



To: **Secretaries / Chief Executive Officers of Unions and Regional Associations in Membership of World Rugby**

From: **David Carrigy**
Chief of International Federation

Date: **October 30, 2025**

Re: **World Rugby Interim Meeting of Council – World Rugby Council Decisions:**
Notice of Amendment to World Rugby Regulations
Notice of Deferral of Implementation of Regulation 23
Notice of World Rugby Disciplinary Panels

At the 2025 Council Interim Meeting, Council agreed the following:

Notice of Amendments to World Rugby Regulations

- (1) **Regulation 8 – Eligibility to Play for National Representative Teams**
The consideration of the proposed amendments to Regulation 8 was deferred.
- (2) **Regulation 21 – Anti-Doping – [attached annex 1 \(page 2\)](#)**
Implementation date: December 1, 2025

Notice of Deferral of Implementation of Regulation

- (1) **Regulation 23 – Insurance**

*At its Interim Meeting in October 2023, Council agreed changes to Regulation 23 with regards to minimum Union financial liabilities in the event of player Accidental Death or Catastrophic Injury due to take effect from January 1, 2026. Council noted that implementation of the changes to Regulation 23 needed to be deferred to allow for further consideration with regards to the practical implications, particularly for smaller Unions and the possible adoption of alternative solutions. Council **APPROVED** a deferral of the implementation of the amendments to Regulation 23 and therefore, in the interim, the wording of Regulation 23.2 remains unchanged until further notice.*

Notice of Approved World Rugby Disciplinary Panels

- (1) **Regulation 20 – Disciplinary and Judicial Matters**
World Rugby Disciplinary Panels – [attached annex 2 \(page 17\)](#)
Implementation date: Immediate effect

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'David Carrigy'.

David Carrigy
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ANNEX ONE

Regulation 21 – Anti-Doping

Implementation Date: *December 1, 2025*

21.14 CONFIDENTIALITY AND REPORTING

21.14.1 Information Concerning Adverse Analytical Findings, Atypical Findings, and Other Asserted Anti-Doping Rule Violations

21.14.1.1 Notice of Anti-Doping Rule Violations to Players and other Persons

Notice to Players or other Persons of anti-doping rule violations asserted against them shall occur as provided under Regulation 21.7 and 21.14.

If at any point during Results Management up until the anti-doping rule violation charge, World Rugby decides not to move forward with a matter, it must notify the Player or other Person, (provided that the Player or other Person had been already informed of the ongoing Results Management).

Notice to a Player or other Person may be sent by email and/or other means directly and/or via his Union. If the notification takes place via the Union, the Union shall confirm the notification to World Rugby.

21.14.1.2 Notice of Anti-Doping Rule Violations to NADOs and WADA

Notice of the assertion of an anti-doping rule violation to the Player's or other Person's NADO and WADA shall occur as provided under Regulation 21.7 and 21.14, simultaneously with the notice to the Player or other Person.

If at any point during Results Management up until the anti-doping rule violation charge, World Rugby decides not to move forward with a matter, it must give notice (with reasons) to the Anti-Doping Organisations with a right of appeal under Regulation 21.13.2.3.

Such notice may be sent by email and/or other means.

21.14.1.3 Content of [an Notice of Potential](#) Anti-Doping Rule Violation [and](#) Notice of Charge

[21.14.1.3.1 Notice of Potential Anti-Doping Rule Violation](#)

Notification of [ana potential](#) anti-doping rule violation shall include: the Player's or other Person's name, country, discipline (e.g. fifteen or seven-a-side or some other form of the Game and/or age grade), the Player's competitive level, whether the test was In-Competition or Out-of-Competition, the date of Sample collection, the analytical result reported by the laboratory, and other information as required by the International Standard for Testing and Investigations and International Standard for Results Management, as applicable in the case of a violation asserted as a result of a Doping Control.

Notification of potential anti-doping rule violations other than under Regulation 21.2.1 shall also include the rule violated and the basis of the asserted violation.

21.14.1.3.2 Notice of Charge

If World Rugby determines that a Player or other Person has a case to answer for violation of this Regulation 21, World Rugby will prepare and send a written notice of charge to the Player or other Person (Notice of Charge), which will contain the following information:

a) the specific provision(s) of this Regulation that the Participant is alleged to have violated;

b) the facts alleged in support of such charge(s);

c) confirmation that the provisional suspension imposed on the Player or other Person pursuant to Regulation 21.7.4.1 remains in place; and

d) the sanction(s) that World Rugby says should be imposed under Regulation 21 if the charge(s) is/ are upheld;

e) The Player or other Person's right:

(i) to admit the charge(s) and to accept the sanction(s) specified in the Notice of Charge;

(ii) to admit the charge(s) but to dispute (or seek to mitigate) the sanction(s) specified in the Notice of Charge, and to have the matter of sanction(s) determined by a Judicial Committee in accordance with Regulation 21 if it cannot be agreed between the parties; or

(iii) to dispute the charge(s) and to have the charge(s) determined (along with any sanctions, where a charge is upheld) by a Judicial Committee in accordance with Regulation 21; and

(iv) the deadline for the Player or other Person to provide a response to the charges (which will be no fewer than 14 days from the date of receipt of the Notice of Charge by the Player or other Person).

21.14.1.4 Status Reports

Except with respect to investigations which have not resulted in a notice of an anti-doping rule violation pursuant to Regulation 21.14.1.1, the Player's or other Person's NADO and WADA shall be regularly updated on the status and findings of any review or proceedings conducted pursuant to Regulation 21.7, 21.8 or 21.13 and shall be provided with a prompt written reasoned explanation or decision explaining the resolution of the matter.

21.14.1.5 Information Sharing and Confidentiality

(i) The Subject to (ii) below, the recipient organisations shall not disclose this information beyond those Persons with a need to know (which would include the appropriate personnel at the applicable National Olympic Committee, [Anti-Doping Organisation](#), Union, Association as applicable, and Club or Rugby Body) until World Rugby has made Public Disclosure as permitted by Regulation 21.14.3.

(ii) Subject to applicable local laws, within seven (7) days of receipt of either the Notice of Potential Anti-Doping Rule Violation and/or the Notice of Charge (if applicable), the Player's Union shall provide the Player's Club with a copy of the Notice received.

21.14.1.6 Protection of Confidential Information by an Employee or Agent of World Rugby

World Rugby shall ensure that information concerning Adverse Analytical Findings, Atypical Findings, and other asserted anti-doping rule violations remains confidential until such information is Publicly Disclosed in accordance with Regulation 21.14.3. World Rugby shall ensure that its employees (whether permanent or otherwise), contractors, agents, consultants, and Delegated Third Parties are subject to fully enforceable contractual duty of confidentiality and to fully enforceable procedures for the investigation and disciplining of improper and/or unauthorised disclosure of such confidential information.

21.14.2 **Notice of Anti-Doping Rule Violation or violations of Ineligibility or Provisional Suspension Decisions and Request for Files**

21.14.2.1 Anti-doping rule violation decisions or decisions related to violations of Ineligibility or Provisional Suspension rendered pursuant to Regulation 21.7.6, 21.8.2, 21.10.5, 21.10.6, 21.10.7, 21.10.14.3 or 21.13.5 shall include the full reasons for the decision, including, if applicable, a justification for why the maximum potential sanction was not imposed. Where the decision is not in English, World Rugby shall provide an English summary of the decision and the supporting reasons.

21.14.2.2 An Anti-Doping Organisation having a right to appeal a decision received pursuant to Regulation 21.14.2.1 may, within fifteen (15) days of receipt, request a copy of the full case file pertaining to the decision.

21.14.3 **Public Disclosure**

21.14.3.1 Where an anti-doping rule violation may have been committed, World Rugby, the Union, Association and/or Tournament Organiser concerned shall take reasonable steps to maintain confidentiality of the Player(s) or other Person(s) involved until the testing and analysis has been completed, the Judicial Committee hearing decision has been reached and the Player, or Person and his Union have been informed. Where the circumstances warrant it, the identity of the Player or other Person(s) who is formally alleged to have committed the anti-doping rule violation,

may be publicly disclosed by his Union (after reasonable notice to the Player and/or other Person, his NADO, World Rugby and WADA in accordance with, and subject to compliance with, Regulation 21.7.2.2 as applicable save in cases of emergency media situations, public speculation and/or other exceptional and/or unusual cases) if non-disclosure could potentially damage the reputation of the Player or other Person's Union or Player or other Person's team always having due regard to the Player or other Person's own reputation.

- 21.14.3.2** No later than twenty (20) days after it has been determined in an appellate decision under Regulation 21.13.2.1 or 21.13.2.2, or an appeal has been waived, or a hearing in accordance with Regulation 21.8 has been waived, or the assertion of an anti-doping rule violation has not otherwise been timely challenged, or the matter has been resolved under Regulation 21.10.8, or a new period of Ineligibility, or reprimand, has been imposed under Regulation 21.10.14.3, World Rugby must Publicly Disclose the disposition of the anti-doping matter, including the sport, the anti-doping rule violated, the name of the Player or other Person committing the violation, the Prohibited Substance or Prohibited Method involved (if any) and the Consequences imposed. World Rugby must also Publicly Disclose within twenty (20) days the results of appellate decisions concerning anti-doping rule violations, including the information described above, subject at all times to the extent permitted by applicable laws.¹
- 21.14.3.3** After an anti-doping rule violation has been determined to have been committed in an appellate decision under Regulation 21.13.2.1 or 21.13.2.2 or an appeal has been waived, or in a hearing in accordance with Regulation 21.8 or where such hearing has been waived, or the assertion of an anti-doping rule violation has not otherwise been timely challenged, or the matter has been resolved under Regulation 21.10.8, World Rugby, the Union, Association or Tournament Organiser as applicable may make public such determination or decision and may comment publicly on the matter.
- 21.14.3.4** In any case where it is determined, after a hearing, or appeal, that the Player or other Person did not commit an anti-doping rule violation, the fact that the decision has been appealed, may be Publicly Disclosed. However, the decision itself and the underlying facts may not be Publicly Disclosed except with the consent of the Player or other Person who is the subject of the decision. World Rugby, the Union, Association or Tournament Organiser as applicable shall use reasonable efforts to obtain such consent, and if consent is obtained, shall Publicly Disclose the decision in its entirety or in such redacted form as the Player or other Person may approve.

¹ [Comment to Regulation 21.14.3.2: Where Public Disclosure as required by Regulation 21.14.3.2 would result in a breach of other applicable laws, World Rugby's failure to make the Public Disclosure will not result in a determination of non-compliance with Code as set forth in Article 4.1 of the International Standard for the Protection of Privacy and Personal Information.]

21.14.3.5 Publication shall be accomplished at a minimum by placing the required information on World Rugby website (and as applicable the website of the Union, Association or Tournament Organiser) and leaving the information up for the longer of one (1) month or the duration of any period of Ineligibility.

21.14.3.6 Except as provided in Regulation 21.14.3.1 and 21.14.3.3, no Anti-Doping Organisation, Union, or WADA-accredited laboratory, or any official of any such body, shall publicly comment on the specific facts of any pending case (as opposed to general description of process and science) except in response to public comments attributed to, or based on information provided by, the Player, other Person or their entourage or other representatives.

21.14.3.7 The mandatory Public Disclosure required in Regulation 21.14.3.2 shall not be required where the Player or other Person who has been found to have committed an anti-doping rule violation is a Minor, Protected Person or Recreational Player. Any optional Public Disclosure in a case involving a Minor, Protected Person or Recreational Player shall be proportionate to the facts and circumstances of the case.

21.14.4 Statistical Reporting

World Rugby shall, at least annually, publish publicly a general statistical report of its Doping Control activities, with a copy provided to WADA.

21.14.5 Doping Control Information Database and Monitoring of Compliance

To enable WADA to perform its compliance monitoring role and to ensure the effective use of resources and sharing of applicable Doping Control information among Anti-Doping Organisations, World Rugby shall report to WADA through ADAMS Doping Control-related information, including, in particular:

- (a) Athlete Biological Passport data for International-Level Players and National-Level Players;
- (b) Whereabouts information for Players including those in Registered Testing Pools;
- (c) TUE decisions; and
- (d) Results Management decisions,

as required under the applicable International Standard(s).

21.14.5.1 To facilitate coordinated test distribution planning, avoid unnecessary duplication in Testing by various Anti-Doping Organisations, and to ensure that Athlete Biological Passport profiles are updated, World Rugby shall report all In-Competition and Out-of-Competition tests to WADA by entering the Doping Control forms into ADAMS in accordance

with the requirements and timelines contained in the International Standard for Testing and Investigations.

21.14.5.2 To facilitate WADA's oversight and appeal rights for TUEs, World Rugby shall report all TUE applications, decisions and supporting documentation using ADAMS in accordance with the requirements and timelines contained in the International Standard for Therapeutic Use Exemptions.

21.14.5.3 To facilitate WADA's oversight and appeal rights for Results Management, World Rugby shall report the following information into ADAMS in accordance with the requirements and timelines outlined in the International Standard for Results Management: (a) notifications of anti-doping rule violations and related decisions for Adverse Analytical Findings; (b) notifications and related decisions for other anti-doping rule violations that are not Adverse Analytical Findings; (c) whereabouts failures; and (d) any decision imposing, lifting or reinstating a Provisional Suspension.

21.14.5.4 The information described in this Regulation will be made accessible, where appropriate and in accordance with the applicable rules, to the Player, the Player's NADO, and any other Anti-Doping Organisations with Testing authority over the Player.

21.14.6 Data Privacy

21.14.6.1 World Rugby may collect, store, process or disclose personal information relating to Players and other Persons where necessary and appropriate to conduct its Anti-Doping Activities under the Code, the International Standards (including specifically the International Standard for the Protection of Privacy and Personal Information), these Anti-Doping Rules, and in compliance with World Rugby's own privacy practices, policies and protocols and with applicable law.

21.14.6.2 Without limiting the foregoing, World Rugby shall:

- (a) Only process personal information in accordance with a valid legal ground;
- (b) Publish its Anti-Doping Privacy Statement on its website setting out how Player and Participant personal information may be processed by World Rugby and other Persons for the purpose of the implementation of these Anti-Doping Rules;
- (c) Ensure that any third-party agents (including any Delegated Third Party) with whom World Rugby shares the personal information of any Participant or Person is subject to appropriate technical and contractual controls to protect the confidentiality and privacy of such information.

21.14.6.3 Each Participant shall be deemed to understand and accept that the submission by such Participant of their information (including their personal data) to any Person, and the collection, processing, disclosure and use of such information in accordance with, and for the purposes of implementing these Anti-Doping Rules (in accordance with the International Standard for the Protection of Privacy and Personal Information and as otherwise required to implement these Anti-Doping Rules) is a condition of his membership, accreditation and/or participation in the Game to the extent World Rugby has brought this information to the Participant's attention. Accordingly, each Participant will be deemed to understand and accept that withdrawing his consent to, objecting to the disclosure of, or objecting to the processing of, his Doping Control Related Data may make anti-doping testing and procedures in accordance with these Anti-Doping Rules and/or the Code and/or equivalent anti-doping regulations, as applicable, and the International Standards impossible. In such case a withdrawal of consent or objection could be equivalent to an anti-doping rule violation whether it falls within the definition of Tampering or otherwise and which may exclude such Participant from further participation in the Game, and therefore may result in disciplinary or other sanctions being imposed upon such Participant, such as disqualification from competitions in which the Participant is scheduled to participate or the invalidation of results arising from prior competitions.

21.15 IMPLEMENTATION OF DECISIONS

21.15.1 Automatic Binding Effect of Decisions by Signatory Anti-Doping Organisations

21.15.1.1 A decision of an anti-doping rule violation made by a Signatory Anti-Doping Organisation, an appellate body (Article 13.2.2 of the Code) or CAS shall, after the parties to the proceedings are notified, automatically be binding beyond the parties to the proceedings upon World Rugby and all Unions and Associations, as well as every Signatory in every sport with the effects described below:

21.15.1.1.1 A decision by any of the above-described bodies imposing a Provisional Suspension (after a Provisional Hearing has occurred or the Player or other Person has either accepted the Provisional Suspension or has waived the right to a Provisional Hearing, expedited hearing or expedited appeal offered in accordance with Regulation 21.7.4.3) automatically prohibits the Player or other Person from participation (as described in Regulation 21.10.14.1) in all sports within the authority of any Signatory during the Provisional Suspension.

21.15.1.1.2 A decision by any of the above-described bodies imposing a period of Ineligibility (after a hearing has occurred or been waived) automatically prohibits the Player or other Person from participation (as described in Regulation 21.10.14.1) in all sports within the authority of any Signatory for the period of Ineligibility.

21.15.1.1.3 A decision by any of the above-described bodies accepting an anti-doping rule violation automatically binds all Signatories.

21.15.1.1.4 A decision by any of the above-described bodies to Disqualify results under Regulation 21.10.10 for a specified period automatically Disqualifies all results obtained within the authority of any Signatory during the specified period.

21.15.1.2 World Rugby and all Unions and Associations shall recognise and implement a decision and its effects as required by Regulation 21.15.1.1, without any further action required, on the earlier of the date World Rugby receives actual notice of the decision or the date the decision is placed into ADAMS.

21.15.1.3 A decision by an Anti-Doping Organisation, a national appellate body or CAS to suspend, or lift, Consequences shall be binding upon World Rugby and all Unions and Associations without any further action required, on the earlier of the date World Rugby receives actual notice of the decision or the date the decision is placed into ADAMS.

21.15.1.4 Notwithstanding any provision in Regulation 21.15.1.1 however, a decision of an anti-doping rule violation by a Major Event Organisation made in an expedited process during an Event shall not be binding on World Rugby, Unions or Associations unless the rules of the Major Event Organisation provide the Player or other Person with an opportunity to an appeal under non-expedited procedures.²

21.15.2 Implementation of Other Decisions by Anti-Doping Organisations

World Rugby and its Unions may decide to implement other anti-doping decisions rendered by Anti-Doping Organisations not described in Regulation 21.15.1.1 above, such as a Provisional Suspension prior to a Provisional Hearing or acceptance by the Player or other Person.³

21.15.3 Implementation of Decisions by Body that is not a Signatory

An anti-doping decision by a body that is not a Signatory to the Code shall be implemented by World Rugby and its Unions and Associations, if World Rugby finds that the decision purports to be within the authority

² [Comment to Regulation 21.15.1.4: By way of example, where the rules of the Major Event Organisation give the Player or other Person the option of choosing an expedited CAS appeal or a CAS appeal under normal CAS procedure, the final decision or adjudication by the Major Event Organisation is binding on other Signatories regardless of whether the Player or other Person chooses the expedited appeal option.]

³ [Comment to Regulation 21.15.1 and 21.15.2: Anti-Doping Organisation decisions under Regulation 21.15.1 are implemented automatically by other Signatories without the requirement of any decision or further action on the Signatories' part. For example, when a NADO decides to Provisionally Suspend a Player, that decision is given automatic effect at the International Federation level. To be clear, the "decision" is the one made by the NADO, there is not a separate decision to be made by the International Federation. Thus, any claim by the Player that the Provisional Suspension was improperly imposed can only be asserted against the NADO. Implementation of Anti-Doping Organisations' decisions under Regulation 21.15.2 is subject to each Signatory's discretion. A Signatory's implementation of a decision under Regulation 21.15.1 or Regulation 21.15.2 is not appealable separately from any appeal of the underlying decision. The extent of recognition of TUE decisions of other Anti-Doping Organisations shall be determined by Regulation 21.4.4 and the International Standard for Therapeutic Use Exemptions.]

of that body and the anti-doping rules of that body are otherwise consistent with the Code.⁴ This review and decision shall be taken on behalf of World Rugby by representative(s) of the Anti-Doping Advisory Committee.

21.16 STATUTE OF LIMITATIONS

No anti-doping rule violation proceeding may be commenced against a Player or other Person unless he has been notified of the anti-doping rule violation as provided in Regulation 21.7, or notification has been reasonably attempted, within ten (10) years from the date the violation is asserted to have occurred.

21.17 EDUCATION

21.17.1 World Rugby shall plan, implement, evaluate, monitor, and promote Education in line with the requirements of Regulation 21.18.2 and the International Standard for Education.

21.17.2 Each Union and Association shall within its means and in co-operation with World Rugby, its NADO, its Clubs and other constituents, plan, implement, evaluate, monitor and promote Education in line with the requirements of Regulation 21.18.2, the International Standard for Education and any applicable World Rugby policies from time to time.

21.18 ADDITIONAL ROLES AND RESPONSIBILITIES OF UNIONS AND ASSOCIATIONS

21.18.1 All Unions and Associations and their members shall comply with the Code, International Standards, and these Anti-Doping Rules. All Unions, Associations (and Tournament Organisers) shall include in their policies, rules and programmes the provisions necessary to ensure that World Rugby may enforce these Anti-Doping Rules (including carrying out Testing) directly in respect of Players (including National-Level Players) and other Persons under their anti-doping authority as specified in the Introduction to these Anti-Doping Rules (Section “Scope of these Anti-Doping Rules”).

21.18.2 Each Union and Association shall incorporate these Anti-Doping Rules either directly or by reference into its governing documents, constitution and/or rules as part of the rules of sport that bind their members so that the Union or Association, as applicable, may enforce them itself directly

⁴ [Comment to Regulation 21.15.3: Where the decision of a body that has not accepted the Code is in some respects Code compliant and in other respects not Code compliant, World Rugby, other Signatories and National Federations should attempt to apply the decision in harmony with the principles of the Code. For example, if in a process consistent with the Code a non-Signatory has found a Player to have committed an anti-doping rule violation on account of the presence of a Prohibited Substance in the Player's body but the period of Ineligibility applied is shorter than the period provided for in the Code, then World Rugby and all other Signatories should recognise the finding of an anti-doping rule violation and the Player's NADO should conduct a hearing consistent with Regulation 21.8 to determine whether the longer period of Ineligibility provided in the Code should be imposed. World Rugby or other Signatory's implementation of a decision, or their decision not to implement a decision under Regulation 21.15.3, is appealable under Regulation 21.13.]

in respect of Players (including National-Level Players) and other Persons under its anti-doping authority.

- 21.18.3** By adopting these Anti-Doping Rules, and incorporating them into their governing documents and rules of sport, Unions and Associations shall cooperate with and support World Rugby in that function. They shall also recognise, abide by, and implement the decisions made pursuant to these Anti-Doping Rules, including the decisions imposing sanctions on Persons under their authority.
- 21.18.4** All Unions and Associations shall take appropriate action to enforce compliance with these Anti-Doping Rules, the Code, International Standards, and these Anti-Doping Rules by inter alia:
- (a) conducting Testing only under the documented authority of World Rugby and using their NADO or other Sample collection authority to collect Samples in compliance with the International Standard for Testing and Investigations;
 - (b) recognising the authority of the NADO in their country in accordance with Article 5.2.1 of the Code and assisting as appropriate with the NADO's implementation of the national Testing programme for their sport;
 - (c) analysing all Samples collected using a WADA-accredited or WADA-approved laboratory in accordance with Regulation 21.6.1;
 - (d) ensuring that any national level anti-doping rule violation cases discovered by Unions are adjudicated by an Operationally Independent hearing panel in accordance with Regulation 21.8.1 and the International Standard for Results Management.
- 21.18.5** All Unions and Associations shall establish rules requiring all Players and each Player Support Personnel who participates as coach, trainer, manager, team staff, official, medical or paramedical personnel in a Competition or activity authorised or organised by a Union or Association or one of its or their member organisations as applicable to agree to be bound by these Anti-Doping Rules and to submit to the results management authority of the Anti-Doping Organisation responsible under the Code as a condition of such participation.
- 21.18.6** All Unions and Associations shall report any information suggesting or relating to an anti-doping rule violation to World Rugby and to the relevant NADO(s) and shall cooperate with investigations conducted by any Anti-Doping Organisation with authority to conduct the investigation. Unions and must also keep World Rugby fully apprised in relation to cases in their country in accordance with Regulation 21.7.10.2.
- 21.18.7** All Unions shall have disciplinary rules in place to prevent Player Support Personnel who are Using Prohibited Substances or Prohibited Methods

without valid justification from providing support to Players under the authority of World Rugby or the Union.

21.18.8 All Unions and Associations shall comply with the Education obligations in Regulation 21.17.2.

21.18.9 All Unions shall take appropriate action to inform each and every one of its members, Players and other Persons of these Anti-Doping Rules and the Union's anti-doping regulations. Unions must further inform their members, Players, and other Persons that they must comply with these Anti-Doping Rules and the anti-doping regulations of the Union under whose jurisdiction they are participating.

21.18.10 All Unions and Associations (and Tournament Organisers) shall assist World Rugby and, where applicable, other Unions in undertaking Doping Controls and results management processes. Any Union, Association (and/or Tournament Organiser) preventing, hindering, or otherwise obstructing the carrying out of such Doping Control shall be subject to disciplinary action by World Rugby. Any Rugby Body or Club that prevents, hinders, or otherwise obstructs the carrying out of any Doping Control shall be subject to disciplinary action by its Union.

21.18.11 Each Union and Association (and Tournament Organiser) is responsible for ensuring in relation to its implementation of these Anti-Doping Rules that any and all applicable data regulation clearances and medical confidentiality clearances and consents relating to, without limitation, disclosure and distribution of whereabouts information, analysis results, medical information and findings and decisions of hearings are obtained for the benefit of and use by the Union, Association (and Tournament Organiser), World Rugby, NADO and WADA.

21.18.12 Each Union and Association (and Tournament Organiser) shall ensure that its disciplinary regulations and/or code of conduct allow for it to enforce Regulations 21.20.6, 21.20.8, 21.21.5, 21.21.6, 21.21.7, 21.22.3, 21.22.4 and 21.22.5 within their respective jurisdictions.

World Rugby may at its absolute discretion withhold some or all of its funding to Unions or Associations which are not in compliance with these Anti-Doping Rules.

21.19 ADDITIONAL ROLES AND RESPONSIBILITIES OF WORLD RUGBY

21.19.1 In addition to the roles and responsibilities described in Article 20.3 of the Code for International Federations, World Rugby shall report to WADA on World Rugby's compliance with the Code and the International Standards in accordance with Article 24.1.2 of the Code.

21.19.2 Subject to applicable law, and in accordance with Article 20.3.4 of the Code, all World Rugby board members, directors, officers, employees and appointed Delegated Third Parties who are involved in any aspect of Doping Control, must sign a form provided by World Rugby, agreeing

to be bound by these Anti-Doping Rules as Persons in conformity with the Code for direct and intentional misconduct.

- 21.19.3** Subject to applicable law, and in accordance with Article 20.3.5 of the Code, any World Rugby employee who is involved in Doping Control (other than authorised anti-doping Education or rehabilitation programmes) must sign a statement provided by World Rugby confirming that they are not Provisionally Suspended or serving a period of Ineligibility and have not been directly or intentionally engaged in conduct within the previous six (6) years which would have constituted a violation of anti-doping rules if Code-compliant rules had been applicable to them.

21.19.4 World Rugby Powers of Demand

Please note: This policy has been introduced on a trial basis until 30 November 2027 and will thereafter be subject to review by World Rugby on whether to make its inclusion within Regulation 21 permanent.

- 21.19.4.1 When World Rugby suspects that a Player, Player Support Personnel or other Person may have information about a potential violation of Regulation 21.2.5, Regulation 21.2.7 and/or Regulation 21.2.11 it may make a written demand (a “**Demand**”) to the Player, Player Support Personnel or other Person for information relating to the potential violation.

- 21.19.4.2 A Demand may only be issued where:

21.19.4.2.1 the General Counsel (Federation) of World Rugby reasonably believes that doing so may lead to the discovery of relevant evidence, and

21.19.4.2.2 the General Counsel (Federation) of World Rugby (or their nominee) has applied to an independent adjudicator (a member of the World Rugby judicial panel appointed by the Judicial Panel Chairman) setting out the reasons for their belief, and

21.19.4.2.3 the independent adjudicator has approved the issuing of the Demand, taking into account the proportionality and reasonableness of the Demand.

- 21.19.4.3 A Demand can be issued at any time after an investigation for anti-doping purposes has started but only after the issuing of the Demand has been approved in accordance with Regulation 21.19.4.2.3. World Rugby may issue more than one Demand in the same investigation provided each Demand issued has been approved in accordance with Regulation 21.19.4.2.3.

- 21.19.4.4 Where a Player, Player Support Personnel or other Person wishes to object to the issuing of a Demand then:

- 21.19.4.4.1 any objection must be received within 14 days of the Demand issuing and be in writing;
- 21.19.4.4.2 The validity of the Demand will be assessed by an independent adjudicator and their decision will be final;
- 21.19.4.4.3 If Regulation 21.19.4.4.1 has been complied with then they are not required to comply with the Demand until such time as a decision as to its validity has been made by an independent adjudicator; and
- 21.19.4.4.4 If the independent adjudicator decides that the Demand is valid then they must provide a revised deadline for compliance with the Demand with at least the same period for compliance as stated in the Demand commencing from the date of their decision.
- 21.19.4.5 As part of a Demand, World Rugby may require a Player or Player Support Personnel or other Person to do/provide the following:
 - 21.19.4.5.1 attend before World Rugby for an interview, or to answer any question, or to provide a written statement setting out their knowledge of any relevant facts and circumstances;
 - 21.19.4.5.2 provide for inspection, copying and/or downloading any records or files that the General Counsel (Federation) of World Rugby reasonably believes may contain relevant information (such as itemised telephone bills, bank statements, ledgers, notes, files, correspondence, emails, and text or similar messages);
 - 21.19.4.5.3 provide for inspection, copying and/or downloading any electronic storage device that the General Counsel (Federation) of World Rugby reasonably believes may contain relevant information (such as cloud-based servers, computers, hard drives, mobile telephones, laptop computers, tablets, and other mobile storage devices);
 - 21.19.4.5.4 provide passwords, login credentials and other identifying information required to access information that is the subject of a Demand.
- 21.19.4.6 The Player, Player Support Personnel or other Person must cooperate promptly, truthfully, completely and in good faith with a Demand, including providing the information or access requested within the deadline specified in the Demand or as determined in accordance with Regulation 21.19.4.4.4.
- 21.19.4.7 If a Player, Player Support Personnel or other Person obstructs or delays an investigation in relation to a Demand, e.g. by providing false,

misleading or incomplete information or documentation and/or by tampering or destroying any documentation or other information that may be relevant to the investigation, that will constitute a violation of these Anti-Doping Rules.



ANNEX TWO

Regulation 20: Disciplinary and Judicial Matters

World Rugby Disciplinary Panels - Approved by Council September 23, 2025

Implementation date: *Immediate effect*

Proposed Citing Commissioners

Name	F/M	Union
Alasdair Robertson	M	CRFU (Cayman)
Yolanda Meiring	F	CRFU (Cayman)
Adrien Menez	M	FFR
Wejdane Limame	F	FFR / Rugby Afrique
Philippe Lenne	M	FFR
Sébastien Lorant-Raze	M	FFR
Olivier Astier	M	FFR
Lise M'Foudi	F	FFR
Patrick Handl	M	FFR
Stefano Marrama	M	FIR
Alberto Recaldini	M	FIR
Gabriele Pezzano	M	FIR
Mihai Irimia	M	FRR
Tamas King	M	HK Rugby
Christopher Hoare	M	HKCR
Ralph Ybema	M	HKCR
Eugene Ryan	M	IRFU
Ed Kenny	M	IRFU
Peter Ferguson	M	IRFU
Helen O'Reilly	F	IRFU
Tim Lowry	M	IRFU
Ciaran Scally	M	IRFU
Murray Whyte	M	IRFU
Kazuhiro Mimoto	M	JRFU
Simon Ryan	M	JRFU
James Absaloms	M	KRFU
Edwin Teya	M	KRFU
Cameron Kotze	M	NRU
Michael O'Leary	M	NZR
Keith Brown	M	NZR
Sarah Persico	F	NZR
Tony Duffin	M	NZR
Amal Prasad	M	NZR
Ian Dallas	M	NZR
Waikato Fatu	M	Oceania (Samoa)
Jonewalesi Robson	M	Oceania (Fiji)
Emmanuel Auru	M	Oceania (PNG)
Scott Nowland	M	RA
James Sherriff	M	RA
Debby Carley	F	RA
Rachelle Pirie	F	RA
Vanessa Bradley	F	RA
Shaun Gallagher	M	RFU
Danae Zamboulis	F	RFU
Chris Catling	M	RFU
Jay Curts	M	RFU
Matt Banahan	M	RFU
Dave Guyan	M	RFU
Budge Poutney	M	RFU
James Hudson	M	RFU

Richard Nunn	M	RFU
Mostafa Jelti	M	Rugby Africa (Morocco)
John Ojara	M	Rugby Africa (Kenya)
Bruce Kuklinski	M	Rugby Canada
Tim Ricketts	M	Rugby Canada
Karen Lozada	F	Rugby Canada
Alan Gray	M	Rugby Canada
John de Goede	M	Rugby Canada
Kristina Wolfe	F	Rugby Canada
Deker Govender	M	SA Rugby
Jerome America	M	SA Rugby
Nomsebenzi Tsotsobe	F	SA Rugby
Shaun Veldsman	M	SA Rugby
Chris Galea	M	Singapore
Azhar Yusof	M	Singapore
Eunice Tay	F	Singapore
Palemia Field	M	SRL
Galumalemana George Stowers	M	SRU (Samoa)
Burieta Leauga	M	SRU (Samoa)
Beth Dickens	F	SRU
Gary Gordon	M	SRU
Clare Shryane	F	SRU
Jennifer Cram	F	SRU
Malcolm Currie	M	SRU
Alex Logan (Pratt)	F	SRU
Charles Samson	M	SRU
Norman Drake	M	UAERF
Andrew Muir	M	UAERF
Andres Mackern	M	UAR
Gerardo Lopez	M	UAR
Cristian Massa	M	UAR (SAR)
Gaston Polo Olivera	M	UAR
Roger Sebina	M	UGA
Rafael Bianchi	M	URU
Eduardo Blengio	M	URU (SAR)
David Pelton	M	USAR
Mike Kelly	M	USAR
Dana Teagarden	F	USAR
Amanda Cross	F	USAR
Jason Schiessl	M	USAR
Jonathan Cooper	M	USAR
Jason Wallach	M	USAR
Greg Mason	M	USAR
Stuart Scott Morgan	M	WRU
Jeff Mark	M	WRU
Abigail Kawonza	F	ZRU

In addition, the following Citing Commissioners have been co-opted to the Panel by the Chair of the World Rugby Match Officials Appointments Committee as per Regulation 20.5.4

James Hall (RFU)

Chris Sharp (RFU)

Proposed Judicial Officers

Name	F/M	Union
Matthew Dors	M	CRFU (Cayman)
Andrea Caranci	M	FIR
Piergiorgio Della Porta Rodiani	M	FIR
Luca Di Gregorio	M	FIR
Flaminia Longobardi	F	FIR
Achille Reali	M	FIR
Francesco Grillo	M	FIR
Philippe Cavalieros	M	FFR
Jean-Noël Couraud	M	FFR
Jean-René Hegoburu	M	FFR
Marcello d'Orey	M	FPR
Andrei Mircea Zamfirescu	M	FRR
Jonathan Crompton	M	HKRC
David Boyton	M	HKRC
Jennifer Donovan	F	IRFU
Mark Curran	M	IRFU
Rose Alice Murphy	F	IRFU
Hiroyuki Komyo	M	JRFU
Masakazu Hara	M	JRFU
Teruma Naito	M	JRFU
Ramesh Lachmanan	M	Asia Rugby (Malaysia)
Michael Heron KC	M	NZR
Helen Morgan	F	NZR
Nigel Hampton KC	M	NZR
Mike Mika	M	NZR
Charles Cuthbert	M	Pakistan Rugby
Bartosz Marczyński	M	PRU (Poland)
Steve Hardy	M	RA
Adam Casselden SC	M	RA
Daniel White	M	RFU
Gareth Graham	M	RFU
Jeremy Summers	M	RFU
Matthew Weaver KC	M	RFU
Richard Whittam KC	M	RFU
Antony Davies	M	RFU
Mike Hamlin	M	RFU
Philip Evans KC	M	RFU
Matthew O'Grady	M	RFU
Michiel van Dijk	M	RN (Netherlands)
Gert Mark Smelt	M	RN (Netherlands)
Alan Hudson	M	Rugby Canada
Brian Conway	M	Rugby Canada
Adv Sibonile Khoza	M	SA Rugby
Adv Tembeleni Mayosi	M	SA Rugby
Adv Robert Stelzner SC	M	SA Rugby
Shao Ing Wang	F	Singapore
Taulapapa Brenda Heather-Latu	F	SRU (Samoa)

Name	F/M	Union
Sheriff Kathrine Mackie	F	SRU
Roddy Dunlop QC	M	SRU
Roddy MacLeod	M	SRU
Robert Milligan KC	M	SRU
Jonathan Rennie	M	SRU
Sheriff Colm Dempsey	M	SRU
Pam Woodman	F	SRU
Rod McKenzie	M	SRU
Scott Hutton	M	UAERF
David Cordeviola	M	UAR
Fernando Curet	M	UAR
Ricardo Nabias	M	UAR
Jeroline Akubu (Ms)	F	URU (Uganda)
Felipe Vázquez Rivera	M	URU (Uruguay)
Carlos Peña Rachetti	M	URU (Uruguay)
Gary Lee Heavner	M	USAR
Matthew Eason	M	USAR
James Russell	M	USAR
John Coppinger	M	USAR
Scott Duval	M	USAR
Paul Rosenzweig	M	USAR
Chris Picard	M	USAR
Owain Rhys James	M	WRU
Declan Goodwin	M	WRU
Rhian Williams	F	WRU
Richard Cole	M	WRU
Simon Thomas	M	WRU
Roger Morris	M	WRU

Proposed Judicial Panel Members

Name	F/M	Union
Yannick Jauzion	M	FFR
Valeriu Toma	M	FRR
Bogdan Zebega	M	FRR
Donal Courtney	M	IRFU
Aggrey Chabeda	M	KRU
Mike Mika	M	NZR
Chris Smith	M	NZR
Ofisa Tonu'u	M	NZR
John Langford	M	RA
David Croft	M	RA
Wayne Erickson	M	RA
Ben Daley	M	RA
Joe Pincus	M	RA
Becky Essex	F	RFU
Leon Lloyd	M	RFU
Christian Scotland-Williamson	M	RFU
Vicky Irwin	F	RFU
Martyn Wood	M	RFU
Andrew McMaster	M	Rugby Canada
Stefan Terblanche	M	SA Rugby
Sarah Smith	F	SRU
Tim Swinson	M	SRU
José Luis Rolandi	M	UAR
Juan Pablo Spirandelli	M	UAR
Chris Morgan	M	WRU
Olly Kohn	M	WRU
Jamie Corsi	M	WRU

In addition, the following Panel Member has been co-opted to the Panel by the Independent Judicial Panel Chair as per Regulation 20.2.6

Alexandre Audebert (FFR)