SOUTH
AFRICAN
HOCKEY ASSOCIATION

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## CHAPTER 1: PREAMBLE

### 1. Founding statement

The Association was formed in August 1992 at a time when South African society and sport were deeply divided owing to inherently discriminatory racial policies and practices. These policies denied fundamental rights to most of South Africa's people and gave rise to deep-rooted disparities in all fields of endeavour, not least in sport and in Hockey.

### 2. Principles

Recognising the need to move away from the injustices of the past and to unite their membership, the parties to the unity process in Hockey (the Founders) committed themselves to the establishment of an Association that would serve to:

2.1. Enshrine principles of equality, accountability, mutual respect and recognition.

2.2. Embody democratic, non-racial and non-sexist policies and practices.

2.3. Create opportunities for participation without distinction based on colour, race, creed, religion or gender.

2.4. Redress historical disparities to allow all to participate and compete equally and specifically address the needs of historically disadvantaged communities through special programmes.

2.5. Act with general unity of purpose.

## 3. INTERPRETATIONS

Unless the context otherwise requires, the following words and expressions have the meanings set out hereunder:

| | |
|---|---|
| ***AfHF*** | means the African Hockey Federation. |
| **Affiliate Members** | means the affiliate members of SAHA as contemplated in clause 17.2 |
| **AGM** | means the annual general meeting as contemplated in clause 28 |
| **Association** | Means South African Hockey Association |
| **CEO** | means the Chief Executive Officer of the association. |
| **Criminal record** | means as recorded by the Judicial Record of South Africa. |
| **Discipline** | means the measures and procedures implemented by the Association to address and rectify instances of misconduct. This includes:<br>• Investigating alleged breaches of conduct. Issuing warnings or reprimands.<br>• Imposing financial penalties or fines. |

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|---|---|
| | • Enforcing suspensions, expulsions, or other forms of restriction from participation in activities governed by the Association.<br>• Mandating corrective actions or behavioural adjustments to ensure future compliance with the Association's standards and regulations. |
| **Disrepute** | means the absence or loss of reputation, to discredit or disgrace. |
| **Equity requirements** | means to embrace and encompass the principles of representation and inclusivity relevant to the specific activity at hand. |
| **FIH** | means the International Hockey Federation, as defined by the FIH statutes as the sole ultimate governing body for the sport of Hockey throughout the world |
| **Founder Associations:** | Means the:<br>• South African Men's Hockey Association.<br>• South African Men's Hockey Congress.<br>• South African Women's Hockey Association.<br>• South African Women's Hockey Board; and |

| | |
|---|---|
| | • South African Women's Hockey Congress. |
| **Full Members** | means all the members of SAHA as contemplated in clause 17.1 |
| **Hockey** | Refers to the game of hockey, encompassing both field and indoor hockey, as well as all current and future forms, variations, and derivatives of the sport derived from its traditional format. This definition applies regardless of the number of players, type of venue, or playing surface, except for ice hockey, as determined by the Executive Board from time to time. |
| **IOC** | means the International Olympic Committee as defined by the Olympic Charter, the supreme authority of the Olympic Movement and in particular the winter and summer Olympic and Youth Olympic Games currently registered in Lausanne, Switzerland. |
| **Membership** | means collectively the Full members, the Affiliate Members, the officers of the Executive Board, the Honorary Life Vice-Presidents and Honorary Life Members. |

| | |
|---|---|
| **Misconduct** | Refers to any conduct, action, or behaviour by a member, or participant that:<br>• Violates the Constitution, By-Laws, or any rules and regulations of the Association.<br>• Contradicts the established standards of conduct within the hockey community.<br>• Is considered unsporting, dishonest, or detrimental to the principles of good conduct and fair play in the sport of hockey. |
| **Office** | means the registered office or headquarters of the Association. |
| **Participants** | means any individuals involved in any capacity related to hockey activities, including but not limited to coaches, team staff, players, officials and administrators. These individuals are collectively considered "participants" for the purposes of this document, encompassing roles within the hockey context. |
| **Representative or Inclusive** | means representative and inclusive of all peoples of the country and constituents of the Association. |

| | |
|---|---|
| **SASCOC** | means the South African Sports Confederation, Olympic and Paralympic Committee, an association incorporated to promote and develop high performance sport and act as the controlling body for sport in the Republic of South Africa. |
| **Simple majority** | means most votes cast. |
| **South Africa** | means the Republic of South Africa as defined in the Constitution of South Africa. |
| **Special majority** | means two-thirds (or sixty seven percent) of the total votes of those present or represented and entitled to vote. |

## CHAPTER 2: IDENTITY

### 4. Name

The organisation shall be called the South African Hockey Association (the "Association") or "SAHA" in its shortened form.

### 5. Area of operation

5.1. As required in terms of the Nonprofit Organisations Act of 1997 (as amended) and the Income Tax Act, 58 of 1962 (as amended) the area in which contributions may be collected and in which services may be rendered, shall be South Africa.

5.2. At least 85% of the public benefit activities of the Association, measured either in cost or time spent, shall be carried out for the benefit of persons in the Republic of South Africa.

### 6. Headquarters

The registered office of the Association shall be in the Gauteng Province, unless otherwise agreed by the Members.

### 7. Amateur Status

The amateur status or otherwise of individuals shall be governed mutatis mutandis by the provisions relating thereto contained in the Statutes of the International Hockey Federation.

### 8. Colours

The official colours of the Association shall be green and gold.

### 9. Separate Identity

9.1. The Association shall be deemed to be a body corporate and shall have an identity and existence distinct from that of the Executive Board or Members.

9.2. Legal proceedings instituted by or against the Association may be instituted in the name of the Association.

9.3. Howsoever or wherever the Association's assets may be held or registered they shall be held on and for the account of the Association and at no time shall the Members be deemed to acquire for themselves or their personal account any vested right or interest in the funds or assets of the Association.

**10. Continued Existence**

The Association shall have perpetual succession and continued existence, irrespective of changes in the composition of its membership or office-bearers. The rights, obligations, and functions of the Association shall not be affected or interrupted by the resignation, removal, or replacement of any members, or Executive Board members.

This ensures the uninterrupted operation, governance, and fulfilment of SAHA's objectives as set forth in this Constitution.

## CHAPTER 3: OBJECTIVES, FUNCTIONS AND POWERS

**10. Aims and objects**

10.1. The main objective of the Association is the administration, development, co-ordination and promotion of hockey in which participants take part on a non-professional or semi-professional [basis as a pastime.

10.1.1. To promote, advance, administer, co-ordinate and generally encourage the game of Hockey in South Africa.

10.1.2. To govern and to make, alter, repeal and enforce laws, rules, policies and regulations for Hockey under the jurisdiction of the Association, as required.

10.1.3. To formulate, control and amend the conditions under which competitions are contested.

10.1.4. To settle disputes arising between Members or Affiliate Members or bodies connected directly or indirectly with Hockey within the jurisdiction of the Association.

10.1.5. To encourage participation, development and transformation (through access and equity measures) and to actively implement sustainable programmes to:

10.1.5.1. Promote the development of playing facilities and the provision of equipment;

10.1.5.2. Provide opportunities for participants to improve their performance levels;

10.1.5.3. Train leaders, administrators, coaches, umpires and technical officials; with the objective of ensuring that resources are accessible to all participants in Hockey on an equal basis.

10.1.6. To establish and maintain an efficient administration that is accountable and transparent in its actions.

10.1.7. To preserve the independence and autonomy of the Association subject to the Constitution of South Africa.

## 11. Organisation

11.1. The supreme authority of the Association shall be the collective Membership assembled in duly constituted meetings.

11.2. The legislative and administrative power of the Association shall be vested in the Annual (or Special) General Meeting, the Council, the Executive Board, subject to such limits of authority specified in the Constitution.

## CHAPTER 4: COMPLIANCE

### 12. Laws of the Republic of South Africa

This Constitution is governed, construed and interpreted in accordance with the laws of the Republic of South Africa.

### 13. International and Continental bodies

To seek and maintain membership of the AfHF and FIH in accordance with the Statutes and Codes of Conduct of those bodies and to support and promote the Rules of Hockey as determined by the FIH.

### 14. SASCOC

To seek and maintain good standing with the SASCOC in accordance with its statutes, and to strive for good relations with its partners, other multi-code structures and other National Federations.

### 15. Anti-doping

To abide by the anti-doping policies of the Institute for Drug-Free Sport (as adopted by the SASCOC) and determined by the FIH, SASCOC and the IOC from time to time.

### 16. Safeguarding

SAHA and all its members agree to comply and be bound by and to procure that their members comply with the Safeguarding Policy as adopted and as may be amended from time to time. SAHA agrees that it shall, through the Board, immediately adopt any changes to the Policy as may be required either by legislation, Government policy or regulations from time to time.

## CHAPTER 5: MEMBERSHIP

### 17. General Provisions

The membership of the Association includes the following categories:

17.1. **Full Members:** These are members representing hockey structures within the geographical boundaries of South Africa, recognized as the official bodies representing hockey at the provincial or regional level.

17.2. **Affiliate Members:** Organizations that promote, develop, or participate in hockey but are not tied to specific geographical regions. These members play a vital role in advancing key strategic areas for the growth of the sport.

17.3. **Honorary Members:** Individuals who have made outstanding contributions to hockey in South Africa and may be awarded honorary membership.

17.4. **Associate Members:** Entities involved in the development and promotion of hockey who seek formal affiliation with SA Hockey but hold no voting rights.

### 18. General Membership Rules:

18.1. Membership of the Association on the date of adoption of the Constitution shall comprise the members, the affiliate members, the associate members the Athletes Commission and the Honorary Members.

18.2. All Members, Affiliate Members, and Associate Members of SAHA shall agree to operate in full compliance with the SAHA Constitution, by-laws, and any rules or regulations adopted by SAHA from time to time.

18.3. By accepting membership or association status, these entities acknowledge and commit to adhering to the principles, policies, and decisions of SAHA, including any disciplinary actions or directives issued by SAHA.

18.4. Failure to comply with these requirements may result in suspension or termination of membership or association status as determined by the SAHA Executive.

18.5. The geographical boundaries of the members shall be defined in the by-laws of the Association.

18.6. In the event of a member being incorporated into the geographical boundaries of another member, then the member being so incorporated shall cease to exist with effect from the date of incorporation and its name shall be removed from the list of members.

**19. Application and general compliance:**

19.1. To apply for membership of SAHA, an Applicant must submit an application as required by the Exco annually, as per the SAHA by-laws. Once affiliated, the member shall continue to comply with the conditions set forth in this Constitution and the by-laws to retain membership.

## 20. Suspension of membership

20.1. The Council may suspend a member at a Council Meeting.

20.2. Any decision to suspend a member shall take place before voting on any other point on the agenda of such council meeting.

20.3. The Exco may, provisionally and with immediate effect, suspend a member which violates its obligations as a member or no longer meets the requirements of a member in good standing.

20.4. The provisional suspension of a member shall last, unless it has been revoked by the exco, until the next council meeting**.**

20.5. The suspension of a member requires a simple majority resolution of the voting delegates present at the council meeting.

20.6. The consequences of provisional or confirmed suspension of a member includes but is not limited to:

20.6.1. Non-participation by the member or its/his/her representatives at any meeting of SAHA.

20.6.2. The inadmissibility of nominations for elections and other appointments proposed by the member.

20.6.3. The exclusion of affiliated participants from participation in events under SAHA's jurisdiction.

20.6.4. The withdrawal of any application of an award of National Colours to any athlete, team or athlete support personnel about to compete internationally.

20.7. The Exco may lift the suspension at any time if the member has addressed the violations of its membership at any time and will report to the Council.

20.8. During suspension, the Board may also appoint a person/s to administer the member for any period of time in order to ensure the ongoing operation while also addressing complaints and disputes addressed to SAHA.

20.9. **PROVIDED ALWAYS THAT** the member shall be given due notice of any such proposal for suspension or expulsion, as well as of the grounds for that proposal, and shall be given the opportunity to be heard by Council before any final decision is made in respect of such proposal.

**21. Expulsion and termination of membership:**

21.1. SAHA may, by special majority resolution at an AGM, expel or terminate the membership of any member, in which event the relevant member will cease forthwith to be a member of SAHA.

21.2. Any decision of the AGM to expel a member shall be done before voting on any other point on the agenda at an AGM.

21.3. The AGM may decide whether to expel a member on the recommendation of the exco after following due process where the member has had the

opportunity to make representations at a hearing. The grounds for expulsion of a member are:

21.3.1. Being in breach of its membership obligations as set out in clause 22.

21.3.2. Being in material or persistent breach of any provision of this Constitution, any policy or decision of the association or its executive.

21.4. Having been dissolved, liquidated or wound up.

21.5. Acting in a way that is in breach of good governance by omission or commission.

21.6. Acting in a way which is detrimental to, brings into disrepute, is materially inconsistent with, is contrary to or prejudicial to the best interests, image or welfare of the association, its members or the sport of hockey in South Africa.

21.7. Ceasing to be a member in good standing.

21.8 Any Member who has been expelled, or whose membership has been terminated, shall have the right to appeal that decision. The appeal process, and the Appeals Committee composition and appointment process shall be outlined in the by-laws.

**22. Rights and Obligations of members:**

22.1. Unless indicated to the contrary in this Constitution, any member shall have the right to attend, speak and vote at any meeting of SAHA provided that such member has complied with all its membership and financial obligations.

22.2. The representative of any member wishing to attend, speak or vote at any SAHA meeting shall, within the regulated timelines, submit to the office written confirmation that such representative has been authorised to attend, speak and vote at such meeting.

22.3. Each member shall have the right to:

22.3.1. Propose matters to be included in the agenda of the General Meeting,

22.3.2. Appoint two (2) representatives to attend, speak and vote at meetings.

22.3.3. Nominate candidates for election to the exco or appointment to committees.

22.3.4. Receive SAHAs President's report, audited financial statements and any other documents required in terms of this Constitution, by-laws or policies.

22.3.5. Make submissions on any document as requested by SAHA.

22.4. Each Member has the obligation to:

22.4.1. Meet and maintain the membership requirements set out in this Constitution and its by-laws.

22.4.2. Do all things necessary to comply with the Constitution, policies, regulations, by-laws and decisions of SAHA.

22.4.3. Do all things required to comply with any governance requirements including but not limited to anti -doping, safeguarding, anti -illegal betting and match fixing.

22.4.4. Do all things to comply with legislation.

22.4.5. Act at all times in the best interests of SAHA, its members and hockey in the Republic.

22.4.6. Act at all times in good faith and loyalty to SAHA, promote trust and cooperation.

22.4.7. Provide any report or document to SAHA when so requested with reasonable and just cause.

## 23. Registration

23.1 Members and affiliate members shall maintain an accurate register of their participants who partake in their official leagues. Only those individuals registered in this manner shall be eligible to participate in hockey activities within South Africa.

23.2 Members and Affiliate Members must submit an annual register of registered participants to the SAHA office by a deadline set by the Executive Board. This schedule must include all mandatory participant information, which will be communicated to all members and Affiliate Members by the SAHA Office. The requirements for this information may vary based on SAHA's reporting requirements.

23.3. The Executive Board will establish and communicate the deadline for the annual submission of participant schedules to all members and Affiliate Members.

23.4 All participants are required to register annually with SAHA. The specific registration process requirements must be communicated to members within a reasonable time period prior to the start of the registration period. Any further conditions, timings and mechanisms for this registration shall be specified in the SAHA by-laws.

23.5 Members are responsible for ensuring that only registered SAHA participants are allowed to play or participate in any of their leagues.

23.6 SAHA reserves the right to conduct audits of participant registrations to verify compliance with its registration requirements. Upon reasonable notice and during regular business hours, SAHA may appoint auditors or authorized representatives to review participant lists and records maintained by members and Affiliate Members.

## CHAPTER 6: GOVERNING BODIES:

### 24. Executive Board

24.1. The Executive Board shall be responsible for and accountable to the Membership and shall effect and implement the policies of the Association as determined by the Membership in duly constituted meetings.

24.2. The Executive Board shall consist of nine (9) persons, and the Chief Executive Officer who shall serve ex officio without voting rights. The 9 elected officers shall comprise:

24.2.1. The President;

24.2.2. The Treasurer;

24.2.3. One member to be responsible for Rules, Technical & Education;

24.2.4. One member to be responsible for High Performance;

24.2.5. One member to be responsible for Corporate Governance;

24.2.6. One member to be responsible for Events

24.2.7 One member to be responsible for Schools;

24.2.8. One member to be responsible for USSA;

24.2.9. One member to be responsible for the Athletes Commission; and

24.2.10. the CEO of the Association.

24.3. A person is not eligible to serve, or continue to serve, as a member of the Executive Board if they:

24.3.1. Are a paid employee of the Association, or

24.3.2. are ineligible or disqualified from being appointed as a director of a Non-Profit Organisation (NPO) under the relevant provisions of the Companies Act, 2008 (Act No. 71 of 2008), including but not limited to:

24.3.3. Being declared delinquent by a court of law.

24.3.4 Being an unrehabilitated insolvent.

24.3.5 Having been removed from an office of trust on grounds of misconduct involving dishonesty.

24.3.6 Having been convicted of an offence involving dishonesty or other serious crimes, as defined in the Companies Act, within the preceding five years.

24.4. If, at any time, an Executive Board member becomes ineligible or disqualified under this clause, their membership on the Executive Board shall immediately and automatically terminate.

24.5. Nominations and elections shall be conducted in terms of the procedures set out in clause 26.

24.6. Subject to the approval of the Executive Board, the President shall have the right to co-opt any other person or persons to assist the Board in the execution of specific duties. Such person or persons shall be required to attend meetings of the Board for the specific business for which he or she was co-opted.

24.7. The Executive Board shall meet not less than FOUR (4) times per annum and shall report in writing to the Membership and Council on any material matters arising from its meetings.

24.8. Duly authorised officers of members and the Affiliate Members (i.e. the Presidents or Chairpersons of Provincial Associations and Affiliates) shall have the right to attend, but may not vote at, meetings of the Executive Board on a rotational basis to be agreed by the Board. No costs arising from their attendance at such meetings shall be borne by the Association.

24.9. The powers, duties and operations of the Executive Board shall be as defined in clauses 4 and 14 of the by-laws.

24.10. The members of the Executive board may elect a person to designate the vice presidency. This person may only come from a directly elected portfolio namely corporate governance, Events, High performance and Rules & Technical, and Education and may not be the Treasurer.

24.11. A Management Committee shall comprise the President, Vice President, CEO and the Treasurer of the Executive. The President shall be the Chairperson of the Management Committee.

24.12. Be responsible for the day-to-day operation of the Association necessary to implement the directives of the Executive and the Council and ensure that the ongoing activities of the Association are carried out.

24.13. No decisions with regards to any changes of policies that affect any member, may be dealt with by this committee and this committee shall be responsible for attending to day to day matters which arise affecting the Federation. It shall report to the Executive on its decisions for ratification and meet whenever matters find it necessary.

## 25. COUNCIL

25.1. Council shall comprise:

25.1.1. The Executive Board;

25.1.2. The Full Members, each represented by one or two persons;

25.1.3. The Affiliate Members, each represented by one or two persons;

25.1.4. The Associate members, each represented by one or two persons; and

25.1.5. The Athletes Commission, represented by one or two persons.

25.2. If the members and Affiliate Members appoint delegations of two persons, it shall be incumbent on them to ensure that the composition of such delegations complies with the Association's equity requirements.

25.3. Council shall meet at least twice per annum.

25.4. The following powers shall vest in the Council:

25.4.1. To do anything that is in the interest of SAHA, if it is in keeping with its mission and objectives and complies with the provisions of the Constitution and the directives of the Annual General Meeting.

25.4.2. To deliberate on any matters, which may be brought before it and to make recommendations on the same matters.

## 26. Nomination and election- The Executive Board

### 26.1. Nominations

26.1.1. The officers of the Executive Board shall be nominated and elected every 2 (two) years, in accordance with the provisions of this clause and subsequent sub-clauses.

26.1.2. Annually or as required, the members and the Affiliate Members shall be entitled to nominate persons for election as officers as set out in clause 24.2. The nominations must be received by the office not less than 45 (forty-five) days before the Annual General Meeting and must be accompanied by the written acceptance of the nominee. All incumbent members of the Executive Board shall be deemed to be available for re-election unless they formally give notice to the contrary not less than 45 (forty-five) days prior to the Annual General Meeting. The office shall circulate all nominations together with the names of those office-bearers available for re-election, to the Membership not less than 30 (thirty) days prior to the Annual General Meeting.

26.1.3. Nominations can only be accepted for persons who are eligible to serve as members of the Executive Board as described in Clause 24.2.

26.1.4. All members of the Executive Board shall hold office in their personal capacity and not as representatives of any member, or any other organisation.

### 26.2. Balloting

26.2.1. The persons present or represented by proxy and entitled to vote at the Annual General Meeting shall elect the members of the Executive Board from amongst the eligible nominees and retiring office- bearers standing for re-election.

26.2.2. The elections shall be conducted by separate ballot for each of the positions of:

- President
- Treasurer
- Rules, Technical and Education
- High Performance
- Events
- Corporate Governance and transformation and shall require simple majorities.

26.2.3. To ensure that the Executive Board is representative or inclusive in its composition not only with respect to gender but also in respect of race, it shall be incumbent on the members and Affiliate Members in considering candidates for nomination and election to office, to recognise the requirements for equity on the Executive Board.

26.2.4. On the first ballot for each vacancy, each of those present or represented and entitled to vote shall cast a vote and the candidate/s who receive a simple majority of votes shall be elected.

26.2.5. If any vacancy still remains, there shall be a second and subsequent ballot until all vacancies have been filled and, in each such ballot the number of remaining candidates shall be reduced (if necessary) by removing those receiving the least number of votes so that there are no more than twice the number of candidates as there are remaining vacancies, subject to the Association’s equity requirements.

26.3. **Term**

26.3.1. The President and the Treasurer shall hold office for terms of four (4) years and can serve a maximum term of eight (8) years.

26.3.2. The balance of executive portfolio members specified in sections 24.2 shall serve terms of two years each, with no limit on the number of terms they may serve. They will retire by rotation at the Annual General Meeting following the culmination of their two-year term and are eligible for re-election.

26.3.3. To implement a system of rotational retirement at the Annual General Meeting immediately following the adoption of the Constitution at the Special General Meeting, the following provisions shall apply:

26.3.3.1. Those current Executive members who have completed only one year of their two-year term may continue in office until their original two-year tenure is fulfilled.

26.3.3.2. In the event that any of the aforesaid members elect to stand down or to contest one of the other positions on the Executive Board, they shall give due notice of their intention in terms of clause 26.1.2.

26.3.3.3. The Office shall formally advise the Membership of the number of vacancies - which may number from two to five - and shall call for nominations accordingly.

26.3.3.4. In the event that the number of vacancies exceeds 2 (two), the basis for rotation shall be determined by the ballots to achieve the requirement that 2 (two) of the Additional Members serve for 2 (two) years and 3 (three) for a period of 1 (one) year.

26.4. **Vacancies**

Subject to the Association’s stated equity requirements, the following procedure shall be adopted for the replacement of elected officers of the Executive Board in the event a vacancy occurs:

26.4.1. Nominations shall be called for from the members and the Affiliate Members and the Executive Board shall arrange a replacement through the medium of an electronic ballot.

26.4.2. The candidate so elected shall hold office until the next Annual General Meeting and shall be eligible for re-election.

26.4.3. If no nominations are received by the date stipulated (which may not be less than seven (7) days from the date on which nominations are called), the Executive Board shall have the right to fill the vacancy. The candidate so appointed shall hold office until the next Annual General Meeting and shall be eligible for re-election.

26.4.4. In special circumstances, the Membership may exercise their right to call a Special General Meeting for the purpose of electing officers to vacant positions, subject to the provisions of clause 29.

**27. Nomination and Election- Honorary Members**

27.1. Honorary Life Presidents, Honorary Life Vice-Presidents and Honorary Life Members of the Founder Associations shall retain their status in the Association.

27.2. The persons present or represented and entitled to vote at the Annual General Meeting may elect Honorary Life Vice-Presidents and Honorary Life Members.

27.3. The criteria for such positions and the procedures for the nomination and election of candidates shall be as set out in clause 6 of the Bye Laws.

## CHAPTER 7: MEETINGS:

### 28. Annual General Meeting:

28.1. It shall be incumbent upon the Executive Board to ensure that an Annual General Meeting of the Membership is held every year on such date and at such a venue as may be determined by the Board.

28.2. Notice of such meeting shall be posted not later than 30 (thirty) days prior to the date of such meeting, to the Honorary Life Vice-Presidents and Honorary Life Members of the Association, the members of the Executive Board, the Full Members, the Affiliate Members, the Associate members, the athletes commission and such other persons entitled to receive notice. The notice shall be accompanied by an agenda of business to be conducted at the meeting, minutes of the previous Annual General Meeting and one copy of the annual financial statements for the year ended 31 March of that year.

28.3. The President shall preside over Annual General Meetings. In the President's absence, the Vice-President shall assume this role, and if neither is available, another member of the Executive Board shall preside.

28.4. The agenda for the Annual General Meeting shall be as follows:

28.4.1. Presentation and approval of credentials.

28.4.2. Approval of the notice of meeting.

28.4.3. Apologies.

28.4.4. Ratification of the minutes of the previous Annual General Meeting.

28.4.5. Matters arising from the minutes of the previous Annual General Meeting.

28.4.6. To receive from the President the Annual Report on the activities of the Association for the period under review.

28.4.7. Matters arising from the Annual Report.

28.4.8. To receive, consider and approve the audited annual financial statements for the year ended 31 March of that year.

28.4.9. Appointment of Auditors

28.4.10. To elect members of the Executive Board.

28.4.11. To consider any proposals from the members which have been received by the office in time for inclusion on the agenda.

28.4.12. To elect Honorary Life Vice-Presidents and Honorary Life Members.

28.4.13. To consider applications for membership

28.4.14. To consider the expulsion of members

28.4.15. To consider any other business set down for discussion at the Annual General Meeting.

28.5. Attendance at the Annual General Meeting shall be restricted to the Honorary Members, the Executive Board and the delegates of the members, affiliate and associate members, the athletes commission and such other persons as the Board may deem fit to invite. The members and the Affiliate Members may send one (1) or two (2) delegates at their cost, provided that:

28.5.1. The names and credentials of such delegates are submitted in writing to the Associations office 10 calendar days prior to the meeting; and

28.5.2. Each delegation of two or more individuals must substantially adhere to the Association's equity requirements.

## 29. Special General Meeting

29.1. A Special General Meeting (SGM) may either be called through a request by the SAHA Executive Board or by the membership of SAHA as per the terms below:

29.1.1. The Board may, whenever it deems necessary, convene a SGM, and the Office shall convene such SGM if requisitioned by resolution of the Board Members. The SGM shall deal only with that business for which it was called.

29.1.2. An SGM shall be called by the Board after receipt of a requisition by meeting resolution or written notice by 25% of the Members in good standing. The agenda for such a meeting shall be specified in the requisition.

29.2. Attendance at Special General Meetings shall be restricted to delegates of the Full members, affiliate and associate members, athletes commission, the Executive Board and any other persons who the Board may deem fit to invite. The Members and the Affiliate Members may send one (1) or two (2) delegates at their cost provided that:

29.2.1. The names and credentials of such delegates are submitted in writing to the Associations office 7 (seven) days prior to the meeting; and

29.2.2. The composition of each delegation of two or more persons complies substantially with the Association’s equity requirements.

29.2.3. The President, and in his or her absence, the Vice-President, and failing them any other member of the Executive Board, shall serve as Chairperson at Special General Meetings.

## 30. Voting

30.1. Council, Annual & Special General Meetings

The number of votes shall be allocated as follows:

30.1.1. The number of votes allocated to each Full Member shall be based on the number of registered field hockey player participants in their club leagues, as follows:

30.1.1.1 A member having 2400 or more registered field hockey player participants participating in club leagues, who have been registered with the Association shall be entitled to 3 (three) votes.

30.1.1.2. A member having 1200 to 2399 registered field hockey player participants participating in club leagues, who have been registered with the Association shall be entitled to 2 (two) votes.

30.1.1.3 A Full Member with a small number of registered participants shall be entitled to 1 (one) vote.

30.1.2 The specific thresholds for determining the size categories of Full Members shall be defined in the by-laws of the Association. Should the thresholds not be so defined, each Full Member shall be allocated 2 votes.

30.1.3. Each Affiliate Member shall have 1 (one) vote; and

30.1.4. Each member of the Executive Board shall be entitled to 1 (one) vote.

30.2. The Chairperson shall direct the way voting shall be conducted subject to the provisions of the Constitution and Bye Laws.

30.3. Alterations to the Constitution shall require a special majority at a Special General Meeting.

30.4. Alterations to the by-laws shall require a special majority of the Council.

30.5. The election of members of the Executive Board and of Honorary Members, shall require simple majorities.

30.6. Other decisions of the Council shall require a simple majority.

30.7. All proposals receiving an equal number of votes shall be deemed to have failed.

30.8. Proxies shall not be permitted at meetings of the Council but shall be allowed at Annual and Special General Meetings in accordance with the regulations contained in clause 16 of the by-laws.

**31. Meetings of the Executive Board:**

31.1.1. Each member present shall be entitled to 1 (one) vote and the President shall have a casting vote in the event of an equality of votes.

31.1.2. The President, and in his or her absence, the Vice-President, and failing them any other member of the Executive Board, shall direct the way any voting shall be conducted.

**32. Quorums**

32.1. For meetings of the Council, a quorum shall consist of at least 50% (fifty percent) plus one of the total memberships in good standing comprising the Full Members and Affiliate Members, provided that if such quorum is not present within one hour of the time appointed for the meeting, the meeting shall stand adjourned for 24 (twenty-four) hours from the appointed hour. At such adjourned meeting, the members present shall constitute a quorum.

32.2. At Annual or Special General Meetings, a quorum shall consist of at least 50% (fifty per cent) plus one of the total memberships in good standing comprising the members and the Affiliate Members

present in person or represented by proxy, provided that if such quorum is not present within one hour of the time appointed for the meeting, the meeting shall stand adjourned for 24 (twenty-four) hours from the appointed hour. At such an adjourned meeting, the members present or represented by proxy shall constitute a quorum.

32.3. For Executive Board meetings a quorum shall consist of 50% (fifty percent) of the members plus one.

**33. Minutes of meetings**

33.1. The office shall keep minutes in books provided for the purpose of all resolutions and proceedings of all meetings and such minutes shall, when signed by the President of the Association or the Chairperson that presided over the meeting, be conclusive evidence of the correctness of the entries therein. Included in this record of minutes shall be copies of all minutes of any sub-committee of the Executive Board and any reports prepared by the Executive Board or other bodies or persons holding office in the Association.

**CHAPTER 8: FINANCE:**

**34. Fees**

34.1. Each member, Associate member and Affiliate Member shall pay an annual subscription to the Association as determined by the Council annually at its meeting closest to the end of each calendar year.

34.2. Based on the recommendation of the Executive Board, the Council shall have the power to impose an annual affiliation fee on identified participants, clubs, schools or teams.

**35. Auditors**

35.1 The accounting records of the association shall be subject to an annual audit by a public accountant in public practice, registered under the Public Accountants' and Auditors' Act, 1991

35.2 The auditor shall be appointed annually by the executive board, subject to the approval of the auditor at the annual general meeting.

35.3 Audited annual financial statements shall be prepared and made available to AGM participants within 6 months of year-end audited annual financial statements and shall be considered and approved at the AGM.

35.4 The financial year end of the association is 31 March. The preparation and fair presentation of annual financial statements for the association is the responsibility of the executive board.

**36. Application of the Associations funds**

36.1. The income and property of the Association whencesoever derived shall be applied solely towards the promotion of its main object, and no portion thereof shall be paid or transferred, directly or indirectly, by way of dividend, bonus, or otherwise howsoever, to the Members of the Association: Provided that nothing herein contained shall prevent the payment in good faith of reasonable remuneration to any officer or servant of the Association or to any member thereof in return for any services rendered to the Association.

**37. Board responsibilities**

37.1The Executive Board shall be authorised and required to:

37.1.1 Open and maintain one or more bank accounts in the name of the South African Hockey Association with a recognised financial institution.

37.1.2 Ensure that the bank accounts are operated in accordance with sound financial management

practices, as prescribed in legislation, the by-laws and any relevant policy documents.

37.1.3 Designate authorised signatories, chosen from the members of the Executive, for the operation of the account(s), ensuring that at least two signatures are required for any withdrawal or payment.

37.1.4 Banking, income, expenses, investments and borrowings are managed according to the association's by-laws and finance policy to ensure that the necessary internal controls and executive board oversight are in place.

## CHAPTER 9: MANAGEMENT OF DISPUTES

### 38. Misconduct and Discipline

38.1. The members shall always:

38.1.1. Abide by the provisions of the Constitution and the by-laws, and the rules and regulations framed and promulgated in terms thereof.

38.1.2. Conduct their own affairs in the best interests of the Association and Hockey.

38.1.3. Insofar as is applicable, procure and ensure that their respective representatives, clubs, teams, officials and other participants, comply with and abide by the Constitution, by-laws, rules and regulations and conduct themselves appropriately with a view to maintaining the best interests of the Association and Hockey.

38.2. Without derogating from the generality of the foregoing provisions, the Association from time to time, and always consistent with the Rules of the FIH by which it is bound, may

frame, adopt and promulgate its own by-laws for the purpose of maintaining the best interests of the Association and Hockey and for governing misconduct. Such by-laws shall include the appointment of a disciplinary committee and its method of constitution and powers subject to principles of common law.

38.2.1. Any member guilty of any breach of a provision of the Constitution or the by-laws, or any club, team or official or participant who brings Hockey into disrepute shall be liable to discipline by the Executive Board at its sole discretion.

38.2.2. Where any Member or Affiliate Member has not disciplined any club, team, official or participant, for a breach of the provisions of the Constitution, by-laws, rules and regulations, or in the opinion of the Executive Board does not properly discipline such person or entity for a breach as aforesaid, the Executive Board may require the relevant party to appear for an inquiry and, if necessary, impose sanctions and allocate costs for the inquiry.

38.2.3. Where any member or Affiliate Member disciplines any club, team, official or participant falling under its control and/or jurisdiction, such club, team, official or participant shall, subject to prepayment of an appropriate fee laid down by the Executive Board from time to time, have the right to appeal to the Executive Board.

38.3. At any disciplinary or appeal hearing, the Executive Board shall adopt such rules of procedure as laid down in the by-laws or, in the absence thereof, such rules as it may deem appropriate subject to common law principles of due process and the right to fair and proper hearing. Any individual, team or club or other entity shall have the right to be heard, which right shall include the right to be acquainted with the charges and the right to appear personally or to submit a defence in writing.

38.4. In the event of it being found that:

38.4.1. A member or Affiliate Member is guilty of a breach of the Constitution or by-laws, rules and regulations framed hereunder or of conduct which would bring Hockey into disrepute, the Executive Board may in its discretion impose a monetary fine and/or other sanction, provided that no fine shall exceed treble the annual subscriptions payable by such member or Affiliate Member for the year in which such Member or Affiliate Member is found guilty.

38.4.2. A club, team, official or participant is guilty of misconduct, the Executive Board may impose a monetary fine and/or other sanction on such club, team, official or participant, which may include suspension from participation in the playing or administration of Hockey for such period as the Board, in its sole discretion, shall determine.

38.5. Every member or Affiliate Member shall ensure the effectiveness of any disciplinary action imposed in terms of this clause and shall preclude any such disciplined club, team, official or participant from participation in Hockey during the period of suspension.

38.6. The Executive Board shall report the outcomes of every disciplinary meeting or appeal hearing to the next Council Meeting. Members are required to first seek and exhaust all internal remedies for addressing issues of misconduct and discipline before pursuing external actions.

## 39. Dispute Resolution

In accordance with the regulations specified in clause 23 of the Constitution, any dispute arising from or related to the enforceability, application, or interpretation of the Constitution, or any disputes among members, Affiliate Members, or between a Member or Affiliate Member and the Executive Board of the Association, shall be submitted to the Arbitration Foundation of South Africa (AFSA) for resolution. The resolution will be conducted through mediation or expedited arbitration, as per the Rules and Procedures for the Resolution of Disputes in Sport that are in effect at the time the dispute is referred. The

findings resulting from this arbitration shall be final and binding on all parties involved.

**40. Indemnity**

40.1. Any action instituted by or against the Association shall be taken or defended in the name of the Association and no member of the Association shall be personally liable for any debts or obligations, irrespective of the manner incurred except for gross negligence or fraud on the part of the Member.

40.2. Any Member or Affiliate Member of the Association shall be indemnified by the Association, and it shall be the duty of the Association, out of its funds to pay all costs, losses and expenses which any member or Affiliate Member or other officer may incur or may become liable for by reason of any contract entered into or any act or deed done in any way in the discharge of his or her duty. No member or Affiliate Member or other officer or employee of the Association through the insufficiency or deficiency of any security in or upon which any of the monies of the Association shall be deposited shall be liable for any loss, damage or misfortune whichever shall happen in the execution of the duty of the person concerned unless the same happens through his own wilful act or default.

40.3. The Association shall under no circumstances whatsoever be liable for injury or losses sustained by any participant, official, club or team affiliated to the Association.

## CHAPTER 10: FINAL PROVISIONS:

### 41. Amendments to Constitution

41.1. The Constitution of the Association shall not be altered or amended except at a Special General Meeting called for the purpose, and no alteration shall be made to the Constitution unless supported by a special majority of not less than 67% (sixty-seven percent) of the total votes of those present or represented and eligible to vote.

41.2. Notice of the intention to amend, rescind or add any article or provision of the Constitution shall be given to the office which shall within 14 (fourteen) days of receipt of such notice call the meeting by a notice posted not less than 30 (thirty) days prior to the date of the meeting to those entitled to receive such notice.

41.3. All amendments to the Constitution shall be submitted to the Commissioner for the South African Revenue Services and shall be subject to the approval of the Director of Non-Profit Organisations and / or such other authority as may from time to time be required in law.

## 42. Public Statements

42.1. The official spokesperson of the Association shall be the President and CEO. All releases to the media (in its electronic and print forms) shall be authorised by the President in consultation with the Executive Board, before any such release is made.

42.2. No registered participant or other official whosoever shall make any public statement on behalf of the Association without the prior approval of the President.

42.3. Members of the Association, the members of the Executive Board and other sub-committees of the Executive Board shall not divulge any matters of a confidential nature to the media.

## 43. Dissolution of the Association

43.1. The Association shall endure indefinitely notwithstanding any changes in the composition of its Membership, Council, Executive Board or Management Committee, until such time as the members resolve, or are obliged by any duly authorised body, to dissolve the Association.

43.2. The Association may be dissolved if at least two-thirds of the members present and voting at a general meeting of members convened for the purpose of considering such matters are in favour of dissolution. Not less than 21 (twenty-one) days' notice shall be given of such meeting and the notice convening the meeting shall clearly state that the question of dissolution of the Association and the disposal of its assets will be considered. If there is no quorum at such a general meeting, the meeting shall stand adjourned for not less than one week and the members attending such adjourned meeting shall constitute a quorum.

43.3. Upon its dissolution the assets of the Association remaining after the satisfaction of all its liabilities shall be given or transferred to such similar public benefit organisation having objects similar to its main object which

has been approved in terms of Section 30 of the Income Tax Act, 1962 as amended and is registered as a non-profit organisation as may be determined by the members of the Association at or before the time of its dissolution."

## 44. Enforcement

This Constitution was adopted by the General Assembly on 5 March 2025, Special General Meeting.

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