

To: World Lacrosse

Re: Application for Associate Member Status – Ghana Lacrosse Association

May 31, 2019

First and foremost, we would like to thank World Lacrosse for the equipment donations that helped us promote the sport of lacrosse within three different regions in Ghana and a variety of schools. We would like to officially ask World Lacrosse to consider associate membership for our Ghana Lacrosse Association. We are looking to growing the sport in our country and collaborating to promote the development of lacrosse in West Africa. Below is a list of our board members and contacts for our national governing body. Please feel free to contact us if you need any other information to help support our request.

Sincerely,

Ghana Lacrosse Association

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GHANA LACROSSE ASSOCIATION
STRATEGIC ACTION PLAN FOR 2019-2023

STRATEGIC PRIORITY	STRATEGIC OBJECTIVE	KEY ACTIONS	Time Activity will be done	Resource Required (if any)
Governance	Review of the existing constitution	Establish a constitution review committee after next congress	Dec.2023	
		Ensure independent, gender equity/balance, inclusivity and room for persons with disabilities for board membership in the constitution.	Dec. 2023	Invite regional representatives to the constitution review meetings.
		Define clear vision and mission for Ghana Lacrosse and the board.	December 2019	
		Ensure appropriate role definitions in the review of the constitution (e.g., Operations Officer to head Secretariat).	April 2021	
Development (long term)	Extend geographical coverage for Lacrosse	Build playing fields and provide equipment for playing in all regions of the country.		
	Increase the number of players over the years	Adopt mid to long-term strategic plan.		
Development (short term)	Introduction of lacrosse at the basic level	Identify satellite schools & communities to promote Lacrosse in all regions.	Ongoing	Facility and equipment support is needed
Development (mid term)	Increase playing opportunities for both male and female teams	Plan to promote and develop Lacrosse in all regions and seek funding to develop same in UEW, UG, KNUST, UCC etc. Seek MOU with Achimota School to construct playing pitch. Adopt a mid to Long-term Strategic Development Plan	By end of 2023	Support needed from Donors and Sponsors

Technical Development	Train technical personnel	Develop training courses for technical staff <ul style="list-style-type: none"> • Training of coaches, umpires and scorers • Increase number of coaches, umpires and scorers across the country. 	2019	Technical support from WORLD LACROSSE
High Performance	Develop a clear High Performance programme	Work with coaches and sports science experts to advise and develop specific programmes locally for HP.	July 2022	Sport science experts from UG, UEW & KNUST Allowances for consultation
	Ensure regular training and Sub- Regional friendly matches for the national team	Assemble a team of experts to handle national teams to ensure regular trainings for national team players (male, and female) <small>(by chmn. technical comt. and the LOO)</small>	2021	Experts and allowances
		Establish trial matches with clubs and halls at the Universities and the University teams.	Monthly	Allowance for refreshment and transport
	Capacity building for administrative staff	Collaborate with the Sport Directorate of UG and GIMPA for courses to upgrade the Administrative staff.		
Facilities and Equipment	Maintenance of facilities	Procure basic maintenance equipment		Equipment funds.
	Develop facilities in the regions	Strategically identify at least 3 locations in the northern, mid-belt and southern sectors	June 2023	Funds to develop facilities and to procure equipment
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Media	Create positive media presence to showcase Ghana Lacrosse Association	Develop a website and other social media presence online. Develop a monthly, quarterly or yearly newsletter Create working partnership with media in Ghana		

Sponsorship		Facebook, Twitter and Instagram already developed. Working to develop a website.		
		Develop sponsorship proposals for potential sponsors which must include; focus on nurturing Lacrosse at the orphanages and disadvantaged communities.	2020	

CONSTITUTION OF THE GHANA LACROSSE ASSOCIATION

Article 1 NAME

- 1.1 The Association hereby constituted shall be known and called the GHANA LACROSSE ASSOCIATION hereinafter referred to as the GLA. The GLA shall be the governing body for LACROSSE in the Republic of Ghana.
- 1.2 This document shall be called the Constitution of the GHANA LACROSSE ASSOCIATION.

Article 2 ADMINISTRATIVE SEAT AND AFFILIATION

- 2.1 The Official and Administrative office of the GLA shall be located at the Ohene Djan Sports Stadium in Accra and other offices established by the Executive Board as required.
- 2.2 The GLA shall have the power to constitute Regional and District LACROSSE Associations
- 2.3 The GLA shall be a member of WORLD LACROSSE and is accordingly obliged to respect the Statutes, Constitutions, Regulations, Directives and Decisions of WL.

Article 3 OFFICIAL LANGUAGE

- 3.1 The official language of the GLA shall be English and all documents shall be in the English language.
- 3.2 All meetings shall be conducted in the English Language

Article 4 OBJECTIVES

The objectives of the GLA shall be:

- 4.1 To introduce, develop, promote, control, organise and generally encourage and regulate the sport of LACROSSE for men, women, youth, and seniors in all its forms played throughout Ghana.
- 4.2 To develop and promote LACROSSE as a means of fostering social integration and forming the character of the youth in Ghana in the spirit of fair play and in pursuance of the development goals of Ghana.
- 4.3 To organise and supervise LACROSSE competitions in all its forms for both sexes at youth and senior levels
- 4.4 To introduce, develop and promote the game of LACROSSE among young people in schools in partnership with the educational authorities and institutions.

- 4.5 To maintain affiliation with WORLD LACROSSE and support its ideals and objects.
- 4.6 To formulate policies for the control, training and development of coaches, umpires, technical officials, medical personnel and administrators involved in LACROSSE.
- 4.7 To organise training and competitive programmes and arrange and supervise the participation of national teams at various levels in International competitions.
- 4.8 To promote collaboration with the Sports Ministry and any other body charged with the overall organization and control of sports in Ghana.
- 4.9 To promote good relations and co-operation amongst all stakeholders and settle disputes arising between members or bodies connected with LACROSSE within Ghana.
- 4.10 To enforce the statutes, rules and regulations of LACROSSE as promulgated from time to time by WORLD LACROSSE and to protect the game from any form of abuse.
- 4.11 To promote the welfare of clubs and players and to foster a friendly relationship between players, umpires, coaches, technical officials and administrators.

Article 5 CONDUCTS OF BODIES AND OFFICIALS

- 5.1 The bodies and officials of the GLA shall observe the Statutes, Constitution, Regulations, Decisions, Directives and code of ethics of WORLD LACROSSE.

Article 6 POWERS OF THE GHANA LACROSSE ASSOCIATION

The GLA shall have the full power and authority to do any act, matter or thing as may be required to give full effect to its objects as described herein. The GLA shall have among others the following powers:

- 6.1 To engage staff, acquire assets and enter into commitments for the promotion of its aims and objectives.
- 6.2 To enter into funding arrangements with companies, institutions and individuals to solicit and accept fees, donations, bequests, contributions and subscriptions for the funding of the GLA.
- 6.3 To take lease, purchase or otherwise acquire premises, equipment, vehicles, furniture and other property or assets whether movable or immovable which may be deemed necessary or convenient for any of the purposes of the GLA.
- 6.4 To improve, manage, develop, exchange or lease, mortgage, sell, dispose and grant options, rights and privileges in respect of or otherwise deal with all or any part of the funds, property and rights of the GLA.

- 6.5 To borrow or raise money in such a manner as the GLA shall deem fit and in particular to secure payment of any money borrowed by means of mortgage, pledge, charge or lien to secure and guarantee the due performance by the GLA of any obligation or liability it may undertake.
- 6.6 To open and operate banking accounts and to draw, make, accept, endorse, sign, discount, execute, issue cheques, promissory notes, bills of exchange, bills of lading, warrants, debentures and other negotiable documents.
- 6.7 To make rules and regulations for the operations of the GLA and its members, that shall not be inconsistent with the provisions of this Constitution.

Article 7 LOGO AND FLAG

- 7.1 The logo is the flag of Ghana (Red, Gold and Green, horizontally laid out, with the Black Star in the centre of the Gold) outlined by the map of Ghana with two black lacrosse sticks diagonally crossed and a red ball to the right outside the map with the inscription Ghana Lacrosse Association on the top.
- 7.2 The flag of the GLA is a white background with the logo in the middle.

Article 8 NON – DISCRIMINATION

- 8.1 Discrimination of any kind against a club, a person or group of persons on account of ethnic origin, gender, language, religion, politics, race or any other reason is strictly prohibited.

Article 9 MEMBERSHIP

- 9.1 The GLA shall compose of the following members in so far as they are affiliated with the Association.
 - 9.1.1 Regional LACROSSE Associations
 - 9.1.2 District LACROSSE Associations
 - 9.1.3 Schools Polytechnics, Colleges and Universities which play LACROSSE
 - 9.1.4 LACROSSE coaches
 - 9.1.5 LACROSSE umpires
 - 9.1.6 LACROSSE clubs
 - 9.1.7 LACROSSE players
 - 9.1.8 Expatriate communities involved in the promotion and development of LACROSSE in GHANA
- 9.2 **Conditions for Affiliation**
 - 9.2.1 Any group or association eligible under Article 9.1 above may apply to the GLA to be a member.

9.2.2 Every application for membership must be submitted in writing to the General Secretary and must be accompanied by:

- a. A declaration that it agrees to be bound by the constitution, regulations, decisions and directives of the GLA and WORLD LACROSSE.
- b. A declaration that it undertakes to ensure that this constitution and the regulations, decisions and directives of the GLA are respected by its own members and by any other person with whom it has a contract.
- c. A declaration that it recognizes the authority of the GLA and its bodies set up under this constitution.
- d. A declaration that it recognizes the authority of the Alternate Dispute Resolution mechanism set up under this constitution in respect of resolution of disputes
- e. A declaration that it will not resort to the ordinary law courts for redress without recourse to the internal dispute resolution mechanisms instituted by the GLA.
- f. A copy of the applicant's Constitution and or Regulations.
- g. A list of its recognized officials.

9.2.3 The GLA Congress can decide to admit applicants as members or exempt any applicant from one or more of the above conditions.

Article 10 SUSPENSIONS OR LOSS OF MEMBERSHIP

- 10.1 The GLA Congress shall be responsible for the suspension of any member or official. The Executive Board may however suspend with immediate effect any member/official guilty of serious or repeated violations of its obligations and such suspension shall last until the next congress unless it is lifted earlier.
- 10.2 All members/officials shall be given a hearing before they are punished.
- 10.3 Any suspension shall be confirmed by a two thirds majority of votes cast at congress.
- 10.4 Suspended members shall automatically lose their rights and privileges linked with their membership. Other members shall cease sporting contacts with a suspended member.
- 10.5 The GLA Congress may suspend members for a maximum of two years.
- 10.6 A member's status may be terminated by the resignation of the member or its expulsion.
- 10.7 The loss of a member's status shall not relieve it of its financial obligation which has accrued.
- 10.8 Any member may resign from the GLA by serving the General Secretary with a written notice.
- 10.9 Members who have resigned may be readmitted only after Congress has passed a resolution approving it and the member fulfils all outstanding financial commitments.

- 10.10 The GLA Congress may expel any member if:
- 10.9.1 It has been found guilty of a violation of the Constitution, Regulations, Decisions and directives or code of ethics of WORLD LACROSSE or GLA.
 - 10.9.2 The member resorts to the law courts without recourse to the GLA dispute resolution mechanism in this Constitution.
 - 10.9.3 Two thirds of a majority of members at a duly constituted congress cast a vote to expel.

Article 11 ORGANS

11.1 The GLA shall have the following organs:

- 11.1.1 The GLA Congress
- 11.1.2 The Executive Board
- 11.1.3 The Secretariat

Article 12 CONGRESS

- 12.1 The Congress shall be the supreme and ultimate authority governing the conduct of the GLA and its legislative organs.
- 12.2 Ordinary meetings of the GLA Congress shall be held once every year. The Executive Board shall fix the date and venue of the Congress
- 12.3 Extraordinary meetings of the Congress shall be held:
 - 12.3.1 When requested by the Executive Board
 - 12.3.2 Within three (3) months of the receipt by the GLA of a requisition by not less than twelve (12) members.
 - 12.3.3 On the request of the President.
 - 12.3.4 Within two (2) months of the death, resignation or permanent incapacity of the President.
 - 12.3.5 At the request of at least seventy five per cent (75%) of members for the sole purpose of dissolving the GLA.
- 12.4 Not less than four (4) weeks' notice shall be given to convene an ordinary meeting of Congress and such notice shall specify the place, day and time of the meeting and the nature of the business to be conducted.
- 12.5 The Congress shall be composed of :
 - a) One delegate each from any Regional LACROSSE Association attested by the GLA Executive Board to be in good standing in accordance with Article - 26, Regional LACROSSE Associations.
 - b) One delegate representing LACROSSE Coaches in Ghana.
 - c) One delegate representing LACROSSE Umpires and Scorers in Ghana

- d) One delegate representing LACROSSE Players in Ghana
- e) One delegate represent Retired LACROSSE Players in Ghana
- f) Three delegates representing Schools Polytechnics, Colleges and Universities which play LACROSSE in Ghana
- g) One delegate from the expatriate community involved in the promotion and development of LACROSSE in Ghana
- h) Three delegates from among the LACROSSE clubs in Ghana
- i) Members of the Executive Board
- j) A non-voting representative of the National Sports Authority.
- k) Non-accredited persons who may attend Congress at the discretion of the President but with no voting rights

12.6 The business of an ordinary meeting of the Congress shall be:

- a) Verification of Credentials
- b) Approval of Notice for the meeting
- c) Approval of Minutes of previous meeting
- d) The President's address
- e) General Secretary's report
- f) Financial report
- g) Auditor's report
- h) Approval of the accounts and discharge of the Executive Board
- i) Reports from Chairpersons of Committees
- j) Reports from Member Bodies
- k) Report from Chairman of Disciplinary Committee
- l) Consideration of application for membership
- m) Consideration of proposals of suspension/expulsion/resignation
- n) Proposals for amendment of Constitution
- o) Election of members of Executive Board (every 4 years)
- p) Subscriptions
- q) Appointment of auditor

r) Appointment of Chairman of the Disciplinary Committee upon recommendation of the Executive Board.

12.7 The President shall preside over the meetings of the Congress and in his/her absence the Vice President. In the absence of the Vice President the Executive Board shall nominate one of its members to chair the congress.

12.8 The quorum at a meeting of the Congress shall be one third (3/5) of the total membership of the GLA

Article 13 ELECTIONS, VOTING AND DECISION MAKING

13.1 Each delegate of the GLA shall be entitled to one (1) vote at the Congress

13.2 Voting at Congress shall be as follow:

13.2.1 All elections shall be by secret ballot.

13.2.2 Unless otherwise stipulated in this constitution all decisions of congress require a simple majority.

13.2.3 Decisions shall be taken by a show of hands unless a majority of delegates request a secret ballot.

13.3 Elections at Congress shall be conducted as follow:

13.3.1 President, Vice President, Secretary-General (who shall be an employee of the National Sports Authority), Treasurer and Three Ordinary Executive Members of the Executive Board in this order.

13.3.2 Any member of the GLA may propose a candidate for any of the positions available. Such nominations shall be seconded by two other members and shall be submitted to the Secretariat at least twenty one (21) days before the date for Congress at which elections is on the agenda. No member of the GLA shall nominate or second more than one person for a particular position

13.3.3 The Secretariat shall communicate the names of all candidates to all members not later than 14 days before the date of the Congress.

13.3.4 Where a sole candidate is proposed for an elective position the said candidate shall be returned unopposed and duly elected by Congress.

13.4 Balloting

13.4.1 On the first ballot each delegate shall cast a vote for each vacancy and the candidate who receives simple majority shall be elected.

13.4.2 If any vacancy still remains there shall be a second and subsequent ballots until all vacancies have been filled and in each such ballot the number of remaining candidates shall be reduced (if necessary) by removing those candidates receiving the least number of votes.

- 13.4.3 Each candidate is entitled to a two minutes address. The vision statement of each candidate seeking election shall be circulated to all delegates by the GLA if received at least twenty one (21) days before the Congress.

Article 14 EXECUTIVE BOARD

14.1 Authority

- a) The Executive Board shall be responsible for directing the policy management of the GLA and for ensuring the proper performance and observance of the objects of the Association and its Constitution, Rules, Regulations and Decisions.
- b) The Executive Board shall, subject to the directions of the Congress, have full power and authority to manage the affairs of the GLA and exercise all its powers including the power to employ such persons and engage such agents as may be necessary for the performance of its duties. In general all matters not otherwise reserved to another body under this Constitution shall be decided by the Executive Board.

14.2 Composition:

14.2.1 The Executive Board shall consist of

- i. The President
- ii. Vice President
- iii. General Secretary who shall be a full time employee of the National Sports Council (NSC)
- iv. Treasurer
- v. Three (3) Ordinary Executive Members.

14.2.2 All members of the Executive Board except the General Secretary shall hold office in their personal capacity and not as representatives of any body, club or institution

14.2.3 Members of the Executive Board shall hold office for a term of four (4) years expiring at the closure of the ordinary meeting of the congress at which their positions fall for elections.

14.2.4 Members shall retain their positions on the Executive Board for the whole of the duration of their mandate and may only be removed in accordance with the provisions of this Constitution.

14.2.5 Members of the Executive Board are eligible for re-election.

14.2.6 The Executive Board's decisions shall be adopted by a majority of the members present and voting. In the event of a tie the President shall have a casting vote.

14.3 Duties and Powers

14.3.1 The primary duties of the Executive Board shall be to:

- a) Manage, control and direct affairs of the GLA
- b) Supervise the activities of LACROSSE in Ghana as approved by WORLD LACROSSE.
- c) To represent and commit the GLA in its relationship with third parties and in conformity with the National Sports Development Policy.
- d) Receive reports from the General Secretary.
- e) Receive reports from the Treasurer.
- f) Receive reports from Regional Associations.
- g) Appoint Chairpersons, Secretaries and Members of Committees of the GLA and receive reports from these Committees.
- h) Appoint past executives or any persons who have been involved in the development and promotion of LACROSSE in Ghana as Patrons, whose duties shall be to advice, counsel and support the Executive Board in all its activities. They may also serve on committees and attend congress but with no voting right. A patron may withdraw voluntarily.
- i) Organise and control events and or competitions, courses or seminars in Ghana in accordance with the rules and regulations of the WORLD LACROSSE.
- j) To prepare and convene Congress.
- k) Prepare the accounts and budget of the GLA.
- l) Give authority to the Regional Associations.
- m) Resolve any disputes within and between Regional Associations and other members of the GLA as referred to it by one or both parties and such decision of the Executive Board shall be final and binding upon the parties.
- n) Prepare reports on the activities of the GLA and final accounts for the period of its tenure and forward to all members the annual report of activities and finance including the results of competitions.
- o) Consider any matters referred to them by Congress.
- p) The Executive Board may honour Members or Individuals of the GLA or personalities outside the GLA who have given long and/or outstanding service to the GLA or LACROSSE

14.3.2 The Executive Board shall have the power to make Bye Laws, Rules and Regulations on the following matters:

- a) The management, control and organisation of LACROSSE in Ghana.

- b) The terms of reference of the Committees, the appointment and dissolution of sub-committees as it shall from time to time consider necessary including their terms of reference.
- c) The accreditation of umpires, coaches, trainers and other officials.
- d) The granting of awards.
- e) The development and good management of Regional Association.
- f) The system of qualification for competitions within the jurisdiction of the GLA and for International competitions.

14.4 Meetings

14.4.1 The Executive Board shall meet at least four (4) times in a year at such times and places as the President shall decide.

14.4.1.1.1 The quorum at a meeting of the Executive Board shall be one third (2/3) of the total membership of the Executive Board.

14.4.1.1.2 Each member of the Executive Board (except as provided in this constitution) has one 1 vote

14.4.1.1.3 Unless otherwise provided all decisions of the Executive Board shall be decided by a simple majority

14.4.1.1.4 At the request of at least one third (2/3) of the members of the Executive Board the President shall convene a meeting within twenty one (21) days following the request.

14.5 Vacancies

14.5.1 If the President dies, resigns or becomes permanently incapacitated the Vice President shall act and be entitled to all the privileges and responsible for all duties of the President until an extraordinary meeting of Congress which shall be held within three (3) months.

14.5.2 If the Vice President, General Secretary or Treasurer dies, resigns or becomes permanently incapacitated the President in consultation with the remaining Office Bearers shall appoint a member from the Executive Board to act until the next ordinary meeting of Congress. Such acting office bearer shall be entitled to all privileges and responsible for all duties of the office bearer appointed to replace.

14.5.3 Should a vacancy arise through the death, resignation or other cause of an ordinary member the seat shall remain vacant until the next ordinary congress

14.5.4 The Executive Board has the right to end the mandate of any member who has absented himself from two (2) consecutive meetings of the Executive Committee without reasonable cause. In such cases the seat shall remain vacant until the next ordinary congress.

- 14.5.5 The Executive Board has the right to end the mandate of any member who is found guilty of conduct likely to prejudice the objects or activities of the GLA or has the effect of bringing the name of LACROSSE and the GLA into disrepute.

Article 15 PRESIDENT

The President shall:

- 15.1 Be the legal representative of the GLA
- 15.2 Preside at all meetings of Congress and the Executive Board
- 15.3 Negotiate funding, royalties, sponsorships etc. on behalf of the GLA.
- 15.4 Be responsible for maintaining good relations between the GLA and the Ministry responsible for sports, National Sports Authority, other National Associations, the Ghana Olympic Committee, WORLD LACROSSE and other state agencies and International organizations.
- 15.5 Be an ex officio member of all committees.
- 15.6 In consultation with the office bearers deal with and decide any matters of urgency arising between meetings of the executive Board
- 15.7 Report to the Executive Board on all matters of significance to the GLA and LACROSSE which may have arisen since the last Executive Board meeting

Article 16 VICE PRESIDENT

The Vice President shall assist the President in carrying out his duties and deputise for him as provided for in this Constitution.

Article 17 GENERAL SECRETARY

The General Secretary shall:

- 17.1 Cause minutes to be kept of all meetings and be the custodian of all papers and records pertaining to the affairs of the GLA
- 17.2 Be responsible for the correspondence of the GLA and for implementing the decisions of the Congress and the Executive Board.
- 17.3 Be an ex officio member of all the Committees
- 17.4 Be responsible for supervising membership, administration and legal matters in accordance with the Constitution, regulations, bye laws, decisions and directives of the Executive Board.
- 17.5 Ensure compliance with all technical and other rules and regulations of the GLA in respect of all events under its jurisdiction.

Article 18 TREASURER

The Treasurer shall:

- 18.1 Collect all dues, fines, levies, grants, donations and other monies payable to the GLA and deposit them in the GLA's accounts.
- 18.2 Make all disbursements on behalf of the GLA
- 18.3 Submit a statement showing the current financial position of the GLA to each meeting of the Executive Board
- 18.4 Produce to each ordinary meeting of the congress an audited balance sheet and a receipts and payments account made up to 31st December immediately preceding that meeting.
- 18.5 Make recommendations about the management of the funds of the GLA and prepare budgets as and when requested by the Executive Board.

Article 19 THE GHANA LACROSSE ASSOCIATION SECRETARIAT

- 19.1 The Secretariat is the permanent administrative organ of the GLA
- 19.2 It shall be responsible for all the administrative work of the GLA which shall be carried out under the direction of the General Secretary.
- 19.3 The functions of the secretariat shall be:
 - a) To implement the decisions of the organs and Committees
 - b) To make the necessary arrangements for the meetings of Congress, the Executive Board and the Standing and ad hoc Committees
 - c) To produce the minutes of Congress and the Executive Board
 - d) To handle the correspondence of the GLA

19.4 The General Secretary shall be the administrative head of the Secretariat and shall be responsible for the implementation of all the functions of the Secretariat

Article 20 FINANCE

20.1 The income of the GLA shall include:

- 20.1.1 Subscriptions of members
- 20.1.2 Fines
- 20.1.3 Donations
- 20.1.4 Contributions and sponsorships
- 20.1.5 State support
- 20.1.6 Grants
- 20.1.7 Sundry Income

- 20.2 Members may be levied by way of subscription, affiliation or participation fees such amounts as may be deemed necessary by the Congress or Executive Board from time to time.
- 20.3 The GLA may raise funds from domestic and international sponsors, including from media broadcasting and advertising rights or other commercial rights.
- 20.4 The financial year of the GLA shall commence on 1st January and end on 31st December
- 20.5 The signatories to the GLA bank accounts shall comprise the President, the Vice President and the Treasurer with any two of those signatories required to effect a transaction.
- 20.6 Expenses incurred by the office bearers in running the affairs of the GLA and to cover attendance of meetings, activities and events on behalf of the GLA shall be met.
- 20.7 Any official or member of the Executive Board who is assigned by the Congress or the Executive Board to represent the GLA at meetings or events shall have his or her expenses paid by the GLA

Article 21 AUDIT OF ACCOUNTS

- 21.1 At an ordinary meeting, the Congress shall appoint an auditor who shall be a member of the Institute of Chartered Accountants and who shall audit the accounts of the GLA for a particular year.

Article 22 DISCIPLINARY COMMITTEE

- 22.1 The Disciplinary Committee (DC) shall be an Independent committee of the GLA and shall be vested with the power to investigate and take such action as may be necessary following any reported breach of the constitution, rules, regulations and/or act of misconduct on or off the field.
- 22.2 The DC shall comprise:
 - 22.2.1 A Chairman appointed by Congress on the recommendation of the Executive Board.
 - 22.2.2 A Secretary and at least a panel of 3 members appointed by the Executive Board.
- 22.3 Each member of the DC shall hold office for four (4) years. The Executive Board shall have power to fill any casual vacancies in the DC including the Office of the Chairman but only until the next ordinary congress.

Article 23 COMMITTEES OF GHANA LACROSSE ASSOCIATION

23.1 The Committees of the Executive Board shall include but not limited to

- 23.1.1 Events and Competitions
- 23.1.2 Technical, Development and Coaching
- 23.1.3 Umpires and Technical Officials

- 23.1.4 Infrastructure and Equipment
- 23.1.5 Marketing Sponsorship and Media Relations
- 23.1.6 Medical
- 23.1.7 Finance
- 23.2 The Executive Board shall appoint members of the committees following the ordinary meeting of Congress at which the election of the Executive Board is conducted. They shall determine how many members should be appointed to each committee.
- 23.3 The Executive Board shall appoint the Chairpersons of the Committees upon the recommendation of the Office Bearers.
- 23.4 The Executive Committee may set up such Committees as and when it deems necessary to do so.
- 23.5 The Committees shall hold office for four (4) years, and shall meet at least twice every year provided always that the term of any such committee shall not extend beyond the tenure of office of the appointing Executive Committee

Article 24 JURISDICTION

- 24.1 The GLA has full jurisdiction and authority over everything concerning LACROSSE and the playing of LACROSSE in Ghana.
 - 24.1.1 **Agreements** – Any person dealing with the GLA or participating in their activities including any person who:
 - 24.1.2 Plays or acts as an official of any team in any event organised by or under the jurisdiction of the GLA.
 - 24.1.3 Acts as an umpire, judge or tournament official in any event organised by or under the jurisdiction of the GLA.
 - 24.1.4 Organises or participates in the organisation of any event approved by the GLA.
 - 24.1.5 Holds any position whatsoever in the GLA, including but not limited to the Executive Board and its Committees.
 - 24.1.6 The Constitution, Bye Laws, rules, regulations, decisions and directives of the GLA for the time being in force are legal and binding and agrees to comply with them without reservation.
 - 24.1.7 That the GLA has full jurisdiction, power and authority to take any decisions and apply any sanctions in accordance with the Constitution, Bye laws, Rules and Regulations and agrees to be bound by such decisions and sanctions.

24.1.8 That the Court for Arbitration for Sports (CAS), WORLD LACROSSE are the only other bodies outside the GLA having the jurisdiction to the exclusion of all other bodies;

- a) To resolve any conflict involving the GLA or any of its jurisdictional bodies, Office Bearers, Members and tournament or event officials.
- b) To rule as external Appeals body on any decision or sanction of any nature whatsoever taken by the GLA or any jurisdictional body.
- c) The definitive and un-appealable nature of decisions by the CAS and WORLD LACROSSE with which they pledge to comply in good faith.

Article 25 SANCTIONS

25.1 Members, Clubs, Players, Officials of Clubs, Umpires, Technical Officials. Coaches and Officials of the GLA and appointed by the GLA who wilfully or negligently violate the provisions of the GLA Constitution, Regulations, Bye Laws and decisions of the Judicial Bodies or who behave in an unsporting or unreasonable manner or who do anything whatsoever to bring the name of the GLA or LACROSSE generally into disrepute may be penalized.

25.2 The Executive Board may make decisions and impose sanctions in accordance with the powers conferred upon them by the Constitution, Bye Laws, Rules and Regulations and may impose the following disciplinary measures;

- a) Warning or Caution
- b) Reprimand
- c) Fine
- d) Return of prizes
- e) Expulsion
- f) Suspension
- g) Ban from dressing room
- h) Ban from taking part in any LACROSSE related activity
- i) Annulment of a match result
- j) Awarding of match points
- k) Disqualification

25.3 The Executive Board shall ensure that procedures are fair to all interested parties and they shall uphold the parties' basic rights. In particular they shall ensure that:

- a) No person who has a conflict of interest shall participate in a decision making process.
 - b) The person or body accused is informed of the charges against him and the potential sanctions if the charges are upheld.
 - c) The person or body accused is given every reasonable opportunity to defend the charges and to be heard. He shall also be given the right to produce evidence and to be accompanied and/or assisted by an advisor.
- 25.1 Appeals on decisions by the Disciplinary Committee shall be referred to the Appeals Committee.
- 25.2 The Executive Board shall establish an Appeals Committee which shall be made up of five (5) people.
- 25.3 The Appeals Committee shall be duly constituted for its work by three (3) members including the Chairman or Vice Chairman.
- 25.4 The decision of the Appeals Committee in any matter shall be final, but subject to endorsement by the Executive Board.

Article 26 REGIONAL LACROSSE ASSOCIATIONS

- 26.1 There shall be established in each region a Regional LACROSSE Association (RLA) which shall organize and manage LACROSSE in the regions on behalf of the GLA.
- 26.2 A Regional LACROSSE Association shall be comprised of the following.
- 26.2.1 The Regional Sports Development Officer.
 - 26.2.2 All member bodies of the Association provided the member has a recognised presence in the given region.
- 26.3 The members of each Regional Association shall from among itself elect officers.
- 26.4 The RLA shall perform all such duties that may be assigned to it by the Executive Committee and shall for all purposes be the regional representative of the Executive Committee.
- 26.5 The organization, administration and activities of the RLA shall be in accordance with the provisions of this Constitution and other guidelines approved from time to time by the Executive Board of the GLA.

Article 27 APPLICATION OF CONSTITUTION

- 27.1 In case of any doubt as to the meaning or interpretation of a provision in this constitution or any rules, regulations of the GLA the Executive Board interpretation or decision shall hold.

- 27.2 Should any of the provisions of these statutes be in conflict with the Statutes/Constitution of the WORLD LACROSSE then the rules or provisions of the WORLD LACROSSE shall apply unless such a conflict is specifically allowed or condoned by the WORLD LACROSSE.
- 27.3 Should any matter arise that may not be covered by this constitution then the provisions of the WORLD LACROSSE statutes/constitution shall apply and if they are also silent then the Executive Board shall give a ruling on the matter which shall be binding.

Article 28 AMENDMENTS

- 28.1 This Constitution shall be amended by a resolution of at least seventy five per cent (75%) of the members entitled to vote and shall be present at the time of voting at a Congress provided that at least thirty (30) days notice of the intended amendment has been given before the said meeting.

Article 29 DISSOLUTION

- 29.1 The Executive Board may be dissolved at an Extraordinary meeting of congress convened in accordance with this constitution for that purpose.
- 29.2 The Executive Board shall be dissolved by a special resolution of Congress supported by at least seventy five (75%) of all members entitled to vote.

Article 30 INDEMNITY

- 30.1 The officers or officials of the GLA shall be and are hereby indemnified against all losses, charges, damages and all other expenses and liability they may have legally incurred or be put up during the bonafide execution of their duties as officials or officers of the GLA.

Article 31 INTERPRETATIONS

- 31.1 In this Constitution unless the context otherwise requires the following words and expressions shall have the meanings set out below:
- 31.2 For convenience and clarity the masculine gender is used and shall be interpreted to include the feminine gender as appropriate.
- 31.3 Words importing the singular shall include the plural and vice versa

Article 32 TRANSITIONAL PROVISIONS

- 32.1 All actions or decisions taken for the development and promotion of LACROSSE before the coming into force of this constitution or any of its committees or bodies in conformity with this constitution shall be deemed to be valid until otherwise varied under this constitution.
- 32.2 All bona fide contracts entered into between the GLA and third parties before the coming into force of this constitution shall continue to have legal effect until otherwise varied under this constitution.

- 32.3 The term of office of the Executive Board in existence before the coming into force of this constitution shall end upon the election of new officers at Congress.
- 32.4 Any member of staff of the GLA who immediately before the coming into force of this constitution holds or is acting in any office in existence immediately before the coming into force of this constitution shall be deemed to have been appointed under this constitution.
- 32.5 All committees of the GLA in existence before the coming into force of this constitution shall on the coming into force of this constitution continue in existence until the re-constitution of the new committees by the Executive Board.
- 32.6 For the purposes of the adoption of this Constitution, any Congress held under the regime prevailing before this Constitution shall be deemed valid for such purposes.