

Ghana Rugby - Constitution as Amended 5 June 2014

INDEX

[Article 1 – Interpretation](#)

[Article 2 - Logo](#)

[Article 3 – Name](#)

[Article 4 – Composition](#)

[Article 5 – Objects](#)

[Article 6 - Head Office](#)

[Article 7 - General Provisions](#)

[Article 8 - Official Languages and Correspondence](#)

[Article 9 – Membership](#)

[Article 10 – Executive Council](#)

[Article 11 - Congress](#)

[Article 12 - Elections](#)

[Article 13 - Duties of the Members of the Executive Council:](#)

[Article 14 - Standing Committees](#)

[Article 15 - Regional Federations](#)

[Article 16 - Fees](#)

[Article 17- Honorary Titles](#)

[Article 18 - Discipline](#)

[Article 19 - Appeals](#)

[Article 21 - Amendments](#)

Ghana Rugby - Constitution as Amended 5 June 2014

Article I - Interpretation

1.1 Interpretation:

In the interpretation of the GRA Constitution and Rules, unless the context otherwise requires:

- I. "GRA" shall mean the Ghana Rugby Association.
- II. "Constitution" shall mean the by-laws of the GRA as set out in the Letters Patent and Supplementary Letters patent and as prescribed and amended from time to time by the executive council.
- III. "Rules" shall mean those rules, regulations, policies, guidelines, directives and decisions which the Executive Council may from time to time prescribe and amend for the purpose of carrying out the objects of the GRA.
- IV. "Executive Council .. shall mean the board of directors of the GRA.
- V. "Congress" shall mean the executive Council together with the Regional federations, as represented by the presidents of the Regional Federations or their duly appointed representatives or proxies.
- VI. "Regional Federation" shall mean the regional representatives of GRA that has been duly recognized by the GRA.
- VII. "Members" shall mean a member in good standing of the GRA, namely a member who is in conformity with [not in breach of] the Constitution and Rules.

Article 2 - Logo

2.1 Logo:

The logo of this association an impression of which is printed upon the front cover of this Constitution, shall be the official logo of the GRA. The logo is a registered trademark and shall not be used without the expressed written consent of the GRA. Where consent for use is granted the logo shall not be modified in any way, shape or form except where the letters "GRA" are replaced by the initials of a Regional Federation.

Ghana Rugby - Constitution as Amended 5 June 2014

Article 3 - Name

3.1 Name:

This association shall be known under the name "Ghana Rugby Association, herein after called the "GRA".

Article 4 - Composition

4.1 Composition:

The GRA is an amateur / professional sport governing body for the sport of rugby and is composed of the Executive Council and those Regional federations that have been duly affiliated by the congress.

Article 5 - Objects

5.1 Objects:

The objects of the GRA are:

- I. To develop, promote and control the sport of rugby and fitness.
2. To promote an interesting, and a dedicated to, better health and fitness through physical culture, proper nutrition, weight training and rugby promotion and development
3. To develop and strengthen friendship and cooperation among the members of the GRA.
4. To supervise the activities of the Regional Districts and Area federations.
5. To legislate rules for the sport of rugby and fitness.
6. To sanction, regulate and control all rugby competitions.
7. To implement an anti-doping program in accordance with such anti-doping rules as may be enacted for that purpose; to conduct in-and-out-of-competition doping controls, whether announced or unannounced; whether random, weighted or targeted; whether with advance notice or without advance notice; to conduct doping controls at all national level competitions; and to ensure that anti-doping programs are implemented and that doping controls are conducted at national and regional levels.

Ghana Rugby - Constitution as Amended 5 June 2014

8. To conduct research into the benefits of rugby as it relates to physical conditioning, both as a basis towards reaching peak athletic performance in sport and to improve the general health of the population at large.
9. To conduct training programs for players, coaches, referees and other officials.
10. To distribute research information on physical culture, culture, nutrition, and rugby training to its members and others interested individuals and organizations.
11. To act as the official international representative of the sport of rugby at all international Sports federations meetings and events.
12. To collaborate with international organizations having as their purpose the promotion of sport on an international scale.
13. To qualify coaches/referee at the international level.
14. To discipline Members whose acts are judged contrary to the Constitution and Rules.
15. To honour outstanding contribution to the sport of rugby by Members or other individuals or organization's special plaques, medals or certificate.

Article 6 - Head Office

6.1 Head Office:

The head office of the GRA shall be located in the capital city of the country in the Accra Sports Stadium.

Article 7 - General Provisions

7.1 General Provisions:

The general provisions of the GRA are:

1. The GRA forbids its membership from engaging in any racial, political or religious discussion, demonstration or act that may result, whether directly or indirectly, in fostering of bias or prejudice between any of its Members.
2. The GRA does not distinguish or discriminate between individuals or countries for

Ghana Rugby - Constitution as Amended 5 June 2014

reasons of race, colour, religion or politics.

3. The duration of the GRA shall be unlimited.

4. The sole authority to interpret the Constitution and Rules shall rest with the Executive Council whose interpretation shall be final and binding. The President shall seek the advice of other Members of the Executive Council on all important issues before arriving at a final decision.

Article 8 - Official Languages and Correspondence

8.1 Official Languages and Correspondence:

English shall be the official language of the GRA. All communications, publications, documents, and correspondence between the GRA and its membership shall be conducted and printed in English.

Article 9 - Membership

9.1 General:

Membership in the GRA shall be non-transferable and shall be limited to those individuals and organizations interested in furthering the objects of GRA and who agree, upon becoming

Members, to be bound by the Constitution and Rules and the decisions and rulings of the Executive Council or Congress. Membership shall be offered in the following categories only:

1. Executive Council:

This membership shall be comprised of those individuals who have been duly elected or appointed to the Executive Council pursuant to the terms of the Constitution.

2. Regional Federation:

This membership shall be comprised of those regions that have been duly recognized by the GRA as Regional Federation pursuant to the terms of the Constitution.

3. Organizations/clubs:

This membership shall be comprised of those organization, clubs, teams etc. duly affiliated to the GRA.

9.2 Direct Membership:

Ghana Rugby - Constitution as Amended 5 June 2014

Although the GRA shall not offer direct individual membership, members of Regional and District federation, by virtue of their of their acceptance into the GRA family, agree to be bound by the Constitution and Rules.

9.3 Membership by Association:

Athletes, judges, administrators, and other officials become Members of the GRA by virtue of their association with their Regional or District Federation, organization, clubs, teams etc.

9.4 Rights:

Every Member shall have the right to participate in, and to benefit from, any activity of the GRA so long as that Member meets the qualification of that activity.

9.5 Resignation:

Any Member may resign from the GRA by submitting a written letter of resignation to the President.

9.6 Revocation:

Any member may have their membership revoked by majority vote of the Executive Council, or its delegated authority.

9.7 Fees:

Every Regional Federation organization, clubs, teams etc. shall pay a yearly membership fee to the GRA in such an amount as may be determined from time to time by the Executive Council.

Notwithstanding the fact that a Regional federation, organizations, clubs, teams etc. may be delinquent in the payment of its affiliation fee, a Regional federation, organizations, clubs, teams etc. may, upon the approval of the Chairman, remain a member of the GRA and therefore subject to the Constitution and Rules, but shall be otherwise be prevented from enjoying the privileges that would normally accrue by virtue of being a Member in good standing.

Article 10 - Executive Council

10.1 Composition:

The Executive Council is composed of the following officers:

1. President
2. Vice President
3. Technical Director

Ghana Rugby - Constitution as Amended 5 June 2014

4. Secretary General
5. Treasurer
6. Regional Representative
7. Women Representative (Nominated)
8. Executive Members (2)

10.2 Powers:

The Members of the Executive Council shall be the directors of the GRA and, as such, the Executive Council shall have power to:

1. Direct the affairs of the GRA in all matters, including the power to prescribe and the constitution and Rules. Between meetings of the Executive Council, the Chairman, and Executive Assistant to the chairman, Technical Director and General Secretary shall be responsible for the day-to-day management and operation of the GRA.
2. Form such committees and delegate such authority, as it deems necessary in order to carry out the objects of the GRA.
3. Supervise and control all of the activities of the GRA.
4. Make or cause to be made for the GRA, in its name, any kind of contract that the GRA may lawfully enter into.
5. Authorize expenditures on behalf of the GRA.
6. Delegate by resolution to a Member of the Executive Council the right to employ and pay salaries to employees.
7. Enter into a trust agreement with a trust company for the purpose of creating a trust fund in which the capital and interest may be available for the benefit of promoting the interests of the GRA in accordance with such terms as the Executive Council may prescribe.
8. Take such steps as may be deemed requisite to enable the GRA to acquire, accept, solicit or receive legacies, gifts, grants, settlement, bequests, endowments and donations of any kind of whatsoever for the purpose of furthering the objects of the GRA.
9. Ensure that the Constitution and Rules are followed by all of its Members and, in the event that the Constitution or Rules is breached, administer such disciplinary measures as are set out in the Constitution and Rules.
10. Convene the meetings of the Executive Council and Congress.
11. Ensure that the decisions of the Executive Council and Congress are carried into effect.

10.3 Meetings:

The Executive Council shall meet twice a year on the occasion of the National Rugby Tournament, or whenever convened by agreement of the Chairman, Vice President, Technical Director and General Secretary, or at the request of the majority of the Members of the Executive Council.

Ghana Rugby - Constitution as Amended 5 June 2014

10.4 Notice: The notice of any meeting of the Executive Council shall be given to each Member of the Executive Council in writing at least fourteen days before the date fixed for the meeting. The notice shall contain sufficient information concerning the business to be conducted so as to permit the Members of the Executive Council to form a reasoned judgment on any decision to be taken. The term "notice" is defined primarily as "electronic communication by means of e-mail and publication on the World Wide Web and also by telephone."

10.5 Quorum: The quorum at any meetings of the Executive Council shall consist of the Members of Executive Council who are present at the meeting. The Chairman or the Executive Assistant to the Chairman, the Technical Director, or the General Secretary must be present.

10.6 Conduct of Meeting and Voting: The Chairman shall be the chair at all meetings of the Executive Council. Each Member of the Executive Council, who is present, shall have one vote. Every issue before the Executive Council shall be decided by majority vote. In the event of a tie, the Chairman shall have a second or deciding vote.

10.7 Resolutions: Between annual meetings of the Executive Council, a resolution in writing, approved by a majority of the Members of the Executive Council entitled to vote on that resolution at a meeting of the Executive Council, is as valid as if it had been passed at a meeting of the Executive Council.

10.8 Minutes: The minutes of all meetings of the Executive Council shall be taken by the General Secretary, or duly appointed representative, and shall be forwarded to the members of the Council as part of the "GRA" National Council Report.

10.9 Vacancy of Office: The office of a Member of the Executive Council shall automatically be vacated:

1. If the Member resigns from office by delivering a written letter of resignation to the President.
2. If the Member is found by a court to be of unsound mind.
3. If the Member bankrupts or suspends payment compounds with his creditors.
4. If, at a meeting of the Executive Council, a resolution is passed by a majority of the Members entitled to be present and to vote at the meeting that the Member be removed from office for just cause.
5. On death.

10.10 Agents and Employees:

The Executive Council may:

1. Appoint such agents and engage such employees as it may deem necessary from time to time and such person shall have such authority and shall perform such duties as shall be prescribed by the Executive Council at the time of such appointment. Employees or agents of the GRA may, but need not be, Members of the GRA.

Ghana Rugby - Constitution as Amended 5 June 2014

2. Fix by resolution reasonable remuneration for such agents and employees. Such resolution shall have force and effect only until the next meeting of the Executive Council at which the resolution shall be confirmed failing which the remuneration to such agents and employees shall cease to be payable from the date of such meeting.

10.11 Retirement: A retiring Member of the Executive Council shall remain in office until the dissolution or adjournment of the meeting at which his retirement is accepted and his successor is elected or appointed.

10.12 Decisions and Rulings: The decisions and rulings of the Executive Council shall be final except where a decision or ruling subsequently fails to be confirmed by the Council.

10.13 Absence: Any Member of the Executive Council who is absent without just cause from any three consecutive meetings of the Executive Council, or who neglects his duties, unless for a valid reason, may be replaced by a majority vote of the Executive council.

10.14 Sittings: The sittings of the Executive Council shall be conducted in private.

Article 11 - Congress

11.1 Composition: The Congress shall be composed of the Members of the Executive Council together with the Regional Federations, as represented by the presidents of the Regional Federations or their duly appointed representatives or proxies.

11.2 Powers: The powers of the Congress are as follows:

1. To confirm or withhold confirmation of the Constitution and Rules, or any amendment to the Constitution and Rules.
2. To consider any matter pertaining to the objects of the GRA and to adopt any measure it may judge necessary on this subject.
3. To elect or appoint, at the relevant special electoral meeting of the Congress, the Members of the Executive Council who shall be directors of the GRA and who shall serve for a four year term or until such time as they are replaced in accordance with the terms of the Constitution.
4. To receive, at each congress, the annual reports of the Members of the Executives Council, the annual financial statements and the auditors report.
5. To consider and transact any general or special business properly brought before the Congress.

11.3 Meetings: The annual meeting of the Congress shall be held in conjunction with the National Rugby Championships.

Ghana Rugby - Constitution as Amended 5 June 2014

11.4 Agenda: The agenda of the annual meeting of the Congress shall consist of, but shall not be limited to, the following items:

1. The examination and approval of the annual reports of the:
 - a. Chairman
 - b. Vice President
 - c. Technical Director
 - d. General Secretary
 - e. Regional Chairman
 - f. Chairpersons of Standing Committees
2. The affiliation of new members.
3. The selection of locations for all national events.
4. The propositions from the Regional Federations.

For the purpose of sending notice, the address of the Regional Federation shall be the last address recorded on the books of the GRA.

11.5 Notice: The notice of the annual meeting of the Congress shall be given in writing and shall be forwarded to the Members of the Executive Council and to the Regional Federations no later than thirty days prior to the date fixed for the meeting. The notice shall contain sufficient information concerning the business to be conducted so as to permit Members or the Congress to form a reasoned judgment on any decision to be taken. The term "notice" is defined primarily as "electronic communications by means of e-mail and the publication on the World Wide Web".

11.6 Errors or Omissions in Notice: No error or omission in giving notice of any annual of the Congress shall invalidate such meetings or make void any provisions taken thereat. Any Regional Federation may at any time waive notice of any such meetings and may ratify, approve and confirm any or all proceedings taken or had thereat. For the purpose of sending notice, the address of the Regional Federation shall be the last address recorded on the books of the GRA.

11.7 Quorum: The quorum at the annual meeting of the Congress shall consist of those Regional Federations present, as represented by the presidents of the Regional Federations, or their duly appointed representatives or proxies, and the Members of the Executive Council who are present at the meeting. The President or the Executive Assistance to the President; the Technical Director, or the General Secretary must be present.

11.8 Conduct of the Meeting and Voting: The President shall be the chair at the annual meeting of the Congress. Each Regional Federation present, provided they otherwise qualify, is entitled to one vote. Each Member of the Executive Council who is present and who is entitled to vote shall have one vote. Every issue before the Congress shall be decided by

Ghana Rugby - Constitution as Amended 5 June 2014

majority vote. The chair of the meeting shall have a secondary vote and deciding vote in the case of a tie.

11.9 Proxy: A Regional Federation may, by means of written proxy, appoint a proxy holder to attend and act at an annual meeting of the Congress, in the manner and to the extent authorized by the proxy. A proxy holder must be a Member of the Congress.

11.10 Minutes: The minutes of the annual meeting of the Congress shall be taken by the General Secretary, or duly appointed representative, and shall be forwarded to the Members of the Congress as part of the "GRA National Congress Report".

11.11 General:

1. Before the opening of the Congress, the General Secretary, or a duly appointed representative, shall verify the credentials of the Members of the Congress and shall verify the credentials of the Members of the Congress and shall issue to each bonafide Member a GRA voting card.
2. The Regional Federation in whose region the Congress is being held shall be responsible for underwriting the cost of accommodations and meals for the Members of the Executive Council as listed in Article 10.1.
3. Propositions from the Regional Federations must reach the office of the President no later than sixty days before the day fixed for the annual meeting of the Congress.
4. Only those items that are listed on the agenda may be discussed at the annual meeting of the Congress. Time permitting, the president may allow other business to be discussed.
5. To avoid the unnecessary prolongation of the Congress, the President shall have to avoid the authority to determine the number and the duration of any speeches.
6. The annual meeting of the Congress Shall be conducted in private.

Article 12 - Elections

12.1 Elections:

The election and appointment of officers to the Executive Council shall proceed as follows:

1. Every four years, at a special electoral meeting of the Congress, the election and appointment of officers to the Executive Council shall take place.
2. Regional Federations may nominate deserving Members for any position on the Executive Council, except where a Member is an active rugby player.
3. Nominations for the various positions on the Executive Council must be approved in writing by the president of the nominee's Regional Federations, said approval which must reach the office of the president by registered mail no later than **thirty** days before the date fixed for the special electoral meeting of the Congress.
4. Elected or appointed officers shall normally hold office for a period of four years, or

Ghana Rugby - Constitution as Amended 5 June 2014

until such time as their successors are elected or appointed in accordance with the terms of the Constitution.

5. Incumbent Members of the Executive Council shall be eligible for re-election or re-appointment without the need to be nominated by a Regional Federation.
6. Candidates for election or appointment to the Executive Council must be present at the special electoral meeting of the Congress in order to be elected or appointed.
7. Members of the Executive Council, once elected or appointed, shall have an obligation to attend all of the regularly convened meetings of the Executive Council and Congress. A Regional Federation nominating a candidate for the Executive Council must enable that Member, if elected or appointed, to all of the regularly convened meetings of the Executive Council and Congress.
8. Election shall be by secret ballot. The **Congress** shall appoint two scrutineers to collect and count votes. The results will be given to the **Presiding Officer** who shall announce the names of the successful candidates.
9. If two or more candidates obtain an equal vote, there shall be a second ballot. If a tie still exists, the Presidents shall cast a second and deciding vote.

12.2 Order of Election

The election or appointment of officers to positions on the Executive Council shall proceed in the following order:

1. **President**
2. **Vice President**
3. **Technical Director**
4. General Secretary
5. Treasurer
6. **Executive Members (2)**

12.3 Elected Positions:

The following Members of the Executive Council shall hold their positions by virtue of being elected:

1. **President**
2. General Secretary
3. **Technical Director**

12.4 Right to Vote:

The following Members of the Executive Council shall have the right to vote at all meetings of the Executive Council and Congress:

1. Chairman

Ghana Rugby - Constitution as Amended 5 June 2014

2. Executive Assistant to the President
3. Technical Director
4. General Secretary

12.5 Dual Positions:

A Member may hold up to a maximum of the two positions on the Executive Council but shall be entitled to only one vote.

Article 13 - Duties of the Members of the Executive Council:

13.1 President:

The President is the Chairman of the GRA and, as such, shall have the following duties:

1. To have the general and active management of the affairs of the GRA.
2. To chair, direct the debate, preside over and keep order at all meetings of the Executive Council and Congress, according to the tradition and rules of the parliamentary debate.
3. To ensure that all orders and resolutions of the Executive Council and Congress are carried into effect.
4. To be the official spokesperson and representative of the GRA in all matters of public relations.
5. To represent the GRA at all meetings on the international scene or delegate a member of the Executive Council to represent him/her.
6. To make inspection tour with the Technical Director of the Regional Federation in whose region the National Rugby Championships or any other major national championships is being organized. The organizer shall incur the cost of the first-class travel, suite accommodations, and meals.
7. To attend the World Rugby championships and all continental championships.
8. To play a principle role in the opening and closing ceremonies at the National Rugby Championships or at any other competitions above the national level that he may attend.
9. To present awards to the category winners at the National Rugby Championships and at all other major competitions above the national level that he may attend.
10. To preside over the Judges Committee at all national competitions, with the authority to settle any dispute or appeal that may arise.
11. To have authority to appoint an ad hoc disciplinary committee whose purpose shall be

Ghana Rugby - Constitution as Amended 5 June 2014

to investigate and evaluate disciplinary matters and to recommend a resolution to the President.

12. To have authority to appoint an ad hoc appeal committee whose purpose shall be to investigate and evaluate complaints, protests and appeals and to recommend a resolution to the President.
13. To have a second and deciding vote in the event of a tie at any meetings of the Executive Council or Congress.
14. To have authority to appoint a representative or representatives to attend any particular event should he, for whatever reason or reasons, be unable to do so. The representative(s) shall be accorded the same privileges as the President.
15. To have authority to make appointments, or withdraw appointments, to positions on the Executive Council and all Standing and Ad Hoc committees.
16. To have authority to appoint a “delegate-at-large” whose purpose shall be to assist in the organization of rugby events within a specific area of the country.
17. To be an ex-officio Member of all standing or “ad-hoc” committees.

13.1.1 Vice President:

The Vice President shall possess one vote on the board and shall have the following duties:

1. To act in the absence of the President
2. To take up any other duties assigned by the president

13.2 Executive Technical Director:

The Executive Director shall have the following duties:

1. To assist the Chairman in the performance of his duties.
2. Write reports to the Chairman after championships/tournaments.
3. To correspond and liaise with the Regional Federations as directed by the Chairman.
4. Be part of selection of players to the national sides.
5. To be the consultant for Regional Federations requiring information or advice on the Constitution and Rules, or about actions of their Members which are violation of the

Ghana Rugby - Constitution as Amended 5 June 2014

Constitution and Rules and also championships.

6. Organize coaches training programmes in all regions.
7. To make when mandated by the chairman, the inspection tour of the Regional Federation in whose region the National Rugby Championships or any major national championships is being organized. The organizer shall incur the cost of her business-class travel, accommodation and meals.
8. To represent the Chairman at National and International seminars or conferences when the Chairman cannot attend (technical conferences etc).
9. To be ex-officio Member of all standing or “ad hoc” committees.
10. To represent the GRA when mandated to do so by the Chairman to fulfill any other duty, or duties, that may be assigned by the President or Executive Council.

13.3 General Secretary:

The General Secretary shall have the following duties:

1. To assist the President in the performance of his duties.
2. To record, or have recorded, in the books to be kept for that purpose, all votes and minutes of the meetings of the Executive Council and Congress.
3. To give or cause to be given notice of all meetings of the Executive Council and Congress.
4. To carry out any correspondence that may be directed by the President or the Executive Council.
5. To keep and maintain files of all documents in writing of the GRA.
6. To have custody of the minute book and seal of the GRA, which he shall deliver only when authorized by the President to do so and to such person or persons as may be named by the President.
7. To provide information concerning rugby to interested parties.

Ghana Rugby - Constitution as Amended 5 June 2014

8. To assist the President in drawing up the agenda of annual meetings of the Congress; to include propositions from Regional Federations, and to send this agenda to the Members of the Executive Council and to the Regional Federations no later than thirty days prior to the date fixed for the annual meetings of the Congress.
9. To distribute the annual "*GRA national Congress Report*" to the Regional Federations.
10. To ensure the publication of all championship results at the regional and national levels.
11. To assist the President in the resolution of any problems that may arise as a result of violation of the Constitution and Rules by any Member or a Regional Federation. If necessary, the President may direct that he conducts an investigation in the region concerned and the Regional Federation of that region shall incur the cost of his business-class travel, accommodations and meals.
12. To make, when mandated by the President, the inspection tour of a Regional Federation in whose region National Rugby Championships or any other major national championship is being organized. The organizer shall incur the cost of his business-class travel, accommodations and meals.
13. To be an ex-officio Member of all standing or "ad hoc" committees.
14. To represent the GRA when mandated to do so by the President.
15. To fulfill any other, or duties, that may be assigned by the President or the Executive Council.

13.4 Regional Chairman:

The Area Vice Chairman shall have the following duties:

1. To assist the Chairman in the performance of his duties.
2. To supervise the activities of their Regional Federation.
3. To take an active part in organization of National Championships.
4. To play an active advisory role at any national annual meeting of the Executive Council and Congress.

Ghana Rugby - Constitution as Amended 5 June 2014

5. To report on the activities of their region at the annual meeting of the Executive Council and Congress.
6. To ensure that their regional championships are organized every year.
7. To fulfill any other duty, or duties that may be assigned by the President or the Executive Council.

13.5 Treasurer:

The treasurer shall have the following duties:

1. To assist the President in the performance of his duties.
2. To have the custody of the funds and securities of the GRA and to keep full and accurate accounts of all assets, liabilities, receipts and disbursements of the GRA on the books belonging to the GRA and to deposit all monies, securities and other valuable assets in the name and to the credit of the GRA in such chartered bank or trust company, or, in case of securities, in such registered dealer in securities as may be designated by the President.
3. To disburse the funds of the GRA as may be directed by the President taking proper vouchers for such disbursements, and to render to the President, whenever he may require it, an accounting of any or all transactions and a statement of the financial position of the GRA.
4. To arrange for audited financial statements to be submitted to the Executive Council and Congress at their annual general or other meetings.
5. To fulfill any other duty, or duties, that may be assigned by the President or the Executive Council.

Article 14 - Standing Committees

14.1 Standing Committees:

The Executive Council may, from time to time, form such standing committees, as it may deem necessary in order to carry out the objects of the GRA. The standing committees shall perform such tasks and provide such reports to the President, Executive Council and Congress as may be determined by way of rules enacted for that purpose.

Ghana Rugby - Constitution as Amended 5 June 2014

14.2 Referees Committee:

The Executive Director shall have the following duties:

1. To be responsible for the training, appointment, and promotion of referees at the national level.
2. To appoint statisticians, who shall be sworn to secrecy and who shall, from the referees score sheets, calculate the results of the GRA national events.
3. To determine the timetable for the registration and training of competitors.
4. To supervise the registration and training of competitors.
5. To select the referees for GRA national events from the nominations of the Regional Federations. The selection committee shall be conducted in private.
6. To have the power to temporarily co-opt Members to assist in carrying out the duties of the Committee.
7. To arrange the practical testing of test and probationary referees.
8. To maintain a list of accuracy marks for all referees who adjudicate GRA national events.
9. To deliberate on any matter affecting the judging rules and procedures and to recommend improvements in this area to the Chairman and Executive Council.
10. To fulfill any other duty, or duties, that may be assigned by the Chairman and the Executive Council.

14.3 Technical Committees:

The Technical Committees shall be comprised of a Chairperson and shall have the following duties:

1. To ensure that all amendments to the Constitution and Rules are carried out in accordance with the directives of the President or Executive Council.
2. To ensure that the propositions from the Regional Federations are presented in a format suitable for review by the Chairman and Executive Council.
3. To liaise with the organizers of the National Rugby Championships and national Congress, or any other event as directed by the President, for the purpose of

Ghana Rugby - Constitution as Amended 5 June 2014

assisting in the handling of any technical matter.

4. To assist referees Committees in ensuring the smooth running of the National Rugby Championships, or any other event as directed by the Chairman.
5. To have the power to temporarily co-opt Members to assist in carrying out the duties of the Committee.
6. To assist the President or Executive Council in resolving issues of technical nature.
7. To deliberate on matters affecting the technical aspects of the sport of rugby and to recommend improvements in this area to the President and Executive Council.
8. To fulfill any other duty, or duties, that may be assigned by the President or Executive Council.

14.4 Training and Education Committee:

The Training and Education Committee shall be comprised of a Chairperson and shall have the following duties:

1. To conduct research into sports psychology as it pertains to rugby athletes.
2. To conduct research into exercise kinesiology as it applies to rugby players.
3. To educate the rugby playing community on matters pertaining to sports-related issues.
4. To deliberate on any matters affecting sports-related issues and to recommend improvements in this area to the President and Executive Council.
5. To fulfill any other duty, or duties, that may be assigned by the President or Executive Council.

Article 15 - Regional Federations

15.1 General:

For the purposes of governing the sport of rugby at the regional level, and carrying out the mandate and objects of GRA at such level, the GRA shall recognize one Regional Federation per region.

Ghana Rugby - Constitution as Amended 5 June 2014

15.2 Authority:

The Regional Federations shall be authorized by the GRA to carry out its objects at the regional level and, such, shall have the following duties:

1. To administer the sport of rugby within the region according to the Constitution and Rules.
2. To advise their Members of the current Constitution and Rules, decisions and rulings of the President, Executive Council and Congress, as well as the policies and activities of the GRA.
3. To submit and uphold the points of view of their Members at the annual meeting of the Congress.
4. To implement Doping Control programs and to ensure that their athlete-members are competing drug-free at GRA-sanctioned national events.

15.3 Suspension:

Any Regional Federation may be suspended for the following reasons:

1. Failing two or more years in arrears in the payment of its affiliation fees.
2. Failing to adhere to or comply with the Constitution and Rules or decisions and rulings of the Executive Council and Congress.
3. Failing to implement an effective Anti-Doping Program and to ensure that its athletes are competing drug-free at GRA sanctioned national events.

15.4 Notification:

Any notification regarding suspension, expulsion or dissolution of a Regional Federation shall be followed by registered mail.

15.5 Obligations:

Every Regional Federation shall be obligated to organize competitions within their region including annual regional championships. The Regional Federation shall make every effort to send a regional team with delegates to the various GRA national events and shall take such steps as are necessary to ensure that regional team Members are competing drug-free at GRA national events.

Article 16 - Fees

Ghana Rugby - Constitution as Amended 5 June 2014

16.1 Affiliation Fees:

The Regional Federations shall pay an annual affiliation fees, said which shall be made payable to the GRA and which shall be in an amount as determined from time to time by the Executive Council. This fee shall become due and payable in the month of January of each year.

Any National Federation that fails to pay their annual affiliation fee may neither participate in, nor vote at, the annual meeting of the Congress, or the meetings of the Standing Committees, nor may their Members participate in any competitions organized under the sanction of the GRA, including the National Championships. A letter of reminder shall be forwarded to any Regional Federation who is delinquent in the payment of their annual affiliation fee.

Article 17- Honorary Titles

17.1 Honorary Titles:

The President may grant honorary titles to any deserving individual for meritorious service to the GRA and the sport of rugby. All such individuals shall have the right to attend the annual meetings of the Congress and may join in all discussions but shall not have the right to vote.

Honorary Members shall not be eligible to attend any of the meetings of the Executive Council or of Standing Committees except by written invitation of the President.

Further, these individuals shall be responsible for incurring the cost of their own travel, accommodation, meals, and other expenses.

Article 18 - Discipline

18.1 General:

Athletics and officials join the IRB/CAR of their own free will and agree to respect and abide by the Constitution and Rules. Should they contravene the Constitution and Rules, they automatically negate their status as a Member in good standing and, as such, are prohibited from enjoying any privileges that would normally accrue by virtue of being a Member in good standing.

18.2 Disciplinary Committee:

The President shall have the authority to appoint an “ad hoc” committee whose purpose shall be to investigate disciplinary matters and to report the results of the investigation to the President.

The President may, at his own discretion, call upon the assistance of the Members of the Executive Council and/or Members of the Congress in order to assist in the resolution of any disciplinary matter.

Ghana Rugby - Constitution as Amended 5 June 2014

18.3 Sanctions:

If a Member, whether athlete or official or Regional Federation, is found guilty of contravening the Constitution and Rules, or of conduct prejudicial to the GRA, said Member or Regional Federation may be reprimanded, fined, suspend, or expelled from the GRA.

18.4 General Provisions:

The following general provisions shall apply:

1. If a Regional Federation does not pay its annual affiliation fee, does not hold proper elections, does not register Members, does not organize regular competitions to include regional championships, does not actively campaign to enroll new Members, or does not follow the Constitution and Rules, or does not implement an effective Anti-Doping Programme to ensure that its athletes are competing drug-free at GRA sanctioned national events, it shall first receive a written letter of warning. If the Regional Federation continues to act contrary to the Constitution and Rules, it may be fined, suspended, or expelled.
2. If a Regional Federation does not respect its engagement, financial or otherwise, with another region or regions, or with the GRA, the Regional Federation may be fined, suspended, or expelled.
3. Any athlete or official who is suspended may not compete, give an exhibition or seminar, judge or otherwise officiate, organize events, or act in an administrative capacity, whether in his or her own region, or in any other region, for the GRA or any GRA recognized Regional Federation.
4. The issuance of false certificates (cards) shall be deemed a serious offence punishable by fine, suspension, or expulsion.
5. Any athlete or official who threatens a referee or official by word or by gesture, or who uses offensive words to any other athlete or official and who refuses to withdraw same, may be fined, suspended, or expelled.
6. Any athlete or official who engages in activity of a pornographic nature, or whose conduct is deemed prejudicial to the GRA, may be fined, suspended, or expelled.
7. Any athlete or official who participates in a competition or event not approved or sanctioned by the GRA, IRB or CAR may be fined, suspended, or expelled. Participation shall include, but shall not be limited to, competing, guest posing, giving a seminar, lecture or similar presentation, refereeing, officiating, and/or taking part in non GRA sanctioned competition or event in any other way, shape, or form.
1. Once recognized by the GRA pursuant to the terms and conditions of the Constitution and Rules, or pursuant to the terms and conditions of the Constitution and Rules of a regional affiliate, no athlete, referee, official, administrator or other Member shall hold membership in any other rugby association; nor shall that Member participate in or

Ghana Rugby - Constitution as Amended 5 June 2014

promote, in any way, shape or form, their activities, failing which the Member may be fined, suspended, or expelled.

2. Disciplinary action may be taken against any athlete or official who contravenes the GRA Code of Ethics, which shall form an integral part of the Constitution and Rules.
3. Disciplinary action may be taken against any Member for prejudicial conduct, where such conduct is defined as being demonstrably harmful to the GRA and/or to the sport of rugby, whether through gross malfeasance or egregious moral behavior.

Article 19 - Appeals

19.1 Appeals:

Any Member, believing that he or she has been wronged in any way, shape or form, and after having followed the proper "*chain of command*" in an effort to resolve the matter, shall have the right to file a complaint or appeal to the President who shall investigate, or cause to be investigated by an ad hoc appeal committee appointed by the President, the complaint or appeal; shall then a determination upon the complaint or appeal, shall report such determination to the complainant or appellant. There shall be no right of appeal from the interpretation given to the Constitution and Rules by the President.

Article 20 - GRA Property Rights

20.1 Property Rights:

All GRA national competitions, events and activities are the sole exclusive property of the GRA. The granting of a sanction to organize a GRA competition, event or activity shall, in no way, shape or form, signify that GRA has relinquished its property rights, in whole or in part, to the competition, event or activity.

20.2 Liability:

The GRA shall not be held liable for any financial or other loss to an organizer, and/or associate, should the GRA exercise its right, with just cause, to claim or reclaim its property, whether that property is a competition, event or other activity.

Article 21 - Amendments

21.1 Amendments:

The Constitution may be repealed or amended by a majority decision of the Executive Council. Any such repeals or amendments must be confirmed by a majority decision of Congress.