

DIANA TESIC

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QUALIFICATIONS

Sept 2012 **Barrister and Solicitor, Law Society of Ontario** Canada
▪ *Called to the Ontario Bar*

EDUCATION

Sept 2007–June 2011 **University of Western Ontario (J.D.)** Canada
▪ *Juris Doctorate*

Sept 2009 – Jan 2010 **Université Paris René Descartes** France
▪ *Visiting Student- EU Law Concentration*

Feb 2006 – Feb 2007 **University of Sydney (M.M.P) High Distinction with Merit** Australia
▪ *Master in Media Practice – Media Law and Public Relations*

Sep 2001 - Jun 2005 **McGill University (B.A.) with Distinction** Canada
▪ *Bachelor of Arts - Major in Political Science and East Asian Studies*

EXPERIENCE

Sep 2019 – Present ***International Tennis Integrity Agency (ITIA)***
Anti-Corruption Hearing Officer

- Conduct arbitration hearings and issue decisions in accordance with the Tennis Anti-Corruption Program.

Sep 2019 – Present ***Fédération Internationale de Basketball (FIBA)***
FIBA Appeals Panel Judge

- Conduct arbitration hearings and issue decisions on appeals of decisions of FIBA organs and confederations.

June 2021 – Present ***Counsel/Investigator – McLaren Independent Boxing Enquiry***

- Core member of the team that conducted the 4 part investigation into the allegations of corruption, financial misconduct and voting irregularities at the International Boxing Association.
- Principle drafter of final reports. Assisted in development and set up of investigation methodology, interviewing witnesses and whistleblowers, fact-finding, review and analysis of evidence, recommendations for constitutional and organisational changes, legal advice related to evidentiary thresholds and risk.

June 2020 – Dec 2020 ***Co-Author and Architect of Canada’s National Independent Safe Sport Mechanism***

- Co-authored one of the most comprehensive analyses of the Canadian safe sport landscape ever conducted which addresses the challenges inherent in putting in place a pan-Canadian mechanism to deal with maltreatment in sport.
- Conducted extensive consultation with stakeholders in the Canadian sport sectors as well as international experts in maltreatment and subject matter experts in investigations, child protection, and sexual violence. This included personal interviews with more than 90 individuals and survey responses from 104 national and provincial sport governing bodies.

Feb 2020 – June 2020 ***Counsel/Investigator – McLaren Independent Weightlifting Enquiry***

- Core member of the team that investigated the allegations of corruption, financial misconduct, doping violations, voting irregularities, nepotism and cronyism at the International Weightlifting Federation.
- Key drafter of final reports. Assisted in development and set up of investigation methodology, created interview packages, including background information and question decks, interviewing witnesses and whistleblowers, fact-finding, review and analysis of evidence, recommendations for constitutional and organisational changes, legal advice related to evidentiary thresholds, doping violations and risk.

Jan 2020 – August 2020 ***Legal Advisor – Confidential McLaren Global Sports Solutions Project***

- Legal technical advisor on policy review of an organisation following allegations of sexual misconduct. Conducted interviews of key stakeholders, review and analysis of existing policies and reporting procedures, recommendations for best practices and efficiencies

Aug 2012- Present ***Sports Lawyer***

- Advised the IOC on cases before the Court of Arbitration of Sport related to the suspension of the Russian Olympic athletes as a result of the McLaren Investigations.
- Advise professional athletes (tennis, basketball and volleyball players) clients on agency and sponsorship agreements; commercial matters, doping and dispute resolution.
- Conducted preliminary investigation into allegations of sexual assault and findings of fact, provided report and findings for further litigation.

- Created an online guide for the resolution of financial disputes for the FIVB.
- Advised counsel to Russian Football Club on corporate restructuring; sponsorship agreements and matters related to the UEFA Club Licensing and Financial Fair Play Regulations.
- Conducted background research on a corruption and match fixing case before the Professional Tennis Integrity Unit.
- Advised on matters related to the Kontinental Hockey League (KHL) in Russia.

Jan 2014- September 2019 ***Counsel to President of Basketball Arbitration Tribunal***

- Advised the President on matters before the Basketball Arbitration Tribunal, which include issues and conflicts such as jurisdiction, choice of law. Reviewed over 1000 cases from the initial request for arbitration through to final arbitral award.

May 2016 – Dec 2017 ***Counsel/Investigator – WADA Independent Person Investigation***

- Core member of the four-person team that investigated the allegations of state sponsored doping in Russian sports. Key drafter of final reports. Responsible for interviewing witnesses and whistleblowers, fact-finding, review and analysis of thousands of pieces of evidence in both Russian and English, legal advice related to evidentiary thresholds, doping violations and risk.

Mar 2015- Feb 2016 ***Co-ordinator - WADA Independent Commission Investigation***

- Key drafter of the Independent Commission Reports. Assisted the WADA Independent Commission in evidence review, advised on evidentiary thresholds, conducted a media analysis, provided recommendations and findings of fact.

May 2008-Jul 2010 ***Research Consultant – Confidential International Investigation***

- Russian speaking member of a team conducting an international corporate investigation into the alleged corruption of doping control officers in Russia. The corporation risked significant reputational harm with its international sporting federations clients. Directly involved in reporting to the corporation's biggest client the allegations of corruption.
- Projects included: conducting research in Russian; analysing Russian documents; coordinating and analysing raw data; preparing memoranda; and interviewing witnesses.

OTHER EXPERIENCE

Oct 2011 - Jun 2014 ***Internal Legal Counsel***
Martinrea International Inc.

- Responsible for maintaining a mainly corporate/commercial legal practice in house at one of Canada's largest auto-parts manufacturers.

PUBLICATIONS

- 2013 EUROPEAN SPORTS LAW AND POLICY BULLETIN 1/2013 - International and Comparative Sports Justice. “WINDS OF CHANGE: THE NEW DISPUTE RESOLUTION SYSTEM OF THE FÉDÉRATION INTERNATIONALE DE VOLLEYBALL”.

LANGUAGES

Fluently written, spoken, and read: English, French, Serbian, Croatian; Advanced conversational and reading: Russian