

Constitution

Of The

ZIMBABWE SO-KYOKUSHIN KARATE-DO ORGANIZATION (ZKS)

AFFILIATED TO:

**INTERNATIONAL KARATE ORGANIZATION
KYOKUSHIN KAIKAN: WORLD SO-KYOKUSHIN
(IKOKWSK)**

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CHAPTER 1-

**PREAMBLE, NAME, DEFINITIONS, ESTABLISHMENT,
INTERPRETATION, OBJECTIVES**

Article 1

PREAMBLE

*We, the **Zimbabwe So-Kyokushin Karate Do-Organization (ZSK)**, a combat sport national organization, recognising the need to develop combat sports in Zimbabwe from amateur to professional fighting,*

Determined to identify, develop, promote and facilitate talent in combat and to foster professionalism.

Undertaking to support and encourage promotion of safe and clean sport and to fight against doping, drug, and substance abuse in sport and demonstrating responsible concern for environmental issues,

Do hereby make and undertake to respect this Constitution, the Constitution of the Republic of Zimbabwe, laws of this land and the World Anti-Doping Code,

We further promise and undertake to abide by the decisions of Zimbabwe's governing bodies and recognized Regional and International Federations or like bodies under and within combat sporting.

Article 2

NAME OF THE ORGANIZATION

1. The Organization shall be called the **Zimbabwe So-Kyokushin Karate-Do Organization** which in abbreviated form shall be known and referred to as the **ZSK** (hereinafter called the **Organization**).
2. The Organization shall be affiliated to the Zimbabwe Karate Union (ZKU); Zimbabwe Combat Sport Federation (ZCSF), Zimbabwe National Boxing

and Wrestling Board (ZNBWCB), the Zimbabwe Sport and Recreation Commission (SRC) and the International Karate Organization Kyokushin kaikan: World So-Kyokushin (IKOKWSK).

Article 3

DEFINITIONS

1. For the purposes of this constitution, unless otherwise stated, the following words and/or phrases shall have the following meanings: -
 - (a) **Age Of majority** – the threshold of legal adulthood which is 18 years of age
 - (b) **Zimbabwean Citizen** - Any person who has acquired Zimbabwean citizenship by birth or descent or registration in terms of Chapter 3 of the Constitution of Zimbabwe Amendment (No. 20) Act 1 of 2013 as amended from time to time.
 - (c) **Affiliate/Member** – shall mean an athlete, a karateka, a fighter, an academy, a Karate, Boxing or Mixed Martial Arts Organisation, a Provincial Organization, a referee, a promoter, a judge, an official or any other person, natural or juristic, or body, duly registered with the Organization as a member.
 - (d) **Due date** -shall mean the date by which ZKU and ZCSF membership subscriptions must be paid by the Organizations, which date shall be determined by the General Assembly from time to time.
 - (e) **The ZKU**- refers to the Zimbabwe Karate Union.
 - (f) **The ZCSF**- refers to the Zimbabwe Combat Sport Federation.
 - (g) **The ZNBWCB**- refers to the Zimbabwe National Boxing and Wrestling Control Board.
 - (h) **The SRC**- refers to the Sports and Recreation Commission.
 - (i) **IKOKWSK**- refers to the International Karate Organization Kyokushin kaikan: World So-Kyokushin.

- (j) Delegate-** refers to a natural person chosen to represent a duly registered juristic member or a body for the purposes of attending the Annual General Meeting or the Special General Meeting.
- (k) Annual General Meeting-** refers to a meeting to be held annually not later than the end of February of each year to which every member or affiliate is free to attend but only 'delegates' of General Assembly are entitled to vote.
- (l) Secretary General/Chief Executive Officer** — any reference to the Secretary General shall mean the Secretary General or Chief Executive Officer, being one and the same person and vice versa unless otherwise specifically stated.
- (m) Special General Meeting/Extraordinary General Meeting-** refers to a meeting called on notice to discuss special or emergency matters.

Article 4

INTERPRETATION

1. In this Constitution;

- (a)** Headings are for the purposes of convenience and reference only and shall not be used in the interpretation of any of the provisions of this Constitution.
- (b)** A reference to:
 - (i)** Any gender shall include the other gender.
 - (ii)** The singular shall include the plural and vice versa.
- (c)** Where a period consisting of a number of days is prescribed, it shall be determined by excluding the first and including the last day.
- (d) Ordinary days** — shall mean calendar days including weekends and public holidays.
- (e) Reckoning of time-** where anything is required by this Constitution to be done within a particular number of days, all

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ordinary days shall be reckoned as part of such period: Provided that if any act required to be done by or on a date which is a weekend or a public holiday such act shall be deemed valid and effective if done on the next succeeding business day.

- (f) If figures are referred to in numerals and words, the words shall prevail in the event of any conflict between the two.
- (g) A reference to any statutory enactment shall be construed as a reference to that enactment as at the date of operation of this Constitution and as amended or re-enacted from time to time thereafter.

Article 5

LEGAL ESTABLISHMENT AND STATUS

1. The Organization is a non-profit organization and shall not engage in or be influenced by matters pertaining to politics, religion or race;
2. The Organization shall have jurisdiction over all combat sport and related matters within the territory of the Republic of Zimbabwe.
3. The Organization shall have corporate status and as such its rights and obligations shall vest in it independently;
4. The Organization shall have perpetual succession and have the capacity to sue and be sued in its own name.

Article 6

OBJECTIVES OF THE ORGANIZATION

1. OBJECTIVES

The objectives for which the association is established are as follows:

- (a) To promote the study and practice of Kyokushin karate in Zimbabwe doing all in its powers as is deemed necessary.

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- (b)** To maintain an updated database of all athletes practicing combat sport for Zimbabwe So-Kyokushin (ZSK), Zimbabwe Karate Union (ZKU), Zimbabwe Combat Sport Federation (ZCSF), Zimbabwe National Boxing and Wrestling Board (ZNBWCB), the Zimbabwe Sport and Recreation Commission (SRC) and the International Karate Organization Kyokushin kaikan: World So-Kyokushin (IKOKWSK).
- (c)** To arrange trials, competitions, and championships for the purposes of selecting teams to represent Zimbabwe and abroad in amateur karate tournaments and to appoint officials to accompany such teams to, and to award official colors to such teams and officials.
- (d)** To liaise with Provisional, National Karate Unions, Government, Municipal and / or other organizations in the interests of Combat Sport and to appoint delegates to such bodies.
- (e)** To determine the conditions under which a member or a recognized athlete may obtain and retain registration with the ZSK and the entry fee and annual contribution of such a member.
- (f)** To specify and when necessary, revise the code of conduct of practicing athlete falling within its jurisdiction and to impose sanctions for transgressions of such a code. To establish sub committees for the purposes of conducting inquiries into alleged transgression of the said code and to enforce the sanctions / penalties prescribed thereof.
- (g)** To publish and circulate newsletters and other publications related to the science and art of Combat Sport.
- (h)** To grant honorary membership or honorary life membership to any person who has rendered meritorious services to the ZSK, or to the discipline of Combat Sport in Zimbabwe and to define the rights of such members.
- (i)** To adjudicate on appeals brought from decisions made by and on behalf of members/Dojos/clubs.
- (j)** To establish funds for the purpose of the ZSK and to levy, from its members, annual subscriptions, entry fees and fighter participation fees as prescribed by the Executive.

- (k)** To do everything necessary or requisite for the implementation of any of the objectives set out herein.

CHAPTER 2

MEMBERSHIP OF THE ORGANIZATION

Article 7

ATTAINMENT OF MEMBERSHIP OF THE ORGANIZATION

- 1.** Membership of Organization shall be attained through the following:
 - (a)** Upon lodging of an application together with the accompanying application fee by a karate, martial arts, boxing, mixed martial arts or any other combat sports club and the application meets the Minimum Requirements and such application is approved by the General Assembly at an Annual General Meeting or Special General Meeting: Provided that the General Assembly shall, upon satisfaction beyond reasonable doubt that the organization is not a fractious breakaway group, accepts its membership only if the following conditions are met;
 - (i)** The Dojo Head / Club Operator has a Shodan (that is 1st Degree Black belt or Higher) or equivalent.
 - (ii)** The style practiced passes scrutiny as a genuine form of combat sport with a syllabus.
 - (iii)** A minimum requirement of twenty students and their Dojo or Club Head, who shall upon acceptance immediately pay affiliation fees to the Federation and receipts are thus used to confirm their acceptance status.
 - (b)** Upon application by a natural person accompanied by an application fee provided that the application meets the minimum requirements in 1(a) as applicable and it is approved by the General Assembly at an Annual General Meeting or Special General Meeting.

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- (c) Upon appointment as an Honorary Life Member at the General Assembly.
- (d) Upon a person being a member of the Executive Board or is elected as an athletes' representative.
- 2. A register of members shall be established and kept regularly up to date under the responsibility of the Secretary General/Chief Executive Officer. This register shall, include the following information;

 - (a) Member's name and address
 - (b) Date of membership;
 - (c) Category of membership;
 - (d) Membership status,
- 3. The register shall be available at any time and shall serve as reference to convene the meetings of the Organization.
- 4. Any person or organization shall apply for membership of the Federation through a Provincial Affiliate, or directly to the Organization.
- 5. Any person or organization joining the Organization shall pay affiliation fees in full at the time of joining the Organization. Subsequently affiliates to the Organization are required to pay their dues on time to avoid penalties and sanctions from the Governing Body.
- 6. Each Provincial Affiliate shall pay its membership affiliation as well as its member's own annual affiliation fees to the Organization on or before respective due dates of each year.
- 7. In the absence of a Provincial Affiliate, any person or Athlete shall become a member of the Organization upon payment of an affiliation fee as fixed by the Organization direct to the Organization, and its members shall be entitled to the same rights and privileges and bound by the same duties and obligations as if they were affiliated through a duly registered Provincial Affiliate.
- 8. No person or organization shall be denied membership of the Organization by reason of his religion, sex, race, creed, political affiliation, or tribe.

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9. Every member or affiliate is required to have a copy of their constitution lodged with and approved by the Executive Board for it to be recognized as such.
10. Every registered member shall submit registered membership register and administrative returns through their provinces or directly to the Organization where there are no active provincial structures on or before the due date. Likewise, all registered Provincial Affiliates shall submit their administrative returns to the Organization by the 31st of January annually.
11. Any member or affiliate which has been de-registered for whatever reason may be re-admitted to membership of the Organization upon payment of the prescribed application fee: Provided that they would now be in compliance with the provisions of this Constitution.

Article 8

CESSATION OF MEMBERSHIP

1. Membership shall cease, in respect to a member/affiliate, natural or juristic, regard being had to the nature of member/affiliate under consideration;
 - (a) Upon resignation in writing and delivery of the notice of resignation to the Secretary General/Chief Executive Officer
 - (b) Upon a verdict of guilty and penalty of cessation of membership pursuant to an Organization disciplinary hearing
 - (c) Upon non-payment of annual subscription for two consecutive years.
 - (d) Upon being declared insolvent, whether provisionally or finally, or determined to have been compromised with creditors by a court of law or inability to perform functions due to physical or mental incapacity or being convicted by a court of law of a criminal offence with a potential custodial sentence of 6 months or more.

- (e) Upon a member/affiliate being suspended by his / her Club or Provincial Affiliate, that member or affiliate shall automatically cease to be a member of the Organization until such suspension is lifted, lapses or is revoked.
- 2. A member suspended or expelled by his or her Club may resume membership of the Organization if he or she is re-instated or becomes a bona fide member of another Club provided that a member suspended by the Provincial Affiliate shall remain so suspended until his / her suspension is lifted or lapses or is set aside on appeal to the Organization Executive.

CHAPTER 3

GOVERNANCE OF THE ORGANIZATION

Article 9

GOVERNING STRUCTURE OF THE ORGANIZATION

- 1. The authority of the Organization is exercised through its structures, namely:

 - (a) The General Assembly
 - (b) The Executive Board
 - (c) The Executive Committee
 - (d) The General Secretariat
 - (e) Commissions
 - (f) Honorary Life members
 - (g) Advisory Board
 - (h) Technical Board

Article 10

THE GENERAL ASSEMBLY AND ITS COMPOSITION

- 1.** The General Assembly is the highest authority on all matters to do with the Organization.
- 2.** The General Assembly shall sit at an Annual General Meeting or the Extra Ordinary General Meeting/Special General Meeting.
- 3.** The General Assembly shall be composed of delegates and members/affiliates of the Organization or any other stakeholder representatives invited to attend the General Meeting.
- 4.** The General assembly has the power to pass a vote of no confidence, dismiss, censure members on the Organization's Board and any other boards and organs as the case maybe.

Article 11

VOTING RIGHTS

- 1.** The following members of the General Assembly shall have voting rights at a meeting of the General Assembly:
 - (a)** All delegates in good standing with the Organization: Provided that each delegate shall have one vote.
 - (b)** Delegates representing member/affiliate in good standing with the Organization.
- 2.** Delegates not representing organizational member/affiliates shall not be entitled to vote at the General Meeting.

Article 12

PARTICIPATORY RIGHTS

Subject to clause 10 at any meeting of the General Assembly, the members of the General Assembly stated in Article 10 may participate, contribute and

debate matters on the Agenda, but only those members with voting rights shall be entitled to vote.

Article 13

OBSERVER RIGHTS

1. Any member/affiliate of the Organization which is not in good standing shall not be entitled to vote or participate but may send a duly authorized delegate to attend the General Assembly Meeting merely as an observer.
2. Any person who has applied in writing at least ten (10) ordinary days before the meeting and been granted permission in writing by the Executive Board may attend the General Assembly Meeting as an observer and without participatory or voting rights.

Article 14

QUORUM AT A MEETING OF THE GENERAL ASSEMBLY

1. The quorum at a meeting of the General Assembly shall be at least one half of the total members entitled to vote at a meeting of the General Assembly.
2. The quorum at a meeting of the General Assembly on which the disbandment of the Organization or the amendment to the Constitution is an agenda item shall be at least two thirds of the total members entitled to vote at a meeting of the General Assembly.
3. Where a quorum is not reached after one and half (1 ½) hours, the meeting shall stand adjourned to not less than seven (7) ordinary days and not more than thirty (30) ordinary days to the same venue and the same time. At the subsequent meeting any number of members entitled to vote and present shall form a quorum.

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4. The notice with the date of the subsequent meeting shall be sent to all members by the Secretary General/Chief Executive Officer at least four (4) days prior to the said meeting.
5. Once a quorum is reached the meeting shall remain in session despite subsequent cessation of a quorum.

Article 15

DECISIONS AT A MEETING OF THE GENERAL ASSEMBLY

1. Decisions at a meeting of the General Assembly shall be by way of voting through secret ballot.
2. Subject to this Constitution, decisions shall be by simple majority of votes of members entitled to vote and present at a meeting of the General Assembly.
3. Decision on the amendment of the Constitution shall require at least two thirds votes of the members entitled to vote and present at a meeting of the General Assembly.
4. Decision to disband the Organization shall be by at least 75% majority vote of members entitled to vote and present at a meeting of the General Assembly.
5. Any member/affiliate may seek an amendment to the Constitution by submitting written notice to the National Executive Board through the Provincial Affiliate Executive, or by writing directly to the Secretary General/Chief Executive Officer within thirty (30) ordinary days of such amendment being voted for by the General Assembly.
6. Any amendment to the Constitution shall only become effective upon written approval by the ZKU.
7. In the event of a tie the vote shall be repeated twice and thereafter, the Chairperson of the Annual General Meeting shall have a casting vote as a tie breaker.

8. Voting by proxy shall not be allowed at any meeting of the General Assembly.

Article 16

ANNUAL GENERAL MEETING

1. Subject to Article 15, the General Assembly shall hold an Annual General Meeting annually not later than the end of February of each year with the Secretary General/Chief Executive Officer giving at least forty (40) ordinary days' notice of the date and venue of the meeting.
2. The agenda of the Annual General Meeting shall include:
 - (a) Confirmation of delegates' credentials;
 - (b) Confirmation of a quorum;
 - (c) Adoption of agenda;
 - (d) Adoption of minutes of the previous Annual General Meeting or Extra Ordinary General Meeting;
 - (e) Matters arising from the minutes of the previous Annual General Meeting or Extra Ordinary General Meeting;
 - (f) Presentation by the Chairperson of his opening remarks or message;
 - (g) Consideration and approval of the report of activities of the Executive Board as presented by the Secretary General/Chief Executive Officer;
 - (h) Consideration and approval of the report of activities by the Technical Director/Technical Commission Chairperson including the calendar of events and its budget,
 - (i) Examination and approval of the audited accounts of the previous year as presented by the Treasurer;
 - (j) Consideration and approval of the consolidated budget for the ensuing year;
 - (k) Consideration and approval of the national calendar and budget for the following year.

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- (l) Consideration of any motions for which due notice of at least thirty (30) ordinary days was given.
 - (m) At least every four years to elect new members of the Executive Board, the members of the Disciplinary Committee.
 - (n) Appointment of Auditors.
 - (o) Appointment of Honorary Life Members and or Advisory Board;
 - (p) Election to fill in vacancy that may have arisen.
3. The Annual General Meeting of the General Assembly can validly act only on those items appearing on its agenda. Members may send agenda items to the Secretary General/Chief Executive Officer at least thirty (30) ordinary days prior to the meeting. The Secretary General/Chief Executive Officer shall circulate the agenda to members of the General Assembly at least fifteen (15) ordinary days before the meeting.
4. In all deliberations before the General Assembly, members/affiliates shall declare their interest in an agenda item or issue arising. Should any material interest be declared, the member/affiliate so doing shall recuse himself and such a member/affiliate shall not have the right to participate, vote or observe in matters in which the interest relates.
5. The Chairperson shall chair every meeting of the General Assembly, or in his absence, the Vice Chairperson or in their absence; members of the Executive Board may elect someone from amongst themselves to chair the meeting of the General Assembly.

Article 17

SPECIAL GENERAL MEETING

1. The General Assembly may meet in extraordinary session through a Special General Meeting or Extra Ordinary General Meeting.
2. The Extra Ordinary General Meeting shall be at the request of at least half of members of Organization who are entitled to vote at a General

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Assembly or half of members of the Executive Board or at the request of the Chairperson. The request shall include the purpose of the Extra Ordinary General Meeting and the agenda items to be transacted at the Extra Ordinary General Meeting.

3. The Extra Ordinary General Meeting shall consider only those agenda items listed when the request for the Extra Ordinary General Meeting was submitted.
4. The Secretary General/Chief Executive Officer shall give members of the General Assembly at least twenty-one (21) ordinary days' notice for such a meeting, the date of the meeting, venue, time and agenda.

Article 18

THE EXECUTIVE BOARD

1. There shall be a board called the Executive Board
2. The Executive Board shall be composed of at least eleven (11) elected members: Provided that at least three (3) members shall be members of the gender lesser in number on the Executive Board. The members of the Executive Board shall be as follows:
 - (a) The Chairperson;
 - (b) One Vice Chairperson;
 - (c) The Secretary General / Chief Executive Officer (Chief Executive Officer),
 - (d) The Treasurer;
 - (e) At least seven (7) other members elected at the General Assembly who shall have been nominated by Organization.
 - (f) Ex-officio members as provided for in article 18(3).
3. The following members shall be ex-officio members of the Executive Board by virtue of their positions;
 - (a) Members of any Organizations relevant to combat sport who are Zimbabwean citizens.

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- (b)** The Chairperson of the Organization Athletes' Commission.
- 4.** The Executive Board may co-opt additional members to address anomalies in representation including skills deficiency or representation of the gender lesser in number on the Executive Board.
 - 5.** Such co-opted members may not necessarily come from any practicing Organization.
 - 6.** The maximum members that the Executive Board may co-opt shall be four (4) and the duration of the term of the co-opted members shall end when the Quadrennial General Meeting takes place.
 - 7.** Subject to this Constitution, the co-opted members may be eligible for being coopted again at the end of their term.
 - 8.** Such co-option shall be ratified by the General Assembly at the Annual General Meeting or Extra Ordinary General Meeting.
 - 9.** Co-opted members of the Executive Board shall not have a right to vote in the Executive Board until such cooption has been ratified by the General Assembly.
 - 10.** Subject to this Constitution all members, elected, ex officio and co-opted shall have an equal right to vote in the Executive Board.
 - 11.** The total number of elected members of the Executive Board shall not be allowed to fall below fifty percent of the total membership of the Executive Board: Provided that when the number falls below fifty percent, the General Assembly shall fill in the vacancies forthwith and in any circumstance the Extra Ordinary Meeting or where practical, the Annual General Meeting shall be called within 30 ordinary days of such vacancies for the purposes of filling such vacancies.
 - 12.** The Chief Executive Office/Secretary General shall not have a right to vote in the Executive Board.
 - 13.** With the exception of those exclusively devoted to the administration of the sport, no member of the Executive Board shall be remunerated: Provided that, where relevant, the Organization shall pay

approved allowances and or reimburse expenses met by members in the course of executing of the Organization's business.

- 14.** No external institution, including the Government or any other public authority, shall dictate the appointment of any member of the Executive Board: Provided that the Executive Board may, on its own volitions and discretion, co-opt government or public authority representatives amongst the four (4) co-opted members it is entitled to co-opt.

Article 19

ELIGIBILITY OF ELECTION ONTO THE EXECUTIVE BOARD

- 1.** Every person aspiring to be an elected member of the Executive Board shall:
 - (a)** Be a Zimbabwean citizen who has attained the age of majority; and
 - (b)** Be under seventy (70) years of age at the time of election; and
 - (c)** Must be in good standing,
 - (d)** Must not fall in the following categories;
 - (i)** Convicted, at any time, of a crime with a potential custodial sentence of 6 months or more: or,
 - (ii)** Declared insolvent whether provisionally or finally, by a court of law; or
 - (iii)** At any time found guilty pursuant to an Organization disciplinary hearing process or suspended by the ZKU or ZCSF;
 - (e)** Must be nominated by a club affiliated to an Organization.
- 2.** In addition to general requirements in Article 19(1) aspirants of the following position shall meet at least one requirement provided for hereunder.
 - (a) The Chairperson and Vice Chairperson:**

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- (i) Must have a minimum of 5 Ordinary Level passes, including English Language, Science and Mathematics;
- (ii) Must have been a member of the Executive Board or must have, at some point, held the position of a Chairperson, Vice Chairperson or Secretary General in the Organization or its members/affiliates;
- (iii) Must be a holder of at least a diploma in Sport Administration or a University Degree in any field.

(b) The Secretary General and Vice Secretary General

- (i) Must be a holder of a University Degree in any field and experience in developing sport programs, sport modernization, anti-doping, anti-abuse practices, sports management and entrepreneurial mindset with exceptional organizational and leadership skills;
- (ii) Experience in working with, and reporting to, an elected board;
- (iii) A Diploma in Advanced Sports Management Course will be an added advantage.

(c) The Treasurer:

- (i) Must be a holder of an Accounting or Finance professional qualification or a bachelor's degree in Accounting or Finance:
and
- (ii) Must have a minimum of two (2) years' working experience in an accounting or finance position;

(d) Other Members:

- (i) Must have a minimum of 5 Ordinary Level passes, including English Language, Science and Mathematics; or

- (ii) Must be a holder of at least a Diploma in any field or be a reasonably high ranked athlete in their discipline; or
- (iii) Must have been a member of the executive of the Organization or its member/Affiliate.

Article 20

CESSATION OF MEMBERSHIP ON THE EXECUTIVE BOARD

1. Membership of any person of the Executive Board shall cease upon:
 - (a) Resignation in writing and delivery of the notice of resignation to the Secretary General/Chief Executive Officer; or
 - (b) Upon handing down of a verdict of guilty and penalty of dismissal from the Executive Board pursuant to an Organization disciplinary hearing, subject to ratification by the General Assembly; or
 - (c) Upon being declared insolvent whether provisionally or finally or found to have compromised with creditors by a court of law or inability to perform functions due to physical or mental incapacity or being convicted of a criminal offence of a crime with a custodial sentence of 6 months or more.
2. In addition to Article 20(1), the following provisions shall apply *mutatis mutandis* on cessation of membership from the Executive Board.
 - (a) Upon a member ceasing to hold a position of an international board.
 - (b) Upon a member ceasing to hold the position of the Chairman of the Organization Athletes' Commission.
3. Elected members of the Executive Board shall hold office for a term of four (4) years, and may offer themselves for re-election for a second successive term of four (4) years: Provided that no member shall serve for more than two consecutive terms.
4. Any other Executive Board member, who was not part of the Executive Committee and is elected into the Executive Committee, shall start a new

cycle of (2) two consecutive terms if so elected into the Executive Committee.

5. An Executive Committee Member, not being the Chairperson of the Executive Committee, shall be eligible for election for the position of the Chairperson and shall start a new cycle of a possible (2) two consecutive terms if so elected.
6. A member who has served two (2) successive terms as provided for in article 20(3) shall become eligible to contest for election to the Executive Board after a minimum cooling off period of four (4) years from the expiry of his / her last term of office. The same provision shall, *mutatis mutandis*, apply for the co-opted members.
7. A board member, whether elected or co-opted, who serves a part term shall be deemed to have served the full term.

Article 21

POWERS OF THE EXECUTIVE BOARD

1. The Executive Board administers the business of the Organization under the stewardship and discretion of the General Assembly. It shall have powers to act for and report to the General Assembly.
2. The quorum of the Executive Board shall be 50% of the total number of board members, present at the meeting.
3. A member may attend meetings physically or virtually by electronic means.
4. Should a quorum not be reached after one (1) hour, the meeting shall automatically be adjourned for not more than seven ordinary days at the same time and the same venue. At the subsequent meeting, any number of members present shall form a quorum. Decisions shall be made by a simple majority of votes cast. In the event of a tie the Chairperson shall have a casting vote.

5. Members of the Executive Board shall declare their interest in any agenda item or issue arising at any meeting of the Executive Board. Should any interest be declared, the member so doing shall recuse himself and such a member shall not have the right to participate, vote or observe in matters in which declared interest relates
6. Any vacancies occurring during the year shall be filled at the next Annual General Assembly for the remainder of the term of office: Provided that if the elected members in the Executive Board cease to be the majority due to vacancies, a Special General Meeting shall be called within thirty (30) ordinary days of such loss of majority for the election of the vacated positions for the remainder of the term of office.
7. The Executive Board shall meet at least quarterly in any one year.

Article 22

DUTIES OF MEMBERS OF THE EXECUTIVE BOARD

1. The President and his Executive Board shall work at the pleasure and discretion of the General Assembly and hence shall;
 - (a) Represent the Organization in all matters including the signing of contracts and agreements.
 - (b) Be the head of the Organization and its chief spokesperson provided that the Chairperson may assign the Secretary General/Chief Executive Officer or Vice Chairperson to speak on behalf of the Organization.
 - (c) Supervise the work of the Secretary General/Chief Executive Officer in terms of the performance conduct:
 - (d) Call for meetings of the Executive board or Executive Committee;
 - (e) Generally, provide leadership and vision in the affairs of the Organization.
2. The Vice Chairperson shall:
 - (a) Be responsible for such portfolios as shall be assigned by the Chairperson in line with the Constitution from time to time.

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- (b) Act on behalf of the Chairperson in his absence
 - 3. The Secretary General and/or Chief Executive Officer shall:
 - (a) Be the head of the secretariat which shall fulfill all administrative duties under the Secretary General/Chief Executive Officer,
 - (b) Be responsible for taking minutes and keeping records of the Organization activities including minutes of the Organization Executive Board and General Assembly meetings:
 - (c) Be the Secretary of the Nomination and Elections Committee; and
 - (d) Be generally responsible for the day to day management of the Organization business under the supervision of the Executive Board.
 - 4. The Treasurer shall:
 - (a) Be responsible for the general financial oversight of the Organization; and
 - (b) Shall present the audited accounts of the Organization at the Annual General Meeting.
 - 5. Other Members of the Executive Board
- The Chairperson may assign roles to the remaining Board Members after consultation with the Executive Committee and the respective Board Member.

Article 23

THE EXECUTIVE COMMITTEE

- 1. The Executive Committee shall consist of: the Chairperson, the Vice Chairperson, the Secretary General/Chief Executive Officer and the Treasurer,
- 2. The quorum for the meeting of the Executive Committee shall be three members,
- 3. In between the Executive Board meetings, the Executive Committee may meet and take decisions by a majority vote of the whole membership present.

4. In the event of a tie, the Chairperson or Presiding officer shall have the deciding vote
5. All decisions by the Executive Committee shall be ratified in the next meeting of the Executive Board.

Article 24

THE GENERAL SECRETARIAT

1. The Organization may establish a secretariat that will be under the supervision of the Secretary General/Chief Executive Officer which shall be responsible for the efficient running of the day-to-day activities of the Organization.
2. The Executive Board shall decide on the employees who shall make up the Secretariat.

CHAPTER 4

COMMISSIONS, COMMITTEES AND WORKING GROUPS

Article 25

COMMISSIONS AND WORKINGS GROUPS

1. The Chairperson after consulting with the Executive Board may appoint commissions and working groups to undertake special functions for a specified period.

Article 26

NOMINATIONS AND ELECTIONS COMMITTEE

1. There shall be Nominations and Elections Committee comprising three (3) members elected by the General Assembly at the Annual General Meeting.

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2. The Nominations and Elections Committee shall be responsible for the running of all Organization elections.
3. The term of office of the Nominations and Elections Committee shall be four (4) years and shall expire immediately after the election of the new Executive Board.
4. One (1) member of the Nominations and Elections Committee shall be a registered legal practitioner and two (2) members shall be reputable sports administrators.
5. A member of the Nominations and Elections Committee shall not stand for election onto the Executive Board in elections which he is supervising.
6. The Nominations and Elections Committee members shall at their first meeting after their election elect amongst themselves a chairperson failing which the Executive Board shall elect a Chairperson.

Article 27

ELECTION OF MEMBERS OF THE NOMINATIONS AND ELECTIONS COMMITTEE

1. A Club affiliated to the Organization may nominate not more than one (1) person for appointment to the Nominations and Elections Committee which nomination shall be accompanied by:
 - (a) A Curriculum Vitae of the nominated persons, and
 - (b) Where relevant, a copy of the certificate of registration or High Court Order of registration for the legal practitioner; and
 - (c) A signed letter of nomination by the relevant organisation.
 - (d) A signed acceptance form of the nomination by the candidate;
2. The Secretary General/Chief Executive Officer shall call for nominations for the Nominations and Elections Committee membership at the same time the notice for the Annual General Meeting is sent to members of Organization.

3. The Secretary General/Chief Executive Officer shall compile the nomination list for the elections of the Nominations and Elections Committee.
4. The nominees shall be subjected to an election process wherein the three (3) with highest number of votes shall be duly appointed to the Nominations and Elections committee: Provided that in the event of a tie of votes, the voting shall be repeated until a positive result is achieved.
5. The Secretary General/Chief Executive Officer shall be the Secretary of the Nominations and Elections Committee

Article 28

THE DUTIES OF THE NOMINATION AND ELECTIONS COMMITTEE

1. The Secretary of the Nominations and Elections Committee, being the Secretary General/Chief Executive Officer, shall in the year of the Quadrennial General Meeting call for nominations for the elective positions in the Executive Board.
2. The call for nominations shall be sent on or before sixty (60) ordinary days before the date of the Quadrennial General Meeting,
3. Any member/affiliate of the organization which intends to answer the call for nominations and to nominate candidates for election of an Executive Board position shall do so on or before thirty (30) ordinary days before the date of the Quadrennial General Meeting by submitting:
 - (a) The Curriculum Vitae of the candidate;
 - (b) A copy of National Identity documents;
 - (c) A signed letter of nomination by the member/affiliate organization's Chairperson / Branch Chief;
 - (d) A signed acceptance form of the nomination by the candidate; and
 - (e) Copies of the necessary documents for the respective positions such as an Ordinary Level Certificate or degree or diploma certificate as the case may be.

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4. A person may be nominated for not more than two positions on the Executive Board.
5. The Nominations and Elections Committee shall be responsible for determining the eligibility of:
 - (a) Nominated Executive Board Candidates to stand for election;
 - (b) Nominated Disciplinary Committee Candidates to stand for election;and
 - (c) Members/Affiliate organizations' entitlement to vote at a General Meeting.
6. The Nomination and Elections Committee shall fifteen (15) ordinary days before the Quadrennial General Meeting publish and circulate to all members of the General Assembly the list of:
 - (a) Eligible and approved Executive Board Candidates;
 - (b) Eligible and approved Disciplinary Committee Candidates; and
 - (c) Member or Affiliate organizations which are entitled to vote at a General Meeting.
7. Any member or affiliate aggrieved by the decision of the Nominations and Elections Committee;
 - (a) Not to declare him / her an eligible candidate for the Executive Board or Disciplinary Committee,
 - (b) Held not entitled to vote at a General meeting; shall have the right to appeal to the Disciplinary Committee within five (5) days of communication of such decision.
8. The Disciplinary Committee shall adjudicate the issue and communicate its decision in writing to the Appellant and Respondent at least ten (10) ordinary days before the Quadrennial General Meeting, and the following provision shall apply:
 - (a) If the Disciplinary Committee determines that the Appellant is eligible; or
 - (b) If the Disciplinary Committee holds that the Appellant is entitled to vote; the said Appellant shall be added to the list of eligible candidates

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or eligible voters. In this instance the decision of the Disciplinary Committee shall be final.

9. Voting for Executive Board and Disciplinary Committee positions shall be by secret ballot, Where there is a tie, voting shall be repeated thrice failure which the Chairperson of the Nominations and Elections Committee shall cast the deciding vote.
10. No voting by proxy shall be allowed for any reason whatsoever for any member or affiliate that is unable to attend.
11. The Nominations and Elections Committee shall be responsible for declaring the winner of the respective elective positions.
12. The Nominations and Elections Committee shall be responsible for making copies of the minutes of the meetings at which elections of members have taken place and shall send the same to the relevant regulatory bodies. All documents must be certified as true copies by the President and the Secretary General /Chief Executive Officer of the Organization before they are sent to the relevant regulatory bodies.

Article 29

HONORARY LIFE MEMBERS

1. An Honorary Life Member shall be a person of unquestionable morals and stature who will have served diligently in combat sport and the community.
2. Former members of the Executive Board of the Organization who would have served on the Board for at least eight (8) years continuously or cumulatively, will be eligible for election at an Annual General Meeting as Honorary Life Members of the Organization.
3. Former high-performance athletes of the Organization who would have represented the country at the highest level and achieving podium performance, will be eligible for election at an Annual General Meeting as Honorary Life Members of the Organization.

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4. The Executive Board may recommend to the General Assembly at the Annual General Meeting persons for appointment as Honorary Life Members.
5. The recommendation shall be accompanied by the person's Curriculum Vitae detailing his/her contribution in sport and an acceptance from the recommended person to serve as an Honorary Life Member if appointed.
6. An Honorary Life Member shall remain so for life unless;
 - (a) One resigns; or
 - (b) One is declared by a court of law to be insolvent whether provisionally or finally or to have compromised with creditors;
7. Honorary Life Members may be invited to attend meetings of the Executive Board. They may participate at such meetings but shall not have a right to vote at such meetings.
8. The Secretary General/Chief Executive Officer shall give reasonable notice to Honorary Life Members of the meetings of the Executive Board they are invited to attend.
9. As a member of the General Assembly, Honorary Life Members have the right to attend any General Meetings of the General Assembly but shall not have the right to vote at such meetings.

Article 30

ADVISORY BOARD

1. There shall be a board called the Advisory Board which shall be established for the purposes of providing advice to the Executive Board
2. A person shall be eligible for election into Advisory Board if he has contributed immensely to karate, martial arts, boxing, mixed martial arts and any Organization recognized combat sport in general over an aggregate period of twenty (10) years.
3. The Executive Board may recommend to the General Assembly at the Annual General Meeting persons for appointment into the Advisory Board.

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4. The recommendation shall be accompanied by the person's Curriculum Vitae detailing his/her contribution in sport and an acceptance from the recommended person to serve into the Advisory Board if appointed.
5. All honorary life members are ex officio members of the Advisory Board.
6. A Member of the Advisory Board, shall cease to be such;
 - (a) Upon resignation; or,
 - (b) Upon becoming physically or mentally incapable of performing his or her duties
 - (c) Upon conviction, by a court of law, of a criminal offence with a potential custodial sentence of 6 months or more.
 - (d) In case of an honorary life member, upon being stripped of such status.
7. Members of the Advisory Board may be invited to attend meetings of the Executive Board. They may participate at such meetings but shall not have a right to vote at such meetings.
8. The Secretary General/Chief Executive Officer shall give reasonable notice to members of the Advisory Board of the meetings of the Executive Board they are invited to attend.
10. Members of the Advisory Board shall have the right to attend any General Meetings or Extra Ordinary Meetings of the General Assembly but shall not have the right to vote at such meetings.

Article 31

TECHNICAL BOARD

1. There shall be a board called the Technical Board which shall consist of at least five (5) members and at most ten (10) appointed by the Executive Board.
2. The board shall be headed by National Technical Director.
3. The functions and duties of the Board shall be as follows;
 - (a) Promulgation of rules and regulations in combat sport which rules shall always meet national and international standards.

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- (b)** Planning and organizing competitions in combat sport including but not limited to organizing venues and schedules and setting entry requirements.
 - (c)** Training, selecting and certification of personnel for the purposes of officiating and refereeing at competitions. In discharging this duty, the Board can establish guidelines for fair play and also monitor performance of officials during competitions
 - (d)** Athlete development in the organization. In discharging this function, the Board can design talent identification programs, training frameworks, athlete's pathway and athlete support systems.
 - (e)** Technical standardization, including but not limited to grading, setting technical standards for combat sport and any other technical requirements necessary for fair and safe competition.
 - (f)** Representing the federation at international fora and collaborating with international governing bodies to ensure compliance with international standards.
 - (g)** Athlete and coach education. In discharging this duty the Board may develop educational programs for athletes, coaches and any other relevant stakeholder involved in the sport.
 - (h)** Giving technical support to the organization and its members at all levels.
 - (i)** Dealing with any matters incidental to the foregoing and any matter as assigned to it by the Executive Board.
- 4.** In discharging its duties, the Board may establish technical committees or commission to preside over and oversee specialized aspects of combat sport such as anti-doping, athlete welfare, sport science, coaching and equipment: Provided that the delegation shall not divest the Technical Board of its functions and the committees or commissions shall always be accountable to the Technical Board.
- 5.** In discharging its duties, the Board shall always be accountable to the Executive Board.

Article 32

ELIGIBILITY OF APPOINTMENT ONTO THE TECHNICAL BOARD

1. Subject to 2, the Executive Board shall have powers to create positions and appoint personnel to such positions onto the Board.
2. All vacant positions shall be advertised and interested persons shall be interviewed in their respective positions of interest by the Executive Board.
3. Appointment to the board shall be strictly on merit
4. In every position within the Board, every aspiring candidate shall be:
 - (a) A Zimbabwean citizen who has attained the age of majority; and
 - (b) In good standing, and
 - (c) A holder of;
 - (i) At least 5 ordinary level passes, or
 - (ii) A diploma in any field, or
 - (d) In alternative of (c), a person shall be eligible if he or she is a high ranked athlete in his or her discipline.

Provided that the Executive Board may waive these requirements and appoint any other person whom it deems fit, competent and proper to hold any position within the Board.

5. Subject to Article 19, an interested candidate must not fall in the following categories;
 - (a) Convicted, at any time, of a crime with a potential custodial sentence of 6 months or more: or,
 - (b) Declared insolvent whether provisionally or finally, by a court of law; or
 - (c) At any time found guilty pursuant to an organization disciplinary hearing process or suspended by the ZKU;
6. An Interested candidate shall send, together with his or her curriculum vitae, national identification documents, certificates and any other

relevant information, to the Chief Executive officer or Secretary General for consideration.

7. No member of the Board shall be paid salaries and wages save for allowances as authorized by the Executive Board. All work shall be on voluntary basis.
8. The term of office of board members shall be as determined by the Executive Board.

Article 33

CESSATION OF MEMBERSHIP ON THE TECHNICAL BOARD

1. Membership of any person of the Technical Board shall cease upon:
 - (a) Death;
 - (b) Resignation in writing and delivery of the notice of resignation to the Secretary General/Chief Executive Officer; or
 - (c) Upon handing down of a verdict of guilty and penalty of dismissal from the Technical Board pursuant to an Organization disciplinary hearing, subject to ratification by the General Assembly; or
 - (d) Upon being declared insolvent whether provisionally or finally or found to have compromised with creditors by a court of law or inability to perform functions due to physical or mental incapacity or being convicted of a criminal offence with a custodial sentence of 6 months or more.

Article 34

THE DISCIPLINARY COMMITTEE

1. There shall be a Committee called the Disciplinary Committee which shall be responsible for adjudicating over disciplinary matters
2. The Organization Executive Board shall have a code of conduct which all its members or affiliates shall be asked to subscribe to upon application for affiliation to Federation or in the case of those affiliated to the

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Organization already will be required to confirm their acceptance thereof, within thirty (30) ordinary days of the code of conduct coming into effect.

3. The Disciplinary Committee shall consist of three (3) members and one (1) alternate member who shall replace any one of the three members if they are not available.
4. The three members and one alternate member shall be elected by the General Assembly at the Quadrennial General Meeting and their tenure shall run concurrently with the Executive Board.
5. Article 20(1) shall apply, mutatis mutandis, on cessation of membership
6. The Disciplinary Committee shall, within fourteen (14) ordinary days of their election, elect amongst themselves a Chairperson of the Disciplinary committee failing which the Executive Board shall elect a Chairperson.

Article 35

ELIGIBILITY TO BE A DISCIPLINARY COMMITTEE MEMBER

1. In order for a person to be eligible for election onto the Disciplinary Committee, he shall:
 - (a) Be a Zimbabwean Citizen; and,
 - (b) Be at least 30 years old on the date of election; and
2. At least two of the members shall be registered legal practitioners registered in Zimbabwe or any other common law jurisdiction of at least three (3) years' experience.
3. Any member or affiliate may nominate a person to serve on the Disciplinary Committee and the nomination shall be accompanied by:
 - (a) A copy of his or her Identity Documents;
 - (b) A Curriculum Vitae of the nominated person;
 - (c) For legal practitioners, any relevant evidence to the effect that for at least 3 years whether continuous or not, he or she has been qualified

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to practice as a legal practitioner in Zimbabwe and is currently so qualified to practice;

- (d) A signed letter of nomination by the Chairperson; and
- (e) A signed acceptance form of the nomination by the candidate,

Article 36

JURISDICTION OF THE DISCIPLINARY COMMITTEE

1. The Disciplinary Committee shall adjudicate over matters related to:
 - (a) Breach of the Organization Code of Conduct.
 - (b) Breach of this Constitution;
 - (c) Breach of any Organization rules or regulations.
 - (d) Disputes between members and or affiliates of the Organization arising from Organization Constitution, rules, or regulations.
 - (e) Breach of the ZKU Code of conduct by a member or affiliate.
 - (f) Disputes within the Executive Board; and
 - (g) Disputes arising from the Executive Board Elections.

Article 37

PROCEDURE BEFORE THE DISCIPLINARY COMMITTEE

1. The Disciplinary Committee shall promulgate rules and procedures for conducting proceedings before it: Provided that such rules and procedures;
 - (a) Shall be of no effect until they are presented before and ratified by the General Assembly.
 - (b) Shall ensure due process and full respect for the principles of natural justice, in particular the right for the persons concerned to be given reasonable opportunity to be heard before any decision is made.
 - (c) Before presentation and ratification of rules and procedures, the committee may apply principles as agreed amongst parties' involved.

- (d)** Decisions of the Disciplinary Committee shall be made by simple majority.

Article 38

RIGHT TO APPEAL

- 1.** Any member or affiliate of Organization aggrieved by the decision of the Disciplinary Committee shall have the right to appeal to the General Assembly within twenty-one (21) ordinary days of the decision.
- 2.** The appeal shall suspend the effect of an order given by the Disciplinary Committee until the appeal is heard by the General Assembly at a general meeting.
- 3.** The General Assembly shall adjudicate over the dispute definitively and its decision shall be final.

CHAPTER 5

FINANCE

Article 39

FINANCIAL MATTERS

- 1.** The Organization shall seek funds for its financial wellbeing.
- 2.** The levying and collection of the said funds shall be in compliance with relevant laws and regulations of the land and in strict accordance with the ZKU rules and principles, if any.
- 3.** The revenue of the Organization shall be derived from:
 - (a)** Membership subscriptions;
 - (b)** Subsidies from the State, public entities and other bodies;
 - (c)** Subsidies from the International, local and regional regulators and funders and these funds shall appear distinctly in the accounts for the financial year;
 - (d)** Donations;

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- (e) Marketing and fund raising activities;
 - (f) Proceeds from publication and sale of printed material
 - (g) Fees for services rendered;
 - (h) Strategic partnerships;
 - (i) Commercial activities.
 - (j) Any other sources that may be identified by the Organization.
4. The financial year of the Organization shall run from 1 January to 31 December of each year.
 5. The Treasurer in consultation with the President and the Secretary General or Chief Executive Officer shall prepare the budget.
 6. The Executive Board acting through the Treasurer shall be responsible for the financial records of the Organization including revenue collection and expenditure.
 7. The Executive Board shall be accountable for the books of accounts of the Organization and the safekeeping of its assets in accordance with best practices.
 8. The Organization Auditor(s) shall not be members of the Organization and shall be qualified and independent and shall proceed according to internationally recognized standards.
 9. The principal signatories to the Organization bank accounts shall be the Treasurer and 'or the Secretary General/Chief Executive Officer and any other person decided upon by the Executive Board.
 10. The Executive Board shall make the necessary banking arrangements for the monies of the Organization to be banked in accounts opened in the name of the Organization.

CHAPTER 6

FLAG, EMBLEM AND ANTHEM

Article 40

FLAG, EMBLEM AND ANTHEM

The Organization may have its own emblem, logo, flag and anthem. The emblem, flag and the anthem adopted by the Organization for the use in relation to its activities including international competitions, must be submitted to the relevant regulatory bodies for approval before use.

Article 41

LANGUAGE

The official working language of the Organization shall be English.

CHAPTER 7-

COMPLIANCE WITH INTERNATIONAL BODIES' & LAWS

OF THE LAND AND DISSOLUTION OF THE ORGANIZATION

Article 42

COMPLIANCE

- 1.** The Organization Constitution shall at no times be ultra vires to the Constitution of the Republic of Zimbabwe, the SRC Act, ZNBWCB Act, the ZKU and ZCSF Constitution.
- 2.** Should there be any doubt concerning the interpretation of this Constitution, or omissions or discrepancies between it and the provisions of the provisions of the Republic of Zimbabwe's Constitutional provisions in terms of sport, the latter shall prevail.

Article 43

DISSOLUTION OF ORGANIZATION

- 1.** In a meeting where dissolution of the Organization is an agenda
 - (a)** The quorum shall be two thirds of the General Assembly, and
 - (b)** The decisions shall be by 75% majority of members present at the meeting
- 2.** In the event of dissolution of the Organization, the assets of the Organization shall be handed over to the selected Honorary Life Members which Members shall hold the assets in trust until a successor to the Organization comes into being and to which the said assets shall be handed over.
- 3.** Should there be no legal successor, the assets' if any, shall be dealt with by the said Honorary Life Members in consultation with the Advisory Committee of the Organization.

This Constitution was adopted at the General Assembly held on (date),

Signed on this 1st day of November, 2023.

Acting Chairperson: [Mr. David Mutemachani](#)

Signature:

Branch Chief: [Shihan Samson Muripo](#)

Signature: