Regulations - General**

- 1.1 These Regulations apply from the conclusion of the General Assembly to be held in 2024 ("the Effective Date"). They are called "the 2025 Regulations".
- 1.2 In 2023 and 2024, the 2025 Regulations will be reviewed under Appendix A of the New Constitution. Following review, they may be re-written and a draft published for consultation. Following consultation and any amendments,
  - (a) the proposed changes and additions to the New Regulations; and
  - (b) the deletion of the relevant parts of the New Regulations,will be submitted to Council and the Board for approval.
- 1.3 From the Effective Date, where a situation is not covered by the Regulations, the Board shall determine the matter having due regard to the provisions of the Regulations prior to the Effective Date and having consulted the Chair of the Governance Committee

## **PART SECTION I - NEW REGULATIONS GOVERNANCE & ADMINISTRATION**

### **2. Definitions**

<b><u>Word</u></b>	<b><u>Meaning</u></b>
<u>Authority, National</u>	<u>Member National Authority as defined in the Constitution</u>
<u>Authority, Organizing</u>	<u>Organizing Authority as specified in RRS 89.1</u>
<u>Boat</u>	<u>Where the context so admits, 'boat' shall include sailboard, windsurfer, kiteboard, wingfoil, and other sailing device.</u>
<u>Class</u>	<u>A Class of boat includes boats which conform to a physical specification intended to allow competitive racing among their Class under the Racing Rules of Sailing. Without limiting the generality of the foregoing, Classes include boats with one-design, restricted, and developmental specifications as these terms are applied generally.</u>
<u>Class, National</u>	<u>A National Class for the purposes of this Regulation is a class where the National Authority has substantial authority in the direction or management of the Class.</u>
<u>Class Association, World Sailing</u>	<u>World Sailing Class Association designated in accordance with Regulation 10.2.</u>
<u>Class/Owner's Association</u>	<u>A Class/Owners Association is an organization as defined in regulation 10.2.1(b).</u>
<u>Class Rules</u>	<u>Class Rules are rules as defined in <i>The Equipment Rules of Sailing</i>.</u>
<u>Class, World Sailing Classic</u>	<u>World Sailing Classic Classes as defined in Regulation 11.1</u>
<u>Competitor</u>	<u>In addition to its natural meaning, a competitor in respect of any boat shall include any person who has the right to use the boat as owner or by charter, loan or otherwise.</u>
<u>Country</u>	<u>Except in respect of references to Race Officials, for the purposes of these regulations and <i>The Racing Rules of Sailing</i> the country of a person shall be the area of jurisdiction of the member national authority of that person's principal residence. For references to Race Officials, refer to Regulation 33.</u>
<u>Events, Class</u>	<u>A Class Event is an event as defined in Regulation 10.5(f).</u>
<u>Events, Graded</u>	<u>A World Sailing Graded Event is an event approved as such by World Sailing in accordance with Regulation 27 and included in the World Sailing calendar of events.</u>
<u>Events, International</u>	<u>An International Event is an event open to entries other than those from the national authority of the venue or any event organized in more than one country.</u>
<u>Events, World Sailing</u>	<u>World Sailing Events are as designated by policy</u>
<u>Events, Major</u>	<u>Major Events are those designated by policy</u>
<u>Events, National</u>	<u>A National Event is an event that is open only to the entries from the national authority of the venue.</u>
<u>Events, Recognized</u>	<u>Recognized Events are those designated by policy</u>
<u>Executive Office</u>	<u>The Chief Executive and staff of World Sailing</u>

<u>World Sailing Race Officials</u>	<u>For the purposes of these Regulations a World Sailing Race Official is a Race Official holding a certificate of appointment as an international race official from World Sailing under the Regulations and policy.</u>
<u>World Sailing Representative</u>	<u>For the purposes of these Regulations a World Sailing Representative is a person who is elected, appointed or requested to act on behalf of World Sailing in any capacity. Specifically excluded are the World Sailing Officers of Honour.</u>
<u>Media Rights</u>	<u>Media Rights as defined by policy</u>
<u>Oceanic</u>	<u>For the purposes of these Regulations, Oceanic is 'Any offshore race over 800 miles'.</u>
<u>Offshore Racing</u>	<u>Racing in any boats capable of complying with the requirements of Category 4 of the Offshore Special Regulations.</u>
<u>Rating or Handicap Systems and Class Associations</u>	<u>Groups with a supporting management and Owners Associations.</u>
<u>Racing Rules and RRS</u>	<u>The rules in the current document called <i>The Racing Rules of Sailing</i> ("RRS"), and any additional appendices and sets of test rules published by World Sailing under the Regulations</u>

Words that are defined in the World Sailing Constitution have the same meaning in the Regulations

## **2.3. Membership**

**2.43.1** An applicant for membership shall apply by completing the application form and questionnaire supplied by World Sailing in a suitably complete manner with all supplementary documents.

**2.23.2** The applicant shall pay the required subscription (subject to any remission sanctioned by World Sailing) at the time of application fee.

**2.33.3** Every two years (commencing in 2027), the Chief Executive Officer shall undertake an audit of all Full Members in order to collect relevant statistical and general sailing information. It is mandatory for each Full Member to complete and return the questionnaire to Executive Office, within the timeframe reasonably determined by World Sailing.

**2.43.4** The procedure for a Member or third party challenging the membership of an existing Member is as follows:

- (a) A proposal to cancel the membership of an existing Member must be made by an existing Member in writing to the Chief Executive Officer.
- (b) The proposal must contain all matters relied upon and shall, in particular:
  - (i) state the grounds upon which such cancellation is sought;
  - (ii) include a summary of the allegations and evidence that will be cited in support of the submission; and
  - (iii) include copies of any documentary evidence upon which it is intended to rely.
- (c) The Chief Executive Officer shall refer the proposal to the Governance Committee for review. The Governance Committee may exclude from the proposal any irrelevant matters. The Committee must then give notice to the challenged Member of the proposal and send a copy of the proposal.
- (d) The challenged Member may submit to the Chief Executive Officer, within thirty days of having been sent the proposal, a reply to the proposal which shall include all

evidence and arguments relied on, and copies of any documentary evidence upon which it is intended to rely.

- (e) The reply shall be reviewed by the Governance Committee. It may exclude from consideration any irrelevant matters.
- (f) The Governance Committee shall make a recommendation to the Board. The Board shall consider the recommendation and then make a recommendation to the General Assembly for a decision on the proposal. The General Assembly shall be provided with copies of the proposal and the reply as approved by the Governance Commission. The challenged Member has the right to address the General Assembly prior to its decision.

### **3.4. Appointments**

**3.14.1** The Board shall not appoint to the Audit Sub-committee any Employee of the Federation or its subsidiary or associated companies.

**3.24.2** All individuals nominated to Council, a Board Sub-committee, a Committee, a Sub-committee, a Commission, or a Working Group must sign a declaration prior to being appointed in a form required by the Chief Executive Officer. If appointed, individuals agree:

- (a) to comply with the obligations in Articles 11.1(a) to (d) of the Constitution;
- (b) to act in a voluntary capacity;
- (c) that any work undertaken during their appointment, and in connection or relation to it, belongs to the Federation;
- (d) to respect and keep confidential any information which he or she receives during their appointment (until that information becomes public or unless disclosure is otherwise permitted);
- (e) to work in the interests of the sport worldwide and not in the interests of any particular Member;
- (f) to attend all properly scheduled meetings; and
- (g) to be responsible for their own medical and travel insurance.

**3.34.3** Nominating bodies must pay all travel and accommodation costs for their Delegates, Council, Committee, Sub-committee, Commission and Working Group members to attend meetings (unless otherwise agreed between the nominating body and the individual).

**3.44.4** Council may, on the recommendation of the Board, refuse or remove an individual's appointment:

- (a) if they are not a member of their respective MNA (or an affiliated body); or
- (b) if they are not considered to be fulfilling their obligations,

provided that the affected person must first have been given a reasonable opportunity to respond to any allegations.

### **4.5. Working Groups**

**4.15.1** The appointment of Working Groups is governed by Article 41.

**4.25.2** Unless otherwise agreed by the Board:

- (a) Working Groups must meet remotely via video-conference or conduct its work by electronic means; and
- (b) are not entitled to financial or other assistance from the Executive Office.

## **5.6. ~~Financial and Other~~Conflicts of Interests**

**5-16.1** Council must establish the World Sailing Conflicts of Interest Policy on the recommendation of the Board. Those governed by the Policy shall declare any interests to the Chief Executive Officer in accordance with the Policy. The Chief Executive Officer shall maintain a register of interests and will publish it on the World Sailing website on a regular basis.

**5-26.2** In any debate or decision on any matter in which a member of a body has an interest which should be declared in accordance with Policy, the member shall advise the Chair and the Chief Executive Officer (or his nominee) of that fact, and of the exact nature of the interest, if practicable in advance of the meeting, or otherwise at the earliest reasonable opportunity in the course of the debate. Notification of the reasons of the said interest shall be reported to the body unless there are compelling grounds why such reasons should remain confidential.

**5-36.3** According to the exact nature of the interest, the Chair or the body itself may require the member concerned to leave the meeting for the whole or part of the debate. The Chair may require the member to abstain from voting. The declaration and any decision by the Chair shall be minuted.

## **6.7. Decision Making (Proposals)**

**6-17.1** A Proposal must be made under this Regulation:

- (a) if required by the Constitution or Regulations;
- (b) if it requests Council make or change World Sailing policy;
- (c) to admit or cancel Membership;
- (d) to amend the World Sailing Constitution, Regulations, or Code of Ethics;
- (e) to amend the Racing Rules of Sailing, Equipment Rules of Sailing, or Offshore Special Regulations (or any case, call or other interpretation of them);
- (f) to change the events or equipment for the Olympic Games, Paralympic Games (if appropriate) or for World Sailing events; or
- (g) if the Board considers that any other request or proposal received by World Sailing should be treated as a Proposal under this Regulation.

**6-27.2** World Sailing must make decisions on Proposals in accordance with this Regulation unless the Board decides that on a case by case basis that there are exceptional circumstances to decide a Proposal via a different procedure. If so, the Board must promptly inform Council or the General Assembly (if the Proposal will ultimately be determined by them).

**6-37.3** Proposals may be made by:

- (a) a Member National Authority;
- (b) a World Sailing Class Association;
- (c) a Continental Association;
- (d) an Associate Member;
- (e) a Committee, Sub-committee or Commission; or
- (f) a World Sailing Race Official.

**6-47.4** Unless provided to the contrary in the Constitution or Regulations, Proposals must be made on an online portal established and operated by World Sailing. The portal shall:

- (a) be accessible to the groups eligible to make Proposals;

- (b) show all Proposals and their date of submission;
- (c) the body(s) allocated to report on a Proposal;
- (d) the current status of a Proposal; and
- (e) the outcome of a Proposal.

6.57.5 Proposals may be made at any time, but the Chief Executive Officer may, with the agreement of the Board, adjourn the consideration of new Proposals which are received during set closure periods (not exceeding three months in length). These closure periods must be published on the World Sailing website and any Proposals received during a closure period must be acknowledged as received and processed as normal when the period ends.

6.67.6 Proposals to the General Assembly:

- (a) must be made via the portal by the relevant deadline;
- (b) must be allocated to the Board or Council (as appropriate) to make a recommendation to the General Assembly;
- (c) may be allocated by the Board to any other bodies which must report to the Board or Council prior to making their recommendation to the General Assembly (and the timescale for doing so); and
- (d) no recommendation shall be made unless the Board or Council have received all reports due to be made to them on the Proposal.

6.77.7 On receipt, the Chief Executive Officer shall allocate the Proposal as follows:

- (a) The Board may make and publish criteria in relation to the allocation of Proposals which the Chief Executive Officer must apply. In particular, the instructions may require that certain Proposals be prioritised or de-prioritised for consideration based on:
  - (i) their impact on the current World Sailing Strategy or annual plan;
  - (ii) whether or not they appear consistent with the World Sailing Strategy, annual plan, Financial Plan or policies; and
  - (iii) the time and resources needed to consider them.
- (b) Where a Proposal is for a matter to be decided by the Board or Council, the Proposal shall be allocated to the appropriate Committees, Sub-committees, Commissions or Working Groups to consider and report to that body.
- (c) Where a Proposal is for a matter decided under the authority of the Chief Executive Officer, the Chief Executive shall consider and decide on the Proposal within a reasonable time and report the outcome to the Board at its next meeting.
- (d) The Board may change the allocation of Proposals to reporting bodies at any time.

6.87.8 If the Chief Executive Officer considers that a Proposal:

- (a) does not promote the current World Sailing Strategy or annual plan (or is not consistent with them);
  - (b) is inconsistent with an existing World Sailing policy (which the Proposal does not seek to change); or
  - (c) is not capable of being implemented within World Sailing's Financial Plan,
- then they may recommend to the Board that the Proposal be rejected for that reason. The Board may then reject the Proposal (or recommend to Council that the Proposal is rejected if Council is the appropriate decision-making body). If Council disagrees with the

Board's recommendation because the above criteria do not apply, then the Chief Executive Officer shall proceed to allocate the Proposal under Regulation 6.7.

~~6.97.9~~ If a Proposal is rejected under Regulation 6.8, the proposers may request that the rejection be reconsidered at the next in-person meeting of the decision-making body. The proposers must first give written notice of the request to the Chief Executive Officer within 14 calendar days of receiving notice of rejection.

~~6.107.10~~ The Chief Executive Officer shall report to the Board on a quarterly basis on the status of all pending or recently decided Proposals.

~~6.117.11~~ When a recommendation on a Proposal is made, a recommending body shall satisfy itself that, as far as practicable:

- (a) sufficient time has been given to consider the Proposal;
- (b) proper research and background information has been obtained on the Proposal;
- (c) an assessment of the implications of the Proposal has been completed (including time, money, resources and impact on World Sailing); and
- (d) Members and stakeholders have had the opportunity to be consulted via the portal.

The recommendation to the deciding body must confirm the extent to which the above steps have been undertaken.

~~6.127.12~~ Unless specifically permitted otherwise under the Constitution, recommendations to a decision-making body must either be approved or rejected. If a recommendation is rejected, the decision-making body must send it back to the recommending body for further consideration (unless the decision-making body is approving an alternative recommendation received at its meeting).

~~6.137.13~~ Reporting bodies must actively progress consideration of Proposals referred to them and ensure that recommendations are made in a timely manner to the deciding body. If the Board considers that a Proposal is being unduly delayed, it may impose a deadline on the reporting bodies to make their recommendations.

## **8. Permanent Commissions**

8.1 The following permanent Commissions are established by the Board under Article 39.1:

- (a) Coaches Commission
- (b) International Regulations Commission
- (c) Medical Commission
- (d) Safety Commission
- (e) Sailor Categorization Commission
- (f) Sustainability Commission

8.2 Under Article 39.3, the terms of reference of the Commissions are to be prepared by each Commission, approved by the Board, and published on the World Sailing website.

## **9. Athletes' Committee**

9.1 Under Article 51.2, the Athletes' Committee is constituted as follows:

- (a) the Committee shall consist of up to nine members; and no member may serve more than eight years on the Committee;
- (b) there must be no more than one member from any Olympic or Paralympic sailing event; and



(c) on the occasion of each Olympic and/or Paralympic Sailing Competition:

(i) the five longest serving members of the Committee retire; and

(ii) five new members must be elected or appointed to the Committee.

9.2 All members of the Committee must pledge in writing to the Chief Executive Officer, prior to taking office, that they will represent all Olympic and Paralympic sailors.

9.3 At each Olympic Sailing Competition, an election must be held for three members of the Committee to represent Olympic sailors as follows:

(a) only Olympians from the current, or immediately preceding, Olympic Sailing Competition are eligible to stand for election;

(b) only Olympians from the current Olympic Sailing Competition are entitled to vote; and

(c) the election must be administered by the Chief Executive Officer.

9.4 At each Paralympic Sailing Competition, an election must be held for one member of the Committee to represent Paralympic sailors as follows:

(a) only Paralympians from the current, or immediately preceding, Paralympic Sailing Competition are eligible to stand for election;

(b) only Paralympians from the current Paralympic Sailing Competition are entitled to vote;

(c) the election must be administered by the Chief Executive Officer; and

(d) until Sailing is re-included in the Paralympic Games, any references to the "Paralympic Sailing Competition" means the Para World Sailing Championships held in the same year of the Paralympic Games and references to "Paralympians" shall mean sailors competing in the current Para World Sailing Championships (or the immediately preceding one, as appropriate).

9.5 Following each set of elections, the President must appoint, from the sailors who were eligible for election, one further member to promote a good balance between regions, genders and events.

9.6 Following each set of elections and the President's appointment, the members of the Committee must elect a Chair and Vice-Chair by and from their number at their first meeting following each Olympic and Paralympic Games.

9.7 The President may, at the request of the Chair of the Committee, appoint additional former Olympians or Paralympians as non-voting members whose expertise or experience will be of value to the Committee in the execution of its responsibilities. These members may serve for up to two terms of four years.

9.8 In the event of a resignation, the Chief Executive Officer must conduct an election for a replacement member by the sailors from the previous Olympic or Paralympic Sailing Competition. However, if the resignation occurs in the 12 months prior to the next set of scheduled elections, the replacement member must be elected there instead.

## **10. Flags and Emblems**

10.1 If flags or emblems purporting to identify Member National Authorities or their competitors are used at International Events, they must be limited to:

(a) a national flag or emblem, or a delegation flag or emblem where these differ from the national flag or emblem;



- (b) a flag or emblem approved by the IOC; or
- (c) a flag or emblem approved by the Board.

## **SECTION II - EVENTS**

### **11. Olympic Sailing Competition**

11.1 [To be inserted in Phase 3]

### **12. World Sailing and Other Events**

#### *Approval of World titles*

12.1 The approval of World Sailing must be obtained for any event:

- (a) that is described as a world championship;
- (b) that uses the word “World” in the title of the event;
- (c) where any of the promoters, organizers or any other organization official connected with the event represent or hold that the event is a world championship, or act in such a way that the event is reasonably perceived to be a world championship.

12.2 World Sailing Class Associations and international rating systems are granted the standing rights to hold world championships as set out in World Sailing policy and subject to compliance with policy and the Regulations. Other standing approvals must also be set out in policy.

12.3 World Sailing may approve other events as world championships upon written application made by a Member National Authority, Class Association or an organizing authority (as defined in RRS).

12.4 Any virtual or e-gaming world championship may only be held with the express prior written approval of World Sailing and any other world championship rights granted by World Sailing shall not be used for such an event unless with World Sailing’s express prior consent.

#### *Events Calendar*

12.5 The dates for all world and continental championships must be sent to World Sailing no later than 1 August for the following year (including all championship titles to be awarded at the event).

12.6 Organizers of other events may, after receiving the approval of the relevant Member National Authority, apply no later than 1 August for publication of the event on the World Sailing International Events calendar for the following year.

12.7 By 1 October, World Sailing must prepare a list of all approved world championships, continental championships of World Sailing Classes, Major Events and Recognized Events and events submitted under Regulation 12.6.

12.8 World Sailing is the authority to solve any disputes over clashes of dates in the international calendar. All Member National Authorities shall notify World Sailing of their International Events and proposed dates as soon as possible. Dates should be agreed with the Executive Office before 1 August of the preceding year to avoid possible clashes. In the event of a conflict in dates for events involving Classes selected by World Sailing to be equipment at the next Olympic Sailing Competition, the Board must resolve the conflict and all parties must comply with the Board’s decision.

12.9 The dates of ranked events for the Classes selected by World Sailing to be Equipment at the next Olympic Sailing Competition must be sent to World Sailing as required by the ranking system requirements.

12.10 The event organisers must use the World Sailing XML Regatta Reporting format (World Sailing XRR) for Olympic Class ranked events.

### **13. Event Fees and Commercial & Media Rights**

13.1 All events operating under the Racing Rules of Sailing, and all persons or bodies bound by the Constitution and Regulations shall comply with World Sailing policy concerning advertising fees, approval fees, commercial rights, grading fees, media rights and race official fees.

### **14. World Rankings**

14.1 [To be inserted in Phase 3]

## **SECTION III – EQUIPMENT, CLASSES AND RATING SYSTEMS**

### **15. World Sailing Class Associations and Rating Systems**

#### **Applications**

15.1 Applications for World Sailing Class Association status must be in the form required by the Chief Executive Officer. The applicant must pay any fee required by the Board.

15.2 Upon receipt, the Chief Executive Officer must refer applications:

- (a) from rating systems to the Oceanic & Offshore Committee; and
- (b) not from rating systems to the Equipment Committee (but if the application is from an offshore class, they refer the application to the Oceanic & Offshore Committee as well).

15.3 The Equipment Committee or the Oceanic & Offshore Committee (as relevant) must make a recommendation to the Board within a reasonable time on the application.

15.4 The Board must make a final recommendation to the General Assembly.

15.5 No recommendation must be made to the General Assembly until the applicant has delivered to the Chief Executive Officer such contracts as the Board may require be entered into between World Sailing, the class/owners' association, and any owners of intellectual property concerning the class (if relevant).

15.6 If the applicant meets the requirements for "Classic Class" status, the Equipment Committee may recommend that status is awarded.

#### **Requirements on Class Associations**

15.7 A World Sailing Class Association must comply with:

- (a) all relevant World Sailing policies in order to:
  - (i) maintain its status as a World Sailing Class Association;
  - (ii) maintain its right to hold a world championships; and
- (b) the procedures in these Regulations concerning Class Rules and their interpretations.

15.8 If a World Sailing Class Association is in arrears to World Sailing, the Board may suspend any or all of the rights of the Class Association to hold world championships or be selected for a World Sailing event. This is in addition to the Board's powers under Articles 12 and 14.

### Class Rules

- 15.9 World Sailing Class Associations must only change their Class Rules in accordance with the procedures set out in World Sailing policy (unless otherwise provided for in contracts between World Sailing and the World Sailing Class Association).
- 15.10 Interpretations of the Class Rules of World Sailing Class Associations must only be made by World Sailing unless:
- (a) an alternative procedure is contained in contracts between World Sailing and the Class Association; or
  - (b) World Sailing has otherwise approved a different procedure in writing.
- 15.11 Class Rule interpretations made by World Sailing or by the World Sailing Class Association must not be used to change an existing class rule. The Class Association must immediately advise World Sailing of any interpretations it has issued.
- 15.12 Interpretations made by World Sailing must be made as follows:
- (a) Requests for interpretation will only be considered from:
    - (i) Member National Authorities;
    - (ii) the World Sailing Class Association association;
    - (iii) the owners of any relevant intellectual property concerning the Class;
    - (iv) manufacturers of the Class; or
    - (v) International Measurers of the Class.
  - (b) A request for interpretation must be acknowledged with a copy sent to the World Sailing Class Association at the same time.
  - (c) A panel consisting of:
    - (i) the Chair or Vice-Chair of the Equipment Rules Sub-committee;
    - (ii) the technical representative of the World Sailing Class Association; and
    - (iii) a member of World Sailing technical staff.must first decide if the request is valid.
- 15.13 If the request is valid, it must be sent to the Equipment Rules Sub-committee for decision in accordance with the procedures set out in World Sailing policy.
- 15.14 If the request is not valid, the Chief Executive Officer must reject the request and explain the reasons of the panel to the requestor.
- 15.15 Class Rule interpretations have the same status as a class rule and, unless otherwise agreed in the contracts between World Sailing and the World Sailing Class Association, remain valid for:
- (a) a maximum period of two years; or
  - (b) until superseded by a class rule change.

## 16. Safety Reporting

16.1 [To be inserted in Phase 3]

## SECTION IV – RACE OFFICIALS

## 17. Appointment of Race Officials to Events

- 17.1 World Sailing has the authority to appoint race officials for any events which require them in order to ensure that for those events the race officials selected are fully trained and qualified for that event.
- 17.2 When it is appropriate to remunerate race officials, World Sailing must exercise the right to appoint the race officials selected for these events and set the fees to be paid to World Sailing for the services or shall negotiate the appropriate fees.
- 17.3 Except as otherwise provided in the Regulations or policy, the right to appoint race officials is delegated to the organizing authority of the event.
- 17.4 The Board must appoint an Event Appointments Working Group to make all World Sailing's race official appointments and approvals on its behalf (except for appointments to the Olympic Sailing Competition if the appointments are specifically reserved to the Board by policy). The Working Group must consist of:
- (a) an experienced current or former World Sailing Race Official (as Chair)
  - (b) a representative of the Athlete's Committee
  - (c) a representative of the Coaches Commission
  - (d) two additional current or former experienced World Sailing Race Officials
  - (e) the World Sailing staff manager responsible for World Sailing Race Officials (non-voting)
- 17.5 The Working Group must be appointed at the same time as the World Sailing committees for a four-year period in line with the World Sailing committee's term of appointment. The World Sailing Race Officials stated in (a) and (d) above should cover a range of race official disciplines, if possible and may be retired. Casual vacancies shall be filled in accordance with the above principles.