world archery

Eligibility rules for transgender athletes

Version 1.1 / 8 December 2025

Introduction

The purpose of this document is to set out the eligibility rules for transgender athletes competing in World Archery events, ensuring fairness, safety and inclusivity across the sport.

As part of the constitution approved by Congress, World Archery has the following objectives:

- To protect clean athletes and the integrity of the sport by actively combating doping and acting against all forms of competition manipulation and related corruption.
- To prevent any form of discrimination in its actions or decisions, whether based on race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth, or other status. All members of the World Archery family commit to behaving ethically and without discrimination.
- To ensure a safe and harassment-free environment for all participants at World Archery events.
- To promote and support the IOC Athletes' Rights and Responsibilities Declaration.

World Archery is committed to being as inclusive as possible and providing a clear pathway for participation in the sport for all. we recognise that transgender athletes may wish to compete in accordance with their gender identity. Participation is encouraged and facilitated, if it safeguards the safety of all participants and preserves the fairness and integrity of competition through the separation of male and female categories.

The eligibility conditions outlined in this policy are designed solely to guarantee fairness and safety in the sport. They are not intended to question or judge the gender identity or dignity of any transgender athlete.

This policy is binding on all athletes participating in international competitions, which include:

- World ranking events and para world ranking events.
- All championships organised by World Archery and its continental associations.
- Olympic and Paralympic Games.
- Indoor World Series elite events.
- International multisport events where no general eligibility rules are established by the event organiser.

Any breach of this policy may result in disciplinary action, up to and including disqualification from eligibility.

National archery federations may implement their own eligibility rules or adopt the World Archery transgender policy at the national level, as further described in article 2.6.

Contacts

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Versions

This document is produced and periodically reviewed by the secretary general in consultation with the medical and sport sciences committee and checked by the communications department of World Archery. It acts as a bylaw and requires approval by the executive board. It was first published in 2023.

Reviews are triggered whenever:

- The IOC updates its regulations or guidelines on transgender athletes.
- New scientific research relevant to archery is published.
- World Archery stakeholders submit a justified request to the medical and sport sciences committee.
- Contacts at World Archery listed in this document change.

Amendments will result in a new version number, and stakeholders will be notified of any changes and their effective date.

This policy came into effect on 1 October 2023 and applies to cases arising both before and after this date.

Version number	**Date**	**Owner**
1.0	1 October 2023	Tom Dielen
1.1	8 December 2025	Constance Terrier

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1. General

1.1 Definition

The term 'transgender' is used in this policy to refer to individuals whose gender identity (i.e. how they identify) is different from the sex assigned to them at birth, whether they are pre- or post-puberty, and whether or not they have undergone any form of medical intervention.

1.2 Purpose and principles

World Archery, as the international federation responsible for the global governance and regulation of the sport of archery, has adopted this policy to facilitate the participation of transgender athletes at the international level of the sport in the category of competition that is consistent with their gender identity, in accordance with the following imperatives.

1.2.1 Ensuring fair and meaningful competition

World Archery needs to establish conditions for participation in the sport of archery, including eligibility categories, that (a) protect the health and safety of participants; and (b) guarantee fair and meaningful competition that displays and rewards the fundamental values and meaning of the sport.

World Archery wants its athletes to be motivated to make the significant commitments required to excel in the sport and to inspire future generations. Competition must remain fair and meaningful to support these aspirations.

Due to the significant advantages in size, strength and power enjoyed (on average) by athletes assigned male at birth (AMAB) over athletes assigned female at birth (AFAB) from puberty onwards, due in large part to much higher levels of androgenic hormones, it is necessary to maintain separate male and female competition categories to preserve fairness, safety and integrity, for the benefit of all participants and stakeholders.

1.2.2 Promoting inclusion

World Archery wishes to be as inclusive as possible, providing a clear path to participation in a sport for all.

World Archery recognises that transgender athletes may wish to compete in accordance with their gender identity and wishes to encourage and facilitate such participation, provided it safeguards safety and fairness of all participants within male and female competition categories.

The eligibility conditions established in this policy are intended solely to guarantee fairness and safety withing the sport and are in no way a judgement or questioning on the gender identity or dignity of any transgender athlete.

1.3 Respect, privacy and evidence base

Respect for the dignity and privacy of transgender athletes is paramount. All cases under this policy must be handled fairly, consistently and confidentially. This policy reflects current medical, scientific and legal consensus, based on:

- IOC Consensus Meeting on Sex Reassignment and Hyperandrogenism (2015)
- IOC Framework on Fairness, Inclusion and Non-Discrimination Based on Gender Identity and Sex Variations (2021)
- FIMS Consensus Statement on Integrating Transwomen and Female Athletes with Differences of Sex Development (DSD) (2021)
- Joint FIMS and EFSMA position statement on IOC Framework (BMJ Open Sp Ex Med, 2022)
- Integrating transwomen athletes into elite competition: the case of elite archery and shooting (Eur. J. of Sport Science 6/2021)
- Effects of gender-affirming treatment on markers of performance in transgender female cyclists (UCI documents, Xavier Bigard, June 2022)
- World Athletics Eligibility Regulations for Transgender Athletes (October 2019)
- World Triathlon Eligibility Regulations for Transgender Athletes (November 2022)
- Subsequent discussions between the World Archery executive board, medical experts, sports physicians, legal counsel, human rights experts and transgender representatives

1.4 Global application

This policy operates globally for international level events and is interpreted independently of national or local laws, in a manner that protects and advances the objectives outlined above.

1.5 Unforeseen issues

In the event an issue arises that is not foreseen in this policy, it will be addressed by World Archery in a manner that protects and promotes the imperatives identified above.

1.6 Definitions

The following terms, as used in this policy, have the meanings specified here or in the World Archery constitution:

- **Competition rules:** Rules of competition of World Archery, as amended from time to time.
- **International competitions:** Events in the World Archery calendar including:
    - World ranking events and para world ranking events
    - All championships organised by World Archery and its continental associations
    - Olympic Games and Paralympic Games
    - Indoor World Series elite events
    - International multisport events where no general rules exist
- **Expert panel:** A panel within the World Archery medical and sport sciences committee with appropriate expertise, appointed to perform functions under this policy.
- **Medical manager:** A person appointed by the World Archery medical and sport sciences committee to act on its behalf under this policy.
- **Policy:** This transgender policy, as amended from time to time.
- **Transgender:** As defined in article 1.1.
- **Transgender female eligibility conditions:** As defined in article 3.2.

2. Application

2.1 Scope of policy

This policy establishes the conditions that enable transgender athletes to compete in international competitions in the category consistent with their gender identity.

2.2 Athlete obligations

A transgender athlete wishing to participate in an international competition agrees, as a condition of participation, to:

- Fully comply with this policy.
- Cooperate promptly and in good faith with the medical manager and the expert panel, including providing all requested information and evidence to assess and monitor compliance with eligibility conditions.
- Consent to the collection, processing, disclosure and use of information (including sensitive personal information) as necessary to implement and apply this policy, to the fullest extent allowed under applicable data protection laws.
- Follow exclusively the procedures set out in article 7 to challenge this policy or to appeal decisions made under it, and provide written confirmation of agreement with article 2.2 upon request by World Archery.

2.3 Withdrawal of consent

An athlete may revoke, at any time and with or without giving reasons, the consent granted under article 2.2. In such cases, the athlete will be deemed to have withdrawn any claim to satisfy the eligibility conditions for transgender athletes set out in article 3.

2.4 Obligations of other persons or entities

All persons and entities under the jurisdiction of World Archery – including those who come under its jurisdiction by providing information under article 5.4 – must:

- Fully comply with this policy, providing accurate and complete information, and refraining from acting in bad faith or for improper purposes.
- Cooperate promptly and in good faith with the Medical Manager and the Expert Panel in the discharge of their responsibilities.

2.5 Responsibilities of member associations

Each member association must:

- Cooperate with and support World Archery in the application and enforcement of this policy.
- Strictly observe confidentiality obligations.
- Inform all athletes registered for international events about the existence of this policy and require transgender athletes to report to World Archery. 3.

2.6 National-level regulations

It is recommended that each member association adopt regulations for determining the eligibility of transgender athletes in events under its own jurisdiction:

- At national championships or equivalent events, this policy should be followed.
- At lower levels, less stringent eligibility requirements may be applied, and fully inclusive categories allowed where appropriate.

Actions or omissions by member associations at national level do not affect eligibility for international competitions, which is determined exclusively by this policy.

3. Eligibility conditions

3.1 Transgender male athletes

Those who transition from AFAB to male are eligible to compete in the male category under the following conditions:

- The athlete must provide a written and signed declaration confirming that his gender identity is male and that he wishes to participate in the male category of competition.
- Athletes are eligible to compete in the male category without restriction. Athletes subject to doping control must comply with all applicable anti-doping rules, including any requirement to obtain a Therapeutic Use Exemption (TUE) for substances on the WADA Prohibited List (e.g. testosterone, as per the WADA TUE Physician Guidelines for Transgender Athletes).
- To ensure timely certification, the athlete should submit the declaration to the medical manager at least six weeks before the first international competition in which he wishes to compete in the male category.

3.2 Transgender female athletes

Those who transition from AMAB to female are eligible to compete in the female category under the following conditions:

- The athlete must provide a written and signed declaration confirming that her gender identity is female and that she wishes to participate in the female category of competition.
- The athlete must demonstrate that her serum testosterone concentration has remained below 2.5 nmol/L continuously for at least 24 months, which is considered a sufficient period to minimise any retained performance advantage in women's competition. 3.2.3 No recent participation in male category.
- The athlete must provide a written and signed declaration confirming that she has not competed in the male category of an official competition in archery or any other sport at international level within the previous four years.
- The athlete must maintain her serum testosterone concentration below 2.5 nmol/L for as long as she continues to compete in the female category.
- The athlete must send the relevant medical certificates to the medical manager at least six weeks before her first intended international competition in the female category.

The medical manager will review the information and, after referring the case to the expert panel for assessment, will issue the authorisation to compete if requirements are met. Decisions of the medical manager and the expert panel may be appealed to the World Archery board of justice and appeal.

Compliance may be monitored through testing as set out in this policy.

If an athlete is found non-compliant, her eligibility for the female category will be suspended until she demonstrates that she has again maintained her serum testosterone concentration below 2.5 nmol/L for a new continuous period of at least 24 months.

3.3 Provisions applicable to all transgender athletes

No athlete will be compelled to undergo any medical assessment or treatment. It is the athlete's responsibility, in consultation with their medical team, to determine the advisability of any such assessment or treatment.

The following are not required for eligibility to compete internationally in the category consistent with an athlete's gender identity:

- Legal recognition of the athlete's gender identity as their legal sex; or
- Surgical anatomical changes.

3.3.3 Restrictions on switching categories

Once a transgender athlete has met the relevant eligibility requirements and begun competing internationally in the category consistent with their gender identity, they may switch back to the other gender category only if:

- At least two years have passed since their last participation in the category consistent with their gender identity; and
- They satisfy all eligibility conditions for the other gender category.

3.3.4 Compliance with other eligibility requirements

For the avoidance of doubt, the eligibility conditions set out in article 3 operate without prejudice to all other requirements applicable to athletes (transgender or otherwise) under World Archery rules, which must also be satisfied at all relevant times.

This policy does not override or modify the World Anti-Doping Code, WADA International Standards (including the International Standard for Therapeutic Use Exemptions), or the World Archery Anti-Doping Rules.

Nothing herein permits or excuses non-compliance with those requirements, including any necessary TUE for substances on the WADA Prohibited List (e.g. testosterone, spironolactone, or GnRH agonists*).**

Technical note on testosterone measurement

** For purposes of this policy, all measurements of serum testosterone must be conducted by means of liquid chromatography coupled with mass spectrometry. The level of testosterone circulating in ciswomen for the 95% confidence interval is 0,12-1,79 nmol/L (Handelsman et al, Circulating Testosterone as the Hormonal Basis of Sex*

Differences in Athletic Performance, Endocrine Reviews 2018, October 1;39 (5): 803-829; Bermon et al, Serum androgen level in elite female athletes, J Clin Endocrin Metab, 2014,99 (11): 4328-4335). Considering the 99,99% confidence interval the highest value of serum testosterone is 2.44 nmol/L, therefore the maximum serum testosterone concentration required is 2,5 nmol/L. The decision limit also takes into consideration that, for clinical purposes, the Endocrine Society Clinical Practice Guideline for Endocrine Treatment of Gender-Dysphoric/Gender Incongruent Persons recommends that transgender females should have serum testosterone levels of less than 50 ng/dL (i.e. approximately 1.7 nmol/L) (Hembree et al, Endocrine Treatment of Gender-Dysphoric/Gender- Incongruent Persons: An Endocrine Society Clinical Practice Guideline, J Clin Endocrinol Metab, November 2017, 102(11):1–35. doi: 10.1210/jc.2017-01658).

*** Further reference: WADA Transgender Athletes TUE Physician Guidelines (available from WADA).*

4. Assessment by expert panel

4.1 Submission requirements

A transgender female athlete wishing to compete in the female category at an international competition must submit the required declaration to the medical manager together with:

- A comprehensive medical history; and
- All evidence necessary to demonstrate compliance with the transgender female eligibility conditions, including any information relevant to the factors listed in article 4.4.

The athlete is responsible for ensuring that all information provided is accurate, complete, and not misleading. She must also provide any consents or waivers (in a form satisfactory to the medical manager) required to allow her physician(s) to disclose to the medical manager and the expert panel any information considered necessary for assessment.

4.2 Timelines

Subject to article 4.6, and assuming the 24-month requirement has already been met, the athlete should provide the declaration and required documentation to the medical manager at least six weeks before the first international competition in which she wishes to participate in the female category.

4.3 Initial review by medical manager

The medical manager will review the submission and may communicate with the athlete and/or her physician to clarify any issues.

Following this review, the medical manager will refer the case file – in anonymised form – to the expert panel for assessment in accordance with this article 4.

4.4 Role of expert panel

The expert panel will assess referred cases to determine whether the transgender female eligibility conditions have been met or, if not, what further steps are required.

The panel may conduct any enquiries it considers necessary, including requesting further information from the athlete or her physician(s) and/or obtaining additional expert opinions.

4.5 Evidence considered by expert panel

The expert panel will consider all relevant and reliable evidence, including:

- **Surgical history:** Any reassignment surgeries undertaken, including dates and whether conducted before or after puberty.
- **Medical treatment:** Any other relevant treatment received (including pre- or post-gender-affirming treatment), with details of dosage and frequency.
- **Testosterone levels:** The athlete's serum testosterone levels throughout the relevant 24-month period, and current levels. A minimum of 10 tests, at least six weeks apart, is required.
- **Monitoring data:** Results of any pre- or post-gender-affirming monitoring.

4.6 Opportunity to address concerns

If the expert panel has concerns about the adequacy of any evidence submitted, the athlete must be given a fair opportunity to address those concerns before a final decision is made.

4.7 Timing and liability

The expert panel will complete its assessment as soon as reasonably practicable in the circumstances. However, neither World Archery nor any member of the expert panel will be liable for any detriment allegedly suffered by the athlete or others due to the time taken to complete the assessment.

4.8 Decision of expert panel

Once the assessment is complete, the expert panel will send its written decision to the medical manager.

4.8.1 Non-compliance

If the panel determines that the transgender female eligibility conditions have not yet been met, the decision must set out the reasons in writing and, where appropriate, specify what further steps the athlete may take to achieve compliance (e.g. maintaining serum testosterone below 2.5 nmol/L for a longer period, additional monitoring or reporting).

4.8.2 Compliance and certification

If the panel determines that the athlete has met the conditions, the medical manager will issue written certification of eligibility to compete in the female category at international competitions. Eligibility remains subject to the athlete's ongoing compliance, including continuously maintaining serum testosterone below 2.5 nmol/L. The expert panel may specify particular methods for demonstrating continued compliance, and the athlete must provide satisfactory evidence upon request.

4.9 Finality of decisions

The expert panel's decision is final and binding on all parties and may only be challenged through an appeal under article 7.

5. Monitoring and investigating compliance

5.1 Ongoing monitoring

The medical manager may monitor an athlete's compliance with the transgender female eligibility conditions at any time, with or without notice. Monitoring may include random or targeted testing of the athlete's serum testosterone levels. The athlete agrees to provide whereabouts information and blood samples for this purpose, and also agrees that any samples or whereabouts information provided for anti-doping purposes, and/or any anti-doping data relating to her, may also be used for this purpose. Monitoring may also be conducted by any other appropriate means.

5.2 Scope of investigations

In addition to the general power to monitor continuing compliance, the medical manager may investigate, at any time:

- Whether an athlete who has not filed a declaration under this policy is a transgender athlete who must establish eligibility for a particular competition category in accordance with this policy;
- Whether, due to a change in circumstances, new information or other factors, a transgender athlete previously determined to satisfy the transgender female eligibility conditions should undergo further assessment by the expert panel; and/or
- Any circumstances indicating potential non-compliance with this policy.

In such cases, the athlete must cooperate fully and in good faith, including by providing blood samples upon request. Where necessary to safeguard the fairness or integrity of competition and/or the safety of competitors, the medical manager (acting on behalf of World Archery) may provisionally suspend the athlete from international competition pending resolution of the matter. All reasonable efforts should be made to complete the investigation as expeditiously as possible. Any provisional suspension may be appealed in accordance with article 7.2.

5.3 Ground of initiating an investigation

Only the medical manager may initiate an investigation under article 5.2, and may do so only in good faith and on reasonable grounds based on information from reliable sources. Such sources may include information provided by the athlete, the athlete's national federation, results from a routine pre-participation health examination, or serum testosterone data or other information derived from samples collected for anti-doping purposes.

5.4 Respect and protection of dignity

The dignity of every individual must be respected. All forms of abuse and/or harassment are prohibited. In particular:

- Any person or entity (including any athlete, official or national federation) providing information to the medical manager under this policy is under a strict obligation:
    - To ensure the information is accurate and complete; and
    - Not to provide information in bad faith, to harass, stigmatise or injure an athlete, or for any other improper purpose.

- No stigmatisation or improper discrimination on grounds of gender identity will be tolerated. Campaigns or persecution of athletes based on non-conformity with gender stereotypes are unacceptable. Any such conduct will be considered a serious breach of this policy.

5.5 Failure to maintain required testosterone levels

Where the medical manager or expert panel determines that a transgender female athlete previously declared eligible to compete in the female category has failed to maintain serum testosterone below 2.5 nmol/L, she may not compete in the female category of any competition (international or otherwise) until she demonstrates to the satisfaction of the expert panel that she has maintained serum testosterone below 2.5 nmol/L for a new continuous period of at least 24 months.

5.6 Consequences of competing while ineligible

If it is determined at any time that a transgender female athlete has competed in the female category of an international competition while having serum testosterone levels at or above 2.5 nmol/L, the medical manager may, in accordance with the World Archery competition rules and without prejudice to any other action, disqualify the individual results obtained by the athlete at that competition. This includes forfeiture of any medals, ranking points, prize money or other rewards earned from those results.

5.7 Right to explanation

In cases arising under articles 5.5 or 5.6, the athlete will be given an opportunity to provide any explanations or comments before any action is taken. If the medical manager (following consultation with the chair of the expert panel, if necessary) is satisfied that the failure to maintain circulating testosterone below 2.5 nmol/L was temporary and inadvertent, no period of ineligibility will be imposed under article 5.5, nor will any results be disqualified under article 5.6.

6. Disciplinary proceedings

6.1 Grounds for disciplinary action

World Archery may initiate disciplinary action where any of the following occur:

- An athlete competes in an International Competition in a category for which he/she has not satisfied the eligibility conditions set out in this policy.
- A transgender female athlete who has been determined eligible to compete in the female category, and who has not renounced that eligibility, fails to cooperate fully and in good faith with efforts by the Medical Manager to determine her continuing compliance with the Transgender Female Eligibility Conditions.
- A person fails to declare that he/she is transgender and there is proof that he/she has changed gender and is subject to this policy.
- A coach, trainer, agent, or any other person or entity is complicit in an athlete's breach of, or non-compliance with, this policy.
- A person or entity breaches the obligations set out in article 5.4.
- Any other breach of, or non-compliance with, this policy.

Where any of the above apply, the case will be referred to the World Archery board of justice and ethics, and disciplinary action may be taken under this policy and the code of ethics.

6.2 Available sanctions

Depending on the circumstances of the case, the following sanctions may be imposed (without limitation):

- A caution, reprimand or warning regarding future conduct.
- Disqualification of individual results obtained at international competition, including forfeiture of medals, ranking points, prize money or other rewards.
- A specified period during which the athlete is ineligible to participate in international competition.
- A fine.

If the breach involves more than two members of a national representative team of a member federation, or multiple breaches involving such a team, sanctions may be imposed on the team and/or the member association. These may include disqualification of team results, a period of ineligibility for future international competitions or a fine.

7. Dispute resolution

7.1 Validity of policy

The validity of this policy may only be challenged through ordinary proceedings filed before the World Archery board of justice and ethics. Decisions of the board may be appealed to the Court of Arbitration for Sport (CAS), including where the issue is raised as part of an appeal brought under article 7.2.

7.2 Appealable decisions

Only the following decisions made under this policy may be appealed to the World Archery board of justice and ethics:

- A decision by the medical manager to impose a provisional suspension under article 5.1 may be appealed by the athlete. In such cases, World Archery will act as the respondent.
- A decision by the medical manager or the expert panel that an athlete may not compete in the category of competition consistent with his/her gender identity at an international competition may be appealed by the athlete. World Archery will act as the respondent.
- A decision by the expert panel that an athlete may compete in the category of competition consistent with his/her gender identity may be appealed by World Archery or by any national federation with a direct interest in the matter. In such cases, the athlete will act as the respondent.

7.3 Appeal to Court of Arbitration for Sport

Decisions of the World Archery board of appeal and ethics made under this policy may be appealed to the Court of Arbitration for Sport within 21 days of the decision.

7.4 Applicable language and law

Any challenge or appeal will:

- Be conducted in English.
- Be governed by the World Archery constitution, rules and regulations (including this policy).
- Be subject to the laws of Switzerland on a subsidiary basis.

In the event of any conflict between these instruments and the CAS Code of Sports-Related Arbitration, the World Archery instruments will take precedence.

7.5 Finality of decisions

The decision of the Court of Arbitration for Sport will be final and binding on all parties. No further appeal or challenge is permitted, except as allowed under the Swiss Federal Code on Private International Law.

8. Confidentiality

8.1 Athlete information

All cases arising under this policy, including athlete information provided to World Archery and results of examinations and assessments, will be treated in strict confidence at all times. Medical information and data relating to an athlete will be treated as sensitive personal information. The medical manager will ensure it is processed in accordance with applicable data protection and privacy laws. Such information will only be used for purposes contemplated in this policy and will not be disclosed to any third party except:

- As strictly necessary for the effective application and enforcement of this policy; or
- As required by law.

8.2 Public communication

World Archery will not comment publicly on the specific facts of a pending case. General descriptions of processes, procedures, and scientific principles may be shared, but specific case details will only be addressed publicly in response to statements attributed to the athlete or their representatives.

8.3 Expert panel confidentiality

Each member of the expert panel must sign an appropriate conflict of interest declaration and confidentiality undertaking in relation to their work on the panel.

9. Costs

The costs of any medical assessment, examination, treatment, monitoring, reporting, or any other expenses required to comply with this policy, will be borne by the relevant athlete. The standing costs of the expert panel will be borne by World Archery.

10. Mutual recognition

Where a transgender athlete from another sport wishes to participate in archery, World Archery may recognise and give effect to the eligibility decision of the international federation of that sport. Such recognition will only occur if it is consistent with the principles set out in this policy and is subject to ongoing compliance by the athlete with the requirements of this policy.

11. Limitation of liability

World Archery, members of the expert panel, and any employees, officers, agents or representatives involved in administering this policy shall not be liable for acts done or omitted in good faith in connection with the administration of this policy.

12. Transitional procedure after policy comes into effect

For transgender athletes who have previously competed internationally but may not have completed the required number of tests in the two years prior to 1 October 2023, the expert panel may review submitted documents and make reasonable accommodations regarding the number of tests. Accommodations cannot exceed the maximum hormone level, which will be assessed based on available previous test results and submitted information.

Transgender athletes who have previously competed at international events and wish to compete in the future must contact the World Archery medical manager as soon as possible, and no later than 31 December 2023. From 1 January 2024, no transitional procedure will apply for athletes who fail to report by that date.

Reasonable accommodations are also available for transgender athletes who have not previously competed internationally but held a valid entry for an international event on 30 September 2023.

For any other transgender athlete not described above, the transitional procedure does not apply. They must comply fully with the eligibility rules set out in articles 1-11 of this policy.