

ANNA BORDIUGOVA

Born on 8th of July 1982 in Kyiv, Ukraine

Tel. +380677454480

E-mail: a.bordiugova@gmail.com

EDUCATION

Academy of Municipal Management, Faculty of Law 1999 - 2004
– Akademiya Munitsipalnogo Upravlinnia (Kyiv, Ukraine)
Master of law – Spetsialist prava
Honors diploma

International legal English certificate of Cambridge University 2007
British council, Kyiv, Ukraine

Ph.D. in International law

The Institute for legislation of the Verkhovna Rada of Ukraine (Parliament of Ukraine subordinated institute) – Institut zakonodavstva Verkhovnoi Rady Ukrainy 2008 – 2009
Kyiv, Ukraine

Dissertation (Thesis): “International Sports law as the basis for forming of a new branch in Ukrainian law system – Sports law of Ukraine” – “Mizhnarodne sportyvne pravo yak osnova dlia formuvannia novoi galuzi prava v systemi prava Ukrainy – Sportyvnoho prava Ukrainy”

Admitted to the Bar Since 2009
Ukraine

International PLIDA certificate - Italian language 2011
Società Dante Alighieri (Rome, Italy)

Kyiv branch, Ukraine

UEFA Diploma in football (sports) management 2011 – 2012

UEFA educational course of II level in Football management for managers of national football associations (studied marketing, management, PR in the field of sport, with examples from sports, different from football)
IDHEAP (Swiss graduate school of public administration)

Lausanne, Switzerland

School of mediation at the Academy of Advocacy of Ukraine **2014**

Diploma of Mediator

Kyiv, Ukraine

FIFA **2024**

Diploma in FIFA Guardians Safeguarding in Football
(an online course on safeguarding in sport, approx. 90 hours)

Council of Europe HELP courses for legal professionals **Regular studies**

WORK EXPERIENCE

Professional athlete, member of the National athletic team of Ukraine, ranked "Master of sports" (100mH, 400mH) **1991 – 2005**

Science researching institute of social-economic problems of Kyiv city (Kyiv, Ukraine)

Logistic and administrative manager

Gathering legal documents and information, analyzing and inputting documents in database of administrative documents of Kyiv city government, verifying contracts concerning locations, rental and purchasing of land within the municipality of Kyiv **2000 – 2002**

Ukrainian network of business information "LIGA business inform" (Kyiv, Ukraine) (www.liga.net)

Logistic and administrative manager

Gathering legal documents of governing bodies of Ukraine and information pertinent to them, analyzing and inputting legislative acts of all Ukrainian state and municipal authorities in database of administrative documents, available as informative products online and purchased to legal entities and individuals. **2001 – 2004**

Assistant of an attorney-at-law (Kyiv, Ukraine)

Keeping attorney's agenda; fulfillment of attorney's tasks such as preparing drafts of the contracts (commercial, civil, labor etc.); drafting of legal entities' statutes and all accompanying documents for legal entity's activity, opening and closing down (liquidation) of legal entities and private entrepreneurs' activities; obtaining of permissions and licenses from state bodies and authorities for legal entities and individual entrepreneurs; drafting and preparing of all kinds of court documents (applications, appeals, petitions etc.), participation in arbitral proceedings, courts hearings (civil, administrative, criminal, commercial), counseling, analysing Ukrainian and other pertinent to a task legislation, consulting and legal services for individuals and legal entities etc. Specialization - civil, commercial, labor, administrative and deeds law **2004 – 2006**

*Independent sports lawyer
(Kyiv, Ukraine)*

Since 2004

Attorney specialised in sports, civil, administrative, labour, deeds law

As a party representative took part in numerous CAS procedures before becoming CAS arbitrator (including oral hearings in different range of cases – integrity and safety, doping matters, contractual disputes etc.).

Have extensive experience in doping cases investigations and hearings before disciplinary panels of national and international sports federations of different (Olympic and non-Olympic) sports, numerous represented athletes, including on behalf of their respective national federations, in doping-related procedures in IOC and IFs; have experience in other, pertinent to sport, disputes of different nature.

Perform as legal counsel for individuals and legal entities.

*Construction and pharmaceutical consortium “Ecosorb”,
(Kyiv, Ukraine)*

Legal adviser and HR manager (part time)

Overseeing of all potential legal issues in the company; negotiations with legal entities and individuals on household and other real estate construction; drafting of investment agreements for real estate building; obtaining licenses and permissions from state bodies; commercial and civil disputes resolution, including in courts; fulfillment of HR manager tasks for 24 employees. **2005 – 2006**

Total Sports Management, INC. (USA, Tennessee), freelance

Director of Ukrainian operations (sports' agent in athletics)

2005 – 2012

In order to guarantee the best sportive performance I acted as key contact point between the company and the athletes with constant reports on possible improvement and points to learn for both sides - communication with the athletes (including non-Ukrainian nationals as the need may be) ensuring that each of them is equipped with the necessary information regarding their competitive activity and sponsorship contracts; recruitment of new clients and legal assistance in signing agent's agreement with the company and with sponsors, engaged by the company (shoe companies like Adidas, Nike, Reebok etc.); assisting the athletes in their competition calendar planning; handling logistics - assisting athletes with the visa process, organizing travel (tickets, medical insurance, accommodation, meals, transportation on site etc.); assistance in cooperation with national athletic associations; accompaniment of athletes for and during international athletic competitions (when needed – not only Ukrainians, but other clients of the company), providing them with sponsor's equipment and garments (including ordering and receiving, distributing); control after proper communication between athletes and the company, organization of meetings with company management and sponsors, translation services, sports legal services in case of need, assistance in concluding sponsorship contracts and all other and any assistance needed to both - athletes and the company - for them to perform at their best capacity

Owner of "MeBoNi" Ltd. – Legal office, legal services (Kyiv, Ukraine)

2005 – 2017

Legal services for legal entities and individuals, private entrepreneurs, such as, but not limited to: overseeing of all potential legal issues for clients; preparing drafts of the contracts of different nature (including international ones); drafting of statutes and managing bodies' decisions; commercial and civil disputes resolution, including in state courts and courts of arbitration; representation in courts and before state and municipal authorities (including drafting of all pertinent documents); drafting of business correspondence for clients, including international one; consulting on Ukrainian legislation and, where necessary, on international one with participation of foreign lawyers.

Football Federation of Ukraine (Kyiv, Ukraine)

Head of Legal department

Responsible for overseeing of potential legal issues of the National football association as sports organization and as legal entity. Personal NFA president's assistant on legal and other pertinent matters in NFA. **2006 – 2012**

Reviewing Board members' and staff' internal and external communications and preparation of written correspondence on behalf of NFA for transmittal to others, including, but not limited to, affiliated members and football clubs, mass media, administrative and legislative bodies of Ukraine and other members of the public; statutory and regulatory documents drafting; state laws and bylaws on sports and pertinent legislative acts drafting as part of working groups in cooperation with the Government and the Parliament; negotiations with state bodies and authorities, obtaining of licenses and permissions for NFA's activity; drafting of all contracts and legal correspondence within the association; negotiations with international organizations' representatives (FIFA, UEFA, FIFPro, international mass-media, sponsors etc.), representation of the NFA in national state and municipal authorities of all levels and in the state courts of all levels; protection of NFA's intellectual property.

Participation in international sports arbitration, particularly in representing parties in the Court of Arbitration for Sports, FIFA and UEFA disciplinary and dispute resolution bodies (Switzerland);

Club licensing procedure – legal criteria expert;

FIFA Transfer Matching system manager;

Organization and conducting of seminars and conferences under aegis of the NFA for leagues, football clubs and their staff members. Control over NFA HR department – all matters as to managing 240 staff members: knowledge and profound understanding of HR key organizational processes and tools; preparation of generic job descriptions and consulting the managers of departments in personnel and organizational matters, consultancy in Labour law cases and assistance in internal dispute resolutions, development of internal HR rules, policies, procedures etc.

Involvement in organization of the UEFA European Championships final in 2012 (legal aspects).

As head of Legal department oversaw 5 subordinates.

Control and disciplinary body member

Member of the NFA disciplinary committee, responsible for the decision-making process concerning all disputes and disciplinary matters arising in Ukrainian football, including doping cases, labor disputes, financial disputes, sports issues, integrity. **2007 – 2008**

National Olympic committee of Ukraine (Kyiv, Ukraine)

- Member of Anti-doping commission; **2008 – 2010**
- Member of Legal commission, adviser and assistant on anti-doping issues; **2008 – 2022**
- Member of Medical commission. **2010 - 2018**

National anti-doping center of Ukraine (Kyiv, Ukraine)

External legal adviser

Overseeing of all legal aspects, pertinent to the activities of the organisation; overseeing of all international relations (including, but not limited to WADA, NADOs, IFs) **2008 - 2020**

Drafting of laws, bylaws and rules on anti-doping in collaboration with state authorities, procedural rules for disciplinary and appeals panel of NADO; test planning and NADO anti-doping program drafting, RTP drafting and drafting of criteria for selection for each sport separately.

Assisting national associations (their disciplinary bodies) on decision-making process in doping cases (before 2015, when this process was passed under NADO jurisdiction).

Participation in meetings with WADA and RADO representatives on issues pertinent to WADC compliance, drafting of documents, including national legislation, ADR, drafting agreements and documents pertinent to WADA-NADO relationships, collaboration and partnership with other NADOs; extensive experience in consulting NADO staff members in results management process within NADO, consulting on drafting NADO decisions in anti-doping matters.

UEFA (Nyon, Switzerland)

UEFA match official – match delegate

Act as UEFA's official representative at a UEFA match, responsible for ensuring the orderly organisation of matches (mini-tournaments or final tournaments of UEFA competitions) and that the competition regulations, and especially the rules for order and security inside and outside the stadium before, during and after the match, are observed; submitting reports to the UEFA administration. Get regularly appointed for UEFA Europa League and Champions League matches as of 2015. **Since 2011**

UEFA Ethics and disciplinary inspector

Representation of UEFA in proceedings before the Control, Ethics and Disciplinary Body and the Appeals Body, acting in accordance with UEFA's Statutes and regulations. Main tasks are: **2011 - 2019**

a) to initiate and perform disciplinary investigations (including questioning persons on site and in writing, searches of public domains and analysis of the information obtained;

b) to lodge appeals against decisions, taken by the Control, Ethics and Disciplinary Body;

c) to support UEFA in the event that a party lodges an appeal against a decision by the Appeals Body before the Court of Arbitration for Sport.

As EDI mostly investigated and drafted reports in cases, pertinent to integrity issues, doping-related matters, disputes of purely football nature (disorder at stadiums, improper match organization, cases of racism or any other discriminatory behavior and propaganda, misconduct of players and officials, issues, pertinent to security and order at UEFA matches etc.).

FIFA (Zurich, Switzerland)

FIFA match official – match commissioner

Since 2016

Act as official representative at a FIFA organized match, senior to other officials, the authority responsible for ensuring that the match is properly organised and runs smoothly, submitting reports to the FIFA administration with further follow-up with FIFA disciplinary bodies (as the case may be). Appointed to the matches of the men's FIFA World Cup (qualifying rounds). The duties performed are the same as those above performed for UEFA in capacity of its Match Delegate.

CAS (Lausanne, Switzerland)

Court of Arbitration for Sports

Since 2016

Member, arbitrator (General and Football lists)

UIPM (London, UK)

Arbitrator, UIPM Court of arbitration

2017 – 2021

Centre Europeen de cooperation juridique (Strasbourg, France)

2017

Lecturer on sports legal issues

IAAF/World Athletics (Monaco)

Member of the Disciplinary and Appeals Tribunal **2017 - 2027**
Independent body of WA, called to adjudicate doping, safeguarding and integrity-pertinent cases based on investigations, performed by the Athletics Integrity Unit (AIU).

Ukrainian National Bar Association (UNBA)
Highest School of Advocacy (HSA) (Kyiv, Ukraine)

Lecturer on Sports Law for Ukrainian attorneys-at-law, **Since 2019**
regularly translate CAS awards of interest for Ukrainian sports movement into Ukrainian language

Bar Association of Milan city (Italy)

Lecturer on Sports Law issues for attorneys-at-law. One of **Since 2022**
the lecturers for the course of preparation of Italian attorneys-at-law on CAS services for the Winter Olympic Games 2026

Sports Law Arbitration Moot (SLAM)

Judge at the international competition organised annually by **Since 2023**
LawInSport for law students all over the world to showcase their sports law knowledge and advocacy skills

PUBLICATIONS

- “Legal aspects of sports activity as a profession” – 2004;
- “Insurance of professional sportsmen” – 2004;
- “Legal aspects of social protection of athletes” – 2004;
- “Doping usage – offense or lack of choice?” – 2006;
- “Court of Arbitration for Sport – how it works” – 2006;
- “The sports law as a new branch of Ukrainian law” – 2006;
- “Sports courts and quasi-arbitrage bodies as a part of court system” – 2008;
- “Sports law as a new branch of Ukrainian law” – 2008;
- “European sports model” – 2009;
- “European Union's legislation as parental source of International sports law” – 2009;
- “Place of sports law in Ukrainian national law system” – 2009;
- Author of personal column on sports law issues in the profiled all-Ukrainian legal newspaper “Jurydychna gazeta” – Ukraine – 2014 – 2017;
- Numerous publications on sports law, antidoping and integrity, translation of CAS awards into Ukrainian, published on the Highest school of advocacy of the Ukrainian Bar Association official webpage and social media – since 2019.

BOOKS

- Dictionary of sports law terms – 2007
- Collection of anti-doping legislation and related administrative documents, applicable in Ukraine – 2008;
- Court of Arbitration for sports: main aspects of activity and procedural issues with English-Ukrainian dictionary of terminology mostly used in sports law – 2016;
- All-Ukrainian encyclopedia with definitions pertinent to physical culture and sports – co-author – since 2016;
- “ABP – creation, investigation of alleged ADRVs, specificity of disciplinary proceedings” – 2024.

LANGUAGE SKILLS

- Ukrainian – mother tongue;
- Russian – mother tongue;
- English – speak fluently and read/write with high legal proficiency;
- Italian – speak fluently and read/write with high legal proficiency;
- French, Serbo-Croatian, Polish, Spanish, Romanian – basic knowledge sufficient for reading and understanding.

AWARDS

18.11.2011 - The medal for merits and activity for the benefit of the football federation of Kyiv city on the occasion of the 100th anniversary of Kyiv’s football;

20.12.2011 – Diploma of honour of the Parliament of Ukraine for personal contribution to the development and expansion of Ukrainian international sportive prestige and good practice for many years in sports;

28.03.2017 – Diploma of honour of the National State Scientific Entity “Encyclopedic publishing house” – for professionalism in preparation of encyclopedic articles for Big All-Ukrainian Encyclopedia.