

CONSTITUTION OF THE CHRIS HANI CHESS ASSOCIATION (CHCA)

VERSION 1.0

PREAMBLE

We, the affiliated clubs and members of the Chris Hani Chess Association (hereinafter referred to as "the Association"), united by our commitment to the promotion and development of chess, hereby adopt this Constitution as the supreme governing document of the Association.

Recognising chess as a sport, educational tool, intellectual discipline and catalyst for social development, we commit ourselves to principles of democracy, accountability, transparency, integrity, inclusivity, fairness, excellence, innovation and service.

This Constitution seeks to:

- Promote the growth and sustainability of chess throughout the Chris Hani District;
- Establish effective, ethical and accountable governance;
- Ensure equitable access to chess opportunities across all Local Municipalities;
- Protect the rights and interests of clubs, players, coaches, arbiters, volunteers and officials;
- Promote transformation, inclusion and equal opportunity;
- Encourage innovation and the responsible use of technology;
- Create sustainable pathways from school chess into community and club chess;
- Foster partnerships with government, educational institutions, sponsors and communities;
- Align the Association with the Constitution of the Republic of South Africa, applicable legislation, the Statutes and Regulations of FIDE, the Constitution and Regulations of Chess South Africa, and all applicable provincial chess structures.

Accordingly, we adopt this Constitution to govern the affairs of the Chris Hani Chess Association.

PART A

FOUNDING PROVISIONS

ARTICLE 1

NAME

1.1 The name of the organisation shall be the **Chris Hani Chess Association**, hereinafter referred to as "CHCA" or "the Association".

1.2 The Association shall be the recognised governing body for organised chess within the Chris Hani District, subject to recognition by the appropriate provincial and national chess structures.

ARTICLE 2

LEGAL STATUS

2.1 The Association shall be:

- (a) A voluntary association;
- (b) A non-profit organisation;
- (c) Non-racial
- (d) Non-sexist;
- (e) Democratic;
- (f) Politically independent;
- (g) Development-orientated;
- (h) Accountable to its members.

2.2 The Association shall have legal personality separate from its members.

2.3 The Association shall continue in existence irrespective of changes in its membership or leadership.

ARTICLE 3

AREA OF JURISDICTION

3.1 The Association shall operate throughout the Chris Hani District Municipality.

3.2 The Association recognises the following Local Municipalities as its development jurisdictions:

(a) Dr AB Xuma Local Municipality;

(b) Emalahleni Local Municipality;

(c) Enoch Mgijima Local Municipality;

(d) Inxuba Yethemba Local Municipality;

(e) Sakhisizwe Local Municipality; and

(f) Vuyisile Mini Local Municipality

3.3 The Association may organise or participate in activities outside its geographical area where such participation advances its objectives.

ARTICLE 4

AFFILIATION

4.1 The Association may affiliate with recognised provincial, national and international chess governing bodies.

4.2 The Association shall maintain compliance with the constitutions, regulations and policies of recognised governing bodies to the extent that such requirements are consistent with the laws of South Africa and this Constitution.

4.3 Where inconsistencies arise, the Association shall seek to harmonise its governance while protecting its autonomy and the interests of its members.

ARTICLE 5

VISION

To establish the Chris Hani District as a centre of excellence in chess through quality governance, sustainable development, innovation, education and sporting achievement.

ARTICLE 6

MISSION

The mission of the Association shall be to:

- (a) Govern and regulate organised chess within the District;
- (b) Promote participation in chess at all levels;
- (c) Develop clubs as the foundation of organised chess;
- (d) Create pathways from school chess into community and club chess;
- (e) Develop players, coaches, arbiters, organisers and administrators;
- (f) Promote ethical leadership and good governance;
- (g) Harness technology to improve administration, education and participation;
- (h) Build strategic partnerships for the advancement of chess.

ARTICLE 7

VALUES

The Association shall be guided by the following values:

- (a) Integrity;
- (b) Accountability;
- (c) Transparency;
- (d) Respect;
- (e) Fair Play;
- (f) Excellence;
- (g) Service;

- (h) Inclusion;
 - (i) Innovation;
 - (j) Transformation;
 - (k) Teamwork;
 - (l) Professionalism.
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ARTICLE 8

OBJECTIVE

The objectives of the Association shall be to:

- 8.1 Promote and regulate chess throughout the District.
- 8.2 Encourage participation by people of all ages and backgrounds.
- 8.3 Support and strengthen affiliated clubs.
- 8.4 Develop sustainable municipal chess structures.
- 8.5 Promote women and girls in chess.
- 8.6 Promote participation by persons with disabilities.
- 8.7 Develop talented players capable of representing the District, Province and South Africa.
- 8.8 Organise championships, leagues and development tournaments.
- 8.9 Train coaches, arbiters, organisers and administrators.
- 8.10 Promote ethical conduct and good governance.
- 8.11 Protect children and vulnerable persons participating in chess.
- 8.12 Encourage research, innovation and the responsible use of technology.
- 8.13 Mobilise financial and non-financial resources.

8.14 Promote partnerships with municipalities, schools, higher education institutions, government departments, sponsors and community organisations.

8.15 Ensure equitable chess development across all six Local Municipalities of the Chris Hani District.

ARTICLE 9

POWERS OF THE ASSOCIATION

The Association shall have the power to:

- (a) Affiliate clubs;
- (b) Organise competitions;
- (c) Register players;
- (d) Establish committees;
- (e) Employ or contract persons where resources permit;
- (f) Acquire and manage property;
- (g) Raise funds;
- (h) Enter into agreements;
- (i) Institute disciplinary proceedings;
- (j) Adopt policies and regulations consistent with this Constitution.

ARTICLE 10

INTERPRETATION

10.1 This Constitution shall be interpreted in a manner that promotes:

- (a) Good governance;
- (b) Fairness;

- (c) Development;
- (d) Transparency;
- (e) Accountability;
- (f) The best interests of chess.

10.2 Where uncertainty exists, the interpretation that best advances the objectives of the Association shall prevail, provided it is consistent with applicable law.

PART B

MEMBERSHIP

ARTICLE 11

MEMBERSHIP PRINCIPLES

11.1 Membership of the Association shall be open to all eligible persons and organisations who support the objectives of the Association and agree to comply with this Constitution.

11.2 The Association shall promote equal opportunity and shall not unfairly discriminate on the grounds recognised by the Constitution of the Republic of South Africa.

11.3 Membership shall be based upon active participation, commitment to chess development, ethical conduct and compliance with this Constitution.

11.4 The Association shall maintain an accurate Membership Register.

ARTICLE 12

MEMBERSHIP CATEGORIES

Membership shall consist of the following categories:

12.1 Affiliated Clubs

Affiliated Clubs shall be the primary voting members of the Association.

12.2 Individual Members

Registered chess players affiliated through recognised clubs.

12.3 Coaches

Registered chess coaches recognised by the Association.

12.4 Arbiters

Registered arbiters recognised by the Association.

12.5 Organisers

Persons actively involved in organising chess activities.

12.6 Honorary Members

Persons recognised for exceptional service to chess.

Honorary Members shall not possess voting rights unless representing an affiliated club.

12.7 Life Members

Members awarded Life Membership by a two-thirds majority of the Annual General Meeting for distinguished service.

Life Membership shall not automatically confer voting rights.

ARTICLE 13

AFFILIATED CLUBS

13.1 Clubs shall constitute the foundation of organised chess within the Chris Hani District.

13.2 Every club seeking affiliation shall:

- (a) Adopt a written Constitution;
- (b) Elect office bearers democratically;
- (c) Maintain an active membership;
- (d) Promote chess development;
- (e) Comply with this Constitution;
- (f) Pay affiliation fees approved by the General Meeting.

13.3 Every affiliated club shall promote participation irrespective of race, gender, disability, religion or social background.

13.4 Schools shall be encouraged to partner with affiliated clubs to promote sustainable chess development.

ARTICLE 14

RIGHTS OF AFFILIATED CLUBS

Affiliated clubs in good standing shall have the right to:

- (a) Vote at General Meetings;
- (b) Nominate candidates for office;
- (c) Participate in Association competitions;
- (d) Submit motions and constitutional amendments;
- (e) Receive development support;
- (f) Access Association information;
- (g) Appeal decisions affecting the club.

ARTICLE 15

RESPONSIBILITIES OF AFFILIATED CLUBS

Every affiliated club shall:

- (a) Promote chess development;

- (b) Participate in Association programmes;
 - (c) Support municipal chess development;
 - (d) Maintain accurate membership records;
 - (e) Submit annual reports if requested;
 - (f) Observe the Constitution and policies;
 - (g) Protect children and vulnerable persons;
 - (h) Encourage fair play and ethical conduct.
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ARTICLE 16

GOOD STANDING

A club shall be regarded as being in good standing where it:

- (a) Has paid all approved affiliation fees;
 - (b) Is not suspended;
 - (c) Has complied with constitutional obligations;
 - (d) Has actively participated in Association activities;
 - (e) Has submitted required information to the Association.
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ARTICLE 17

INACTIVE CLUBS

17.1 A club may be declared inactive where it:

- (a) Fails to participate in recognised district activities;
- (b) Ceases to operate;
- (c) Fails to maintain membership;
- (d) Fails to comply with this Constitution.

17.2 Before declaring a club inactive, the Association shall provide written notice and an opportunity to respond if it participated in the previous 2 years.

17.3 An inactive club shall lose voting rights until reinstated.

ARTICLE 18

MEMBERSHIP APPLICATIONS

18.1 Applications for affiliation or membership shall be submitted in the prescribed form.

18.2 The Executive Committee shall consider applications within a reasonable period.

18.3 Applications shall not be unreasonably refused.

18.4 Reasons for refusal shall be communicated in writing.

18.5 Applicants may appeal a refusal.

ARTICLE 19

MEMBERSHIP FEES

19.1 Membership and affiliation fees shall be determined annually by the AGM.

19.2 Different fee categories may be established.

19.3 The Executive Committee may recommend reduced or waived fees where exceptional circumstances exist.

19.4 Fees shall be applied fairly and transparently.

ARTICLE 20

TERMINATION OF MEMBERSHIP

Membership may terminate through:

- (a) Resignation;
- (b) Death;
- (c) Dissolution of a club;
- (d) Suspension or expulsion following due process;
- (e) Failure to maintain good standing.

Termination shall not extinguish any outstanding obligations owed to the Association.

ARTICLE 21

SERVICE BEFORE LEADERSHIP

21.1 The Association adopts the principle that leadership is earned through service.

21.2 No member shall be elected to executive office solely on the basis of popularity, political affiliation, financial influence or external status.

21.3 Every candidate for leadership shall demonstrate meaningful and sustained contribution to chess activities through one or more of the following:

1. For Presidency
 - a. 2 years in assisting and developing chess within the Association
 - b. Found and Operated a Chess Club which actively participates in the Association affairs.
2. For all other Executive positions
 - a. Participation in the Association affairs and activities.
 - b. Promoting visible chess activities
 - c. An affiliated club member

21.4 The Association shall encourage leadership that is ethical, accountable, development-orientated and committed to the long-term growth of chess within the Chris Hani District.

ARTICLE 22

PARTICIPATION REQUIREMENTS

22.1 Every affiliated club shall actively participate in the programmes and activities of the Association.

22.2 Clubs are expected to support:

- (a) District Championships;
- (b) Municipal Championships;
- (c) (c) Development programmes;
- (d) Training workshops;
- (e) General Meetings;
- (f) Transformation initiatives.

22.3 The Executive Committee may adopt minimum annual participation requirements by regulation, provided that clubs are consulted before implementation.

22.4 A club that repeatedly fails to participate without reasonable cause may be subject to corrective measures, including the loss of voting rights or other privileges, in accordance with this Constitution and the principles of procedural fairness.

PART C

GOVERNANCE, LEADERSHIP AND ADMINISTRATION

ARTICLE 23

GOVERNANCE PRINCIPLES

23.1 The Association shall be governed in accordance with the principles of:

- (a) Democracy;
- (b) Accountability;
- (c) Transparency;
- (d) Integrity;
- (e) Fairness;
- (f) Service before Leadership;
- (g) Good Governance;

- (h) Financial Responsibility;
- (i) Transformation;
- (j) Respect for the Rule of Law;
- (k) Innovation and Technological Advancement.

23.2 Every decision of the Association shall promote the best interests of chess and its members.

23.3 Office bearers shall exercise their powers honestly, fairly and in good faith.

ARTICLE 24

POLITICAL NEUTRALITY

24.1 The Association shall remain politically independent and non-partisan.

24.2 No office bearer, member or structure of the Association shall use the Association to campaign for, promote or oppose any political party or political candidate.

24.3 No person shall be elected to office on the basis of political affiliation.

24.4 Decisions of the Association shall be based solely on the interests of chess and its members.

ARTICLE 25

EXECUTIVE COMMITTEE

The Executive Committee shall consist of:

- (a) President;
- (b) Deputy President;
- (c) Secretary-General;
- (d) Deputy Secretary-General;
- (e) Treasurer-General;
- (f) Director of Development;

- (g) Director of School Chess;
 - (h) Director of Competitions and Ratings;
 - (i) Director of Women and Girls in Chess;
 - (j) Director of Transformation and Inclusion;
 - (k) Director of Digital Innovation and Communications.
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ARTICLE 26

POWERS OF THE EXECUTIVE COMMITTEE

The Executive Committee shall:

- (a) Manage the affairs of the Association;
 - (b) Implement resolutions of the AGM;
 - (c) Develop strategic plans;
 - (d) Oversee finances;
 - (e) Promote chess development;
 - (f) Approve annual operational plans;
 - (g) Appoint committees where authorised;
 - (h) Ensure compliance with this Constitution.
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ARTICLE 27

LEADERSHIP ELIGIBILITY

A person shall be eligible for election only if they:

- (a) Are a member in good standing;
 - (b) Have actively participated in organised chess for at least three (3) years;
 - (c) A person complying with Article 21
 - (d) Have demonstrated meaningful contribution to chess development;
 - (e) Have not been found guilty of fraud, corruption, theft or serious misconduct within the previous ten (10) years;
 - (f) Meet the Fit and Proper Person requirements contained in this Constitution.
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ARTICLE 28

FIT AND PROPER PERSON TEST

Every nominee for executive office shall satisfy the following requirements:

- (a) Honesty;
- (b) Integrity;
- (c) Good character;
- (d) Competence;
- (e) Commitment to chess development;
- (f) Respect for the Constitution;
- (g) Ability to perform the responsibilities of office.

The Electoral Committee may require supporting declarations or documentation.

ARTICLE 29

SERVICE BEFORE LEADERSHIP

29.1 Leadership is a responsibility to serve, not a privilege to control.

29.2 Every office bearer shall demonstrate continued service throughout their term.

29.3 Failure to perform responsibilities may constitute grounds for corrective action or removal.

ARTICLE 30

TERMS OF OFFICE

30.1 Office bearers shall serve a term of three (3) years.

30.2 No person shall hold the office of President for more than three (3) consecutive terms.

30.3 After a break of one full term, a former President may stand for election again.

30.4 Other office bearers may be re-elected, subject to democratic elections and satisfactory performance.

ARTICLE 31

PRESIDENT EMERITUS

31.1 The AGM may, by a two-thirds majority, confer the honorary title of President Emeritus upon a former President who has rendered distinguished service.

31.2 A President Emeritus:

- (a) May attend meetings by invitation;
- (b) May provide advice and mentorship;
- (c) Shall not exercise executive authority unless elected to office;
- (d) Shall not have voting rights unless representing an affiliated club.

ARTICLE 32

COUNCIL OF PAST PRESIDENTS

32.1 Former Presidents may constitute a Council of Past Presidents.

32.2 The Council shall serve in an advisory capacity.

32.3 The Council may assist with:

- (a) Governance advice;
- (b) Strategic planning;
- (c) Mentorship
- (d) Mediation when requested.

32.4 The Council shall not interfere with the authority of the elected Executive Committee.

ARTICLE 33

PERFORMANCE MANAGEMENT

33.1 Every Executive Committee member shall prepare an annual work plan.

33.2 Every Executive Committee member shall submit quarterly progress reports.

33.3 The Executive Committee shall conduct annual performance reviews.

33.4 Persistent non-performance may result in:

- (a) Counselling;
- (b) Corrective action;
- (c) Removal from office in accordance with due process.

ARTICLE 34

MUNICIPAL CHESS COORDINATORS

34.1 The Association shall establish the following Municipal Chess Coordinator positions:

- (a) Dr AB Xuma Municipal Chess Coordinator;
- (b) Emalahleni Municipal Chess Coordinator;
- (c) Enoch Mgijima Municipal Chess Coordinator;
- (d) Inxuba Yethemba Municipal Chess Coordinator;
- (e) Sakhisizwe Municipal Chess Coordinator; and
- (f) Vuyisile Mini Municipal Chess Coordinator.

34.2 Municipal Chess Coordinators shall not be members of the Executive Committee by virtue of their position.

34.3 Municipal Chess Coordinators shall report to the Director of Development.

34.4 Their primary responsibility shall be to coordinate and promote chess development within their respective municipalities.

ARTICLE 35

FUNCTIONS OF MUNICIPAL CHESS COORDINATORS

Municipal Chess Coordinators shall:

- (a) Promote the establishment and sustainability of affiliated clubs;
- (b) Coordinate municipal championships and development programmes;
- (c) Support school-to-club pathways;
- (d) Liaise with municipalities, schools, clubs and community stakeholders;
- (e) Identify talent and development needs;
- (f) Submit quarterly reports to the Director of Development;
- (g) Maintain records of clubs, players, coaches, arbiters and development activities within their municipality.

ARTICLE 36

MUNICIPAL DEVELOPMENT COUNCIL

36.1 The Municipal Chess Coordinators shall collectively constitute the Municipal Development Council.

36.2 The Director of Development shall chair the Council.

36.3 The Council shall meet at least four (4) times per year.

36.4 The Council shall:

- (a) Advise the Executive Committee on development matters;
- (b) Monitor implementation of the Municipal Development Plan;
- (c) Recommend initiatives to improve participation and access across the District;
- (d) Submit an annual Municipal Development Report to the AGM.

ARTICLE 37

MUNICIPAL DEVELOPMENT OBLIGATIONS

37.1 The Association shall strive to ensure that every Local Municipality hosts recognised chess activities annually.

37.2 The Executive Committee shall adopt a three-year Municipal Development Plan aligned with the Association's Strategic Plan.

37.3 Development resources shall be allocated fairly, transparently and according to identified needs and available resources.

37.4 No Local Municipality shall be unreasonably neglected in the planning and delivery of development programmes.

ARTICLE 38

DIGITAL GOVERNANCE

38.1 The Association shall promote the responsible use of technology in governance and administration.

38.2 The Association may conduct:

- (a) Electronic meetings;
- (b) Electronic voting where authorised;
- (c) Digital membership registration
- (d) Electronic document management.

38.3 Appropriate measures shall be implemented to protect the security and confidentiality of digital information.

ARTICLE 39

CONFLICT OF INTEREST

39.1 Every office bearer shall disclose any actual or potential conflict of interest.

39.2 A member with a conflict of interest shall recuse themselves from discussion and decision-making on the affected matter.

39.3 Failure to disclose a material conflict of interest may constitute misconduct.

PART D

GENERAL MEETINGS

ARTICLE 41

STATUS OF THE GENERAL MEETING

41.1 The General Meeting of affiliated clubs shall be the highest decision-making authority of the Chris Hani Chess Association.

41.2 The General Meeting shall exercise its powers in accordance with this Constitution and the applicable laws of the Republic of South Africa.

41.3 Every decision of the General Meeting shall promote the objects of the Association and the development of chess throughout the Chris Hani District.

ARTICLE 42

TYPES OF GENERAL MEETINGS

The Association shall convene the following General Meetings:

- (a) Annual General Meeting (AGM);
- (b) Special General Meeting (SGM).

ARTICLE 43

ANNUAL GENERAL MEETING

43.1 The Annual General Meeting shall be held once every calendar year.

43.2 The AGM shall be convened within six (6) months after the end of the Association's financial year.

43.3 The Executive Committee shall determine the date, venue and format of the AGM.

43.4 The AGM may be conducted:

- (a) Physically;
- (b) Virtually;
- (c) Through a hybrid meeting combining physical and electronic participation.

ARTICLE 44

BUSINESS OF THE AGM

The business of the AGM shall include:

- (a) Confirmation of credentials;
- (b) Confirmation of quorum;
- (c) Adoption of the agenda;
- (d) Confirmation of previous AGM minutes;
- (e) Matters arising;
- (e) President's Report;
- (f) Secretary-General's Report;
- (g) Treasurer-General's Financial Report;
- (h) Auditor's or Independent Review Report where applicable;
- (i) Municipal Development Report;
- (j) Committee Reports;
- (k) Approval of the Annual Budget;
- (l) Approval of affiliation and membership fees;
- (m) Constitutional amendments;
- (n) Elections where applicable;
- (o) General business.

ARTICLE 45

NOTICE OF THE AGM

45.1 Written notice of the AGM shall be issued at least thirty (30) days before the meeting.

45.2 The notice shall include:

- (a) Date;
- (b) Time;
- (c) Venue or electronic platform;
- (d) Draft agenda;
- (e) Motions received;
- (e) Nomination procedures where elections are to be held;

(f) Supporting documents.

45.3 Notice may be distributed electronically.

ARTICLE 46

SPECIAL GENERAL MEETING

46.1 A Special General Meeting may be convened:

- (a) By resolution of the Executive Committee;
- (b) Upon written request by not less than one-third (1/3) of affiliated clubs in good standing;
- (c) Where required by this Constitution.

46.2 Only the business specified in the notice of the SGM may be considered.

46.3 At least fourteen (14) days' notice shall be given unless urgency justifies a shorter period approved by the Executive Committee.

ARTICLE 47

QUORUM

47.1 A quorum for a General Meeting shall be fifty percent (50%) plus one of affiliated clubs in good standing.

47.2 If a quorum is not present within thirty (30) minutes after the scheduled commencement time:

- (a) The meeting shall stand adjourned; or
- (b) Be reconvened in accordance with procedures determined by the Executive Committee.

47.3 A reconvened meeting shall deal only with the business stated in the original notice.

ARTICLE 48

VOTING RIGHTS

48.1 Only affiliated clubs in good standing shall have voting rights.

48.2 Each affiliated club shall be entitled to two (2) voting delegates unless otherwise determined by the Constitution.

48.3 Voting delegates shall be authorised in writing by their respective clubs.

48.4 Honorary Members, Life Members and invited guests shall not vote unless representing an affiliated club.

ARTICLE 49

VOTING PROCEDURES

49.1 Voting shall ordinarily be by a show of hands.

49.2 Elections shall be conducted by secret ballot unless the General Meeting unanimously resolves otherwise.

49.3 Electronic voting systems may be used where appropriate safeguards exist.

49.4 The Chairperson shall have a deliberative vote and, in the event of an equality of votes on ordinary resolutions, a casting vote, except in elections.

ARTICLE 50

DECISION-MAKING

50.1 Ordinary resolutions shall be adopted by a simple majority of votes cast.

50.2 Constitutional amendments shall require a two-thirds (2/3) majority of votes cast.

50.3 Dissolution of the Association shall require a seventy-five percent (75%) majority of votes cast.

50.4 Voting by proxy shall not be permitted unless expressly authorised by this Constitution.

ARTICLE 51

MOTIONS

51.1 Affiliated clubs may submit motions for consideration at the AGM.

51.2 Motions shall be submitted to the Secretary-General at least twenty-one (21) days before the AGM.

51.3 The Executive Committee may accept urgent motions where exceptional circumstances exist.

ARTICLE 52

MINUTES

52.1 Accurate minutes shall be kept of every General Meeting.

52.2 Minutes shall record:

- (a) Attendance;
- (b) Apologies;
- (c) Decisions;
- (d) Resolutions;
- (e) Voting results where applicable.

52.3 Approved minutes shall become part of the permanent records of the Association.

ARTICLE 53

OBSERVERS

53.1 The Executive Committee may invite observers or guests to attend General Meetings.

53.2 Observers may participate in discussions only with the permission of the Chairperson.

53.3 Observers shall have no voting rights.

ARTICLE 54

RULES OF ORDER

54.1 Meetings shall be conducted in an orderly, respectful and efficient manner.

54.2 The Chairperson shall ensure that every affiliated club has a reasonable opportunity to participate in discussions.

54.3 The Association may adopt Rules of Order to regulate debate, speaking time, procedural motions and meeting conduct, provided such Rules are consistent with this Constitution.

ARTICLE 55

VALIDITY OF DECISION

55.1 Decisions taken by a duly constituted General Meeting shall remain valid notwithstanding a procedural irregularity, provided that the irregularity did not materially affect the outcome.

55.2 Any challenge to the validity of a decision shall be dealt with in accordance with the dispute resolution and appeals provisions of this Constitution.

PART E

ELECTIONS AND ELECTORAL REGULATIONS

ARTICLE 56

PRINCIPLES OF ELECTIONS

56.1 Elections of the Association shall be conducted in accordance with the principles of:

- (a) Democracy;
- (b) Fairness;
- (c) Transparency;
- (d) Accountability;
- (e) Equal opportunity;
- (g) Independence;
- (h) Confidentiality of the ballot;
- (i) Respect for the will of affiliated clubs.

56.2 Every election shall be free from intimidation, bribery, corruption, coercion and undue influence.

56.3 The Association shall ensure that elections promote stability, continuity and good governance.

ARTICLE 57

ELECTORAL COMMITTEE

57.1 The Executive Committee shall appoint an Independent Electoral Committee at least sixty (60) days before an elective General Meeting.

57.2 The Electoral Committee shall consist of not fewer than three (3) independent persons of good standing.

57.3 Members of the Electoral Committee shall not be candidates for any elected office.

57.4 The Electoral Committee shall:

- (a) Receive nominations;
- (b) Verify eligibility;
- (c) Publish the list of eligible candidates;
- (d) Conduct the election;
- (e) Count votes;
- (h) Announce results;

- (i) Resolve procedural matters relating to the election.

ARTICLE 58

ELIGIBILITY FOR ELECTION

58.1 A person shall be eligible for election only if they:

- (a) Are a member in good standing;
- (b) Are nominated by an affiliated club in good standing;
- (c) Meet the leadership eligibility requirements of this Constitution;
- (d) Have signed the prescribed declaration accepting the nomination;
- (e) Are not disqualified by this Constitution or by law.

ARTICLE 59

NOMINATIONS

59.1 Nominations shall be submitted on the prescribed nomination form.

59.2 Every nomination shall:

- (a) Be proposed by one affiliated club;
- (b) Be seconded by another affiliated club;
- (c) Be accepted in writing by the nominee.

59.3 Nominations shall close not less than twenty-one (21) days before the election.

59.4 Late nominations shall not be accepted except where expressly authorised by the Constitution.

ARTICLE 60

SCREENING OF NOMINATIONS

60.1 The Electoral Committee shall verify every nomination.

60.2 Where a nomination is found to be defective, the Electoral Committee shall notify the nominating club and allow a reasonable period to rectify the defect where practical.

60.3 The final list of eligible candidates shall be circulated to affiliated clubs before the election.

ARTICLE 61

UNCONTESTED POSITIONS

61.1 Where only one eligible candidate is nominated for a position, that candidate shall be declared duly elected without a ballot.

61.2 The declaration shall be recorded in the minutes.

ARTICLE 62

CONTESTED ELECTIONS

62.1 Where more than one candidate is nominated, an election shall be conducted by secret ballot.

62.2 Voting may be conducted:

- (a) By paper ballot;
- (b) By an approved electronic voting system;
- (c) By any secure voting method approved by the Electoral Committee.

62.3 Every affiliated club in good standing shall exercise only the number of votes permitted by this Constitution.

ARTICLE 63

CAMPAIGNING

63.1 Candidates may present their vision and programmes to members.

63.2 Campaigning shall be conducted respectfully and ethically.

63.3 The following shall be prohibited:

- (a) Vote buying;
- (b) Bribery;
- (c) Defamation;
- (d) Intimidation;
- (e) Abuse of Association resources;
- (f) False or misleading information.

63.4 Any complaint relating to campaigning shall be referred to the Electoral Committee.

ARTICLE 64

COUNTING OF VOTES

64.1 Votes shall be counted immediately after voting.

64.2 Candidates may appoint one observer during the counting process.

64.3 The Electoral Committee shall certify the results before announcing them.

ARTICLE 65

DECLARATION OF RESULTS

65.1 The Chairperson of the Electoral Committee shall declare the results immediately after certification.

65.2 The declared results shall take effect immediately unless successfully challenged in terms of this Constitution.

ARTICLE 66

ELECTION DISPUTES

66.1 Any electoral dispute shall be submitted in writing within seven (7) days after the declaration of the results.

66.2 The Electoral Committee shall investigate and issue a written decision within fourteen (14) days where reasonably practicable.

66.3 Any party dissatisfied with the decision may appeal in accordance with the Appeals Procedure.

ARTICLE 67

VACANCIES

67.1 A vacancy shall arise where an office bearer:

- (a) Resigns;
- (b) Dies;
- (c) Is removed from office;
- (d) Ceases to be eligible;
- (e) Is declared incapable of performing the functions of office.

67.2 The Executive Committee may appoint an Acting Office Bearer until the vacancy is filled in accordance with this Constitution.

ARTICLE 68

BY-ELECTIONS

68.1 Where a vacancy occurs in the office of the President, a by-election shall be held within ninety (90) days unless the vacancy occurs within six (6) months of the next elective AGM.

68.2 Vacancies in other elected positions may be filled:

- (a) By a by-election; or
- (b) By an acting appointment approved by the Executive Committee until the next General Meeting.

ARTICLE 69

ASSUMPTION OF OFFICE

69.1 Every successful candidate shall assume office only after:

- (a) Acceptance of the election;
- (b) Signing the Oath or Declaration of Office;
- (c) Completion of any required handover process.

69.2 The outgoing office bearers shall facilitate an orderly transfer of responsibilities, records and assets.

ARTICLE 70

ELECTORAL RECORDS

70.1 The Electoral Committee shall keep proper records of:

- (a) Nominations;
- (b) Ballot papers or electronic records;
- (c) Vote counts;
- (d) Results;
- (e) Election reports.

70.2 Electoral records shall be retained by the Secretary-General for a minimum period determined by the Association's Records Management Policy.

70.3 The confidentiality of the ballot shall be preserved at all times

PART F

OFFICE BEARERS: POWERS, DUTIES AND RESPONSIBILITIES

ARTICLE 71

GENERAL RESPONSIBILITIES OF OFFICE BEARERS

71.1 Every Office Bearer shall:

- (a) Uphold this Constitution;
- (b) Act honestly, fairly and in good faith;
- (c) Exercise reasonable care, skill and diligence;
- (d) Promote the objectives of the Association;
- (e) Protect the assets and reputation of the Association;
- (f) Avoid conflicts of interest;
- (g) Respect confidentiality where required;
- (h) Promote accountability and transparency;
- (i) Submit reports as required;
- (j) Perform any lawful function assigned by the Executive Committee or the General Meeting.

71.2 Every Office Bearer shall remain accountable to the General Meeting.

71.3 No Office Bearer shall exceed the authority granted by this Constitution.

ARTICLE 72

THE PRESIDENT

72.1 The President shall be the Chief Executive and principal representative of the Association.

72.2 The President shall:

- (a) Provide strategic leadership;
- (b) Promote the vision and mission of the Association;
- (c) Preside over General Meetings and Executive Committee meetings;
- (d) Ensure implementation of constitutional decisions;
- (e) Represent the Association before stakeholders;
- (f) Promote partnerships;
- (g) Encourage ethical leadership;
- (h) Oversee implementation of the Strategic Plan;

- (i) Perform ceremonial functions where appropriate.

72.3 The President shall not interfere in the operational responsibilities specifically assigned to other Office Bearers.

72.4 The President shall remain accountable to the Executive Committee and the General Meeting.

ARTICLE 73

THE DEPUTY PRESIDENT

73.1 The Deputy President shall assist the President.

73.2 The Deputy President shall:

- (a) Perform duties delegated by the President;
- (b) Coordinate strategic projects assigned by the Executive Committee;
- (c) Act as President whenever the President is absent or unable to perform the duties of office;
- (d) Assist in stakeholder engagement and organisational development.

ARTICLE 74

THE SECRETARY-GENERAL

74.1 The Secretary-General shall be the Chief Administrative Officer of the Association.

74.2 The Secretary-General shall:

- (a) Maintain all official records;
- (b) Prepare notices of meetings;
- (c) Prepare agendas in consultation with the President;
- (d) Record minutes;
- (e) Maintain the Membership Register;
- (f) Maintain the Constitution and policies;
- (g) Receive official correspondence;
- (h) Ensure proper record management;

- (i) Submit annual administrative reports.

74.3 The Secretary-General shall be the official custodian of the Association's records.

ARTICLE 75

THE DEPUTY SECRETARY-GENERAL

75.1 The Deputy Secretary-General shall assist the Secretary-General.

75.2 The Deputy Secretary-General shall:

- (a) Perform delegated duties;
- (b) Coordinate administrative projects;
- (c) Act as Secretary-General during the absence of the Secretary-General;
- (d) Assist with digital administration and records management.

ARTICLE 76

THE TREASURER-GENERAL

76.1 The Treasurer-General shall be responsible for the financial administration of the Association.

76.2 The Treasurer-General shall:

- (a) Maintain accurate financial records;
- (b) Prepare annual budgets;
- (c) Monitor expenditure;
- (d) Prepare quarterly financial reports;
- (e) Present annual financial statements;
- (f) Ensure proper banking of Association funds;
- (g) Maintain an asset register;
- (h) Ensure compliance with financial policies.

76.3 No expenditure shall be incurred outside approved financial controls except as authorised by this Constitution or by resolution of the Executive Committee.

ARTICLE 77

THE DIRECTOR OF DEVELOPMENT

77.1 The Director of Development shall coordinate all development programmes of the Association.

77.2 The Director shall:

- (a) Develop and implement development strategies;
- (b) Coordinate Municipal Chess Coordinators;
- (c) Promote club development;
- (d) Support school-to-club pathways;
- (e) Coordinate training programmes;
- (f) Submit annual development reports;
- (g) Monitor implementation of the Municipal Development Plan;
- (h) Promote equitable chess development throughout all Local Municipalities.

ARTICLE 78

THE DIRECTOR OF SCHOOL CHESS

78.1 The Director of School Chess shall coordinate school chess programmes.

78.2 The Director shall:

- (a) Promote chess within schools;
- (b) Build partnerships with educational stakeholders;
- (c) Encourage schools to affiliate through recognised clubs;
- (d) Coordinate school championships;
- (e) Promote educator development;
- (f) Establish sustainable player pathways from schools into affiliated clubs.

ARTICLE 79

THE DIRECTOR OF COMPETITIONS AND RATINGS

79.1 The Director shall oversee competitions conducted by the Association.

79.2 Responsibilities shall include:

- (a) Competition planning;
- (b) League administration;
- (c) Tournament regulations;
- (d) Ratings administration;
- (e) Competition calendars;
- (f) Coordination with arbiters and organisers;
- (g) Ensuring compliance with applicable competition regulations.

ARTICLE 80

THE DIRECTOR OF WOMEN AND GIRLS IN CHESS

80.1 The Director shall promote the participation and advancement of women and girls in chess.

80.2 Responsibilities include:

- (a) Development programmes;
- (b) Leadership initiatives;
- (c) Participation campaigns;
- (d) Talent identification;
- (e) Gender equity programmes;
- (f) Recommendations to improve inclusion.

ARTICLE 81

THE DIRECTOR OF TRANSFORMATION AND INCLUSION

81.1 The Director shall promote transformation and equal opportunity.

81.2 Responsibilities include:

- (a) Inclusion programmes;
- (b) Rural development initiatives;

- (c) Disability inclusion;
 - (d) Youth participation;
 - (e) Monitoring transformation objectives;
 - (f) Advising the Executive Committee on equity and access.
-

ARTICLE 82

THE DIRECTOR OF DIGITAL INNOVATION AND COMMUNICATIONS

82.1 The Director shall oversee digital governance, communication and innovation.

82.2 Responsibilities include:

- (a) Maintaining the Association's digital platforms;
 - (b) Managing official communications;
 - (c) Supporting electronic meetings and voting systems;
 - (d) Promoting responsible use of technology;
 - (e) Coordinating media, publicity and marketing;
 - (f) Supporting digital training and education initiatives.
-

ARTICLE 83

COLLECTIVE ACCOUNTABILITY

83.1 Every Office Bearer shall submit quarterly reports to the Executive Committee.

83.2 Office Bearers shall cooperate in achieving the objectives of the Association.

83.3 Persistent failure to perform the responsibilities of office may constitute grounds for corrective action or removal in accordance with this Constitution.

83.4 Office Bearers shall ensure proper handover of records, assets and responsibilities upon leaving office.

PART G

STANDING COMMITTEES

ARTICLE 84

ESTABLISHMENT OF STANDING COMMITTEES

84.1 The Association hereby establishes the following Standing Committees:

- (a) Finance and Audit Committee;
- (b) Ethics and Governance Committee;
- (c) Disciplinary Committee;
- (d) Appeals Committee;
- (e) Tournament and Events Committee;
- (f) Selection Committee;
- (g) Development and Transformation Committee;
- (h) Coaching, Education and Technical Committee;
- (i) Technology, Media and Communications Committee;
- (j) Safeguarding and Member Welfare Committee;
- (k) Fundraising, Marketing and Partnerships Committee.

84.2 The Executive Committee may establish additional ad hoc committees or task teams where necessary.

84.3 Every Standing Committee shall operate in accordance with this Constitution and any Terms of Reference approved by the Executive Committee.

ARTICLE 85

APPOINTMENT OF COMMITTEE MEMBERS

85.1 The Executive Committee shall appoint members of Standing Committees.

85.2 Appointments shall take into account:

- (a) Knowledge;
- (b) Experience;
- (c) Integrity;

- (d) Skills;
- (e) Representation across the District;
- (f) Transformation and diversity.

85.3 Committee members shall ordinarily serve for the same term as the Executive Committee unless otherwise determined.

ARTICLE 86

GENERAL POWERS OF COMMITTEES

Every Standing Committee shall:

- (a) Advise the Executive Committee;
- (b) Develop recommendations;
- (c) Monitor implementation within its area of responsibility;
- (d) Submit quarterly reports;
- (e) Perform functions assigned by this Constitution or the Executive Committee.

Committees shall not make decisions reserved for the General Meeting or the Executive Committee unless expressly authorised.

ARTICLE 87

FINANCE AND AUDIT COMMITTEE

The Finance and Audit Committee shall:

- (a) Monitor financial management;
- (b) Review budgets;
- (c) Monitor compliance with financial controls;
- (d) Review financial reports;
- (e) Promote sound financial governance;
- (f) Make recommendations on financial sustainability.

The Committee shall not authorise expenditure unless specifically empowered by the Executive Committee.

ARTICLE 88

ETHICS AND GOVERNANCE COMMITTEE

The Ethics and Governance Committee shall:

- (a) Promote ethical leadership;
- (b) Monitor compliance with this Constitution;
- (c) Develop governance recommendations;
- (d) Monitor conflicts of interest;
- (e) Promote good governance practices;
- (f) Review governance policies.

ARTICLE 89

DISCIPLINARY COMMITTEE

The Disciplinary Committee shall:

- (a) Hear disciplinary matters referred to it;
- (b) Conduct fair hearings;
- (c) Apply disciplinary measures consistent with this Constitution;
- (d) Protect the rights of all parties;
- (e) Issue written decisions with reasons.

ARTICLE 90

APPEALS COMMITTEE

The Appeals Committee shall:

- (a) Hear appeals against disciplinary or administrative decisions where provided for in this Constitution;
- (b) Ensure procedural fairness;
- (c) Confirm, vary or set aside decisions;
- (d) Issue written reasons for its decisions.

Members of the Appeals Committee shall not have participated in the original decision under appeal.

ARTICLE 91

TOURNAMENT AND EVENTS COMMITTEE

The Tournament and Events Committee shall:

- (a) Plan tournaments and leagues;
 - (b) Coordinate event logistics;
 - (c) Promote high standards of event management;
 - (d) Support arbiters and organisers;
 - (e) Recommend improvements to competitions.
-

ARTICLE 92

SELECTION COMMITTEE

The Selection Committee shall:

- (a) Recommend district teams;
- (b) Apply transparent and objective selection criteria;
- (c) Consider player performance, conduct, commitment and eligibility;
- (d) Publish selection criteria before trials or championships;
- (e) Provide written reasons where requested by an affected player or club.

Selection decisions shall be free from favouritism, bias or political influence.

ARTICLE 93

DEVELOPMENT AND TRANSFORMATION COMMITTEE

The Development and Transformation Committee shall:

- (a) Promote equitable chess development;
- (b) Support club development;

- (c) Promote municipal development;
 - (d) Encourage women and girls in chess;
 - (e) Promote participation by persons with disabilities;
 - (f) Monitor transformation objectives.
-

ARTICLE 94

COACHING, EDUCATION AND TECHNICAL COMMITTEE

The Committee shall:

- (a) Promote coach education;
 - (b) Promote arbiter development;
 - (c) Organise technical workshops;
 - (d) Support player development programmes;
 - (e) Encourage continuous learning;
 - (f) Promote compliance with FIDE and Chess South Africa technical standards.
-

ARTICLE 95

TECHNOLOGY, MEDIA AND COMMUNICATIONS COMMITTEE

The Committee shall:

- (a) Promote digital innovation;
 - (b) Maintain the Association's digital presence;
 - (c) Support electronic governance;
 - (d) Promote cybersecurity awareness;
 - (e) Coordinate official media and communications;
 - (f) Promote responsible use of artificial intelligence and emerging technologies.
-

ARTICLE 96

SAFEGUARDING AND MEMBER WELFARE COMMITTEE

The Committee shall:

- (a) Promote safe participation in chess;
- (b) Protect children and vulnerable persons;
- (c) Receive safeguarding concerns;
- (d) Promote respectful conduct;
- (e) Recommend safeguarding policies;
- (f) Support volunteer welfare and wellbeing.

ARTICLE 97

FUNDRAISING, MARKETING AND PARTNERSHIPS COMMITTEE

The Committee shall:

- (a) Identify sponsorship opportunities;
- (b) Build partnerships with municipalities, government, educational institutions and the private sector;
- (c) Promote fundraising initiatives;
- (d) Enhance the Association's public image;
- (e) Develop marketing strategies;
- (f) Support the long-term financial sustainability of the Association.

ARTICLE 98

COMMITTEE MEETINGS

98.1 Every Standing Committee shall meet at least four (4) times each calendar year unless otherwise determined by the Executive Committee.

98.2 Meetings may be held physically, electronically or in hybrid format.

98.3 Accurate minutes shall be kept and submitted to the Secretary-General.

ARTICLE 99

REPORTING

99.1 Every Standing Committee shall submit quarterly written reports to the Executive Committee.

99.2 An annual report shall be presented to the Annual General Meeting where required.

99.3 The Executive Committee may issue directives arising from committee recommendations.

ARTICLE 100

CODE OF CONDUCT FOR COMMITTEE MEMBERS

100.1 Committee members shall:

- (a) Act honestly and in good faith;
- (b) Maintain confidentiality where appropriate;
- (c) Avoid conflicts of interest;
- (d) Promote the objectives of the Association;
- (e) Perform their responsibilities diligently.

100.2 A committee member who persistently fails to perform their responsibilities or commits serious misconduct may be removed by the Executive Committee after being afforded procedural fairness.

100.3 Service on a Standing Committee is an important contribution to the Association. The Association shall, subject to available resources and approved policies, recognise and support committee members through reimbursement of approved expenses, training opportunities, and other forms of recognition to encourage sustainable volunteer participation.

PART H

FINANCE, ASSET MANAGEMENT AND RESOURCE GOVERNANCE

ARTICLE 101

FINANCIAL GOVERNING PRINCIPLES

101.1 The Association shall manage its finances in accordance with the principles of:

- (a) Accountability;
- (b) Transparency;
- (c) Financial sustainability;
- (d) Value for money;
- (e) Proper internal controls;
- (f) Ethical financial management;
- (g) Compliance with applicable legislation.

101.2 All Association funds and assets shall be used solely to achieve the objectives of the Association.

101.3 No member or Office Bearer shall derive an improper personal benefit from the funds or assets of the Association.

ARTICLE 102

SOURCES OF INCOME

The Association may receive income from:

- (a) Club affiliation fees;
- (b) Membership fees;
- (c) Tournament entry fees;
- (d) Grants;
- (e) Sponsorships;
- (f) Donations;
- (g) Fundraising activities;
- (h) Training programmes;
- (i) Merchandise sales;
- (j) Investments approved by the Executive Committee;
- (k) Any other lawful source.

ARTICLE 103

FINANCIAL YEAR

103.1 The financial year of the Association shall commence on 1 January and end on 31 December, unless otherwise determined by the Annual General Meeting.

103.2 The Executive Committee shall prepare annual financial statements for each financial year.

ARTICLE 104

ANNUAL BUDGET

104.1 The Treasurer-General shall prepare an annual budget.

104.2 The Executive Committee shall approve the proposed budget before presentation to the Annual General Meeting.

104.3 No expenditure shall be incurred outside the approved budget except where authorised by the Executive Committee in exceptional circumstances.

ARTICLE 105

BANKING

105.1 The Association shall maintain one or more bank accounts in the name of the Association.

105.2 All income shall be deposited into the official bank account as soon as reasonably practicable.

105.3 Payments shall be made through recognised banking methods.

105.4 Cash payments shall be kept to an absolute minimum and properly recorded.

ARTICLE 106

AUTHORISED SIGNATORIES

106.1 The Executive Committee shall appoint authorised signatories for all bank accounts.

106.2 Every payment shall require at least two authorised approvals.

106.3 No person shall authorise a payment solely to themselves.

106.4 Electronic banking controls shall provide equivalent safeguards.

ARTICLE 107

ACCOUNTING RECORDS

107.1 The Association shall maintain complete and accurate accounting records.

107.2 Financial records shall include:

- (a) Receipts;
- (b) Payments;
- (c) Bank statements;
- (d) Invoices;
- (e) Contracts;
- (f) Asset registers;
- (g) Supporting documentation.

107.3 Financial records shall be retained for the period required by applicable law and Association policy.

ARTICLE 108

PROCUREMENT

108.1 Goods and services shall be acquired through fair, transparent and cost-effective procurement processes.

108.2 Procurement shall avoid conflicts of interest and favouritism.

108.3 The Executive Committee may adopt Procurement Regulations consistent with this Constitution.

ARTICLE 109

ASSET MANAGEMENT

109.1 The Association shall maintain an Asset Register.

109.2 Association property shall be safeguarded and used only for authorised purposes.

109.3 Disposal of significant assets shall require Executive Committee approval and, where prescribed by policy or resolution, approval of the General Meeting.

ARTICLE 110

SPONSORSHIPS, GRANTS AND DONATIONS

110.1 The Association may solicit and accept sponsorships, grants and donations from lawful sources.

110.2 Acceptance of funding shall not compromise the independence, integrity or objectives of the Association.

110.3 Any conditions attached to funding shall be transparent and consistent with this Constitution.

ARTICLE 111

EXPENSE REIMBURSEMENT AND VOLUNTEER SUPPORT

111.1 The Association recognises the important contribution of volunteers to the growth and sustainability of chess.

111.2 Subject to available resources and approved policies, volunteers and Office Bearers may be reimbursed for reasonable, necessary and approved expenses incurred while performing authorised Association duties.

111.3 Reimbursable expenses may include:

- (a) Transport;
- (b) Accommodation;
- (c) Meals;
- (d) Communication costs;
- (e) Printing and stationery;
- (f) Other approved operational expenses.

111.4 The Association may, where financially sustainable and approved by the Executive Committee, provide honoraria, stipends or service allowances for specific roles or projects. Such payments shall:

- (a) Be transparent;
- (b) Be budgeted for;
- (c) Be based on approved policies;
- (d) Not create an employment relationship unless expressly agreed in writing.

111.5 No volunteer shall be compelled to incur personal expenses on behalf of the Association without prior approval and a clear understanding of reimbursement arrangements.

111.6 The Association shall strive to ensure that financial constraints do not unfairly prevent capable volunteers from contributing to the development of chess.

ARTICLE 112

FINANCIAL REPORTING

112.1 The Treasurer-General shall submit quarterly financial reports to the Executive Committee.

112.2 Annual financial statements shall be presented to the Annual General Meeting.

112.3 Financial reports shall fairly present the financial position of the Association.

ARTICLE 113

AUDIT OR INDEPENDENT REVIEW

113.1 The Annual General Meeting shall determine whether the financial statements are to be audited or independently reviewed, taking into account legal requirements, available resources and good governance.

113.2 The auditor or independent reviewer shall be suitably qualified and independent.

113.3 The resulting report shall be presented to the Annual General Meeting.

ARTICLE 114

FINANCIAL MISCONDUCT

114.1 Any person who misappropriates, misuses or unlawfully benefits from the funds or assets of the Association commits serious misconduct.

114.2 The Association shall take appropriate disciplinary and, where necessary, legal action to recover losses and protect its assets.

114.3 Any person responsible for financial loss through fraud, dishonesty or gross negligence may be held personally liable to the extent permitted by law.

ARTICLE 115

RESERVES AND INVESTMENTS

115.1 The Association may establish financial reserves to promote long-term sustainability.

115.2 Reserve funds may only be used for purposes approved by the Executive Committee or the General Meeting, as applicable.

115.3 Investments shall prioritise security, preservation of capital and the best interests of the Association. Speculative or high-risk investments are prohibited unless specifically approved by the General Meeting after obtaining appropriate financial advice.

ARTICLE 116

FINANCIAL TRANSPARENCY

116.1 Members are entitled to receive accurate financial information concerning the affairs of the Association, subject to confidentiality requirements.

116.2 The Association shall publish an annual financial summary to affiliated clubs.

116.3 Every Office Bearer responsible for financial decision-making shall act with honesty, diligence and accountability.

116.4 The misuse of Association funds for personal, political or unauthorised purposes is strictly prohibited and shall constitute grounds for disciplinary action.

PART I

ETHICS, INTEGRITY, SAFEGUARDING AND MEMBER PROTECTION

ARTICLE 117

PRINCIPLES OF ETHICAL CONDUCT

117.1 Every member, club, Office Bearer, committee member, coach, arbiter, volunteer, player and official shall uphold the highest standards of honesty, integrity, fairness and professionalism.

117.2 The Association shall promote a culture of respect, accountability, transparency and service.

117.3 The reputation of the Association shall be protected by all members.

ARTICLE 118

CODE OF ETHICS

118.1 Every member shall:

- (a) Respect this Constitution;
- (b) Respect the Laws of Chess and applicable regulations;
- (c) Respect opponents, officials and spectators;
- (d) Promote fair play and sportsmanship;
- (e) Protect the reputation of chess;
- (f) Avoid conduct likely to bring the Association into disrepute.

118.2 The Executive Committee may adopt a detailed Code of Ethics consistent with this Constitution.

ARTICLE 119

ANTI-CORRUPTION

119.1 Corruption in any form is prohibited.

119.2 No person shall:

- (a) Offer or accept a bribe;
- (b) Misuse Association funds;
- (c) Abuse their position for personal benefit;
- (d) Manipulate elections, selections or competitions;
- (e) Falsify records or reports.

119.3 Proven corruption shall constitute serious misconduct.

ARTICLE 120

CONFLICT OF INTEREST

120.1 Every Office Bearer and committee member shall disclose any actual, potential or perceived conflict of interest.

120.2 A person with a conflict shall immediately declare it and shall not participate in discussions or decisions relating to that matter.

120.3 The Secretary-General shall maintain a Register of Interests.

120.4 Failure to disclose a material conflict may result in disciplinary action.

ARTICLE 121

EQUALITY AND NON-DISCRIMINATION

121.1 The Association shall provide equal opportunity to all persons.

121.2 No member shall be unfairly discriminated against on any ground prohibited by the Constitution of the Republic of South Africa.

121.3 The Association shall actively promote transformation, inclusion and accessibility.

ARTICLE 122

ANTI-HARASSMENT AND SAFE SPORT

122.1 Every participant has the right to participate in chess in an environment that is safe, respectful and free from abuse.

122.2 The following conduct is prohibited:

- (a) Sexual harassment;
- (b) Bullying;
- (c) Intimidation;
- (d) Physical abuse;
- (e) Emotional abuse;
- (f) Verbal abuse;
- (g) Cyberbullying;
- (h) Discriminatory conduct.

122.3 All complaints shall be investigated fairly and confidentially.

ARTICLE 123

CHILD SAFEGUARDING

123.1 The welfare and best interests of children shall be paramount in all Association activities.

123.2 Every official working with children shall comply with applicable safeguarding laws and policies.

123.3 The Association shall maintain procedures for reporting, investigating and responding to safeguarding concerns.

123.4 Any reasonable suspicion of abuse shall be reported to the appropriate authorities where required by law.

ARTICLE 124

PROTECTION OF VOLUNTEERS

124.1 The Association recognises that volunteers are essential to the growth and sustainability of chess.

124.2 Volunteers shall be treated with dignity, fairness and respect.

124.3 No volunteer shall be exploited, intimidated or unfairly disadvantaged because of their voluntary service.

124.4 Subject to available resources and approved policies, volunteers shall be entitled to reimbursement of approved expenses incurred on behalf of the Association.

124.5 Volunteers shall receive appropriate support, training and recognition for their contribution.

ARTICLE 125

WHISTLEBLOWER PROTECTION

125.1 Any member may report suspected misconduct, corruption, fraud, abuse or unethical behaviour.

125.2 Reports shall be treated confidentially to the extent permitted by law.

125.3 No person shall victimise or retaliate against a member who makes a report honestly and in good faith.

125.4 Malicious or knowingly false reports may themselves constitute misconduct.

ARTICLE 126

SOCIAL MEDIA AND DIGITAL CONDUCT

126.1 Members shall use social media responsibly.

126.2 Members shall not publish false, defamatory or confidential information concerning the Association or its members.

126.3 Constructive criticism made respectfully and in good faith shall not, by itself, constitute misconduct.

126.4 Official Association communication shall be made only by authorised persons or in accordance with approved communication policies.

ARTICLE 127

GIFTS, BENEFITS AND HOSPITALITY

127.1 Office Bearers and committee members shall not solicit or accept gifts or benefits that may improperly influence their decisions.

127.2 Any gift exceeding a value determined by policy shall be declared and recorded.

127.3 The Executive Committee may adopt a Gifts and Hospitality Policy.

ARTICLE 128

CONFIDENTIALITY

128.1 Members entrusted with confidential information shall protect that information.

128.2 Confidential information shall not be disclosed except:

- (a) Where authorised;
- (b) Where required by law;
- (c) Where necessary to protect the interests of the Association.

ARTICLE 129

RESPECT FOR DECISIONS

129.1 Members shall respect lawful decisions taken in accordance with this Constitution.

129.2 Nothing in this Article limits the right of any member to appeal or challenge a decision through the procedures established by this Constitution.

ARTICLE 130

BREACH OF ETHICAL STANDARDS

130.1 A breach of this Part may constitute misconduct.

130.2 Appropriate corrective or disciplinary measures may be imposed following a fair process.

130.3 Sanctions shall be proportionate, reasonable and aimed at protecting the integrity of the Association while promoting accountability and rehabilitation where appropriate.

ARTICLE 131

ETHICAL LEADERSHIP COMMITMENT

131.1 Every Office Bearer shall act as a custodian of the Association.

131.2 Leadership shall be exercised for the benefit of chess, affiliated clubs, athletes and communities, and never for personal enrichment or political advantage.

131.3 Office Bearers shall mentor future leaders, promote succession planning, and strive to leave the Association stronger, more inclusive and more sustainable than they found it.

131.4 The Association shall foster a culture where integrity, humility, service and excellence are recognised as the defining characteristics of leadership.

PART J

DISCIPLINARY PROCEDURES, APPEALS AND DISPUTE RESOLUTION

ARTICLE 132

PURPOSE

132.1 The purpose of this Part is to:

- (a) Promote discipline and accountability;
- (b) Protect the rights of members;
- (c) Ensure fair, impartial and transparent disciplinary procedures;
- (d) Encourage corrective action and education before punitive measures where appropriate;
- (e) Protect the integrity and reputation of the Association.

132.2 Every disciplinary process shall comply with the principles of natural justice, procedural fairness and the Constitution of the Republic of South Africa.

ARTICLE 133

JURISDICTION

The Association shall have jurisdiction over:

- (a) Affiliated Clubs;
- (b) Individual Members;

- (c) Players;
 - (d) Coaches;
 - (e) Arbiters;
 - (f) Office Bearers;
 - (g) Committee Members;
 - (h) Volunteers;
 - (i) Any person participating in activities organised or sanctioned by the Association.
-

ARTICLE 134

MISCONDUCT

Misconduct includes, but is not limited to:

- (a) Bringing the Association into disrepute;
 - (b) Fraud or corruption;
 - (c) Theft or misappropriation of Association property;
 - (d) Abuse of authority;
 - (e) Financial misconduct;
 - (f) Match manipulation or cheating;
 - (g) Serious breaches of the Laws of Chess or tournament regulations;
 - (h) Harassment, bullying or discrimination;
 - (i) Failure to comply with this Constitution or lawful decisions;
 - (ii) Falsifying records or documents;
 - (k) Misuse of Association funds or resources;
 - (l) Unauthorised disclosure of confidential information;
 - (m) Persistent failure by an Office Bearer to perform constitutional duties;
 - (n) Conduct that seriously undermines the objectives of the Association.
-

ARTICLE 135

LODGING OF COMPLAINTS

135.1 Any member or affiliated club may lodge a complaint in writing.

135.2 Complaints shall:

- (a) Clearly state the facts;
- (b) Identify the alleged misconduct;
- (c) Include supporting evidence where available.

135.3 Anonymous complaints may be considered where supported by credible evidence.

ARTICLE 136

PRELIMINARY ASSESSMENT

136.1 The Secretary-General shall refer complaints to the appropriate authority.

136.2 The Disciplinary Committee shall determine whether a prima facie case exists.

136.3 Where appropriate, the matter may first be resolved through mediation, counselling or corrective measures.

ARTICLE 137

NOTICE OF CHARGES

137.1 A respondent shall receive written notice containing:

- (a) The allegations;
- (b) The relevant constitutional provisions;
- (c) The date, time and venue of the hearing;
- (d) The respondent's rights.

137.2 Reasonable notice shall be provided before the hearing.

ARTICLE 138

RIGHTS OF THE RESPONDENT

Every respondent has the right to:

- (a) Be informed of the allegations;
- (b) Receive relevant documentation;
- (c) Be heard;
- (d) Present evidence;
- (e) Call witnesses;
- (f) Question opposing witnesses;
- (g) Be represented by a person of their choice, subject to the hearing procedures;
- (h) Receive a reasoned written decision.

ARTICLE 139

DISCIPLINARY HEARING

139.1 Hearings shall be conducted fairly and impartially.

139.2 Members of the Disciplinary Committee shall declare any conflict of interest.

139.3 Proceedings shall be recorded.

139.4 Decisions shall be based on the evidence presented.

ARTICLE 140

SANCTIONS

Where misconduct is established, the Disciplinary Committee may impose one or more of the following:

- (a) Advice or counselling;
- (b) Written warning;
- (c) Final written warning;
- (d) Mandatory training or education;
- (e) Apology;
- (f) Restitution or repayment where financial loss occurred;

- (g) Corrective financial penalty approved by the Association's disciplinary regulations;
- (h) Suspension;
- (i) Removal from office;
- (j) Suspension of membership;
- (k) Expulsion in the most serious cases.

Sanctions shall be proportionate and aimed at protecting the Association while encouraging rehabilitation where appropriate.

ARTICLE 141

CORRECTIVE FINANCIAL PENALTIES

141.1 Financial penalties shall be used primarily as corrective measures and not as a source of revenue.

141.2 Any financial penalty imposed shall:

- (a) Be reasonable;
- (b) Be proportionate to the misconduct;
- (c) Consider the financial circumstances of the member or club where appropriate;
- (d) Be applied consistently.

141.3 The Annual General Meeting shall approve a Schedule of Corrective Financial Penalties, which shall form part of the Association's Regulations.

ARTICLE 142

APPEALS

142.1 Any person aggrieved by a disciplinary decision may lodge an appeal.

142.2 Appeals shall be submitted in writing within fourteen (14) days of receiving the written decision.

142.3 Appeals shall be heard by the Appeals Committee, whose members shall have had no involvement in the original decision.

142.4 The Appeals Committee may:

- (a) Confirm the decision;
- (b) Amend the sanction;
- (c) Set aside the decision;
- (d) Refer the matter for a new hearing.

ARTICLE 143

MEDIATION AND DISPUTE RESOLUTION

143.1 The Association encourages disputes to be resolved amicably wherever possible.

143.2 The Executive Committee may appoint an independent mediator.

143.3 Mediation shall not prevent disciplinary proceedings where serious misconduct is alleged.

ARTICLE 144

URGENT INTERIM MEASURES

144.1 Where necessary to protect participants or the integrity of the Association, the Executive Committee may impose temporary precautionary measures pending the outcome of a disciplinary process.

144.2 Such measures shall not constitute a finding of guilt and shall be reviewed as soon as reasonably practicable.

ARTICLE 145

ENFORCEMENT OF DECISIONS

145.1 Decisions of the Disciplinary Committee or Appeals Committee shall be binding unless set aside by a competent authority.

145.2 The Executive Committee shall ensure that disciplinary decisions are implemented.

ARTICLE 146

REHABILITATION

146.1 The Association recognises that discipline should, where appropriate, encourage learning and rehabilitation.

146.2 Members who have complied with sanctions and demonstrated genuine improvement shall be encouraged to resume positive participation in the Association.

ARTICLE 147

PROTECTION AGAINST VEXATIOUS COMPLAINTS

147.1 No person shall knowingly lodge a false, malicious or frivolous complaint.

147.2 Where such conduct is established, disciplinary action may be taken against the complainant.

147.3 This Article shall not discourage members from making genuine complaints in good faith.

ARTICLE 148

FINALITY OF INTERNAL PROCESSES

148.1 Members shall exhaust the Association's internal disciplinary and appeal procedures before referring disputes to an external body, unless otherwise required by law.

148.2 Nothing in this Constitution limits the right of any person to approach a court or tribunal where such right is provided by the laws of the Republic of South Africa.

148.3 The Association shall endeavour to resolve all disputes promptly, fairly and in a manner that preserves relationships and promotes the continued development of chess.

PART K

CHESS DEVELOPMENT, HIGH PERFORMANCE AND MUNICIPAL DEVELOPMENT

ARTICLE 149

DEVELOPMENT PHILOSOPHY

149.1 The Association recognises chess as a sport, educational tool, intellectual discipline and instrument for social development.

149.2 The development of chess shall be the primary responsibility of every affiliated club, Office Bearer, Standing Committee and Municipal Chess Coordinator.

149.3 The Association shall strive to make chess accessible, inclusive and sustainable throughout the Chris Hani District.

149.4 Every programme of the Association shall promote long-term player development, ethical leadership and community participation.

ARTICLE 150

CLUB DEVELOPMENT

150.1 Affiliated clubs shall be the foundation of organised chess within the District.

150.2 The Association shall:

- (a) Assist in establishing new clubs where required;
- (b) Strengthen existing clubs;
- (c) Provide governance support;
- (d) Promote club sustainability;
- (e) Encourage constitutional compliance;
- (f) Promote regular club competitions and training.

150.3 Every affiliated club shall prepare an annual development plan aligned with the strategic objectives of the Association.

ARTICLE 151

MUNICIPAL DEVELOPMENT

151.1 The Association shall implement organised chess development programmes within the following Local Municipalities:

- (a) Dr AB Xuma;
- (b) Emalahleni;
- (c) Enoch Mgijima;
- (d) Inxuba Yethemba;
- (e) Sakhisizwe; and
- (f) Vuyisile Mini (formerly known as Intsika Yethu).

151.2 Every Municipality shall be coordinated by a Municipal Chess Coordinator appointed in accordance with this Constitution.

151.3 Municipal development shall include:

- (a) Club development;
- (b) Community chess;
- (c) Youth development;
- (d) Coach and arbiter development;
- (e) Talent identification;
- (f) Municipal championships.

ARTICLE 152

SCHOOL-TO-CLUB DEVELOPMENT PATHWAY

152.1 The Association recognises that sustainable chess development depends on a strong pathway from schools into affiliated clubs.

152.2 Schools shall be encouraged to work in partnership with affiliated clubs to ensure that learners continue participating in organised chess beyond school activities.

152.3 Affiliated clubs shall actively recruit and support learners wishing to continue competitive chess.

152.4 The Association shall work with educational stakeholders to strengthen this pathway while respecting the governance responsibilities of schools and education authorities.

ARTICLE 153

PLAYER DEVELOPMENT

153.1 The Association shall promote player development at beginner, intermediate, advanced and high-performance levels.

153.2 Development programmes shall include:

- (a) Coaching;
- (b) Training camps;
- (c) Chess clinics;
- (d) Online learning;
- (e) Tournament participation;
- (f) Player mentoring.

153.3 Special attention shall be given to identifying and supporting talented players from disadvantaged communities.

ARTICLE 154

HIGH PERFORMANCE PROGRAMME

154.1 The Association shall establish and maintain a High Performance Programme for talented players.

154.2 The Programme may include:

- (a) Advanced coaching;
- (b) Sports science support where available;
- (c) Performance analysis;
- (d) Elite competitions;
- (e) Provincial and national preparation;
- (f) International exposure where resources permit.

154.3 Selection to the High Performance Programme shall be based on objective criteria approved by the Executive Committee.

ARTICLE 155

COACH, ARBITER AND OFFICIAL DEVELOPMENT

155.1 The Association shall promote the education and accreditation of coaches, arbiters and chess administrators.

155.2 The Association shall encourage participation in recognised training programmes offered by Chess South Africa, FIDE and other approved institutions.

155.3 The Association shall maintain a register of qualified coaches and arbiters operating within the District.

ARTICLE 156

WOMEN AND GIRLS IN CHESS

156.1 The Association shall actively promote the participation, development and leadership of women and girls in chess.

156.2 Programmes shall aim to increase participation at player, coach, arbiter, volunteer and leadership levels.

ARTICLE 157

YOUTH DEVELOPMENT

157.1 The Association shall prioritise youth development.

157.2 Youth development shall include:

- (a) Junior tournaments;
- (b) Coaching programmes;
- (c) Leadership development;
- (d) Life skills education;
- (e) Volunteer opportunities.

ARTICLE 158

TRANSFORMATION, ACCESSIBILITY AND INCLUSION

158.1 The Association shall promote transformation consistent with South African law and the objectives of equitable access.

158.2 Development programmes shall seek to remove barriers to participation for underrepresented and disadvantaged communities.

158.3 The Association shall encourage participation by persons with disabilities through reasonable accommodation and inclusive programming where practicable.

ARTICLE 159

TECHNOLOGY AND INNOVATION

159.1 The Association shall embrace appropriate technological innovation to improve administration, education and competition.

159.2 The Association may utilise:

- (a) Digital membership systems;
- (b) Electronic ratings management;
- (c) Online training platforms;
- (d) Artificial intelligence tools for education and analysis, used responsibly and transparently;
- (e) Live broadcasting and digital media;

(f) Electronic communication systems.

159.3 Technology shall complement, and not replace, over-the-board chess unless otherwise authorised by the applicable competition regulations.

ARTICLE 160

STRATEGIC DEVELOPMENT PLANNING

160.1 The Executive Committee shall prepare a four-year Strategic Development Plan aligned with the term of office.

160.2 The Plan shall include measurable objectives for:

- (a) Club growth;
- (b) Membership growth;
- (c) Municipal development;
- (d) Coach and arbiter development;
- (e) Women's participation;
- (f) Youth participation;
- (g) Competition structures;
- (h) Financial sustainability.

160.3 Progress against the Strategic Development Plan shall be reviewed annually and reported to the Annual General Meeting.

ARTICLE 161

DEVELOPMENT PARTNERSHIPS

161.1 The Association may enter into partnerships with municipalities, educational institutions, government departments, non-governmental organisations, sponsors and other stakeholders to advance the development of chess.

161.2 Such partnerships shall be consistent with the objectives and independence of the Association.

ARTICLE 162

MONITORING AND EVALUATION

162.1 The Executive Committee shall monitor the implementation of development programmes.

162.2 Annual development reports shall be presented to the Annual General Meeting.

162.3 The Association shall continuously evaluate its programmes and make improvements based on evidence, consultation and the needs of affiliated clubs and members.

162.4 Every affiliated club shall contribute to the achievement of the Association's development objectives through active participation, collaboration and compliance with this Constitution.

PART L

CONSTITUTIONAL AMENDMENTS, TRANSITIONAL PROVISIONS, DISSOLUTION AND ADOPTION

ARTICLE 163

SUPREMACY OF THE CONSTITUTION

163.1 This Constitution is the supreme governing document of the Chris Hani Chess Association.

163.2 Every member, affiliated club, Office Bearer, committee and structure of the Association shall comply with this Constitution.

163.3 Any policy, regulation, decision or practice inconsistent with this Constitution shall, to the extent of the inconsistency, be invalid.

ARTICLE 164

INTERPRETATION

164.1 This Constitution shall be interpreted:

- (a) In a manner that promotes the objectives of the Association;
- (b) Consistently with the Constitution of the Republic of South Africa and applicable legislation;
- (c) In harmony with the Statutes, Regulations and Laws of FIDE and the Constitution and Regulations of Chess South Africa, where consistent with South African law.

164.2 Where uncertainty exists, the interpretation that best promotes good governance, fairness, development, inclusivity and the best interests of chess shall prevail.

164.3 Headings are for convenience only and do not affect interpretation.

ARTICLE 165

AMENDMENT OF THE CONSTITUTION

165.1 This Constitution may be amended only by an Annual General Meeting or a Special General Meeting convened for that purpose.

165.2 Proposed amendments shall:

- (a) Be submitted in writing to the Secretary-General at least thirty (30) days before the meeting;
- (b) State the reasons for the amendment;
- (c) Be circulated to all affiliated clubs at least twenty-one (21) days before the meeting.

165.3 An amendment shall require a two-thirds (2/3) majority of the votes cast by affiliated clubs in good standing.

165.4 Amendments shall take effect immediately upon adoption unless the resolution provides otherwise.

ARTICLE 166

REVIEW OF THE CONSTITUTION

166.1 The Executive Committee shall ensure that this Constitution is reviewed at least once every four (4) years.

166.2 The purpose of the review shall be to:

- (a) Maintain alignment with applicable legislation;
- (b) Maintain alignment with FIDE and Chess South Africa governance requirements;
- (c) Respond to developments in technology, governance and sport administration;
- (d) Improve the effectiveness of the Association.

166.3 A constitutional review shall include consultation with affiliated clubs and other relevant stakeholders.

ARTICLE 167

TRANSITIONAL ARRANGEMENTS

167.1 Upon the adoption of this Constitution:

- (a) The previous Constitution shall be repealed;
- (b) Existing lawful decisions shall remain valid unless inconsistent with this Constitution;
- (c) Existing Office Bearers shall continue in office until the expiry of their current term, unless otherwise resolved by the General Meeting.

167.2 Existing policies shall remain in force to the extent that they are consistent with this Constitution until amended or replaced.

ARTICLE 168

DISSOLUTION OF THE ASSOCIATION

168.1 The Association may only be dissolved by a Special General Meeting convened specifically for that purpose.

168.2 Dissolution shall require the support of at least seventy-five percent (75%) of the votes cast by affiliated clubs in good standing.

168.3 Notice of the proposed dissolution shall be given to all affiliated clubs not less than thirty (30) days before the meeting.

ARTICLE 169

DISTRIBUTION OF ASSETS

169.1 Upon dissolution, all debts and lawful obligations shall first be settled.

169.2 Any remaining assets shall not be distributed to members, Office Bearers or affiliated clubs.

169.3 The remaining assets shall be transferred to one or more non-profit organisations, public benefit organisations or sporting bodies with substantially similar objectives, as determined by the General Meeting and in accordance with applicable law.

ARTICLE 170

RECORDS AND ARCHIVES

170.1 The Association shall preserve its constitutional, administrative, financial and historical records.

170.2 Records may be maintained in physical or secure electronic form.

170.3 The Association shall establish an electronic archive to preserve its institutional memory and important historical documents.

ARTICLE 171

SAVINGS

171.1 Any matter not expressly provided for in this Constitution shall be determined by the Executive Committee, provided that such determination:

- (a) Is consistent with this Constitution;

- (b) Is lawful;
- (c) Is reported to the next General Meeting.

171.2 Such determinations shall not amend this Constitution.

ARTICLE 172

ADOPTION

172.1 This Constitution was duly adopted by the General Meeting of the Chris Hani Chess Association held at:

Venue: _____

Date: _____

172.2 This Constitution shall come into operation immediately upon its adoption unless otherwise resolved by the General Meeting.

CERTIFICATION

We, the undersigned, certify that this Constitution was duly adopted by the members of the Chris Hani Chess Association in accordance with the procedures prescribed herein.

President

Name: _____

Signature: _____

Date: _____

Secretary-General

Name: _____

Signature: _____

Date: _____

Witness 1

Name: _____

Signature: _____

Date: _____

Witness 2

Name: _____

Signature: _____

Date: _____

SCHEDULE A

ELECTORAL REGULATIONS

1. Nomination Forms.
2. Election Timelines.
3. Candidate Eligibility.
4. Independent Electoral Committee Procedures.
5. Secret Ballot Procedures.
6. Electronic Voting Procedures.
7. Counting and Verification of Votes.
8. Election Disputes.
9. Declaration of Results.
10. Oath of Office.

SCHEDULE B

MEMBERSHIP AND CLUB AFFILIATION

Membership Categories:

- Club Members (Affiliated Clubs)
- Individual Members
- Life Members
- Honorary Members

Minimum Club Requirements:

- Constitution
- Executive Committee

- Registered Membership List
- Annual Programme of Activities
- Financial Accountability or Bank Account
- Compliance with CHCA, Chess South Africa and FIDE requirements.

Schools shall participate in district chess through recognised affiliated clubs to strengthen sustainable out-of-school chess development.

SCHEDULE C

CORRECTIVE FINANCIAL PENALTIES

The Association may impose corrective financial penalties where appropriate.

Examples include:

- Late affiliation.
- Failure to honour fixtures.
- Unjustified withdrawal from competitions.
- Damage to Association property.
- Administrative non-compliance.
- Failure to submit required reports.

Financial penalties shall:

- Never become the Association's primary source of income.
 - Always promote corrective behaviour.
 - Consider affordability where appropriate.
-

SCHEDULE D

CODE OF CONDUCT

Applies to:

- Players
- Clubs
- Coaches
- Arbiters
- Officials
- Volunteers
- Parents and Guardians
- Spectators

Core Principles:

- Respect
- Integrity
- Fair Play
- Inclusion
- Professionalism
- Accountability

SCHEDULE E

MUNICIPAL DEVELOPMENT FRAMEWORK

The Association shall maintain active development programmes within:

- Dr AB Xuma Municipality
- Emalahleni Municipality

- Enoch Mgijima Municipality
- Inxuba Yethemba Municipality
- Sakhisizwe Municipality
- Vuyisile Mini Municipality

Each Municipality shall have:

- Municipal Chess Coordinator
- Annual Development Plan
- Municipal Championships
- Club Development Programme
- Coach Development Programme
- School-to-Club Development Strategy

SCHEDULE F

VOLUNTEER PROTECTION AND REIMBURSEMENT

The Association recognises volunteers as valuable contributors.

Subject to available resources:

- Approved transport costs may be reimbursed.
- Approved accommodation costs may be reimbursed.
- Communication costs may be reimbursed.
- Meals during authorised duties may be reimbursed.
- Volunteers may receive approved training.
- Outstanding volunteers may receive recognition awards.

No volunteer shall be exploited or expected to finance Association activities without prior agreement.

SCHEDULE G

DIGITAL GOVERNANCE POLICY

The Association shall utilise modern technology including:

- Digital Membership Systems.
- Electronic Record Keeping.
- Secure Cloud Storage.
- Online Meetings.
- Electronic Voting.
- Tournament Management Software.
- Rating Systems.
- Artificial Intelligence for education, administration and analysis, used responsibly.

The Association shall protect personal information in accordance with applicable South African data protection laws.

SCHEDULE H

HIGH PERFORMANCE PROGRAMME

The Association shall establish programmes for talented players including:

- District Squad
- Elite Coaching
- Training Camps
- Provincial Preparation
- National Championship Preparation
- International Development Opportunities

Selection shall be transparent and merit-based.

SCHEDULE I

SAFEGUARDING POLICY

Every participant has the right to a safe environment.

The Association adopts zero tolerance towards:

- Child abuse.
- Sexual harassment.
- Bullying.
- Discrimination.
- Violence.
- Cyberbullying.

Safeguarding concerns shall be reported and managed confidentially in accordance with applicable law.

SCHEDULE J

DECLARATION OF OFFICE

I, _____, having been elected or appointed as an Office Bearer of the Chris Hani Chess Association, solemnly declare that I shall:

- Uphold this Constitution.
- Serve honestly and with integrity.
- Act in the best interests of chess.
- Respect the Constitution of the Republic of South Africa.

- Promote the objectives of the Association.
- Avoid conflicts of interest.
- Protect the assets and reputation of the Association.
- Exercise my duties fairly, diligently and without favour.

Signature: _____

Date: _____

Witness: _____