

Updated 1 July2024

Participation of RUS athletes in Virtus competition

On 24th June 2024 and effective immediately, the Virtus Governing Board agreed that "Following the decision of the IPC GA (Nov23), Virtus will allow the participation of RUS nationals as neutrals (athletes and staff) in upcoming Virtus competition based on the rules prepared by IPC and amended for Virtus". These amendments are set out below:

To be read in conjunction with 'World Para Sports Neutral Athlete and Support Personnel Regulations' (Nov 2023) – attached.

- Para 1 As Belarus is not a member of Virtus, guidance relates to Russian athletes only at this time.
- Para 5 for Virtus team sports, this also includes basketball, football/futsal and para hockey. For the avoidance of doubt all relay events are also considered as team sports however doubles events in tennis and table tennis are considered as individuals (where both players are neutral athletes).
- Para 6 the guidance concerning representatives of NPC RUS are accepted in full. Representatives of the Virtus member 'Russian Federation for Intellectual Disability' are not excluded unless they additionally hold a role with the NPC or other governing organisations mentioned.
- Para 9 Uniform must be approved by Virtus and where relevant the https://www.ittf.com/2023/11/25/ittf-world-youth-championships-2023-begins-tomorrow/ or sanctioning IF.
- Para 11 in Virtus competition, athletes will be designated "Neutral Virtus Athletes"
- Para 18-21 the Virtus flag will be used
- Para 25-27 Virtus additionally reserves the right to exclude an athlete who fails to observe the Virtus policies and procedures
- Para 28 Russian Sports Federation for Intellectual Disability agree to reimburse any such costs in relation to Virtus' implementation of the rules.
- o Para 29 There will be no charge payable to Virtus

'Paris 2024 Paralympic Games Neutral Athlete and Support Personnel Regulations' (March 2024

• Terms:



- For 'Paralympic Games', read 'Virtus competition'
- For 'NPC' read 'Virtus National Member Organisation'
- Paragraph 7 Any athlete found ineligible by IPC will also be deemed ineligible for Virtus competition
- Paragraph 12 For IPC read Virtus.
- Paragraph 15 For 'Neutral Paralympic Athlete', read 'Neutral Virtus Athlete (NVA)'.
- Paragraph 30 For 'NPC Russia', read 'Russian Virtus Member Organisation'.
- Section F In addition, Virtus reserves the right to amend the rules at any time as it sees fit, or should IPC guidance change.
- Paragraph 35 For 'IPC', read 'Virtus'

Other sports which sanction Virtus competition:

- ITF Tennis as per IPC position above (ITF Statement: ITF suspends Russia and Belarus from ITF membership and international team competition | ITF (itftennis.com)
- ITTF Table Tennis as per IPC position above (ITTF Statement on the Participation of Players with a Russian or Belarusian Passport International Table Tennis Federation)
- WT Taekwondo as per IPC position above ([World Taekwondo] World Taekwondo Council approves participation of Individu...) only currently relevant to Global Games

World Para Sports Neutral Athlete and Support Personnel Regulations

- 1. These regulations apply to the participation of Para athletes and support personnel (including, but not limited to, team officials) entered by the National Paralympic Committees (**NPCs**) of Russia and Belarus in the World and Regional Championships and sanctioned-level competitions of the World Para Sports governed by the IPC (**Events**).
- 2. Subject to compliance with these regulations, NPC Russia and NPC Belarus will be permitted to enter their licensed and eligible athletes into such Events. However, such athletes (and any support personnel) will not represent their suspended National Paralympic Committee, but instead will participate in an individual capacity as neutral athletes/support personnel.
- 3. NPC Russia and NPC Belarus are required to fully comply with the terms of these regulations as a condition of their athletes and support personnel participating in the Events. Each NPC will procure that their athletes and support personnel comply at all times with these regulations.

A. Participation of neutral athletes and support personnel

Eligibility

4. NPC Russia and NPC Belarus may only enter licensed and eligible athletes and support personnel into the Events in an individual capacity and as neutral athletes/support personnel. Each NPC must notify the relevant World Para Sport in advance, by such deadline(s) as specified by the relevant World Para Sport, of its proposed neutral athletes and support personnel (each of whom the NPC considers to meet the conditions in these regulations), along with such other information as requested by the relevant World Para Sport. The relevant World Para Sport will process applications as soon as reasonably practicable, but cannot guarantee doing so by any particular deadline.

- 5. NPC Russia and NPC Belarus may not enter athletes and support personnel in team sports (Para ice hockey) or team events (as defined by the relevant World Para Sport).
- 6. Under no circumstances will officials, members or other representatives of any Russian/Belarusian Ministry or Government or the Governing Board of NPC Russia or NPC Belarus be permitted to attend the Events in any capacity, including as support personnel. No accreditation or any other access device to accredited areas will be granted to any such persons, and such persons will not be permitted to access any accredited areas, including any athlete village and family lounge or equivalent.

Event rules and regulations

- 7. All provisions in the respective sport/Event rules and regulations that are applicable to athletes/support personnel participating in the relevant Event will apply equally to neutral athletes/support personnel entered by NPC Russia and NPC Belarus. For the avoidance of doubt, nothing in these regulations will be construed so as to permit, excuse or justify non-compliance with any of those requirements.
- 8. Any relevant qualification regulations will apply to NPC Russia and NPC Belarus, including in relation to athlete eligibility, qualification, slot allocation (including allocation of bipartite invitation slots), reallocation and redistribution.

B. Protocol for neutral athletes and support personnel

Neutral athlete/support personnel uniform, name and designation

- 9. All neutral athletes and support personnel will participate in uniforms approved by the relevant World Para Sport. In that respect, all uniforms for neutral athletes and support personnel must be submitted to the respective World Para Sport for inspection and approval prior to the beginning of the Event and by such deadline(s) as specified by the World Para Sport, and must abide by any direction or ruling by the World Para Sport concerning the uniform to be worn.
- 10. During their participation in an Event, all neutral athletes and support personnel are prohibited at all times from wearing a uniform that

includes any national colour(s), flag, name (in any language or format), emblem, symbol, designation (e.g. RUS, RPC, BLR, BPC), insignia, slogan, or the like of Russia/Belarus or the Russian/Belarusian military (including, without limitation, the "Z" symbol, the Saint George colours, and any other military branding and slogans), or otherwise bears any resemblance to the team uniform and/or flag of NPC Russia/Russia or NPC Belarus/Belarus, or that includes any name, emblem, symbol, insignia, slogan, or the like of any Russian or Belarusian company or other organisation or entity.

11. During their participation in Events, all neutral athletes and support personnel will be referred to for official purposes as "Neutral Para Athletes", with designation "NPA".

Neutral athlete/support personnel appearance and apparel

- 12. For neutral athletes and support personnel, no national colour(s), flag, name (in any language or format), national emblem, symbol, designation (e.g. RUS, RPC, BLR, BPC), insignia, slogan, or the like of Russia/Belarus or the Russian/Belarusian military (including, without limitation, the "Z" symbol, the Saint George colours, and any other military branding and slogans), or any name, emblem, symbol, insignia, slogan, or the like of any Russian or Belarusian company or other organisation or entity, will appear on their body (including without limitation hair colouring, skin colouring, jewellery, hair shaving and nail varnishes) or apparel (including without limitation clothing, jewellery, hairbands, shoes, stickers, patches and bags) at any time while in the vicinity of any venue associated with the Event, including but not limited to any official venue, any competition or non-competition venue, any classification warm-up call venue, area, room, training venue/grounds/facilities, hotels, athlete village, international broadcast centre, main press centre, any other accredited or ticketed facility or event transport, and at the port of entry to/departure from the country in which the relevant Event is held.
- 13. National mascots of any kind are not permitted.

Equipment, mobility and medical devices

14. No national colour(s), flag, name (in any language or format), national emblem, symbol, designation (e.g. RUS, RPC, BLR, BPC), insignia, slogan,

or the like of Russia/Belarus or the Russian/Belarusian military (including, without limitation, the "Z" symbol, the Saint George colours, and any other military branding and slogans), or any name, emblem, symbol, insignia, slogan, or the like of any Russian or Belarusian company or other organisation or entity, will appear on any sport equipment, mobility or medical devices (including without limitation bandages, tapes and stickers) at any time while in the vicinity of any venue associated with the Event, including but not limited to any official venue, any competition or non-competition venue, any classification venue, warm-up area, call room, training venue/grounds/facilities, hotels, athlete village, international broadcast centre, main press centre, any other accredited or ticketed facility or event transport, and at the port of entry to/departure from the country in which the relevant Event is held.

Flags, anthem and statement(s)

- 15. No flags, banners, posters, signs or the like bearing the national colour(s), name, flag, emblem, symbol, designation (e.g. RUS, RPC, BLR, BPC), insignia, slogan, or the like of Russia/Belarus or the Russian/Belarusian military (including, without limitation, the "Z" symbol, the Saint George colours, and any other military branding and slogans), or any name, emblem, symbol, insignia, slogan, or the like of any Russian or Belarusian company or other organisation or entity, will be taken into the vicinity of any venue associated with the Event, including but not limited to any official venue, any competition or noncompetition venue, any classification venue, warm-up area, call room, training venue/grounds/facilities, hotels, athlete village, international broadcast centre, main press centre, any other accredited or ticketed facility or event transport, and at the port of entry to/departure from the country in which the relevant Event is held.
- 16. The national anthem of Russia/Belarus (or any anthem linked to Russia/Belarus) will not be played, sung, whistled or similar at any time within the vicinity of any venue associated with the Event, including but not limited to any official venue, any competition or non-competition venue, any classification venue, warm-up area, call room, training venue/grounds/facilities, hotels, athlete village, international broadcast centre, main press centre, any other accredited or ticketed facility or event transport, and at the port of entry to/departure from the country in which the relevant Event is held.

17. No statement(s) will be given, written, broadcast, posted or otherwise distributed in any format during the Event by any neutral athlete/support personnel on behalf of anyone other than themselves as individuals.

Ceremonies

- 18. Paragraphs 9 to 17 above will apply to participation in any medal ceremony. In addition, should a neutral athlete place first, second or third in any Event that uses anthems and/or flags during such ceremonies, no anthem will be played (if the athlete placed first) and the relevant World Para Sport's flag used during the ceremony instead of the flag of Russia/Belarus.
- 19. NPC Russia, NPC Belarus, and any neutral athlete delegation will not be listed in any medals table (as neutral athletes will participate in an individual capacity only).
- 20. Paragraphs 9 to 17 above will apply to participation in any opening ceremony. In addition and when relevant, neutral athletes will be represented at the opening ceremony by a placard bearing the name "Neutral Para Athletes", with designation "NPA" and, where nation flags are included, the relevant World Para Sport's flag. The placard/flag will be paraded into the opening ceremony venue in a way and time to be determined by the relevant World Para Sport.
- 21. Paragraphs 9 to 17 above will apply to participation in any closing ceremony. In addition and when relevant, neutral athletes will be represented at the closing ceremony by a placard bearing the name "Neutral Para Athletes", with designation "NPA" and, where nation flags are included, the relevant World Para Sport's flag. The placard/flag will be paraded into the closing ceremony venue in a way and time to be determined by the relevant World Para Sport.

Team and technical meetings

22. Paragraphs 9 to 17 above will apply to participation in any team or technical meeting of the Event.

C. Conduct

- 23. All neutral athletes and support personnel must comply with the requirement of neutrality at all times during their participation in an Event and must refrain from any conduct that is inconsistent with their status as an individual neutral athlete or support personnel (for example, statements relating to the Russian/Belarusian military).
- 24. All neutral athletes and support personnel are expected at all times to demonstrate the highest standards of behaviour during their participation in any Event, both on and off the field of play. In addition, they will act at all times with the utmost good faith towards representatives of the IPC, the respective World Para Sport, the local organising committee, officials, other athletes, other athlete support personnel and each other, and spectators.

D. Compliance/sanctions

- 25. If it is determined at any time that an athlete or support personnel has been entered to compete or has competed in an Event without having met the conditions set out in these regulations (or has otherwise breached such conditions), the relevant World Para Sport may disqualify the individual and/or team and/or delegation from the relevant Event(s) (including, for the avoidance of doubt, disqualifying the full neutral athlete/support personnel delegation entered by NPC Russia or NPC Belarus from the relevant Event(s)) with immediate effect, and mav disqualify all results obtained bv individual/team/delegation in the relevant Event(s), with all resulting consequences, including forfeiture of any medals, ranking points, prize money, or other rewards. In addition, all such individuals may be required by the relevant World Para Sport to return their accreditation for the Event and leave all Event venues within timeframes specified by the relevant World Para Sport.
- 26. Paragraph 25 is without prejudice to any further consequences that might arise under any other applicable rules and regulations.
- 27. In any case, where the relevant World Para Sport has determined that a neutral athlete or support personnel meets the conditions set out in these regulations, it may reconsider that determination at any time

where it deems it appropriate to do so (for example, if new facts or new evidence emerge).

E. Costs

- 28. NPC Russia or NPC Belarus (as appropriate) must reimburse the IPC for any costs incurred by the relevant World Para Sport or IPC in imposing, enforcing, monitoring, assessing compliance with and/or implementing these regulations. In particular, all financial obligations related to the participation of neutral athletes and support personnel in Events, including any World Para Sport or IPC costs related to the implementation of such measures, will be borne by NPC Russia or NPC Belarus (as appropriate). No such costs will be borne by the IPC.
- 29. In addition to paragraph 28, NPC Russia and NPC Belarus are also each required to make a fixed contribution in advance to the IPC in relation to the significant costs resulting from this matter, in the amount of EUR 10,000 per NPC.

F. Term and miscellaneous

- 30. These regulations will come into effect on 13 November 2023.
- 31. These regulations may be amended by the IPC Governing Board from time to time, as it sees fit.
- 32. In case of conflict, these regulations will supersede any other provisions governing the participation of athletes and support personnel in the Events (including any previous versions of these regulations).
- 33. The IPC will have the discretion to decide on any matters not provided for in these regulations, and the IPC's decision on such matters will be final and binding.

<u>Paris 2024 Paralympic Games</u> <u>Neutral Athlete and Support Personnel Regulations</u>

- 1. These regulations apply to the participation of Para athletes and support personnel (including, but not limited to, team officials) entered by the National Paralympic Committees (NPCs) of Russia and Belarus in the Paris 2024 Paralympic Games (Paralympic Games).
- 2. Subject to compliance with these regulations, NPC Russia and NPC Belarus will be permitted to enter their licensed and eligible athletes into the Paralympic Games. However, such athletes (and any support personnel) will not represent their suspended National Paralympic Committee, but instead will participate in an individual capacity as neutral athletes/support personnel.
- 3. NPC Russia and NPC Belarus are required to fully comply with the terms of these regulations as a condition of their athletes and support personnel participating in the Paralympic Games. Each NPC will procure that their athletes and support personnel comply at all times with these regulations.

A. Participation of neutral athletes and support personnel

Eligibility

- 4. NPC Russia and NPC Belarus may only enter licensed and eligible athletes and support personnel into the Paralympic Games in an individual capacity and as neutral athletes/support personnel. Each NPC must notify the IPC in advance, by such deadline(s) as specified by the IPC, of its proposed neutral athletes and support personnel (each of whom the NPC considers to meet the conditions in these regulations), along with such other information as requested by the IPC. The IPC will process applications as soon as reasonably practicable, but cannot quarantee doing so by any particular deadline.
- 5. Athletes and support personnel who have actively supported the war in Ukraine will not be eligible to be entered into the Paralympic Games.

- 6. Athletes and support personnel who are contracted to the Russian/Belarusian military or national security agencies will not be eligible to be entered into the Paralympic Games.
- 7. The IPC will carry out an independent, external assessment of the eligibility of each athlete and support personnel against the criteria in paragraphs 5 and 6, above.
- 8. NPC Russia and NPC Belarus may not enter athletes and support personnel in team sports (as defined by the IPC) or team events (as defined by the relevant International Federation).
- 9. Under no circumstances will officials, members or other representatives of any Russian/Belarusian Ministry or Government or the Governing Board of NPC Russia or NPC Belarus be permitted to attend the Paralympic Games in any capacity, including as support personnel. No accreditation or any other access device to accredited areas will be granted to any such persons, and such persons will not be permitted to access any accredited areas, including any athlete village and family lounge or equivalent.

Event rules and regulations

- 10. All provisions in the respective sport/event rules and regulations that are applicable to athletes/support personnel participating in the Paralympic Games will apply equally to neutral athletes/support personnel entered by NPC Russia and NPC Belarus. For the avoidance of doubt, nothing in these regulations will be construed so as to permit, excuse or justify non-compliance with any of those requirements.
- 11. The relevant qualification regulations for the Paralympic Games will apply to NPC Russia and NPC Belarus, including in relation to athlete eligibility, qualification, slot allocation (including allocation of bipartite invitation slots), reallocation and redistribution.

B. Protocol for neutral athletes and support personnel

Neutral athlete/support personnel uniform, name and designation

12. All neutral athletes and support personnel will participate in uniforms approved by the IPC. In that respect, all uniforms for neutral athletes

- and support personnel must be submitted to the IPC for inspection and approval prior to the beginning of the Paralympic Games and by such deadline(s) as specified by the IPC, and must abide by any direction or ruling by the IPC concerning the uniform to be worn.
- 13. During their participation in the Paralympic Games, all neutral athletes and support personnel are prohibited at all times from wearing a uniform that includes any national colour(s), flag, name (in any language or format), emblem, symbol, designation (e.g. RUS, RPC, BLR, BPC), insignia, slogan, or the like of Russia/Belarus or the Russian/Belarusian military (including, without limitation, the "Z" symbol, the Saint George colours, and any other military branding and slogans), or otherwise bears any resemblance to the team uniform and/or flag of NPC Russia/Russia or NPC Belarus/Belarus, or that includes any name, emblem, symbol, insignia, slogan, or the like of any Russian or Belarusian company or other organisation or entity.
- 14. During their participation in the Paralympic Games, all neutral athletes and support personnel will be referred to for official purposes as "Neutral Paralympic Athletes", with designation "NPA".

Neutral athlete/support personnel appearance and apparel

15. For neutral athletes and support personnel, no national colour(s), flag, name (in any language or format), national emblem, symbol, designation (e.g. RUS, RPC, BLR, BPC), insignia, slogan, or the like of Russia/Belarus or the Russian/Belarusian military (including, without limitation, the "Z" symbol, the Saint George colours, and any other military branding and slogans), or any name, emblem, symbol, insignia, slogan, or the like of any Russian or Belarusian company or other organisation or entity, will appear on their body (including without limitation hair colouring, skin colouring, jewellery, hair shaving and nail varnishes), accessories or apparel (including without limitation clothing, jewellery, hairbands, shoes, stickers, patches and bags) at any time while in the vicinity of any venue associated with the Paralympic Games, including but not limited to any official venue, any competition or noncompetition venue, any classification venue, warm-up area, call room, training venue/grounds/facilities, hotels, athlete village, international broadcast centre, main press centre, any other accredited or ticketed facility or event transport, and at the port of entry to/departure from the country in which the Paralympic Games is held.

16. National mascots of any kind are not permitted.

Equipment, mobility and medical devices

17. No national colour(s), flag, name (in any language or format), national emblem, symbol, designation (e.g. RUS, RPC, BLR, BPC), insignia, slogan, or the like of Russia/Belarus or the Russian/Belarusian military (including, without limitation, the "Z" symbol, the Saint George colours, and any other military branding and slogans), or any name, emblem, symbol, insignia, slogan, or the like of any Russian or Belarusian company or other organisation or entity, will appear on any sport equipment, mobility or medical devices (including without limitation bandages, tapes and stickers) at any time while in the vicinity of any venue associated with the Paralympic Games, including but not limited to any official venue, any competition or non-competition venue, any classification warm-up venue, area, call room, trainina village, venue/grounds/facilities, hotels, athlete international broadcast centre, main press centre, any other accredited or ticketed facility or event transport, and at the port of entry to/departure from the country in which the Paralympic Games is held.

Flags, anthem and statement(s)

- 18. No flags, banners, posters, signs or the like bearing the national colour(s), name, flag, emblem, symbol, designation (e.g. RUS, RPC, BLR, BPC), insignia, slogan, or the like of Russia/Belarus or the Russian/Belarusian military (including, without limitation, the "Z" symbol, the Saint George colours, and any other military branding and slogans), or any name, emblem, symbol, insignia, slogan, or the like of any Russian or Belarusian company or other organisation or entity, will be taken into the vicinity of any venue associated with the Paralympic Games, including but not limited to any official venue, any competition or non-competition venue, any classification venue, warm-up area, call room, training venue/grounds/facilities, hotels, athlete village, international broadcast centre, main press centre, any other accredited or ticketed facility or event transport, and at the port of entry to/departure from the country in which the Paralympic Games is held.
- 19. The national anthem of Russia/Belarus (or any anthem linked to Russia/Belarus) will not be played, sung, whistled or similar at any time

within the vicinity of any venue associated with the Paralympic Games, including but not limited to any official venue, any competition or non-competition venue, any classification venue, warm-up area, call room, training venue/grounds/facilities, hotels, athlete village, international broadcast centre, main press centre, any other accredited or ticketed facility or event transport, and at the port of entry to/departure from the country in which the Paralympic Games is held.

20. No statement(s) will be given, written, broadcast, posted or otherwise distributed in any format during the Paralympic Games by any neutral athlete/support personnel on behalf of anyone other than themselves as individuals.

Ceremonies

- 21. Paragraphs 12 to 20 above will apply to participation in any medal ceremony. In addition, should a neutral athlete place first, second or third in any event that uses anthems and/or flags during such ceremonies, the IPC anthem will be played (if the athlete placed first) and an NPA flag (determined by the IPC) used during the ceremony instead of the anthem and/or flag of Russia/Belarus.
- 22. NPC Russia, NPC Belarus, and any neutral athlete delegation will not be listed in any medals table (as neutral athletes will participate in an individual capacity only).
- 23. Neutral athletes and support personnel will not march in the opening or closing ceremony.

Team and technical meetings

24. Paragraphs 12 to 20 above will apply to participation in any team or technical meeting at the Paralympic Games.

C. Conduct

25. All neutral athletes and support personnel must comply with the requirement of neutrality at all times during their participation in the Paralympic Games and must refrain from any conduct that is inconsistent with their status as an individual neutral athlete or support personnel (for example, statements relating to the Russian/Belarusian

- military). For the avoidance of doubt, these regulations and the requirement of neutrality override the IPC's general rules regarding demonstrations and protests.
- 26. All neutral athletes and support personnel are expected at all times to demonstrate the highest standards of behaviour during their participation in the Paralympic Games, both on and off the field of play. In addition, they will act at all times with the utmost good faith towards representatives of the IPC, the respective International Federation, the local organising committee, officials, security personnel, other athletes, other athlete support personnel and each other, and spectators.

D. Compliance/sanctions

- 27. If it is determined at any time that an athlete or support personnel has been entered to compete or has competed in the Paralympic Games without having met the conditions set out in these regulations (or has otherwise breached such conditions), the IPC may disqualify the individual and/or team and/or delegation from the Paralympic Games (including, for the avoidance of doubt, disqualifying the full neutral athlete/support personnel delegation entered by NPC Russia or NPC Belarus from the Paralympic Games) with immediate effect, and may disqualify all results obtained by the individual/team/delegation in the Paralympic Games, with all resulting consequences, including forfeiture of any medals, ranking points, prize money, or other rewards. In addition, all such individuals may be required by the IPC to return their accreditation for the Paralympic Games and leave all Paralympic Games venues within timeframes specified by the IPC.
- 28. Paragraph 27 is without prejudice to any further consequences that might arise under any other applicable rules and regulations.
- 29. In any case, where the IPC has determined that a neutral athlete or support personnel meets the conditions set out in these regulations, it may reconsider that determination at any time where it deems it appropriate to do so (for example, if new facts or new evidence emerge).

E. Costs

- 30. NPC Russia or NPC Belarus (as appropriate) must reimburse the IPC for any costs incurred by the IPC in imposing, enforcing, monitoring, assessing compliance with and/or implementing these regulations. In particular, all financial obligations related to the participation of neutral athletes and support personnel in the Paralympic Games, including any IPC costs related to the implementation of such measures, will be borne by NPC Russia or NPC Belarus (as appropriate). No such costs will be borne by the IPC.
- 31. In addition to paragraph 30, NPC Russia and NPC Belarus are required to pay the costs of the independent external assessment process in paragraph 7 in relation to their respective athletes and support personnel.

F. Term and miscellaneous

- 32. These regulations will come into effect on 6 March 2024.
- 33. These regulations may be amended by the IPC Governing Board from time to time, as it sees fit.
- 34. In case of conflict, these regulations will supersede any other provisions governing the participation of athletes and support personnel in the Paralympic Games (including any previous versions of these regulations).
- 35. The IPC will have the discretion to decide on any matters not provided for in these regulations, and the IPC's decision on such matters will be final and binding.