

**FOOTBALL ASSOCIATION OF ZAMBIA
CONSTITUTION
(COVER PAGE)**

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The terms given below denote the following:

Arbitration Tribunal: This is one of the Judicial Bodies that shall be established pursuant to the provisions of the Arbitration Act of Zambia which will be applied in substantial conformity with the Disciplinary Code of FAZ and the Code of Ethics of FAZ

Association: a Football Association recognised by and a Member of FIFA.

Association Football: the game controlled by FIFA and organised in accordance with the Laws of the Game.

CAF: Confédération Africaine de Football

CAS (TAS): Court of Arbitration for Sport (Tribunal Arbitral du Sport) in Lausanne (Switzerland).

COSAFA: Council of Southern Africa Football Associations.

Club: Member of a FAZ and/or Regional leagues.

Confederation: a group of Associations recognised by FIFA and belonging to the same continent (or similar geographic area).

Council: the supreme body of FAZ.

Executive Committee: the executive body of FAZ.

FAZ: Football Association of Zambia.

FIFA: Fédération Internationale de Football Association.

IFAB: the International Football Association Board.

League: an organisation subordinate to an Association.

Member: a legal or natural person that has been admitted into membership of FAZ and/or Regional Leagues.

Natural Persons: includes both genders. The singular case applies to the plural and vice-versa.

NSCZ: National Sports Council of Zambia as established under the Sports Council of Zambia Act, Chapter 142 of the Laws of Zambia.

Officials: every board member, committee member, referee and assistant referee, coach, trainer and any other person (except Players) responsible for technical, medical and administrative matters in an Association, a League or a Club as well as any other persons obliged to comply with the FIFA Statutes.

Ordinary Courts: National courts which hear public and private legal disputes.

Player: a football player registered with an Association.

Regional Leagues: a decentralised Association subordinate to FAZ with the mandate of organising football in the 10 FAZ regions.

Statutes: The Constitutions, Standing Orders, By -Laws and Regulations, of FAZ and all its Members.

I. General Provisions

Article 1 Name, headquarters, legal form

- ¹ FAZ is a legal entity, registered under the National Sports Council Act, Chapter 142 of the Laws of Zambia with perpetual succession, capable of suing and being sued.
 - ² The headquarters are at Football House, Plot No. 26031, Alick Nkhata Road in the Lusaka Province of Zambia.
 - ³ FAZ is a Member of FIFA, CAF and of COSAFA.
 - ⁴ The flag of FAZ shall at all times incorporate the colours of the National Flag of the Republic of Zambia including white
 - ⁵ The emblem of FAZ is a fish eagle standing on a football.
 - ⁶ The abbreviation of the Football Association of Zambia is FAZ.
 - ⁷ The flag, emblem and the abbreviation are legally registered with the Patents and Companies Registration Agency (PACRA) of the Republic of Zambia.
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Article 2 Objectives

The objectives of FAZ are:

- a) to constantly improve the game of football and promote, regulate and control it throughout the territory of FAZ in the light of fair play and its unifying, educational, cultural and humanitarian values, particularly through youth and development programmes;
- b) to organise competitions in Association Football in all its forms at a national level, by defining precisely, as required, the areas of authority conceded to the various Leagues of which it is composed;
- c) to draw up regulations and provisions and ensure their enforcement;
- d) to protect the interests of its Members;
- e) to respect and prevent any infringement of the statutes, regulations, directives and decisions of FIFA, of CAF and FAZ as well as the Laws of the Game and to ensure that these are also respected by its Members;
- f) to prevent all methods or practices which might jeopardise the integrity of matches or competitions or give rise to abuse of Association Football;
- g) to control and supervise all friendly football matches of all forms played throughout the territory of FAZ;
- h) to manage international sporting relations connected with Association Football in all its forms; and

i) to host competitions at international and other levels;

Article 3 Neutrality and non-discrimination

- ¹ FAZ is neutral in matters of politics and religion.
 - ² Discrimination of any kind against a country, private person or group of people on account of race, skin colour, ethnic, national or social origin, gender, language, religion, political opinion or any other opinion, wealth, birth or any other status or any other reason is strictly prohibited and punishable by suspension or expulsion.
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Article 4 Promoting friendly relations

- ¹ FAZ shall promote friendly relations between its Members, , Members Officials and Players and in society for humanitarian objectives.
 - ² Every person and organisation involved in the game of Association Football is obliged to observe the relevant Statutes, regulations and the principles of fair play as well as the principles of loyalty, integrity and sportsmanship.
 - ³ FAZ shall provide the necessary institutional means to resolve any Football related disputes that may arise between Members, Members Officials, Coaches and Players of FAZ.
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Article 5 Players

- ¹ The status of Players and the provisions for their transfer shall be regulated by the Executive Committee of FAZ in accordance with the current FIFA Regulations for the Status and Transfer of Players.
 - ² Players shall be registered in accordance with the regulations of FAZ.
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Article 6 Laws of the Game

- ¹ FAZ and each of its Members play Association football in compliance with the Laws of the Game issued by IFAB. Only IFAB may lay down and alter the Laws of the Game.
- ² FAZ and each of its Members play Futsal and Beach soccer in accordance with the Futsal Laws of the Game and the Beach Soccer Laws of the Game. Only FIFA may lay down and alter the Futsal Laws of the Game and the Beach Soccer Laws of the Game.

Article 7 Conduct of bodies and Officials

The bodies and Officials of FAZ must observe the Statutes, regulations, directives, decisions and the Code of Ethics of FIFA, of CAF and of FAZ [if applicable] in their activities.

Article 8 Official languages

- ¹ The official language of FAZ shall be English. Official documents and texts shall be written in the English language.
- ² The official language at the AGM shall be English

II. Membership

Article 9 Admission, suspension and expulsion

- ¹ The Council shall decide whether to admit, suspend or expel a Member.
 - ² Admission may be granted if the applicant fulfils the requirements of FAZ.
 - ³ Membership is terminated by resignation or expulsion. Loss of membership does not relieve the Member from its financial obligations towards FAZ or other Members of FAZ, but leads to cancellation of all rights in relation to FAZ.
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Article 10 Admission

- ¹ The Members of FAZ are:
 - a) Clubs in the male football leagues including but not exclusive to Super, Division 1 and Regional Leagues.
 - b) Clubs in the Women's football leagues including but not exclusive to Super, Division 1 and Regional Leagues.
 - c) Associations representing Coaches
 - d) Associations representing Referees;
 - e) Association representing Higher Education Institutions;
 - f) Associations representing Schools;
 - g) Futsal and Beach Soccer League; and
 - h) Associations representing Player's.

- ² Any entity wishing to become a Member of FAZ shall apply in writing to the General Secretariat of FAZ and/or the Regional League as applicable.
- ³ The application must be accompanied by the following mandatory items:
- a) a copy of its legally valid Statutes;
 - b) a declaration that it will always comply with the Statutes and decisions of FAZ, FIFA and CAF and ensure that these are also respected by its own Members, Clubs, Officials and Players;
 - c) a declaration that it will comply with the Laws of the Game in force;
 - d) a declaration that it recognises the Arbitration Tribunal of FAZ and the Court of Arbitration for Sport (CAS) in Lausanne, as specified in this Constitution;
 - e) a declaration that it is located and registered [if legally required] in the territory of FAZ;
 - f) a declaration that it will play all official home matches in the territory of FAZ;
 - g) a declaration to the effect that the legal composition of the applicant guarantees that it can make decisions independent of any external entity;
 - h) a list of Officials, specifying those who are authorised signatories with the right to enter into legally binding agreements with third parties;
 - i) a declaration that it undertakes to organise or participate in friendly matches only with the prior consent of FAZ; and
 - j) a copy of the minutes of its last Annual General Meeting.

Article 11 Request and procedure for application

- ¹ The procedure for admission shall be regulated by special regulations approved by the Executive Committee of FAZ.
- ² The Executive Committee shall request the Council either to admit or not to admit an applicant. The applicant may state the reasons for its application to the Council.
- ³ The new Member shall acquire membership rights and duties as soon as it has been admitted. Its delegates are eligible to vote and be elected henceforth as prescribed.

Article 12 Members' rights

- ¹ The Members of FAZ have the following rights:
- a) to take part in the Council of FAZ as an individual member or through their regional representative as the case may be, to know its agenda in advance, to be called to the Council within the prescribed time and to exercise their voting rights;

- b) to draw up proposals for inclusion in the agenda of the Council;
- c) to nominate candidates for all bodies of FAZ to be elected;
- d) to be informed of the affairs of FAZ through the official bodies of Z;
- e) to take part in competitions [if applicable] and/or other Football activities organised by FAZ; and
- f) to exercise all other rights arising from the Statutes and regulations of FAZ.

² The exercise of these rights is subject to other provisions in this Constitution and the applicable regulations.

Article 13 Members' obligations

¹ The Members of FAZ have the following obligations:

- a) to comply fully with the Statutes, regulations, directives and decisions of FIFA, CAF and FAZ at all times and to ensure that these are also respected by its members;
- b) to ensure the election of its decision-making bodies;
- c) to take part in competitions [if applicable] and other Football activities organised by FAZ;
- d) to pay their membership subscriptions;
- e) to respect the Laws of the Game as laid down by IFAB and to ensure that these are also respected by its members through a Constitutional provision;
- f) to adopt a Constitutional clause specifying that any dispute requiring arbitration involving itself or one of its members and relating to the Statutes, regulations, directives and decisions of FIFA, CAF, FAZ or the League(s) shall come solely under the jurisdiction of the appropriate Arbitration Tribunal of FIFA, CAF or FAZ and that any recourse to Ordinary Courts is prohibited;
- g) to communicate to FAZ any amendment of its Statutes as well as the list of its Officials or persons who are authorised signatories with the right to enter into legally binding agreements with third parties;
- h) not to maintain any relations of a sporting nature with entities that are not recognised or with Members that have been suspended or expelled;
- i) to observe the principles of loyalty, integrity and good sporting behaviour as an expression of fair play through a Constitutional provision;
- j) to observe the mandatory items specified under Article 10 (3) for the duration of their affiliation;
- k) to administer a register of members which shall regularly be updated; and
- l) to comply fully with all other duties arising from the Statutes and other regulations of FIFA, CAF and FAZ.

² Violation of the above-mentioned obligations by any Member may lead to sanctions provided for in this Constitution.

Article 14 Suspension

- ¹ The Council is responsible for suspending a Member. The Executive Committee may, however, suspend a Member that seriously violates its obligations as a Member with immediate effect. Failure to observe the provisions of Article 15 (1) shall constitute a serious violation. The suspension shall last until the next Council, unless the Executive Committee has lifted it in the meantime.
- ² A suspension shall be confirmed at the next Council by a three-quarter majority of the votes taken. If it is not confirmed, the suspension is automatically lifted.
- ³ A suspended Member shall lose its membership rights. Other Members may not entertain sporting contact with a suspended Member. The Disciplinary Committee may impose further sanctions.
- ⁴ Members that do not participate in the Football activities of FAZ for two consecutive years shall be suspended from voting at the AGM and their representatives shall not be elected or appointed until they have fulfilled their obligations in this respect.

Article 15 Expulsion

- ¹ The Council may expel a Member if:
 - a) it fails to fulfil its financial obligations towards FAZ; or
 - b) it repeatedly violates the Statutes, regulations, directives or decisions of FIFA, CAF and FAZ; or
 - c) it brings a dispute to an Ordinary Court, except in cases where the FIFA, CAF or FAZ regulations or binding legal provisions specifically provide for or stipulate recourse to Ordinary Courts.
- ² The presence of a majority (more than 50%) of Members entitled to vote at the AGM is necessary for an expulsion to be valid, and the motion for expulsion must be adopted by a three-quarter majority of the valid votes cast.

Article 16 Resignation

- ¹ A Member may resign from FAZ with effect from the end of a calendar year. Notice of resignation must reach the General Secretariat no later than 6(six) months before the end of the calendar year.
- ² The resignation is not valid until the Member wishing to resign has fulfilled its financial obligations towards FAZ and the other Members of FAZ.

Article **17** Status of Clubs, Leagues,
and other groups of Clubs

- ¹ Clubs, Leagues (including Regional Leagues) or any other groups of Clubs affiliated to FAZ shall be subordinate to and recognised by FAZ. This Constitution defines the scope of authority and the rights and duties of these Clubs and groups. Their Statutes must be approved by the Executive Committee of FAZ.
- ² The affiliated Clubs and groups of Members of FAZ shall take all decisions on any matters regarding their membership independent of any external body. This obligation applies regardless of their corporate structure.
- ³ In any case, no natural or legal person (including holding companies and subsidiaries) shall exercise control over more than one Club or group of Members of FAZ competing in the same league whenever the integrity of any match or competition could be jeopardised.

III. Honorary Membership and Life Members

Article **18** Honorary membership and life membership

- ¹ The Council may bestow the title of honorary member or life member upon any person(s) for meritorious service to football.
- ² The Executive Committee shall make these nominations.
- ³ The honorary member or life member may take part in the Council. They may join the deliberations but are not entitled to vote.

IV. Organisation

Article **19** Bodies of FAZ

- ¹ The Council is the supreme and legislative body of FAZ.
- ² The Executive Committee is the Strategic and Oversight body of FAZ.
- ³ Standing and ad-hoc committees shall advise and assist the Executive Committee in fulfilling its duties. Their duties, composition and function are defined in this Constitution and/or special regulations drawn up by the Executive Committee.
- ⁴ The General Secretariat is the Executive, Operational and administrative body.

- ⁵ The Judicial bodies are the Disciplinary Committee, the Ethics Committee, Arbitration Tribunal and the Appeals Committee.
 - ⁶ The Club Licensing Bodies being the First Instance Body and the Club Licencing Appeals Committee.
 - ⁷ The Electoral bodies being the Electoral Committee and the Election Appeals Committee.
 - ⁸ The bodies of FAZ shall be either elected or appointed by the FAZ Executive without any external influence and in accordance with the procedures described in these Statutes.
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A. COUNCIL

Article 20 Definition and composition of the AGM

- ¹ The AGM is the meeting at which all of the Members of FAZ regularly convene. It represents the supreme and legislative authority of FAZ. Only an AGM that is duly convened has the authority to make decisions.
- ² An AGM may be an Ordinary or Extraordinary.
- ³ The President shall conduct the AGM business in compliance with the standing orders of the Council.
- ⁴ The AGM may appoint observers who take part in the Council without the right to deliberate or vote.
- ⁵ The life members or honorary members may take part in the Council. They may join the deliberations but are not entitled to vote.

Article 21 Delegates and votes

- ¹ The Council is composed of 130 delegates and 90 votes. The number of delegates is allocated as follows:
 - a) 20 Super League Clubs, who shall each have 2 delegates and 1 vote each;
 - b) 20 Division One Members who shall each have 2 delegates and 1 vote each;
 - c) 2 Women Leagues Members, who shall have 2 delegates and 2 votes;
 - d) 40 delegates representing the regional leagues who shall have 40 votes distributed equally among the regions with each region represented by 4 delegates and 4 votes.;
 - e) Associations representing Referees 2 delegates and 1 vote;
 - f) Associations representing Coaches 2 delegates and 1 vote;

- g) Association representing Higher Education Institutions 2 delegates and 1 vote;
 - h) Associations representing Schools 2 delegates and 1 vote;
 - i) Futsal and Beach Soccer League 2 delegates and 1 vote; and
 - j) Associations representing Player's 2 delegates and 1 vote;
- ² Delegates must belong to the Member that they represent and be appointed or elected by the appropriate body of that Member. They must also be able to produce evidence of this upon request.
- ³ Each delegate of the same category of Member has an equal number of votes in the Council. Only the delegates present are entitled to vote. Voting by proxy or by letter is not permitted.
- ⁴ The Executive Committee and the General Secretary shall take part in the Council without voting rights. During their terms of office, members of the Executive Committee may not be appointed as delegates for their association or Member clubs.

Article 22 Areas of Authority

The Council has the following authority:

- a) adopting or amending the Statutes, standing orders of the Council and the Electoral Code;
- b) appointing 5 (Five) Members to check and approve the minutes of the last meeting;
- c) electing the President, Vice-President and other members of the Executive Committee;
- d) ratifying the members of the judicial bodies proposed by the Executive Committee;
- e) ratifying the members of the electoral bodies proposed by the Executive Committee;
- f) ratifying the members of the Audit and Compliance Committee proposed by the Executive Committee;
- g) appointing the scrutineers;
- h) approving the financial statements;
- i) approving the budget;
- j) approving the President's activity report;
- k) appointing the independent auditors upon the proposal of the Executive Committee;
- l) fixing the membership subscriptions on the recommendation of the Executive Committee;
- m) deciding, upon the nomination of the Executive Committee, whether to bestow the title of honorary member or life member;

- n) admitting, suspending or expelling a Member;
- o) revoking the mandate of one or a number of members of a body of FAZ;
- p) dissolving FAZ; and
- q) passing decisions at the request of a Member in accordance with this Constitution.

Article **23** Quorum of the Council

- ¹ Decisions passed by the Council shall only be valid if the majority (more than 50%) of the Members who are entitled to vote are present.
- ² If a quorum is not achieved, a second Council shall take place within 24 hours, with the same agenda.
- ³ A quorum is not required for the second meeting unless any item on the agenda proposes the amendment of the Statutes of FAZ, the election of the President and election of the Vice-president and members of the Executive Committee, the dismissal of one or a number of members of a body of FAZ, the expulsion of a Member of FAZ or the dissolution of FAZ.

Article **24** Decisions of the Council

- ¹ A decision that requires a vote shall be reached by a show of hands or by means of an electronic count. If a show of hands does not result in a clear majority in favour of a motion, the vote shall be taken by calling the roll in alphabetical order.
- ² Unless otherwise stipulated in this Constitution, a majority (more than 50%) of the valid votes cast shall suffice for a decision to be valid. Blank ballot papers, invalid votes or electronic votes manipulated in any other way as well as abstentions shall be disregarded when calculating the majority.

Article **25** Elections

- ¹ Elections shall be conducted by secret ballot unless the number of candidates is equal to the number of vacancies. Then the election may be conducted by acclamation.
- ² Elections of the President, Vice-president and other members of the Executive Committee shall be conducted in accordance with the Electoral Code of FAZ.
- ³ For a person to be elected as President, a majority (more than 50%) of the valid votes cast is necessary. If there are more than two candidates for the office of President and no one obtains a majority vote, a second

ballot shall be conducted where only the candidates who emerge 1st and 2nd in the first ballot shall take part.

- ⁴ For a person to be elected as Vice President or Executive Committee member, a simple majority vote shall be required.

Article **26** Annual General Meeting (AGM)

- ¹ The AGM shall be held every year.
- ² The Executive Committee shall fix the place and date of the AGM. The Members shall be notified in writing at least 60 days in advance.
- ³ The formal convocation shall be made in writing at least 21 days before the date of the AGM. This convocation shall contain the agenda, the President's activity report, the financial statements and the auditors' report and any other relevant documents.

Article **27** Annual General Meeting Agenda

- ¹ The General Secretary shall draw up the agenda based on proposals from the Executive Committee and the Members. Any proposal that a Member wishes to submit to the Council shall be sent to the general secretariat in writing, with a brief explanation, at least 45 days before the date of the Council.
- ² The AGM agenda shall include the following mandatory items:
- a) a declaration that the AGM has been convened and composed in compliance with the Constitution of FAZ;
 - b) approval of the agenda;
 - c) an address by the President;
 - d) appointment of Members to check the minutes;
 - e) appointment of scrutineers;
 - f) suspension or expulsion of Members (if applicable);
 - g) approval of the minutes of the preceding AGM;
 - h) President's activity report (containing the activities since the last Council);
 - i) presentation of the consolidated and revised balance sheet and the profit and loss statement;
 - j) approval of the financial statements;
 - k) approval of the budget;
 - l) admission for membership (if applicable);

- m) votes on proposals for amendments to the Statutes, the regulations governing the application of the Statutes and the standing orders of the Council (if applicable);
 - n) discussion of proposals submitted by the Members and the Executive Committee;
 - o) appointment of independent auditors (if applicable) upon the proposal of the Executive Committee;
 - p) dismissal of a person or a body (if applicable);
 - q) election of the President, vice-president and members of the Executive Committee (if applicable);
 - r) ratifying the members of the Judicial bodies, Electoral bodies and appeals bodies
 - u) any further items proposed by the Members or the Executive Committee of FAZ.
- ³ The agenda of an AGM may be altered, provided three-quarters of the Members present at the AGM and eligible to vote agree to such a motion.
- ⁴ The AGM shall not make a decision on any point not included in the agenda.

Article 28 Extraordinary General Meeting (EGM)

- ¹ The Executive Committee may convene an EGM at any time.
- ² The Executive Committee shall convene an EGM if at least 50% of the Members of FAZ make such a request in writing. The request shall specify the items for the agenda. An EGM shall be held within three months of receipt of the request. If an EGM is not convened, the Members who requested it may convene the EGM themselves. As a last resort, the Members may request assistance from FIFA.
- ³ The Members shall be notified of the place, date and agenda at least 14 days before the date of an EGM.
- ⁴ When an EGM is convened on the initiative of the Executive Committee, it must draw up the agenda. When an EGM is convened upon the request of Members, the agenda must contain the points raised by those Members.
- ⁵ The agenda of an EGM may not be altered.

Article 29 Amendments to the Statutes

- ¹ The Council is responsible for amending the Statutes.
- ² Any proposals for an amendment to the Statutes must be submitted in writing with a brief explanation to the General Secretariat by a Member or by the Executive Committee. A proposal submitted by a Member is valid,

provided it has been supported in writing by more 50% of other Members of FAZ.

- ³ For a vote on an amendment to the Statutes to be valid, an absolute majority (more than 50%) of the Members eligible to vote must be present.
- ⁴ A proposal for an amendment to the Statutes shall be adopted only if three-quarters of the Members present and eligible to vote agree to it.
- ⁵ Any proposal to amend the regulations governing the application of the Statutes and the standing orders of the Council must be submitted in writing with a brief explanation to the General Secretariat by a Member or by the Executive Committee.
- ⁶ A proposal for an amendment to the regulations governing the application of the Statutes and the standing orders of the Council shall be adopted only if a simple majority of the Members present and eligible to vote agree to it.
7. The amendments shall come into effect immediately, unless the council decides otherwise.

Article 30 Minutes

1. The General Secretary shall be responsible for recording the minutes at all the Council meetings.
2. The minutes shall be checked by Scrutinisers, circulated to members and finally approved at the next Council meeting in line with the provisions of Article 27 (2) (g).

Article 31 Effective dates of decisions

Decisions passed by the Council shall come into effect for the Members 60 days after the close of the AGM or EGM, unless the Council fixes another date for a decision to take effect.

B. EXECUTIVE COMMITTEE

Article 32 Composition

- ¹ The Executive Committee consists of 13 members:
 - a) President;
 - b) Vice President;
 - c) Female member;
 - d) 10 members representing each of the regional leagues.

- ² The President, Vice President and the female member shall be elected by the Council. The other 10 members of the Executive Committee shall be those elected from the respective Regions.
- ³ The term of office of the President, Vice President and members of the Executive Committee is four years. They may be re-elected for a further 2 (two) terms of office provided that a member contesting for any position other than the one previously held, shall be eligible to contest for that position as it shall count as a new term of office in its own right.
- ⁴ For a person to be elected as an Executive Member of FAZ they shall be required to have at least 5 years' experience in a leadership position of a Member of FAZ, 3 years of which shall be within the 10 years immediately preceding the elections.
- ⁵ Must not have served a term of imprisonment of at least 3 years, in the 10 years immediately preceding the elections.
- ⁶ Must be Zambian citizens and ordinarily resident in Zambia.
- ⁷ All applications for aspiring candidates must be sent to the General Secretariat of FAZ. The official list of the duly nominated candidates shall be passed on to the Members of FAZ along with the agenda for the Council at which the Executive Committee will be elected.
- ⁸ A member of the Executive Committee may not at the same time be a member of a judicial body of FAZ, an employee of FAZ or serving official of a member of FAZ.
- ⁹ A position will be considered vacant in the case of death, permanent disability or absence from 6 (Six) consecutive Executive Committee meetings.
- ¹⁰ If a position or up to 50% positions of the Executive Committee become vacant, the Executive Committee shall fill that position(s) in question until the next elective AGM..
- ¹¹ If more than 50% of the positions of the Executive Committee become vacant, the remaining Executive Committee members shall convene an EGM in order for the Council to elect the replacements for the remaining term of office in instances where the vacancy is for the President, Vice President and Female Committee member. In an event that the a vacancies relate to the regional representatives, each of the regions will be required to hold elections to fill the vacancy.
- ¹² An Executive Committee member who assumes office for the unexpired term of office of that Executive Committee shall not be deemed to have served a term of office, if at the date on which he assumes office, less than 2 years remain before the next elective AGM.
- ¹³ If a vacancy is caused by resignation of an Executive Member, that member shall not be eligible for re-election during the term of office of that Executive Committee.

- ¹ The Executive Committee shall meet at least once every month.
- ² The President shall convene the Executive Committee meetings. If more than 50% members of the Executive Committee request for a meeting, the President shall convene it within 7 days.
- ³ The President shall compile the agenda. Each member of the Executive Committee is entitled to propose items for inclusion in the agenda. Save for a meeting convened under clause 2 at the request of Executive Committee members, the members of the Executive Committee must submit the matters they wish to be included in the agenda, for the meeting to the General Secretariat at least 14 days before the meeting. The agenda must be sent out to the members of the Executive Committee at least 7 days before the meeting.
- ⁴ The Executive Committee shall not make a decision on any point not included in the agenda.
- ⁵ The General Secretary and Deputy General Secretary shall take part in the meetings of the Executive Committee as ex-officio Members (in a consultative role).
- ⁶ The meetings of the Executive Committee shall not be held in public. The Executive Committee may, however, invite third parties to attend. Those third parties shall not have voting rights, and may only express an opinion with the permission of the Executive Committee.

Article 34 Powers of the Executive Committee

The Executive Committee:

- a) shall pass decisions on all cases that do not come within the sphere of responsibility of the Council or are not reserved for other bodies by law or under this Constitution;
- b) shall prepare and convene the AGM and EGM of FAZ;
- c) shall appoint the Chairmen, Vice-chairmen and members of the standing committees;
- d) may decide to set up ad-hoc committees if necessary at any time;
- e) shall compile the regulations for the organisation of standing committees and ad-hoc committees;
- f) shall appoint or dismiss the General Secretary and Deputy General Secretary on the proposal of the President.
- g) shall propose the independent auditors to the Congress;
- h) shall decide the place and dates of and the number of teams participating in the competitions of FAZ;
- i) shall appoint the coaches for the representative teams and other technical staff;
- j) shall approve regulations stipulating how FAZ shall be organised internally;
- k) shall ensure that the Statutes are applied and adopt the executive arrangements required for their application;

- l) may dismiss a person or body or suspend a Member of FAZ provisionally until the next AGM; and
- m) may delegate tasks arising out of its area of authority to other bodies of FAZ or third parties.

Article 35 Decisions

- ¹ The Executive Committee shall not engage in valid deliberations unless 5 of its members are present.
- ² The Executive Committee shall reach decisions by a majority (more than 50%) of the members present. In the event of a tied vote, the President shall have the casting vote. Voting by proxy or by letter is not permitted.
- ³ Any member of the Executive Committee must withdraw from any deliberations and from taking a decision if there is any risk or possibility of a conflict of interest.
- ⁴ The decisions taken shall be recorded in the minutes.
- ⁵ The decisions taken by the Executive Committee shall come into effect immediately, unless the Executive Committee decides otherwise.

Article 36 Dismissal of a person or body

- ¹ The Council may dismiss a person or body. The Executive Committee may place the dismissal of a person or body on the agenda for the AGM. The Executive Committee may also dismiss a person or body provisionally. Any Executive Committee member may submit a proposal to place such a motion for dismissal on the agenda of the AGM.
- ² The motion for dismissal must be justified. It will be sent to the Members of FAZ along with the AGM agenda.
- ³ The person or body in question has the right to speak in his or its own defence.
- ⁴ If the motion for dismissal is upheld, the Council shall reach a decision by means of secret ballot. For the motion to be passed, a majority of two-thirds of the valid votes is required.
- ⁵ The person or body dismissed (provisionally) must be relieved of his or its functions with immediate effect.

C. PRESIDENT

Article 37 President

- ¹ The President represents FAZ legally.

- ² He is primarily responsible for:
- a) implementing the decisions passed by the Council and the Executive Committee through the General Secretariat;
 - b) ensuring the effective functioning of the bodies of FAZ in order that they achieve the objectives described in this Constitution;
 - c) supervising the work of the General Secretariat;
 - d) relations between FAZ and its Members, FIFA, CAF, political bodies and other organisations.
- ³ Only the President may propose the appointment or dismissal of the General Secretary and Deputy General Secretary.
- ⁴ When any name for the position of General Secretary or Deputy General Secretary is proposed by the President for appointment subject to ratification by the Executive Committee-
- a) the Executive Committee shall not unreasonably refuse or delay such ratification;
 - b) if such ratification is refused, the President may propose the appointment of another person(s) to the office(s) in question and shall submit the appointment(s) for ratification; and
 - c) where applicable, if the Executive Committee refuses to ratify the second proposed appointment(s), it shall be invited to ratify an appointment for the third time. But the third appointment shall take effect irrespective of whether such ratification is refused, or is delayed for a period of more than seven days.
- ⁵ The President shall preside over the AGM, EGM, the Executive Committee and Emergency Committee meetings and those committees of which he has been appointed chairman.
- ⁶ The President shall have an ordinary vote on the Executive Committee and, whenever votes are equal, shall have a casting vote.
- ⁷ If the President is absent or unavailable, the Vice-President shall deputise him.
- ⁸ If the position of the President becomes vacant, the Vice-president shall deputise him until the next AGM. This AGM shall elect a new President for the remaining term of office.
- ⁹ Any additional powers of the President shall be contained in the internal organisation regulations of FAZ.

Article 38 Representation and signature

The President represents FAZ legally, and as such he is entitled to sign for and on behalf of FAZ. The Executive Committee may set up internal organisation regulations regarding the joint signature of officers, in particular, in case of the President's absence and concerning all important business of FAZ.

D. EMERGENCY COMMITTEE

Article 39 Emergency Committee

- ¹ The Emergency Committee shall deal with all matters requiring immediate settlement between two meetings of the Executive Committee. The Committee shall consist of the President of FAZ and 4 members chosen from amongst the members of the Executive Committee and appointed by the Executive Committee for a period of 4 years.
- ² The President shall convene the Emergency Committee meetings. If a meeting cannot be convened within an appropriate period of time, decisions may be passed through other means of communication. Such decisions shall have immediate legal effect. The President shall notify the Executive Committee immediately of the decisions passed by the Emergency Committee.
- ³ All decisions taken by the Emergency Committee shall be ratified by the Executive Committee at its next meeting.
- ⁴ If the President is unable to attend a meeting, the Vice-president shall deputise him.

E. STANDING COMMITTEES

Article 40 Standing Committees

- ¹ The standing committees of FAZ are:
 - a) League and Organising Committee;
 - b) Finance and Investment Committee;
 - c) Technical and Development Committee;
 - d) Referees' Committee;
 - e) Club Licencing Committee;
 - f) Players' Status and Transfers Committee;
 - g) Medical Committee;
 - h) Youth Football Committee;
 - i) Women's Football Committee;
 - j) Legal Committee;
 - k) Futsal and Beach Soccer Committee; and
 - l) Audit and Compliance Committee.
- ² The chairmen of the standing committees shall be members of the Executive Committee with the exception of those for the Audit and Compliance Committee, Club Licencing Committee, Medical Committee, Finance and Investment Committee and Legal Committee, who may not belong to the Executive Committee. However all committees shall have one member from

the Executive Committee with the exception of the Audit and Compliance Committee. The members of each standing committee shall be appointed by the Executive Committee on the proposal of the President of FAZ. The Chairman, Vice-Chairman and the members of the standing committees shall be appointed for a term of office of 2 (Two) years, with the exception of the Audit and Compliance Committee which shall be appointed for a term of office of 4 (Four) years.

- ³ Each chairman shall represent his committee and conduct business in compliance with the relevant organisation regulations drawn up by the Executive Committee.
- ⁴ Each chairman shall fix the dates of meetings in collaboration with the General Secretary, ensure that all tasks are carried out and report back to the Executive Committee.
- ⁵ Each committee may propose amendments to its regulations to the Executive Committee.

Article 41 League and Organising Committee

- ¹ The Premier League and Organising Committee shall consist of:
 - a) Chairman
 - b) Vice Chairman
 - c) 1 (One) representative to be appointed by the association representing referees
 - d) any other 2 persons appointed by the Executive Committee
- ² The duties of the Premier League and Organising Committee shall be:
 - a) to prepare fixtures, organise and supervise all FAZ League and Cup Football;
 - b) to submit fixtures schedules to the Executive Committee. Alterations to the approved fixtures schedule shall require approval of the Executive Committee;
 - c) to ensure that the Members submit their fixtures and conduct their cup, league and other competitions in accordance with the rules governing their respective competitions and in accordance with fixtures schedules which have been previously approved by the Executive Committee;
 - d) to organise through the General Secretariat and supervise FAZ competitions;
 - e) to be responsible for the organisation and supervision of international cup and friendly matches;
 - f) to publish FAZ league tables;
 - g) to compile, for consideration by the Executive Committee, Rules and Regulations governing the FAZ competitions;
 - h) to consider suggestions or representations from all Members relating to the improvement of football; and
 - i) to prepare the annual budget of the Committee and submit it to the General Secretary.

Article **42** Finance and Investment Committee

The Finance and Investment Committee shall consist of a Chairman, a Vice - chairman and 3 other members. The Committee shall monitor the financial management and advise the Executive Committee on financial matters and asset management. It shall analyse the budget of FAZ and the financial statements prepared by the General Secretary and submit them to the Executive Committee for approval.

Article **43** Technical and Development Committee

- ¹ The Technical and Development Committee shall consist of a Chairman, Vice-Chairman, Head Senior National Football Team Coach and 3 other members with relevant skills.
- ² The duties of the Technical and Development Committee shall be to:
 - a) advise on training methods;
 - b) take all possible measures to the theory and practice of football;
 - c) resolve decisions on questions on the theory and practice of football;
 - d) promote familiarisation and experience in teaching football;
 - e) organise courses and conferences for instructors, trainers, coaches and administration;
 - f) compile materials on teaching and coaching techniques for players, trainers and coaches;
 - g) deal with all matters concerning the construction of football stadia and other installations, the availability of equipment and teaching aids for the teaching of football;
 - h) be responsible for editing the technical section of official FAZ publication;
 - i) recommend coaches, instructors or trainers to Members ant the Members' request;
 - j) examine any problems concerning football pitches and recommend remedial measures;
 - k) study and determine the methods and means of scouting and selecting the talented among footballers;
 - l) render technical assistance to the Clubs representing Zambia;
 - m) be responsible for the selection of the National Team Managers, Coaches, Doctors and such other Officials for the Executive Committee's consideration;
 - n) maintain an up-to-date FAZ register of all Team Managers, Coaches, Team Doctors and Team Physiotherapists; and
 - o) prepare the annual budget of the Committee and submit it to the General Secretary

Article **44** Referees' Committee

- ¹ The Referees' Committee shall consist of a Chairman, Vice-Chairman and 3 other members with relevant skills.

- ² The duties of the Referees' Committee shall be to:
- a) make decisions regarding the application and interpretation of the Laws of the Game in accordance with the decisions and interpretations of the International Football Association Board and FIFA Referees' Committee;
 - b) appoint a panel of Referees' instructors;
 - c) study the reports submitted by Match Commissioners on referees and assistant referees for necessary action;
 - d) examine the Match Officials' reports for technical aspects of the game;
 - e) recommend to the Executive Committee suitable Referees and Assistant Referees for submission to FIFA as candidates for admission to the FIFA panel of Referees and Assistant Referees;
 - f) establish uniformity in the methods of refereeing and implementing of the Laws of the Game;
 - g) collect and make public all information concerning refereeing of the games;
 - h) compile and update a list of Referees qualified to officiate at FAZ League, Cup and other matches;
 - i) prepare and maintain a register of all qualified and recognised Referees in Zambia;
 - j) draw up a list of Referees' Instructor, Lecturers and District Training Officers capable of conducting referees' courses;
 - k) prepare and conduct National Referees Examinations; and
 - l) prepare the annual budget of the Committee and submit it to the General Secretary.

Article **45** Club Licensing Committee

- ¹ The functions of the Club Licensing Committee shall be governed by the Club Licensing Regulations.
 - ² The Committee shall consist of a Chairman, Vice Chairman and 3 other members who will be independent of FAZ.
-

Article **46** Players Status and Transfer Committee

- ¹ The Players' Status Committee shall consist of a Chairman, a Deputy Chairman and 3 other members with relevant skills. The Players' Status Committee shall set up and monitor compliance with transfer regulations in accordance with the FIFA Regulations on the Status and Transfer of Players and determine the status of Players for the various competitions of FAZ. The Executive Committee may draw up special regulations governing the Players' Status Committee's powers and jurisdiction.
 - ² Players' status disputes involving FAZ, its Members, Players, Officials, Match Agents and Player's Agents shall be settled in the last instance by the FAZ Arbitration Tribunal in accordance with this Constitution and subject to any applicable Zambian Law.
-

Article **47** Medical Committee

- ¹ The Medical Committee shall consist of a Chairman, Vice-Chairman, Senior National Football Team Doctor and 2 other members with relevant skills.
- ² The duties of the Medical Committee shall be to:
 - a) act as a consultative organ on football sports medicine, psychology and hygiene;
 - b) undertake studies concerning sports medicine service for players;
 - c) examine and regulate general aspects and practice of football sports medicine, psychology and hygiene;
 - d) investigate common injuries suffered by players and recommend ways and means of preventing, managing and treating them;
 - e) draw up regulations on doping and ensure that they are complied with;
 - f) draw up guidelines on nutrition and physical fitness of football players to improve their athletic abilities and performance; and
 - g) prepare the annual budget of the Committee and submit it to the General Secretary.

Article 48 Youth Football Committee

- ¹ The Youth Football Committee shall consist of a Chairman, Vice-Chairman and 3 other members.
- ² The duties of the Youth Football Committee shall be to:
 - a) deal with all matters related to youth football;
 - b) formulate youth football development programmes including the formation of youth football leagues;
 - c) manage all youth teams at national level, in conjunction with the Technical and Development Committee and the General Secretariat;
 - d) propose to the Executive Committee any measures necessary to promote the development of youth football;
 - e) advise and assist the Executive Committee to establish relevant competitions of youth football;
 - f) conduct research on factors influencing the development of youth football;
 - g) regulate the operations and conduct of youth football academies;
 - h) co-ordinate youth football development programmes with provincial amateur football associations and youth football academies; and
 - i) prepare the annual budget of the Committee and submit it to the General Secretary.

Article 49 Women's Football Committee

- ¹ The Women's Football Committee shall consist of a Chairman, Vice-Chairman and 3 other members.
- ² The duties of the Women's Football Committee shall be to:
 - a) deal with all matters related to Women's Football;
 - b) formulate Women's Football development programmes including the formation of Women's Football Leagues;
 - c) management of all Women Teams at National Level, in conjunction with the Technical and Development Committee and the General Secretariat;
 - d) propose to the Executive Committee any measures necessary to promote the development of Women's Football;

- e) advise and assist the Executive Committee to establish relevant competitions of Women's Football;
- f) conduct research on factors influencing the development of Women's Football; and
- g) prepare the annual budget of the Committee and submit it to the General Secretary.

Article **50** Legal Committee

- ¹ The Legal Committee shall consist of a Chairman and Vice-Chairman both of whom shall have Legal Qualifications and 3 other members with relevant skills.
- ² The duties of the Legal Committee shall be to:
 - a) analyse legal issues relating to Football;
 - b) develop or draft the FAZ Constitution, Rules, Regulations and By-Laws of the Association and Members and ensure their Compliance with FIFA and CAS Statutes and Regulations;
 - c) bring up suggestions for amendments to the FAZ Constitution, Rules and Regulations and By-Laws before the FAZ Executive Committee when necessary;
 - d) draw up and bring up amendments to the FAZ Disciplinary and Ethics Codes and ensure their Compliance with FIFA and CAS Statutes and Regulations; and
 - e) prepare the annual budget of the Committee and submit it to the General Secretary.

Article **51** Futsal and Beach Soccer Committee

- ¹ The Futsal Committee shall consist of a Chairman, Vice-Chairman and 3 other members.
- ² The duties of the Futsal and Beach Soccer Committee shall be to:
 - a) promote development of Futsal and Beach Soccer and draw up development strategies;
 - b) collect and make public all information concerning Futsal and Beach Soccer;
 - c) organise Futsal and Beach Soccer competitions;
 - d) draw up annual training programmes for Futsal and Beach Soccer coaches and referees;
 - e) compile and draw up date lists of Futsal and Beach Soccer coaches and referees;
 - f) recommend to the Executive Committee names of referees and assistant referees for appointment to the FIFA panels of international Futsal and Beach Soccer referees and assistant referees;
 - g) deal with all other matters relating to Futsal and Beach Soccer in conjunction with the General Secretariat;
 - h) perform other duties assigned to it by the Executive Committee; and
 - i) prepare the annual budget of the Committee and submit it to the General Secretary.

Article **52** Audit and Compliance Committee

- ¹ The Audit and Compliance Committee shall consist of a Chairman and Vice-Chairman, both of whom shall have accounting qualifications and 3 members with relevant skills
- ² The Chairman, Vice-Chairman and members of the Audit and Compliance Committee shall be appointed by the Executive Committee subject to ratification by the AGM for a period of (4) four years and may only be relieved of their duties by the AGM. They shall undergo an integrity check, to be conducted by the Ethics Committee, prior to their appointed or re-appointed.
- ³ Members of the Audit and Compliance Committee shall be independent. They shall not be considered independent if, at any time during the (4) Four years preceding their term(s) office, they or any family member (spouse, children, stepchildren, parents, siblings, domestic partner, parents of spouse/domestic partner and siblings and children of domestic partner):
 - a) held any paid position or material contract (directly or indirectly) with FAZ and/or any Member/Confederation, League or Club (including any of their affiliated companies/organisations), whereas a voluntary position with an expenses allowance of more than USD1,000 per month shall also be regarded as a paid position; or
 - b) was employed by FAZ's external Lawyers or by FAZ's external Auditors (and was engaged in auditing FAZ); or
 - c) held any paid or voluntary position with a non- profit organisation to which FAZ and/or any Member, Confederation, League or Club makes annual payments in excess of USD100,000.00.
- ⁴ The duties of the Audit and Compliance Committee shall be:
 - a) to ensure the completeness and reliability of the financial accounting and review the financial statements, the consolidated financial statement and the external auditors' reports;
 - b) to advise and assist the Executive Committee in monitoring the Association's financial and compliance matters, and issue and monitor compliance with the relevant regulations of the Association; and
 - c) to ensure that details on the Audit and Compliance Committee's responsibilities, its internal cooperation and other procedural matters are stipulated in the relevant regulations of the Association.
- ⁵ If the Chairman, the Vice-Chairman or a member of the Audit and Compliance Committee permanently ceases to perform his official function during his term of office, the Executive Committee shall appoint a replacement to serve until the next Congress.

Article **53** General secretariat

The general secretariat shall carry out all the executive operational and administrative work of FAZ under the direction of the General Secretary. The members of the general secretariat are bound by the internal organisational regulations of FAZ and shall fulfil the given tasks in the best manner.

Article **54** General Secretary

- ¹ The General Secretary is the chief executive of the general secretariat and will be deputised by a Deputy General Secretary.
- ² He shall be appointed on the basis of an agreement governed by private law and shall have the necessary professional qualifications.
- ³ He shall be responsible for:
 - a) implementing decisions passed by the Council and Executive Committee in compliance with the President's directives;
 - b) attending the meetings of the Council, the Executive Committee, Emergency Committee and the standing and ad-hoc committees;
 - c) organising the Council and meetings of the Executive Committee and other bodies;
 - d) compiling the minutes for the meetings of the Council, Executive Committee, Emergency Committee and standing and ad-hoc committees;
 - e) managing and keeping the accounts of FAZ properly;
 - f) the correspondence of FAZ;
 - g) relations with the Members, committees, FIFA and CAF;
 - h) organising the general secretariat;
 - i) the appointment and dismissal of staff working for the general secretariat;
 - j) proposing managerial staff to the President.
 - k) To delegate some of his duties and responsibilities to the Deputy General Secretary
- ⁴ The General Secretary may not be a Council delegate or a member of any body of FAZ.

G. JUDICIAL BODIES

Article **55** Judicial bodies

- ¹ The Judicial bodies of FAZ shall be:
 - a) Disciplinary Committee;

- b) Ethics Committee;
- d) Appeals Committee; and
- e) FAZ Arbitration Tribunal.

- ² The judicial bodies shall consist of a Chairman, a Vice-Chairman and a 3 of other members.
- ³ The judicial bodies are to be composed in such a way that the members, together, have the knowledge, abilities and specialist experience that is necessary for the due completion of their tasks. The chairmen of the judicial bodies shall be qualified to practise law and shall undergo an integrity check prior to their appointment or re-appointment. This integrity check shall be conducted by the Audit and Compliance Committee for all members of the Ethics Committee (including the chairman and Vice chairman). For all other members of the judicial bodies (including the chairmen and Vice chairmen), the integrity check shall be conducted by the Ethics Committee. The term of office of all members shall be (4) four years. The members may be re-appointed or relieved of their duties at any time, although they may only be relieved of their duties by the AGM.
- ⁴ The members of the judicial bodies shall be ratified by the AGM upon recommendation of the Executive Committee and shall not be members of the Executive Committee, the Electoral Bodies or of a Standing Committee.
- ⁵ The Chairman and Vice -chairman of the Ethics Committee shall fulfil the same independence criteria that are stipulated in Article 52 paragraph 3 for the members of the Audit and Compliance Committee.
- ⁶ If the Chairman, the Vice-chairman or a member of a judicial body permanently ceases to perform his official function during his term of office, the Executive Committee shall appoint a replacement to serve until the next AGM.
- ⁷ The responsibilities and function of the judicial bodies shall be stipulated in the Disciplinary Code of FAZ and the Code of Ethics of FAZ.

Article 56 Disciplinary Committee

- ¹ The functions of the Disciplinary Committee shall be governed by the Disciplinary Code of FAZ. The committee shall pass decisions only when at least three members are present. In certain cases, as specified in the Disciplinary Code, the chairman may rule alone in accordance with the Disciplinary Code of FAZ.
- ² The committee may pronounce the sanctions described in this Constitution and the Disciplinary Code of FAZ on Members, Officials, Players, Clubs and match and players' agents.
- ³ These provisions do not affect the powers of the Council and the Executive Committee with regard to the suspension and expulsion of Members.
- ⁴ The Executive Committee shall issue the Disciplinary Code of FAZ.

Article **57** Ethics Committee

- ¹ The functions of the Ethics Committee shall be governed by the Code of Ethics of FAZ. The Ethics Committee shall pass decisions only when at least three members are present. In certain cases, as specified in the Code of Ethics, the chairman may rule alone.
 - ² The Ethics Committee may pronounce the sanctions described in this Constitution, the Code of Ethics of FAZ and the Disciplinary Code of FAZ on Officials, Players and match and players' agents.
 - ³ The Executive Committee shall issue the Code of Ethics of FAZ, which shall be in accordance with the principles laid down in the valid FIFA Code of Ethics.
-

Article **58** Appeals Committee

- ¹ The functions of the Appeals Committee shall be governed by the Disciplinary Code of FAZ and the Code of Ethics of FAZ. The committee shall pass decisions only when at least three members are present. In certain cases, as specified in the relevant regulation, the chairman may rule alone in accordance with the Disciplinary Code of FAZ and the Code of Ethics of FAZ.
 - ² The Appeals Committee is responsible for hearing appeals against decisions from the Disciplinary Committee and the Ethics Committee that are not declared final by the relevant regulations of FAZ.
 - ³ Decisions pronounced by the Appeals Committee may only be appealed to the Court of Arbitration for Sport in Lausanne, Switzerland, or FAZ Arbitration Tribunal in accordance with the provisions in these Statutes.
-

Article **59** Arbitration Tribunal

- ¹ The Rules of the Arbitration Tribunal shall be in line with the Arbitration Act of Zambia which will be applied in substantial conformity with the Disciplinary Code of FAZ and the Code of Ethics of FAZ.
- ² Recourse may only be had to the Arbitration Tribunal in accordance with this Article once all internal grievance resolution channels of FAZ have been exhausted.
- ³ The Arbitration Tribunal shall preside over disputes in the Association or disputes affecting Leagues, members of Leagues, Clubs, and members of Clubs, Players, Officials and other Association Officials, as such disputes shall not be submitted to Ordinary Courts of law, unless the FIFA regulations, this Constitution or binding legal provisions specifically provide for or stipulates recourse to Ordinary Courts of law.

Article **60** Disciplinary measures

The disciplinary measures are primarily:-

- ¹ for natural and legal persons: or
 - a) a warning; or
 - b) a reprimand; or
 - c) a fine; or
 - d) the return of awards.
- ² for natural persons:
 - a) a caution; or
 - b) an expulsion; or
 - c) a match suspension; or
 - d) a ban from the dressing rooms and/or the substitutes' bench; or
 - e) a ban from entering a stadium; or
 - f) a ban on taking part in any football-related activity; or
 - g) social work.
- ³ for legal persons:
 - a) a transfer ban; or
 - b) playing a match without spectators; or
 - c) playing a match on neutral territory; or
 - d) a ban on playing in a particular stadium; or
 - e) annulment of the result of the match; or
 - f) expulsion from a competition; or
 - g) a forfeiture of matches; or
 - h) deduction of points; or
 - i) relegation to a lower division; or
 - j) replaying a match.

Article **61** Jurisdiction

FAZ shall have jurisdiction on internal national disputes, that is, disputes between parties belonging to FAZ. FIFA shall have jurisdiction on international disputes, that is, disputes between parties belonging to different Associations and/or Confederations.

Article **62** Court of Arbitration for Sport (CAS)

- ¹ In accordance with the relevant provisions of the FIFA Statutes, any appeal against a final and binding decision passed by FIFA, CAF, or FAZ shall be heard by the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland, unless another Arbitration Tribunal has jurisdiction in

accordance with Article 59. CAS shall not, however, hear appeals on violations of the Laws of the Game, and suspensions of up to four matches or up to three months (with the exception of doping decisions).

- ² FAZ shall ensure its full compliance and that of all those subject to its jurisdiction with any final decision passed by a FIFA body, by a CAF body, by the Arbitration Tribunal recognised by FAZ or by the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland.

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V. Finance

Article 63 Financial period

- ¹ The financial period of FAZ shall be one year and shall begin on 1 January and end on 31 December.
 - ² The revenue and expenses of FAZ shall be managed so that they balance out over the financial period. FAZ's major duties in the future shall be guaranteed through the creation of reserves.
 - ³ The General Secretary is responsible for drawing up the annual consolidated accounts of FAZ with its subsidiaries as at 31 December.
-

Article 64 Revenue

The revenue of FAZ arises specifically from:

- a) Members' annual subscriptions;
 - b) receipts generated by the marketing of rights to which FAZ is entitled;
 - c) fines imposed by the authorised bodies;
 - d) other subscriptions and receipts in keeping with the objectives pursued by FAZ;
 - e) donations; and
 - f) any other revenue related to football activities, including match gate receipts.
-

Article 65 Expenses

FAZ bears:

- a) the expenses stipulated in the budget;
 - b) other expenses approved by the AGM and expenses that the Executive Committee is entitled to incur within the scope of its authority; and
 - c) all other expenses in keeping with the objectives pursued by FAZ.
-

Article 66 Independent and external auditors

The independent and external auditors appointed by the AGM shall audit the accounts approved by the Finance Committee in accordance with the appropriate principles of accounting and present a report to the AGM. The auditors shall be appointed for a period of 1 (One) year and this mandate may be renewed.

Article **67** Membership subscriptions

- ¹ Membership subscriptions are due on the 1st day of January and are payable on or before the 31st day of March. The annual subscription for new Members for the year in question shall be paid within 30 days of the close of the AGM at which they are admitted.
- ² The AGM shall fix the amount of the annual subscription every 2 (Two) years on the recommendation of the Executive Committee.

Article **68** Settlement

FAZ may levy or exercise a set-off or lien any Member's assets, to settle claims owed to it.

Article **69** Levies

FAZ may demand that a levy be paid by its Members for matches.

VI. Competitions and rights in competitions and events

Article **70** Competitions

- ¹ FAZ shall organise and coordinate the following official competitions held within its territory:
 - a) League Competitions;
 - b) Cup Competitions;
 - c) International Competitions under COSAFA, CAF and FIFA; and
 - d) International friendly matches.
- ² The Executive Committee may delegate to FAZ's subordinate Leagues the authority to organise competitions. The competitions organised by the Leagues shall not interfere with those competitions organised by FAZ. Competitions organised by FAZ shall take priority.
- ³ The Executive Committee may issue special regulations to this end.

Article **72** Rights

- ¹ FAZ and its Members are the original owners of all of the rights emanating from competitions and other events coming under their respective jurisdiction, without any restrictions as to content, time and place. These rights include, among others, every kind of financial rights, audiovisual and radio recording, reproduction and broadcasting rights, multimedia rights, marketing and promotional rights and intangible rights such as emblems and rights arising under copyright law.
- ² The Executive Committee shall decide how and to what extent these rights are utilised and draw up special regulations to this end.

Article **73** Authorisation

FAZ and its Members are exclusively responsible for authorising the distribution of image and sound and other data carriers of football matches and events coming under their respective jurisdiction, and without any restrictions.

VII. International matches and competitions

Article **74** International matches and competitions

- ¹ The authority for organising international matches and competitions between representative teams and between Leagues, Club teams and/or scratch teams lies solely with FIFA, the Confederation(s) and/or the Association(s) concerned. No such match or competition shall take place without the prior permission of FIFA, the Confederation(s) and/or the Association(s) concerned in accordance with the FIFA Regulations Governing International Matches.
- ² FAZ is bound to comply with the international match calendar compiled by FIFA.

Article **75** Sporting Contacts

FAZ, its Members, Players, Officials and match and players' agents shall not play matches or make sporting contacts with Associations that are not members of FIFA or with provisional members of a Confederation (s) without the approval of FIFA.

Article **76** Approval

- ¹ Clubs, Leagues or any other group of Clubs that are affiliated to FAZ may only join another Association with the authorisation of FAZ, the other Association, the respective Confederation(s) and FIFA.
- ² Clubs, Leagues or any other group of Clubs that are affiliated to FAZ cannot participate in competitions on the territory of another Association without the authorisation of FAZ, the other Association(s), FIFA and the respective Confederation(s) according to the FIFA Regulations Governing International Matches.

VIII. Final provisions

Article 77 Unforeseen contingencies and force majeure

The Executive Committee shall have the power to decide on all cases of force majeure and on all matters not provided for in this Constitution, such decisions to be made according to the rules of natural justice, taking into account the relevant regulations of FIFA and CAF.

Article 78 Dissolution

- ¹ Any decision relating to the dissolution of FAZ requires a majority of three quarters of all of the Members of FAZ, which must be obtained at an AGM or EGM specially convened for the purpose.
 - ² If FAZ is disbanded, its assets shall be transferred to the National Sports Council of Zambia (NSCZ). It shall hold these assets as a trustee in accordance with the relevant professional duties until FAZ is re-established. The final AGM or EGM may, however, choose another recipient for the assets on the basis of three quarters majority.
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Article 79 Enforcement

This Constitution was adopted at the AGM in on
and will come into force on

President

General Secretary

Transitory Provisions

1. Every affiliate will submit to FAZ a copy of its legally valid Statues which are in compliance with the Constitution of FAZ by MARCH 31ST 2018 to be approved by FAZ failing which they will lose their affiliation.
2. This Constitution does not affect the composition of the Executive Committee and other elective bodies of FAZ until the next elective AGM.

Transitory Provisions

1. Every member of FAZ shall within a period of 12 months following the adoption of this Constitution make amendments or formulate its legally valid statutes in compliance with the Statutes of FAZ, and such Statues shall have to be approved by FAZ. Any member of FAZ that fails to comply with the foregoing requirement shall lose their membership rights.
2. Subject to Clause 1 above, The Super League, Division 1 and Regional leagues shall *mutatis mutandis* be required to formulate Statutes that shall govern their respective organisations or regions.
3. All the provisions of this Constitution shall become enforceable immediately upon its adoption and the Executive Committee shall have the sole discretion to make such modifications, adaptations, qualifications and exceptions as may be necessary to bring all the provisions of this Constitution into effect.
4. Subject to the other provisions of this Constitution, and so far as they are not inconsistent with this Constitution, any existing rights, duties or obligations enjoyed by the members of FAZ shall remain unchanged.
5. These Statutes do not affect the composition of the Executive Committee, and any person holding a position in the Executive Committee shall continue to serve as such for the unexpired term of that office as stipulated by the Constitution or until the next elective AGM.
6. Subject to the other provisions of this Constitution, and so far as they are not inconsistent with this Constitution, any rights, duties and obligations of the FAZ members subsisting immediately before the effective date of this Constitution shall continue as rights, duties and obligations of FAZ members under this Constitution.