



**UGANDA**  
**AQUATICS**

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# **2025 CONSTITUTION OF UGANDA AQUATICS**

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***Approved by Assembly on Saturday, 15 February 2025  
and Approved by World Aquatics on 09 April 2025***

***Constitution in Force from 10 April 2025***

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## **PREAMBLE**

Aquatics in Uganda has been managed by the **Uganda Swimming Federation (USF)** under the 2014 Federation's Constitution approved by the then FINA (*Fédération Internationale de Nation*) Bureau during its meeting held from 28 – 29 December 2014 in Doha, Qatar. Following the passing of the National Council of Sports Regulations SI No. 34 of 2016, the Federation registered as a corporate body under the Trustees Incorporation Act, (then Cap. 165) obtaining a Certificate of Registration as a Trust on 17 May 2015. This was consequently filed with the National Council of Sports, which issued Certificate NCS/R/15/No. 001 dated 07 December 2015 being a Certificate of Recognition of a National Sports Federation.

In 2022, FINA approved reforms that saw the body change its name to World Aquatics, and also introduced a raft of changes as reflected in a Report of the Reform Committee and the current Constitution approved by the Congress on 12 December 2022 in Melbourne – Australia. FINA rebranded to **World Aquatics** and soon thereafter advised all its Member Federations to change their names accordingly to avoid the use of just **“Swimming”**, but rather the more encompassing **“Aquatics”**.

In 2023, the Government of Uganda passed a new law to regulate sports activities in Uganda – i.e., **the National Sports Act, Cap. 151** which repealed the 1964 National Council of Sports Act (previously Cap. 48). On 14 March 2025, the Government put in place **the National Sports Regulations, SI No. 24 of 2025** repealing the National Council of Sports Regulations SI No. 34 of 2016. The National Sports Regulations, SI No. 24 of 2025 operationalized aspects of the National Sports Act, particularly sections 9 – 11 requiring all national sports organizations to register afresh with the National Council of Sports either as national sports associations or national sports federations. Government also passed a new Sports Policy in 2023 that provided the basis for the legislative changes.

Pursuant to the aforementioned changes, the Members resolved to associate as a national sports federation by establishing a body to be known as **“UGANDA AQUATICS”** which will seek to affiliate with and or be recognized by World Aquatics, Africa Aquatics, Africa Aquatics Zone III, the Uganda Olympic Committee, the Commonwealth Games Uganda, the Uganda Paralympic Committee, Special Olympics Uganda and the Government of Uganda, as the body with the sole jurisdiction and responsibility for the administration, governance, management and control of the following Aquatic disciplines –

- 1) Swimming
- 2) Open Water Swimming
- 3) Artistic Swimming
- 4) Water Polo
- 5) Diving
- 6) High Diving
- 7) Masters.

The Federation shall maintain its autonomy and shall, in the pursuit of its objectives, act independently, without any political affiliation or consideration and, without any discrimination on account of race, creed, color, ethnicity, gender or religion. In this regard, the Federation shall at all times observe and uphold as well as ensure that the non-discrimination principles enunciated in the 2023 Constitution of World Aquatics and the 1995 Constitution of Uganda currently in force.

The Constitution of Uganda Aquatics shall serve as the cornerstone of the Federation's governance framework, establishing a clear, authoritative blueprint for how the Federation is to be structured, decisions are made, and accountability maintained. The Constitution is vital for guiding Uganda Aquatics in its pursuit of excellence in aquatic sports, ensuring that all activities are conducted with integrity, transparency, and a commitment to the democratic principles that underpin effective sports governance.

This Constitution is supreme, and its articles and the regulations made pursuant hereto shall have binding force on all the Federation's Executive Members, Member Clubs, District Associations, Regional Associations, Special Interest Groups, Athletes, Coaches, Technical Officials, Employees, Volunteers, Agents, Members of a Member, Parents, and any persons involved in Aquatic sports as defined hereunder.



Moses B. MWASE  
**PRESIDENT, UGANDA AQUATICS**

Thursday, 22 May 2025



# 2025 CONSTITUTION OF UGANDA AQUATICS

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## **ARTICLE 1 – NAME OF THE FEDERATION**

The name of the Federation shall be known as **UGANDA AQUATICS** hereinafter referred to as “**the Federation**”.

## **ARTICLE 2 – LEGAL STATUS AND HEADQUARTERS OF UGANDA AQUATICS**

### **2.1 Registration as Federation under National Sports Act, Cap. 151**

Uganda Aquatics shall be registered as a legal entity with corporate personality under the provisions of the National Sports Act, Cap. 151 as the only licenced and recognized national sports federation responsible for governance and regulation of Aquatics in Uganda, and shall have perpetual succession with the ability to sue or be sued in its own name, and to own property.

### **2.2 Perpetual Continuation of Federation**

The Federation shall continue in existence for an indefinite period following its recognition by World Aquatics and registration in accordance with section 7 of the National Sports Act, 2023.

### **2.3 Headquarters of the Federation**

The Headquarters of the Federation shall be in Kampala, Uganda at an address to be designated by the Executive Committee which may designate and establish regional and other offices for expedience.

## **ARTICLE 3 – DEFINITIONS**

**3.1 “Accounting Officer”** means the President, or such other person designated by the General Assembly to be Accounting Officer, who shall be responsible for overseeing the financial operations of Uganda Aquatics and proper management of the organization’s finances including providing financial oversight, compliance and accountability to ensure that funds are used appropriately, and financial records are accurate and transparent.

**3.2 “Africa Aquatics”** is the sports confederation formerly known as *Confederation Africaine de Natation Organization (CANA)* responsible for Aquatics in Africa affiliated to and recognized by World Aquatics, which is comprised by the Zone I, the Zone II, the Zone III and the Zone IV Aquatics Member Federations of Africa.

- 3.3 “Africa Aquatics Zone III”** is the zonal constituent of Africa Aquatics made up of the Aquatics Federations of Burundi, Djibouti, Eritrea, Ethiopia, Kenya, Rwanda, Somalia, South Sudan, Sudan, Tanzania and Uganda.
- 3.4 “Aquatics”** means all sport disciplines governed by World Aquatics, including Swimming, Open Water Swimming, Diving, High Diving, Water Polo, Artistic Swimming, Masters and any other discipline that may governed by World Aquatics from time to time.
- 3.5 “Annual Subscription Fee”** means the amount payable to the Federation by all Members, Athletes and Athlete Support Personnel.
- 3.6 “Athlete”** means a person registered or licenced by Uganda Aquatics who is taking part in an aquatic competition and event at a local, national, regional or international level organized under this Constitution, the World Aquatics Rules and or regulations of World Aquatics.
- 3.7 “Active Athlete”** means an Athlete who has participated at competitions organized by the Federation in the last 4 (four) years save for overseas based Athletes who will satisfy this requirement if they participate in at least one competition each year organized by the Federation in the last 4 (four) years.
- 3.8 “Athlete Support Personnel”** means coaches, managers, agents, team members, officials, medical and paramedical staff working with an Athlete or treating an Athlete participating in or preparing for an Aquatics competition or event.
- 3.9 “Athlete Registration Fees”** mean the amount due and payable to the Federation by an Athlete upon registration with the Federation.
- 3.10 “Calendar”** means the annual Aquatics Calendar of Uganda Aquatics Annual provided for under Article 20.1 and 20.2 of this Constitution which is the official schedule of Swimming and other Aquatic sports events planned for a specific year, outlining the dates, locations, and details of competitions, training camps, workshops, and other activities sanctioned or organized by the Federation.
- 3.11 “Chief Executive Officer (‘CEO’)** means the CEO of Uganda Aquatics provided for under Article 15.2 of this Constitution who shall be the highest-ranking executive responsible for the overall management, administration, and strategic direction of Uganda Aquatics.

- 3.12 “Club” or “Aquatic Club”** means an organized group or entity that facilitates participation in Aquatics in Uganda, providing a structured environment where individuals can play, train, and develop their skills in Aquatics, often catering to a wide range of age groups and skill levels, from beginners to elite Athletes either for recreational, focusing on social play and fitness, or competitive, participating in local, regional, or national leagues and competitions, or both, fulfilling the licencing requirements under Article 10.4 of this Constitution.
- 3.13 “Competition”** means any national, regional or international aquatic competition involving any of the Aquatic sports disciplines and shall include championships, galas, leagues, events and tournaments.
- 3.14 “Constitution”** means this Constitution of Uganda Aquatics;
- 3.15 “Court of Arbitration for Sports (CAS)”** refers to the independent, international institution established in 1984 and headquartered in Lausanne, Switzerland that is responsible for resolving legal disputes related to sports through arbitration and mediation, and which operates under the auspices of the International Council of Arbitration for Sport (ICAS) to ensure its independence and impartiality.
- 3.16 “Doping”** shall have the definition assigned to it under the World Anti-Doping Code, and refers to the occurrence of one or more of the following 11 (eleven) anti-doping rule violations, which include –
- 1) Presence of a prohibited substance or its metabolites or markers in an Athlete’s sample;
  - 2) Use or attempted use by an Athlete of a prohibited substance or a prohibited method;
  - 3) Evading, refusing or failing to submit to sample collection by an Athlete;
  - 4) Whereabouts failures by an Athlete;
  - 5) Tampering or attempted tampering with any part of Doping Control by an Athlete or Other Person;
  - 6) Possession of a Prohibited Substance or a Prohibited Method by an Athlete or Athlete Support Person;
  - 7) Trafficking or Attempted Trafficking in any Prohibited Substance or Prohibited Method by an Athlete or Other Person;
  - 8) Administration or Attempted Administration by an Athlete or Other Person to any Athlete In-Competition of any Prohibited Substance or Prohibited Method, or Administration or Attempted Administration to any Athlete Out-of-Competition of any Prohibited Substance or any Prohibited Method that is Prohibited Out-of-Competition;

- 9) Complicity or Attempted Complicity by an Athlete or Other Person;
- 10) Prohibited Association by an Athlete or Other Person; and
- 11) Acts by an Athlete or Other Person to Discourage or Retaliate Against Reporting to Authorities.
- 3.17 “Executive Committee” or “Executive”** means the duly elected individuals who constitute the Executive of the Federation under Article 14.1 of this Constitution.
- 3.18 “Extraordinary General Assembly”** means the Extraordinary General Assembly of Uganda Aquatics provided for under Article 13.8 of this Constitution.
- 3.19 “Federation”** means “**Uganda Aquatics**” which is the recognized National Federation by World Aquatics, Africa Aquatics, Africa Aquatics Zone III, the Uganda Olympic Committee and the Government of Uganda, and licenced by the National Council of Sports as the national body with the sole jurisdiction and responsibility for the administration, governance, management and control of Aquatic Sports in Uganda.
- 3.20 “Financial Year of the Federation”** refers to the 12-month accounting period of the Federation being the period from 1<sup>st</sup> January to 31<sup>st</sup> December of the same year.
- 3.21 “General Assembly”** means an Annual General or Special General Assembly of the Federation duly constituted under Article 13.2 of this Constitution.
- 3.22 “Honorary Member”** means any person who has made an outstanding contribution to Aquatics whom the Executive Committee bestows upon such membership and ratified by the General Assembly of the Federation.
- 3.23 “International Olympic Committee (IOC)”** is the global, non-governmental organization established in 1894 by Pierre de Coubertin currently headquartered in Lausanne – Switzerland responsible for overseeing the Olympic Movement, including the Summer, the Winter and the Youth Olympic Games and related activities, and to promote the values of excellence, friendship, and respect through sports, while fostering international unity and peace.
- 3.24 “International Paralympic Committee (IPC)”** is the global governing body for the Paralympic Movement founded in 1989 currently headquartered in Bonn, Germany which is responsible for overseeing the organization of the Paralympic Games and promotes the development of sports for athletes with disabilities.



- 3.25 “Licence”** is a formal document confirming authorization issued by Uganda Aquatics certifying every eligible Athlete, Coach or Official to participate in competitive Aquatics on the Calendar as confirmation of their registration, and serves as proof of adherence to the Federation’s standards and other requirements to be specified in the Regulations.
- 3.26 “Member” or “Principal Member”** means the Members of Uganda Aquatics provided for under Article 10.3 of this Constitution who shall include -
- a) Each of the licenced Uganda Aquatic Clubs provided for under Article 10.4 of this Constitution;
  - b) Each of the licenced District Aquatics Associations recognized under Article 10.5 of this Constitution;
  - c) Each of the 5 (five) Regional Aquatic Associations in Uganda recognized under Article 10.6 of this Constitution;
  - d) Each of the Special Interest Groups recognized under Article 10.7 of this Constitution.
- 3.27 “National Council of Sports”** means the National Council of Sports provided for under section 27 of the National Sports Act, Cap. 151.
- 3.28 “National-Level Athletes”** refers to Athletes who compete in sport at the national level, as defined by the National Anti-Doping Organization of Uganda, consistent with the International Standard for Testing and Investigations.
- 3.29 “Registration Fee”** means the amount due and payable to the Federation by Members upon their registration with the Federation.
- 3.30 “Regulations”** means the regulations relating to competitions and other matters as adopted, amended, restated by the Federation or which are and remain in effect from time to time.
- 3.31 “Rules” or “Regulations”** means the rules, by-laws and other regulations adopted by the Federation for the proper administration and regulation of the various aquatic disciplines including but not limited to selections, competitions, codes of ethics and conduct of athletes/officials and shall include World Aquatics Rules relating to Anti-Doping, Prevention of Manipulation of Competitions, Safeguarding and any others, which are incorporated into and as part of the Federation’s rules.
- 3.32 “Special Olympics Uganda”** is the organization trading as “Special Sports Uganda” responsible for coordinating and managing Special Olympics activities in Uganda focusing on empowering individuals with intellectual disabilities through sports, promoting inclusion, and celebrating their abilities.



- 3.33 “Uganda Aquatics Integrity Unit”** means the independent Uganda Aquatics Integrity Unit/Ethics Committee established under Article 16 of this Constitution and comprised of at least 3 (three) persons that do not hold any other position within the Federation and which, in matters of Integrity, also operates as the Adjudicatory Body and Investigatory Body.
- 3.34 “Uganda Aquatics Academy”** means the Uganda Aquatics Academy to be established under Article 17 of this Constitution.
- 3.35 “Uganda Aquatics Foundation”** means the Uganda Aquatics Foundation to be established under Article 18 of this Constitution.
- 3.36 “Uganda Aquatics Patron(s)”** means any person of repute referred to under Article 21 of this Constitution invited to take up the patronage of the Federation to provide advice and perform ceremonial and other support functions as may assigned by the Executive.
- 3.37 “Uganda Aquatics Officials”** means any person elected or appointed to any position within Uganda Aquatics or a Uganda Aquatics Member, including but not limited to: -
- a) The President, Vice-Presidents, Executive Committee Members, Honorary Presidents, Immediate Past President, Treasurer, advisors, and any candidates for election to the Executive Committee; and
  - b) Each person serving as a member of (or candidate for) a committee, working group, unit (including, without limitation, the Uganda Aquatics Integrity Unit), or advisory board of the Federation, and each person appointed to represent the Federation on any committee, taskforce or working group or in any similar role.
- 3.38 “Uganda Olympic Committee”** is the organization recognized by the International Olympic Committee and the Government of Uganda, which responsible for organizing and overseeing Uganda's participation in the Olympic Games and Games and other events sanctioned by the International Olympic Committee (IOC), selecting and managing Olympic Athletes, promoting the Olympic Movement, coordinating with National Federations and Associations whose sport codes are in the Olympic programme.
- 3.39 “Uganda Paralympic Committee (UPC)”** is the organization recognized by the International Paralympic Committee (IPC) and the Government of Uganda, which is responsible for coordinating and overseeing Uganda's participation in the Paralympic Games and other events sanctioned by IPC, serving as the official link between the IPC and sports organizations in Uganda that focus on para sports (sports for athletes with disabilities).

- 3.40 “World Anti-Doping Agency (WADA)”** is the independent international agency established in 1999 to promote, coordinate, and monitor the fight against doping in sports globally whose main objective is ensuring a world where all athletes can compete on a level playing field, free from the use of performance-enhancing drugs or substances.
- 3.41 “WADA Code”** means the World Anti-Doping Code issued by WADA.
- 3.42 “World Aquatics”** formerly known as *Fédération Internationale de Natation (FINA)* is the international federation solely recognized and responsible for Aquatic sports in the world from which Uganda Aquatics derives its affiliation.
- 3.43 “World Aquatics Bureau Member” or “Member of the World Aquatics Bureau”** means any member of the World Aquatics Bureau, elected or appointed.

## **ARTICLE 4 – PRIMACY OF WORLD AQUATICS STATUTES**

### **4.1 Compliance with World Aquatics Statutes**

This Constitution must comply with the Constitution, Rules and Regulations of World Aquatics, which is the only recognised body in the world which governs Aquatics globally.

### **4.2 World Aquatics Statutes to Prevail in Event of Conflict**

The Constitution, Rules and Regulations of the Federation must not be in conflict with those of World Aquatics or with the laws of Uganda, and in case of conflict, the World Aquatics Constitution, Rules and Regulations shall prevail.

### **4.3 Compliance with World Aquatics Decisions**

Uganda Aquatics shall comply and act in accordance with all the decisions, Rules and Regulations taken by the World Aquatics Congress, Bureau, Executive of Secretariat.

### **4.4 Independence and Autonomy of Uganda Aquatics**

Uganda Aquatics shall maintain autonomy and independence avoiding influence by third parties in its decision-making and operations.

## **ARTICLE 5 – OBJECTIVES OF THE FEDERATION**

The following are the objectives of the Federation: –

### **5.1 Development of Swimming and Aquatic Disciplines**

- 1) To promote and develop all the Aquatic sports disciplines of Swimming, Open Water Swimming, Water Polo, Artistic Swimming, Diving, High Diving and Masters at all levels, from grassroots to elite performance in Uganda;
- 2) To increase participation in Aquatic Sports among people of all ages, genders, and abilities across Uganda; and
- 3) To create and implement programs to identify and nurture young talent.

### **5.2 Promotion of Water Safety and Swimming Skills**

- 1) To develop and implement nationwide programs to teach swimming as a basic life skill;
- 2) To collaborate with schools, communities, and other organizations to reduce drowning incidents through education and awareness in Uganda; and
- 3) To support initiatives that ensure access to swimming lessons for underserved and high-risk populations.

### **5.3 Athlete Development and High Performance**

- 1) To establish pathways for Athletes to progress from beginner levels to elite competition;
- 2) To provide resources, training, and support for athletes to achieve excellence in national, regional, continental and international competitions and games; and
- 3) To support para-athletes and special-needs athletes in developing and excelling in para-swimming, special-needs swimming and other adaptive aquatic disciplines.

### **5.4 Training and Certification Coaches, Officials and Other Personnel**

- 1) To develop and implement certification programs for coaches, referees, officials and other personnel to ensure high standards of instruction and competition management;
- 2) To organize regular training, workshops, and seminars to update professionals on the latest techniques, rules, and best practices in aquatic sports; and

- 3) To foster a culture of professionalism, fairness, and integrity among technical personnel.

### **5.5 Hosting and Organizing Competitions**

- 1) To organize local, regional, and national championships to provide competitive opportunities for swimmers at all levels;
- 2) To develop a comprehensive annual competition calendar for all aquatic disciplines; and
- 3) To host international events to raise Uganda's profile in aquatic sports and provide exposure for local athletes.

### **5.6 Representation in International Aquatics**

- 1) To ensure Uganda's active and effective representation in international bodies to contribute to the global development of swimming and related sports;
- 2) To comply with international standards and regulations in all programs, competitions and governance practices; and
- 3) To prepare and send national teams to compete in international events, ensuring proper support and representation.

### **5.7 Inclusivity and Diversity**

- 1) To promote inclusion in aquatic sports, ensuring equal opportunities for all, regardless of gender, age, race, socioeconomic background, or physical ability;
- 2) To develop programs specifically for para-athletes, women, and marginalized communities to increase participation in aquatic sports;
- 3) To foster a culture of respect, diversity, and equal access within the aquatic community.

### **5.8 Governance and Compliance**

- 1) Ensure good governance, transparency, and accountability in all federation activities, finances, and decision-making processes.
- 2) Develop and enforce a code of conduct and ethics for athletes, coaches, officials, and administrators.
- 3) Comply with anti-doping regulations and promote clean sport through education and testing programs.

### **5.9 Infrastructure Development**

- 1) To advocate for and support the development of swimming pools and other aquatic facilities across the country, especially in underserved areas.

- 2) To ensure that facilities in Uganda meet safety and international competition standards; and
- 3) To provide access to training centers and resources for athletes and coaches.

#### **5.10 Education and Awareness**

- 1) To conduct campaigns that raise public awareness about the benefits of swimming and aquatic sports for health, fitness and recreation;
- 2) To promote water safety education to reduce drowning risks and to promote water safety; and
- 3) To organize workshops and educational programs for athletes, coaches, technical officials, other personnel and stakeholders.

#### **5.11 Partnerships and Funding**

- 1) To collaborate with Government bodies, schools, clubs, sponsors, and NGOs to secure resources for aquatic sports development;
- 2) To attract corporate sponsorships to support events, programs, and athletes; and
- 3) To seek funding from national and international sports organizations and partners to enhance the Federation's initiatives.

#### **5.12 Research and Innovation**

- 1) To promote research on sports science, injury prevention, and performance enhancement in swimming and other aquatic disciplines;
- 2) To adopt innovative training techniques, equipment, and technology to improve athlete development and competitive outcomes; and
- 3) To use data and analytics to track athlete progress and optimize programs.

#### **5.13 Establishing a National Identity in Aquatics**

- 1) To build and promote a strong national swimming culture that inspires pride and participation in Uganda;
- 2) To highlight achievements and milestones in the Uganda's aquatic sports to motivate future generations; and
- 3) To recognize and celebrate the contributions of Athletes, Coaches, and other officials through awards and honors.



#### **5.14 Environmental Sustainability**

- 1) To promote environmentally sustainable practices in the operation and management of swimming pools and aquatic facilities in Uganda;
- 2) To raise awareness about the importance of protecting natural water bodies used for aquatic sports and recreation; and
- 3) To advocate for clean water initiatives to ensure safe environments for open water swimming bodies in Uganda.

#### **5.15 Strategic Long-Term Planning**

- 1) To develop and implement strategic plans for the growth and sustainability of aquatic sports over the short, medium, and long term in Uganda;
- 2) To set measurable goals for participation, athlete development, and competitive success at national, regional and international levels;
- 3) To regularly assess and update policies and programs to align with the evolving needs of the aquatic community in Uganda.

### **ARTICLE 6 - OFFICIAL LANGUAGE OF THE FEDERATION**

The official language of the Federation shall be English.

### **ARTICLE 7 - ATHLETES AND COACHES**

The status of Athletes and Coaches, and the provisions for their transfer shall be regulated in accordance with the Regulations and Rules. Athletes and Coaches shall be registered and licenced in accordance with the said Regulations.

### **ARTICLE 8 - WORLD AQUATICS RULES**

Uganda Aquatics and each of its Members shall conduct Aquatics sports in compliance with the Technical Rules issued, modified and published by World Aquatics.

### **ARTICLE 9 - CONDUCT OF BODIES AND OFFICIALS**

All organs and Officials of Uganda Aquatics shall observe the Statutes, Regulations, Directives, Decisions, Integrity Code and the Code of Ethics of World Aquatics and Uganda Aquatics in their activities. Every person and organisation involved in Aquatics is obliged to observe the Statutes and regulations of World Aquatics as well as the principles of fair play.

## **ARTICLE 10 - MEMBERSHIP**

### **10.1 General**

The membership of the Federation shall be defined under this Article and shall reflect the national character of Aquatic sports, to ensure compliance with the required coverage in at least 75% all of the Districts in Uganda.

### **10.2 Eligibility for Uganda Aquatics Membership**

All Aquatic Clubs, District Aquatics Associations, the Regional Aquatic Associations and Special Interest Groups shall be eligible for membership in the Federation.

### **10.3 Principal Membership of Uganda Aquatics**

The entities eligible for Principal Membership of Uganda Aquatics are –

- 1) Each of the Uganda Aquatics licenced Aquatic Clubs;
- 2) Each of the District Aquatics Association recognized under Article 10.5 of this Constitution;
- 3) Each of the 5 (five) Regional Aquatics Associations in Uganda recognized under Article 10.6 of this Constitution; and
- 4) Each of the Special Interest Groups recognized under Article 10.7 of this Constitution.

### **10.4 Licenced Aquatic Clubs**

10.4.1 Aquatic Clubs in Uganda shall be eligible for admission with voting rights provided that the Club –

- 1) Is a registered legal entity with corporate personality;
- 2) Has a minimum of 10 (ten) female Active Athletes and 10 (ten) male Active Athletes;
- 3) Has at least 2 (two) full time qualified aquatics coaches;
- 4) Has a minimum of an administrator and an accountant as employees;
- 5) Has a functional executive board or committee;
- 6) Has a designated address for training athletes;
- 7) Has a calendar of activities for the year;
- 8) Has written policies for child protection, safeguarding, employment etc;
- 9) Participates in national championships and other national Aquatics competitions recognised and/or organised by the Uganda Aquatics;
- 10) Is in good standing;
- 11) Complies with World Aquatics Statutes and the Federation's Constitution and Regulations.

- 10.4.2 A Uganda Aquatic Club shall automatically lose membership upon failure to obtain a License.
- 10.4.3 Clubs shall not gain Membership in Uganda Aquatics until their application has been processed and requirements fulfilled in accordance with this Constitution and applicable Regulations, Rules or Guidelines.
- 10.4.4 The Executive will issue Rules, Regulations or Guidelines for licencing of Aquatics Clubs in Uganda and their grading.

## **10.5 The District Aquatics Associations**

- 10.5.1 Every District in Uganda shall form an association based on a District constitution template to be prescribed by Uganda Aquatics, and shall be licenced by Uganda Aquatics, and have its membership under the respective Regional Aquatics Association.
- 10.5.2 The Executive shall include in the Federation's Rules or Regulations the contents of a compliant District Aquatics Association and other governance parameters to guide the operation of the District Aquatics Association.

## **10.6 The Regional Aquatics Associations**

- 10.6.1 The 5 (five) Regional Aquatics Associations shall be comprised of the following entities having fulfilled their admission, licencing and obligatory requirements under this Constitution –

### **1) Kampala Regional Aquatics Association**

To be comprised of the District Aquatics Associations in Kampala Capital City from –

- (1) Central Division Aquatic Association
- (2) Kawempe Division Aquatics Association
- (3) Makindye Division Aquatics Association
- (4) Nakawa Division Aquatics Association
- (5) Rubaga Division Aquatics Association
- (6) Any other Divisions as may be added.

### **2) Central Regional Aquatics Association**

To be comprised of the District Associations of –

- (1) Buikwe
- (2) Bukomansimbi
- (3) Butambala
- (4) Buvuma
- (5) Gomba



- (6) Kalangala
- (7) Kalungu
- (8) Kasanda
- (9) Kayunga
- (10) Kiboga
- (11) Kyankwanzi
- (12) Kyotera
- (13) Luweero
- (14) Lwengo
- (15) Lyantonde
- (16) Masaka
- (17) Mityana
- (18) Mpigi
- (19) Mubende
- (20) Mukono
- (21) Nakaseke
- (22) Nakasongola
- (23) Rakai
- (24) Ssembabule
- (25) Wakiso
- (26) Any other Districts as may be added.

### **3) Eastern Regional Aquatics Association**

To be comprised of the District Associations of –

- (1) Amuria
- (2) Budaka
- (3) Bududa
- (4) Bugiri
- (5) Bugweri
- (6) Bukedea
- (7) Bukwo
- (8) Bulambuli
- (9) Busia
- (10) Butaleja
- (11) Butebo
- (12) Buyende
- (13) Iganga
- (14) Jinja
- (15) Kaberamaido
- (16) Kalaki
- (17) Kaliro
- (18) Kamuli
- (19) Kapchorwa
- (20) Kapelebyong
- (21) Katakwi
- (22) Kibuku
- (23) Kumi

- (24) Kween
- (25) Luuka
- (26) Manafwa
- (27) Mayuge
- (28) Mbale
- (29) Namayingo
- (30) Namisindwa
- (31) Namutumba
- (32) Ngora
- (33) Pallisa
- (34) Serere
- (35) Sironko
- (36) Soroti
- (37) Tororo
- (38) Any other Districts as may be added.

**4) Northern Regional Aquatics Association**

To be comprised of the District Associations of –

- (1) Abim
- (2) Adjumani
- (3) Agago
- (4) Alebtong
- (5) Amolatar
- (6) Amudat
- (7) Amuru
- (8) Apac
- (9) Arua
- (10) Dokolo
- (11) Gulu
- (12) Kaabong
- (13) Karenga
- (14) Kitgum
- (15) Koboko
- (16) Kole
- (17) Kotido
- (18) Kwania
- (19) Lamwo
- (20) Lira
- (21) Madi-Okollo
- (22) Maracha
- (23) Moroto
- (24) Moyo
- (25) Nabilatuk
- (26) Nakapiripit
- (27) Napak
- (28) Nebbi
- (29) Nwoya



- (30) Obongi
- (31) Omoro
- (32) Otuke
- (33) Oyam
- (34) Pader
- (35) Pakwach
- (36) Terego
- (37) Yumbe
- (38) Zombo
- (39) Any other Districts as may be added.

**5) Western Regional Aquatics Association**

To be comprised of the District Associations of –

- (1) Buhweju
- (2) Buliisa
- (3) Bundibugyo
- (4) Bunyangabu
- (5) Bushenyi
- (6) Hoima
- (7) Ibanda
- (8) Isingiro
- (9) Kabale
- (10) Kabarole
- (11) Kagadi
- (12) Kakumiro
- (13) Kamwenge
- (14) Kanungu
- (15) Kasanda
- (16) Kasese
- (17) Kazo
- (18) Kibale
- (19) Kikuube
- (20) Kiruhura
- (21) Kiryandongo
- (22) Kisoro
- (23) Kitagwenda
- (24) Kyegegwa
- (25) Kyenjojo
- (26) Masindi
- (27) Mbarara
- (28) Mitooma
- (29) Mubende
- (30) Ntoroko
- (31) Ntungamo
- (32) Rubanda
- (33) Rubirizi
- (34) Rukiga

- (35) Rukungiri
- (36) Rwampara
- (37) Sheema
- (38) Any other District as may be added.

10.6.2 The Executive will issue Rules, Regulations and or Guidelines to define the territorial boundaries of the District Aquatics Associations and the Regional Aquatics Associations, the conduct of elections and all other matters requiring regulation and or guidance.

## **10.7 The Uganda Aquatics Special Interest Groups**

10.7.1 The Aquatics Special Interest Groups shall include the associations or organizations responsible for: -

- 1) Athletes through the Athletes' Committee established under Article 19.3 of this Constitution;
- 2) Pre-Primary and primary schools involved in Aquatics in Uganda;
- 3) Secondary schools involved in Aquatics in Uganda;
- 4) Universities involved in Aquatics in Uganda;
- 5) Tertiary and higher learning institutions involved in Aquatics in Uganda;
- 6) Referees, umpires and technical officials involved in Aquatics in Uganda;
- 7) Aquatics coaches' and instructors in Uganda;
- 8) Para-Aquatics in Uganda;
- 9) Special-needs Aquatics in Uganda; and
- 10) Lifesaving, swimming pool, lifeguards and open water bodies' attendants in Uganda.

10.7.2 The Executive will issue regulations, rules and or guidelines to guide the operations of the Special Interest Groups including the minimum governance standards and regulatory or licencing requirements to be met by each group, where applicable.

## **10.8 Application For Membership**

### **10.8.1 Submission of Application for Membership**

A written application for membership duly signed by the Chairperson and or the Secretary addressed to the Secretary General or Chief Executive Officer, accompanied by –

- 1) A resolution of the applicant signed by its Chairperson and or the Secretary approving application for the membership;

- 2) The constitution of the applicant which must mention that the Federation and its members commitment to comply with World Aquatics' Statutes, By-Laws, Administrative Rules, Anti-Doping Code and any other applicable law or regulation;
- 3) The composition and full addresses of the applicant's executive committee members;
- 4) The list and addresses of members;
- 5) The lists of at least 10 (ten) female and 10 (ten) male athletes;
- 6) Lists of coaches and other technical support official of the applicant;
- 7) The physical and or postal address of the applicant;
- 8) A non-refundable application process fee to be determined by the Executive;
- 9) Any other information or requirement that may be necessary.

#### **10.8.2 Consideration of Application by the Executive**

- 1) Upon receipt of the said application, the Uganda Aquatics Executive Committee will make a decision regarding the same, and may reject the application or approve temporary membership subject to payment of the prescribed affiliation/membership fee and any other considerations that may require fulfillment.
- 2) In the event that all conditions are fulfilled, the Executive Committee shall seek a confirmation of the temporary membership by the Uganda Aquatics General Assembly. A Temporary Member shall enjoy full rights and meet all membership obligations, but will exercise voting rights at the Assembly following that at which full membership is granted.

#### **10.9 Effect of Membership**

Every Member acknowledges and agrees that: -

- 1) This Constitution and Rules or Bylaws or Policies made hereunder, constitutes a binding contract between them and Uganda Aquatics.
- 2) They shall comply with and observe this Constitution, Rules or Bylaws or Policies and any determination or resolution which may be made or passed by the General Assembly or the Executive; and
- 3) This Constitution, Regulations, Rules or Bylaws or Policies are necessary for promoting the Objects and development of Aquatics.



## **10.10 Rights and Obligations of Members**

Members shall be entitled and or obligated to:-

- 1) Fully participate in the proceedings, meetings, decisions, and activities of Uganda Aquatics including electing eligible persons to positions on the Executive;
- 2) Pay annual membership affiliation, subscription or annuity fees to Uganda Aquatics, as shall be set by the Executive;
- 3) Use the services of the Federation, provided the Member is in 'good standing';
- 4) Be entered in the Register of Members of Uganda Aquatics and to obtain documented proof of membership;
- 5) Perform all such duties or functions as may from time to time be required or requested of them by Uganda Aquatics;
- 6) Support the Federation in its efforts to achieve its objectives and mandate;
- 7) Act in accordance with the decisions of the General Assembly, the Executive, the Secretariat and other organs of the Federation;
- 8) Take part in Uganda Aquatics' calendar activities, championships and competitions in accordance with set rules.
- 9) To specify in their memberships statutes or constitutions that any dispute requiring arbitration involving itself or one of its members and relating to the Statutes, Regulations, Directives and Decisions of World Aquatics, Africa Aquatics or Uganda Aquatics shall resolved through mediation or by Arbitrators in the first instance and where applicable, to refer the disputes to the Court of Arbitration for Sport in accordance with the World Aquatics Statutes and in these Statutes, and that any recourse to ordinary Courts is prohibited.
- 10) Not to maintain any relations of a sporting nature with entities or persons that are not recognised or with Members and persons that have been suspended, expelled or banned;
- 11) To observe the principles of loyalty, integrity and good sporting behaviour as an expression of fair play;
- 12) To administer a register of its members which shall regularly be updated and availed to the Federation at the beginning of the year, or whenever requested;
- 13) To align with and support the implementation of the Cricket Uganda strategic plan and to fulfill its mandate and objectives;;
- 14) To act in accordance with the decisions of the World Aquatics Congress, Bureau, Executive and Secretariat;

- 15) To include within its constitution a provision, which allows out-of-competition doping control by World Aquatics and the National Anti-Doping Organization of Uganda; and
- 16) To comply with the laws of the Republic of Uganda in so far as they do not conflict with the Olympic Charter and the World Aquatics Statutes, By-Laws, Regulations and Policies.

#### **10.11 No Liability of Members of Uganda Aquatics**

Members shall have no liability regarding the debts or financial liabilities of Uganda Aquatics, and any of the above membership rights are subject to applicable limitations or disciplinary decisions as may apply, from time to time, to a Member.

#### **10.12 Beneficial Owners of Cricket Uganda**

For purposes of compliance with declaratory requirements under the National Sports Act, Cap. 151 and the National Sports Regulations, the Beneficial Owners of Cricket Uganda shall be the Executive Board at the time of declaration. The list of Beneficial Owners shall be updated with the election of a new Executive Board.

#### **10.13 Cessation of Membership**

Any membership or affiliation with Uganda Aquatics ends –

- 1) If the Member is declared insolvent by a competent court of law or tribunal;
- 2) If the Member ceases to exist or dies (in the case of Athletes, Officials, Coaches and any other natural person);
- 3) If the Member, Official, Athlete, Coach or other affected person withdraws or renounces their membership or affiliation; or
- 4) If the Member, Official, Athlete, Coach or other affected person is expelled.

#### **10.14 Withdrawal of Affiliation by a Member**

Any Member who wants to withdraw its affiliation from Uganda Aquatics shall give written notice of not less than 6 (six) months to the President. The membership shall end following the notice period, unless the notice is withdrawn, and no refunds of fees will be made.

#### **10.15 Expulsion of Member, Official, Athlete, Coach**

The Executive shall have the power to expel or ban a Member, Coach, Instructor, Official, Athlete, Volunteer or any other individual for violation of the Constitution, Regulations, By-Laws, Directives and or Rules of Uganda Aquatics provided that the respective Member, Official, Athlete, Volunteer or other individual shall be given an opportunity to be heard.

#### **10.16 Fees**

Each Member, Official, Athlete or Coach affiliated to Uganda Aquatics shall pay an annual Membership Affiliation or Annuity Fee to be determined by the Executive. If payment is not received when it is due, the Member, Coach, Official, Athlete or other individual required to pay may be suspended or unaffiliated and shall not be eligible to take part in the Federation's competitions or sanctioned events.

#### **10.17 Register of Members of Uganda Aquatics**

A Register of Members shall be maintained, containing the names, addresses, contact details and any other particulars of Members.

#### **10.18 Approval for Changes in Members' Constitution**

Members must seek approval of the Executive for any change of name and or other clause in the constitution before such changes are valid.

#### **10.19 Honorary Membership**

Honorary membership of the Uganda Aquatics may be conferred by the General Assembly upon any person who has rendered outstanding service to the Federation, Aquatics or sports in general. An Honorary Member will be a permanent member of the Uganda Aquatics without voting power, if he or she does not hold an elective position in Uganda Aquatics with voting powers.

#### **10.20 Cessation of Membership**

Any membership or affiliation with the Federation ends –

- 1) If the Member ceases to exist or dies (in the case of Officials, Athletes, Coaches and any other natural person);
- 2) If the Member, Official, Athlete, Coach or other affected person withdraws their membership or affiliation; or
- 3) If the Member, Official, Athlete, Coach or other affected person is expelled.

#### **10.21 Withdrawal of Affiliation by a Member**

Any Member who wants to withdraw its affiliation to the Federation shall give written notice thereof of at least 6 (six) months to the Secretary General. The membership shall end immediately unless withdrawn and no refunds of fees will be made.

## **ARTICLE 11 – OBLIGATIONS OF THE FEDERATION**

The obligations of Uganda Aquatics are to: -

- 1) Support World Aquatics in its efforts to achieve its objectives;
- 2) Fully comply at all times with the World Aquatics Constitution, the World Aquatics Rules, the WADA Code, the decisions and directives of the World Aquatics Bodies, as well as the decisions of CAS and the laws of Uganda;
- 3) Respect the principles of loyalty, integrity, sportsmanship and all the values expressed in the Mission Statement of the World Aquatics Constitution;
- 4) Submit this Constitution or statutes, as well as any potential amendments of Constitution, to World Aquatics for approval;
- 5) Ensure that this Constitution and Rules comply with the World Aquatics Constitution and the World Aquatics Rules at all times;
- 6) Recognise in this Constitution that -
  - a) World Aquatics is the only recognized body in the world which governs Aquatics on a worldwide basis; and
  - b) In the case of inconsistency between this Constitution and/or Rules and the World Aquatics Constitution and/or World Aquatics Rules, the latter shall prevail;
- 7) Ensure that members of Uganda Aquatics comply with and implement the World Aquatics Constitution and World Aquatics Rules, as well as directives and decisions of the World Aquatics bodies and CAS;
- 8) Hold General Assemblies on a regular basis, in accordance with this Constitution as approved by World Aquatics, ensuring that the General Assembly approves the accounts, the budget, a technical report, as well as an audit report, and that elections are held on a regular basis, at least every 4 (four) years. World Aquatics shall be notified of the dates and the location of the General Assembly 60 (sixty) days before the General Assembly. The minutes shall be provided to World Aquatics within 60 (sixty) days following conclusion of the elective General Assembly;
- 9) Manage the Federation's affairs independently and without regard to undue influence by third parties or Government;
- 10) Participate in international competitions recognized and/or approved by World Aquatics;

- 11) Pay the annual membership fee set pursuant to Article 9 of the World Aquatics Constitution and comply with all other financial obligations to World Aquatics;
- 12) Ensure that World Aquatics is not brought into disrepute in any way whatsoever as a result of actions or omissions of the Federation or of any of its members, representatives, athletes, officials or any other person subject to the Member.
- 13) Put in place a Strategic Plan and an annual Calendar that provides a clear roadmap to achieve the vision, goals, and objectives of Uganda Aquatics, and outlining the priorities, allocation of resources, and defining the actions needed to ensure long-term success and sustainability of the Federation.
- 14) Conduct the Federation's competition in accordance with World Aquatic Rules and best practice;
- 15) Put in place an Athletes' database and ensure that National Records are recognized in accordance with applicable Regulations or Rules, tracked and routinely updated;
- 16) Put in place a Members' Register;
- 17) Comply with Ugandan laws and all required statutory filings;
- 18) Approve Members' calendars or events;
- 19) Issue licences to Clubs, Athletes, Coaches, Technical Officials and any other Athlete Support Personnel.

## **ARTICLE 12 - ORGANIZATION OF THE FEDERATION**

The following entities shall be established to govern the Federation:–

- 1) The Uganda Aquatics General Assembly;
- 2) The Uganda Aquatics Executive Committee;
- 3) The Uganda Aquatics Secretariat;
- 4) The Uganda Aquatics Integrity Unit;
- 5) The Uganda Aquatics Academy;
- 6) The Uganda Aquatics Foundation; and
- 7) The Uganda Aquatics Committees.

## **ARTICLE 13 - THE UGANDA AQUATICS GENERAL ASSEMBLY**

### **13.1 Annual General Assembly to be Highest Decision-Making Authority**

The Uganda Aquatics General Assembly is the highest authority of the Federation and shall have the power to decide upon any matters arising in the Federation in accordance with the Constitution.

### **13.2 Constituents of the Uganda Annual General Assembly**

The General Assembly shall consist of –

- 1) The Executive Committee which shall have no voting rights;
- 2) 1 (one) delegate from Licenced Aquatic Member Clubs each of which shall be entitled to 1 (one) vote;
- 3) 1 (one) delegate from each Regional Aquatics Association each of whom shall be entitled to 1 (one) vote;
- 4) 1 (one) duly elected delegate for each of the recognized national associations actively involved in Aquatics responsible for –
  - a) Primary Schools in Uganda with 1 (one) vote;
  - b) Secondary Schools in Uganda with 1 (one) vote;
  - c) University sports in Uganda with 1 (one) vote;
  - d) Tertiary and higher learning institutions in Uganda with 1 (one) vote;
  - e) Referees', umpires and technical officials involved in Aquatics in Uganda;
  - f) Aquatics coaches' and instructors in Uganda with 1 (one) vote;
  - g) Para-Aquatics in Uganda with 1 (one) vote;
  - h) Special-needs Aquatics in Uganda with 1 (one) vote; and
  - i) Lifesaving, swimming pool and open water bodies' attendants in Uganda with 1 (one) vote.
- 5) The Athletes' Committee represented by 4 (four) elected delegates from both genders, (2 females and 2 males) each of whom shall have a vote.
- 6) Any member of the World Aquatics Bureau or Africa Aquatics Bureau who is a Ugandan citizen and resident with 1 (one) vote;
- 7) The Uganda Aquatics Patron(s), if any, who shall have no voting right; and
- 8) Uganda Aquatics Honorary Members, if any, who shall have no voting rights.



### **13.3 Elections of Delegates**

A delegate for each Member shall be elected in an open and transparent manner within the deadline provided. Confirmation of the elected delegate shall be in writing by the Member they represent, lodged with the Secretary General at least 14 (fourteen) days prior to the General Assembly.

### **13.4 Quorum for all General Assemblies**

**13.4.1** Except where otherwise specified under this Constitution, quorum for all General Assemblies shall be a simple majority of the voting Members in 'good standing'.

**13.4.2** Where quorum is not realized, the Chairperson shall formally announce that the meeting cannot proceed, and shall direct this announcement to be recorded in the meeting minutes, including the date, time and attendance details. The General Assembly shall be called not later than 7 (seven) days from the quorum failure date. The Secretary General shall inform all Members about the failure to achieve quorum and the implications, and will encourage greater participation in the rescheduled Assembly by explaining the importance of their attendance.

### **13.5 President to Preside Over Annual General Assemblies**

The President shall preside at all Annual General Assemblies or in his/her absence the 1<sup>st</sup> Vice President - Administration, or in his/her absence other member of the Executive appointed by the Executive.

### **13.6 Convening of the Annual General Assembly**

#### **13.6.1 Annual General Not Later Than 31 March**

The Annual General Assembly shall be convened once every year, but not later than **31 March**.

#### **13.6.2 Secretary General to Issue 30-Day Notice to Members**

With the approval of the President, the Secretary General shall inform the Members not later than twelve 30 (thirty) days ahead of the date fixed for the Annual General Assembly concerned.

#### **13.6.3 60-Days Notification to World Aquatics of General Assembly**

World Aquatics shall be notified of the dates and the location of the General Assembly 60 (sixty) days before the General Assembly. The minutes of the Assembly shall be provided to World Aquatics within 60 (sixty) days of the General Assembly.

#### **13.6.4 Accompanying Papers for the Assembly**

The Secretary General shall send the relevant papers, reports, motions or other necessary documents for Members' review not later than 14 (fourteen) days to the Assembly.



### **13.6.5 In-Person on Virtual Meeting for the General Assembly**

The Assembly may be convened in person or virtually using the appropriate technology, as the Executive may guide or direct.

### **13.7 Agenda of the Annual General Assembly**

At each Annual General Assembly, the following items will be included on the agenda –

- 1) The Annual Report of the Federation to be tabled by the President;
- 2) The Report of the Treasurer and presentation of Audited Accounts for the previous year;
- 3) Income and expenditure estimates for the Federation's Accounting Year;
- 4) Appointment of External Auditors;
- 5) Appointment of the Aquatics Integrity Unit and any other organs of the Federation, if due;
- 6) Amendments to the Constitution or any Regulations or By-laws;
- 7) Review of the Strategic Plan and other key governance documents;
- 8) Election of the Executive (in the case of an elective Annual General Assembly); and
- 9) Other business for which notice has been given.

### **13.8 The Uganda Aquatics Extraordinary General Assembly**

An Extraordinary General Assembly of Uganda Aquatics may be convened by the Executive or upon receipt of a written request of two-thirds of the Members in good standing. The notice period for the Extraordinary General Assembly shall not be less than 21 (twenty – one) days. However, Members may dispense with the requirement for the said notice or agree to a shorter notice for justifiable reasons.

### **13.9 Eligibility to Attend Participate in General Assemblies**

A Member may attend, participate and vote in the General Assembly provided that –

The Member has paid all membership dues including any arrears owed or other fees due to the Federation within the time spelled out by the Executive;

- 1) During the preceding 12 (twelve) months the Member has participated in at least one Aquatics competition organized by the Federation; and The Member is not suspended.

### **13.10 Eligibility for Licenced Clubs to Participate in General Assemblies**

Licenced Clubs shall only be able to exercise their voting rights at the Uganda Aquatics General Meetings if they comply with the following conditions: -

- 1) They have a minimum of 10 (ten) affiliated active female athletes and 10 (ten) affiliated active male athletes;
- 2) They have participated in national championships and other national Aquatics competitions recognised and/or organised by Uganda Aquatics;
- 3) They have paid their annual membership fee set by Uganda Aquatics and comply with all other financial obligations of the Federation; and
- 4) They have fully abided with the rules enshrined in the World Aquatics Constitution, notably complying with and implementing decisions taken by the Court of Arbitration for Sport, by World Aquatics (notably taken by the Congress, the Bureau, the Executive or/and judicial panels) and Uganda Aquatics, as well as supporting World Aquatics and the Uganda Aquatics in its efforts to achieve their objectives.

### **13.11 Voting on Motions at All Assemblies**

Voting on motions at all Assemblies shall be by a show of hands. Where deemed necessary, the Chairperson may authorize a secret ballot on a motion. A motion shall pass if supported by a simple majority of the voting Members of the Assembly.

### **13.12 Attendance of General Assembly for Suspected Offenders**

A Member or individual that is not suspended but is otherwise suspected to be in breach of the Federation's Constitution, By-Laws, Rules, Regulations World Aquatics Statutes or requirement may attend a meeting of the General Assembly but shall not be eligible to vote it is determined that there is a justifiable reason for the Member in question not to attend, pursuant to the breach in question.

### **13.13 Visitors**

A visitor, defined as any person other than a person required to attend the General Assembly or other meeting of the Federation, may at the discretion of the President, attend a meeting of the Federation but will not take part in the proceedings unless by a direct invitation of the Chairperson, nor have a vote. Government officials, members of Uganda Aquatics Committees, athletes, coaches, officials, heads of other sports federation/associations, members of the press and any other person may be invited to attend the General Assembly or other meeting of the Federation as a visitor.



#### **13.14 Members' Quarterly Review Meeting**

The Executive will host quarterly review meetings where Members will be presented with updates on the Federation's –

- a) Strategic plan;
- b) Annual Calendar;
- c) Financial position; and
- d) Any other relevant matters.

### **ARTICLE 14 - THE UGANDA AQUATICS EXECUTIVE COMMITTEE**

#### **14.1 Composition of the Uganda Aquatics Executive Committee**

There shall be elected an Executive Committee comprised of the following positions:

- 1) The President;
- 2) The 1<sup>st</sup> Vice President (Administration);
- 3) The 2<sup>nd</sup> Vice President (Technical);
- 4) The Secretary General;
- 5) The Assistant Secretary General;
- 6) The Treasurer;
- 7) The 5 (five) Representatives of –
  - 7.1 The Kampala Regional Aquatics Association;
  - 7.2 The Central Regional Aquatics Association;
  - 7.3 The Eastern Regional Aquatics Association;
  - 7.4 The Northern Regional Aquatics Association; and
  - 7.5 The Western Regional Aquatics Association.
- 8) 1 (one) female representative to support affirmative action;
- 9) 2 (two) Athletes' Representatives from each gender;
- 10) Any member of the Africa Aquatics Bureau who is a Ugandan citizen and resident in Uganda; and
- 11) The Chief Executive Officer, who shall be an *ex officio* member without a vote, but who may be asked to recuse him/herself as deemed necessary by the Chairperson.



- 12) Apart from the above-mentioned members of the Executive Committee of the Uganda Aquatics, a World Aquatics Bureau Member shall be *ex officio* member with a voting right in the Executive Committee of Uganda Aquatics if he/she is affiliated to the Federation or by default if he/she is a citizen of Uganda.

#### **14.2 Honorary President**

There shall be an Honorary President, to be assumed by the President who has successfully served his or her term(s). This position will be assumed by the individual who next retires or ceases to serve as President, and the person holding the title will cease to hold the position. The Honorary President will perform an advisory role whenever consulted by the Executive and may be called upon to perform ceremonial duties and attend Championships, Games and any meetings for which he or she is invited.

#### **14.3 Executive Committee Members to Represent Federation**

Save for the Athletes' Representative, a member of the Executive will not represent any particular Uganda Aquatics Swim Club or body that they belong to and will serve on the Executive in their individual capacity as elected or appointed.

#### **14.4 Rules of Procedure and Meetings of the Executive**

##### **1) President to Chair Meetings of the Executive:**

The President shall chair and preside at all meetings of the Executive. Where the President is absent or unable to preside, he/she may delegate the 1<sup>st</sup> Vice President – Administration, or to the 2<sup>nd</sup> Vice – President – Technical, where the latter is unavailable. Where the President and Vice Presidents are unavailable or unable to chair, the Executive will appoint from amongst the available members a chairperson to preside over a meeting.

##### **2) Notice of Meetings:**

The Secretary General will call Executive meetings after consulting and obtaining approval of the President, and will issue a Notice of not less than 5 (five) days for a meeting. Meetings may be called on a shorter notice period under justifiable exceptional circumstances. Where the Secretary General is unable to call meetings, the President may delegate the Asst. Secretary General or the Chief Executive Officer to call the meetings, or may call them meetings directly.

##### **3) Quorum:**

The quorum of a meeting of the Executive shall be 8 (eight) voting members including the Chairperson.

**4) Frequency of Executive Meetings:**

The Executive shall meet as often as deemed necessary but at least once a month. The President may authorize non – members to attend Executive meetings where guidance or advice is required from those identified to attend.

**5) Agenda for Meetings:**

The Honorary Secretary will receive items from the President and draw up an agenda, which will be circulated to the members at least two days before the meeting.

**6) Record of Meetings:**

The Chief Executive Officer will ensure that an accurate record of all meetings of the Executive is kept and securely stored for posterity. The role of secretary may be delegated to another individual in the absence of the Chief Executive Officer.

**7) Physical or Virtual Meetings:**

The Executive may meet in person or virtually using the appropriate technology, as the President may guide or direct.

**8) Absenteeism by Members of the Executive Committee:**

- a) Should any member of the Executive absent himself/herself from 4 (four) meetings of the Executive in a year without proper or just cause, after having received due notice of such meeting, his/her office shall, *ipso facto*, be deemed vacant.
- b) Any vacancy in the Executive whether through resignation or dismissal shall be filled from amongst the members of the Executive Board.
- c) An election to fill the vacancy may be held in the event that the remainder of the term of such Executive Member exceeds 2 (two) years in which case the term of the elected Member shall expire at the date when the next election for the position is to be held.

**14.5 Voluntary Service by the Executive**

Members of the Executive and the Committees of the Federation shall perform and discharge their duties on a voluntary basis and without any payment therefor. They may, however, be entitled to reimbursement of their reasonable expenses, if any, to be approved by the Executive on an actual basis in the event that they are required to travel out of their station of residence or undertake any other activities.



#### **14.6 Term and Term Limits for Executive Committee Members**

The term of service for the Executive will be a 4 – year period. A member of the Executive shall be entitled to serve for only 3 (three) terms (whether consecutive or otherwise) and may only seek re-election on the Executive after the expiry of 8 (eight) years after their third term in office. The member shall be eligible for appointment in any other capacity, after stepping down.

#### **14.7 Powers and Functions of the Executive Committee**

##### **1) Day-To-Day Running of Uganda Aquatics**

The Executive shall be responsible for the day-to-day running of the affairs of the Federation and shall execute decisions on behalf of the Federation.

##### **2) Initiation and Implementation of Policies**

The Executive shall initiate policies and ensure their implementation.

##### **3) Appointment of Committees**

Except where specifically provided under this Constitution, the Executive shall appoint Committees and shall have the power to approve, amend and or reject resolutions of Committees.

##### **4) Power of Executive to Fill Vacant Positions on Executive**

The Executive shall have the power to fill vacant positions on the Executive and thereafter report to the decision to the next Assembly.

##### **5) Executive Responsible for Federation's Finances**

The Executive shall be responsible for the control of the Federation's finances and the appointment of the Federation's external Auditors.

#### **14.8 Duties and Functions of Members of the Executive**

##### **1) The President**

The President will represent the Federation and will preside over each meeting of Uganda Aquatics and the Executive. He/she will be ultimately answerable for all activities of the Federation as the Accounting Officer, unless assigned to another individual, and is charged with the responsibility of ensuring the smooth functioning of Uganda Aquatics. To this end, the President shall –

- a) Ensure that the Federation maintains a positive balance on account;
- b) Ensure the preparation of a quarterly fiscal report for review by the Executive and Members;
- c) Ensure the maintenance of the Federation's accounts in a credible bank(s) or saving institution(s) approved by the Executive;



- d) Before the end of the financial year, initiate the preparation of audited accounts and financial reports for consideration by the Executive and or the Assembly;
- e) Cause to be prepared the Uganda Aquatics annual budget for consideration by the Executive before presentation to the General Assembly for approval;
- f) Ensure tax compliance of Uganda Aquatics and seeking tax exemptions, where applicable; and
- g) Provide leadership to the Executive and ensure that the mandate and strategy of Uganda Aquatics is prepared, implemented, periodically reviewed and reports provided to key stakeholders.

## **2) The First Vice President (Administration)**

The First Vice President (Administration) will carry out the functions of President in the latter's absence or under delegation by the President, and may be assigned any other duties by the President and or the Executive.

## **3) The Second Vice President (Technical)**

In absence of the First Vice President (Administration), the Second Vice President (Technical) may be delegated to undertake the duties of the President. He or she will be charge of all technical affairs of Uganda Aquatics and may be assigned any other duties by the President and or the Executive. Should the two Vice-Presidents or the Secretary General be unable so to act, in the absence of the President, at a General Assembly or any other meeting of the Executive, then the meeting will elect or decide from amongst the Members of the Executive present, a Chairperson for that Meeting.

## **4) The Secretary General**

- a) The Secretary General will be responsible for calling meetings of the General Assembly and the Executive, with the approval of the President.
- b) He/she will provide advice and support to the President and the Executive on governance and procedural matters.
- c) The Secretary General will ensure that the Register of Members, the Seal, Stamps and emblems of Uganda Aquatics are in place and securely stored at the Secretariat.
- d) He/she will be responsible for maintaining an accurate record of all the meetings of the Executive.
- e) The Secretary General may delegate some of his/her functions to the Asst. Secretary General and or the Chief Executive Officer.



## **5) The Assistant Secretary General**

In the absence of the Secretary General, the Assistant Secretary General may be delegated to undertake the duties of the Secretary General. The Assistant Secretary General may also be assigned such other duties by the President, and or the Executive, as they may from time and again determine.

## **6) The Treasurer**

The Treasurer shall support the President and liaise with the Chief Executive Officer to ensure the effective handling of the funds of Uganda Aquatics, and in assuring their safety and prudent use. He or she may be assigned responsibility as the Executive Committee liaison for specific Committees. In his/her interaction with the Chief Executive Officer, the Treasurer shall on behalf of the President –

- a) Ensure that the Federation maintains a positive balance on account;
- b) Ensure the preparation of a quarterly fiscal report that shall be distributed at the Executive Committee meetings;
- c) Ensure the maintenance of Uganda Aquatics' accounts in a credible bank(s) or saving institution(s) approved by the Executive;
- d) Before the end of the financial year, initiate the preparation of audited accounts and financial reports for consideration by the Executive and or the Assembly;
- e) Prepare the Uganda Aquatics' annual budget for consideration by the Executive before approval by the Assembly;
- f) Ensure tax compliance of Uganda Aquatics, and seeking tax exemptions, where applicable; and
- g) Carry out any other duties as may be assigned by the President and or the Executive.

## **7) The Regional Representatives**

Each one of the Regional Representatives shall –

- a) Be chairperson of the respective regions they represent;
- b) Coordinate all Aquatics matters in their region of jurisdiction;
- c) Galvanize the affairs of the District Aquatics Associations in their Regions to support the implementation of the Federation's strategic plan and to ensure development of Aquatics;
- d) Perform any other duties or tasks as may be assigned by the President or the Executive;
- e) Submit their regional activity reports to the Executive quarterly;



- f) Advise the President and the Executive on implementation of the Regional Aquatic Association's constitution and all matters pertaining to the promotion and growth of Aquatics in the Region;
- g) Attend meetings of the Executive and carry out any other duties as assigned by the President and or the Executive from time to time.

#### **8) The Female Representative**

The female Representative will be assigned tasks by the President and Executive associated with uplifting the participation of female athletes, coaches, officials and volunteers in the Federation and any other roles.

#### **9) The Athletes' Representatives**

The Athletes' Representatives shall be expected to attend all Executive Committee and Federation's meetings where there is no conflict of interest on his or her part, and will in consultation with the Athletes' Committee, advise the Executive on all matters relating to athletes in Aquatic sports including their welfare, training needs, development and other related matters. He/she may be assigned other roles by the President or the Executive.

#### **10) The World Aquatics Bureau or Africa Aquatics Bureau Member**

The World Aquatics Bureau Member or Africa Aquatics Bureau Member shall attend all meetings of the Executive as *ex officio* to provide guidance and counsel to the President and the Executive, and may accept any special roles assigned by the President or the Executive.

### **14.9 Indemnity of Executive and Officers of the Federation**

The Executive, employees, agents or volunteers shall be indemnified by the Federation against all liabilities incurred by them in defending any civil or criminal proceedings in which judgment is given in their favor or which they are acquitted or in connection with any application in which relief is granted to them by a court or tribunal.

### **14.10 Oath of Office, Allegiance and Confidentiality**

All members of the Executive shall upon being elected swear an oath of office, allegiance and to hold all affairs of Uganda Aquatics in confidence during and after their tenure.

## **ARTICLE 15 - THE UGANDA AQUATICS SECRETARIAT**

### **15.1 Establishment of a Uganda Aquatics Office or Secretariat**

The Executive will establish an Office and Secretariat for Uganda Aquatics which will be housed at an appropriate location(s) in Uganda. The Executive may establish regional offices to ensure effective and efficient service delivery for Members and stakeholders.

### **15.2 Chief Executive Officer (CEO) of Uganda Aquatics**

15.2.1 The CEO shall carry out all the administrative work of Uganda Aquatics in accordance with the policies set by the Executive and the applicable contract entered into.

15.2.2 The CEO shall be responsible for providing strategic leadership and operational management at the Uganda Aquatics Office or Secretariat coordinating with the President and Secretary General, and his/her duties may include but not limited to the following: -

- 1) Managing the day-to-day operations of Uganda Aquatics and representing the Federation in its daily business;
- 2) Attending the meetings and implementing the decisions passed by the General Assembly and the Executive under the supervision of the Secretary General;
- 3) Ensuring a proper management of the accounts of Uganda Aquatics, under the supervision of the Treasurer;
- 4) Negotiating or overseeing the negotiation of all major contracts on behalf of Uganda Aquatics in consultation with the President and the members of the Executive;
- 5) Overseeing, in consultation with the President, the operations of the Uganda Aquatics Office and taking such decisions and measures as may be deemed necessary for the proper administration of the office. The CEO shall periodically report to the Executive in this regard;
- 6) Appointing and dismissing staff working in the Uganda Aquatics Office in consultation with the Executive;
- 7) Establishing the agenda of the Uganda Aquatics Committees in co-ordination with the respective Chairs of the Committees; and
- 8) Any other duties as assigned by contract or administratively by the President or the Executive.



### **15.3 Other Uganda Aquatics Secretariat Employees**

The Uganda Aquatics Secretariat or Office may be staffed with other employees and or volunteers to be approved by the Executive to provide the required skills necessary to serve Members of the Federation.

## **ARTICLE 16 – THE UGANDA AQUATICS INTEGRITY UNIT**

### **16.1 Establishment of the Uganda Aquatics Integrity Unit**

There shall be established the Uganda Aquatics Integrity Unit whose objectives are: -

- 1) To maintain public confidence in the integrity of Aquatics, and in the commitment of Uganda Aquatics to take all steps necessary to protect that integrity;
- 2) To combat all forms of corruption and ethical misconduct, investigate fraudulent behavior and detect all forms of misconduct and of non-compliance with this Constitution and/or the World Aquatics Rules to ensure the confidence of all Athletes in Uganda who dedicate their lives to reach their sporting goals; and
- 3) To ensure that Uganda Aquatics, all its Members, Officials, Athletes, Coaches, Agents and all people subject to this Constitution, act in compliance with this Constitution, the World Aquatics Statutes and the WADA Code.

### **16.2 Responsibilities of the Aquatics Integrity Unit**

The responsibilities of the Aquatics Integrity Unit include: -

- 1) Handling all integrity matters related with the Federation including disciplinary, ethics, various forms of harassment, competition manipulation, fraud, illicit betting and other event interference offenses, in accordance with the applicable World Aquatics and the Federation's Rules;
- 2) Educating all Officials, Members, Federation staff, Athletes, Athlete Support Personnel, and others who are bound by the Constitution and the World Aquatics Rules about their obligations thereunder, and to monitor their compliance with those obligations;
- 3) Investigating and prosecuting potential violations of the Uganda Aquatics Constitution, Regulations, By-Laws and or the World Aquatics Statutes;
- 4) Reporting to the Executive on a quarterly basis and to the General Assembly on an annual basis; and

- 5) Dealing with any other task attributed to the Integrity Unit by this Constitution, a decision of the Executive Committee or the World Aquatics Statutes.

### **16.3 Composition of the Uganda Aquatics Integrity Unit**

The Uganda Aquatics Integrity Unit shall be comprised of not less than 3 (three) individuals of repute and experience in corporate governance, handling sports disputes, discipline and related matters.

### **16.4 Eligibility to Serve on the Uganda Aquatics Integrity Unit**

To serve on the Aquatics Integrity Unit, an individual should have a background in areas like sports management, education, or integrity initiatives, demonstrating expertise in investigating potential violations in sports disciplines and performing necessary background checks on candidates for positions within the organization. A combination of legal knowledge, experience in the aquatics industry, and a strong ethical standing is an added advantage.

### **16.5 Nomination of Candidates for the Uganda Aquatics Integrity Unit**

The appropriate nomination and election rules shall be determined in the Integrity Rules.

### **16.6 Conflicts of Interest**

The fundamental principle is that the Executive, Officials, Athletes, Coaches, Committee Member, Employees, Volunteers or any other person under the purview of this Constitution should not have, or appear to have, any personal interests, relationships, or affiliations that conflict with the best interests of the Federation. In order to ensure maximum integrity of all matters, a Member of the Federation, its Executive, Officials, Athletes, Coaches Committee Member, Employee, Volunteer or any other person shall refrain from any relationship or association that would conflict with their membership or service with the Federation, and will be required at the earliest possible opportunity to declare or report the conflict. Failure to report or declare a conflicting situation may be punishable as a disciplinary offence with appropriate sanctions. Failure to maintain such independence following declaration of the conflict of interest shall be subject to corrective or disciplinary action in accordance with the disciplinary procedure provided for under this Constitution and Regulations.

### **16.7 Definition of Disciplinary Offenses**

A disciplinary offense under this Constitution includes any conduct, act, or omission by any member, player, coach, official, or other affiliated person that: -

- a) Violates the provisions of this Constitution, the Bylaws, Rules, and Regulations of Uganda Aquatics;



- b) Breaches conflict of interest provisions;
- c) Contravenes the Integrity Code, codes of conduct, ethics, and fair play established by Uganda Aquatics or World Aquatics;
- d) Brings the Aquatics sports or Uganda Aquatics into disrepute;
- e) Involves acts of dishonesty, corruption, bribery, or fraud;
- f) Constitutes abuse, harassment, discrimination, or any form of unethical behavior towards other members, players, officials, or stakeholders;
- g) Involves doping or the use of prohibited substances as outlined by anti-doping regulations;
- h) Results in criminal charges or convictions that affect the integrity of the Federation; or
- i) Obstructs or fails to cooperate with investigations or disciplinary proceedings instituted by or on behalf of Uganda Aquatics.

#### **16.8 Reporting and Investigation of Disciplinary Offenses**

Any member or affiliated person may report a suspected disciplinary offense to the Aquatics Integrity Unit in writing, providing detailed information and any available evidence. The Aquatics Integrity Unit shall: -

- a) Acknowledge receipt of the report and maintain confidentiality during the investigation.
- b) Conduct a thorough and impartial investigation into the alleged offense.
- c) Provide the accused individual or entity with an opportunity to respond to the allegations and present their case.

#### **16.9 Disciplinary Proceedings**

If the Aquatics Integrity Unit finds sufficient grounds for a disciplinary hearing, it shall: -

- a) Notify the accused in writing of the charges, the date, time, and venue of the hearing, and their right to be heard.
- b) Conduct the hearing in a fair and transparent manner, allowing both parties to present evidence and call witnesses.
- c) Make a decision based on the evidence presented, in accordance with the principles of natural justice and fairness.

#### **16.10 Determination of Sanctions**

The sanction(s) to be imposed in a particular case shall be determined by reference to all of the relevant circumstances of the case, including an assessment of the seriousness of the violation, and any mitigating or aggravating factors that may be present.

#### **16.11 Provisional Measures**

- 16.11.1 The Uganda Aquatics Integrity Unit may impose provisional measures on the Covered Person pending completion of the investigation and a decision if they consider that the safety or well-being of a person, and or public confidence in the integrity of the sport of Aquatics is at risk pending the outcome of the investigation. The Covered Person may not be given an opportunity to submit their position before provisional measures are imposed. Any provisional measures imposed will take effect from the date of receipt of the notice of provisional measures from the Uganda Aquatics Integrity Unit's decision. A copy of the decision to impose provisional measures on the Covered Person shall be notified to the Covered Person, as well as his/her/its Federation Member.
- 16.11.2 There shall be no appeal against a decision to impose provisional measures.
- 16.11.3 During the period of any provisional suspension, a Covered Person will be subject to the same restrictions that apply during a period of ineligibility, as set out in the Integrity Code.

#### **16.12 Decisions of the Uganda Aquatics Integrity Unit**

Once the accused person has been given due process, the Uganda Aquatics Integrity Unit shall determine whether an Integrity Code violation has been committed. Where it determines that a violation has been committed, it shall also determine, in its discretion, the appropriate sanction(s), in accordance with the Code.

#### **16.13 Sanctions**

The Aquatics Integrity Unit may impose one or more of the following sanctions or a combination thereof on any Covered Person under the Integrity Code, being member, player, coach, official, or affiliated person found guilty of violating the Integrity Code: -

- a) A formal warning or reprimand.
- b) Suspension from participation in activities and events organized by Uganda Aquatics for a specified period.
- c) Expulsion from Uganda Aquatics.



- d) Fines or penalties, where applicable.
- e) Removal from any official position within Uganda Aquatics.
- f) Any other appropriate sanction deemed necessary to uphold the integrity and values of Uganda Aquatics.

#### **16.14 Right of Appeal**

- 16.14.1 Decisions determining that an Integrity Code Violation has been committed may be appealed by any Party to the proceedings in question and shall be filed exclusively to CAS.
- 16.14.2 To be admissible, an appeal to CAS must be filed with the CAS within 21 (twenty-one) calendar days of the appealing Party's receipt of the written reasoned decision in question by email. A copy of the appeal shall be served at the same time on the other Party(ies). Only the notification by email of the full Decision is relevant for the purposes of calculating the time limit to appeal in CAS. The appeal shall comply with the applicable rules and requirements of the CAS Code of Sports-related Arbitration.
- 16.14.3 An appeal to CAS shall not have any suspensive effect. Pending the resolution of the appeal by CAS, the decision being appealed (including any sanction(s) imposed) will remain in full force and effect (unless CAS orders otherwise).

#### **16.15 Independence of the Integrity Unit**

The Uganda Aquatics Integrity Unit and Appeal Committee shall during the discharge of their duties operate neutrally and independently, in accordance with this Constitution and the World Aquatics Statutes.

#### **16.16 Records and Confidentiality**

- a) All proceedings, findings, and decisions of the Aquatics Integrity Unit shall be documented and securely maintained.
- b) The confidentiality of all parties involved in disciplinary matters shall be respected, except where disclosure is necessary for the implementation of sanctions, compliance with legal obligations, or the protection of other members and the public.

#### **16.17 Resources of the Aquatics Integrity Unit**

The resources for the Uganda Aquatics Integrity Unit shall be provided by Uganda Aquatics and budget to be able to operate efficiently and independently.

#### **16.18 Adoption of the World Aquatics Integrity Code**

Uganda Aquatics hereby adopts the terms and conditions of this World Aquatics Integrity Code to govern the conduct of Covered Persons under its jurisdiction or any of the Member Clubs, Organisations or licensees. Uganda Aquatics undertakes to apply and enforce the Code effectively, and to keep World Aquatics notified of any provisional measures and enforcement proceedings (including observer rights at any hearings) as well as of any decisions taken.

### **ARTICLE 17 - THE UGANDA AQUATICS ACADEMY**

#### **17.1 Establishment of Uganda Aquatics Academy**

There shall be established the Uganda Aquatics Academy with corporate legal personality as an organ of the Federation.

#### **17.2 Responsibilities of the Uganda Aquatics Academy**

The Academy shall be responsible for providing capacity building programs that deliver an education platform for all stakeholders of the Federation and certification of Aquatics Coaches, Athletes, Officials, managers, administrators etc in line with World Aquatics Standards. The detailed objectives of the Academy will be enumerated in the constitution or charter establishing the Academy.

#### **17.3 Appointment of the Board of Directors of the Academy**

The Executive shall appoint the Board of Directors for the Academy in accordance with the charter or constitution establishing the Academy.

### **ARTICLE 18 - THE UGANDA AQUATICS FOUNDATION**

#### **18.1 Establishment of Uganda Aquatics Academy**

There shall be established the Uganda Aquatics Foundation with corporate legal personality as an organ of the Federation.

#### **18.2 Responsibilities of the Uganda Aquatics Academy**

The Foundation shall be responsible for sourcing for funding opportunities to promote the Federation's aquatics development and educational programs particularly targeting underserved or vulnerable communities in Uganda.

#### **18.3 Appointment of the Board of Directors of Foundation**

The Executive shall appoint the Board of Directors for the Foundation in accordance with the charter or constitution establishing the Academy.

## **ARTICLE 19 - THE UGANDA AQUATICS COMMITTEES**

### **19.1 Establishment of Committees**

The Federation shall have in the place –

- 1) Technical Committees;
- 2) Specialized Committees; and
- 3) Special taskforces and or *ad hoc* committees.

### **19.2 Technical Committees**

#### **19.2.1 List of Technical Committees**

The Technical Committees of the Federation are: -

- 1) The Technical Swimming Committee;
- 2) The Technical Open Water Swimming Committee;
- 3) The Technical Water Polo Committee;
- 4) The Technical Artistic Swimming Committee;
- 5) The Technical Diving & High Diving Committee;
- 6) The Technical Masters Committee;
- 7) The Technical Para-Swimming Committee;
- 8) The Technical Special-Needs Swimming Committee; and
- 9) The Technical Lifesaving & Drowning Prevention Committee.

#### **19.2.2 List of Specialized Committees**

The Specialized Committees and their roles shall be defined in the Federation's Regulations or By-laws.

#### **19.2.3 New Committees Can Be Proposed by the Executive**

New Committee The Executive shall be entitled to propose any kind of new Committee, ad hoc Committee, taskforce, commission or working group where it is found necessary.

#### **19.2.4 Regulations to Stipulate Details on Committees**

Unless otherwise expressly provided for by this Constitution, the composition, specific duties and powers of the Committees shall be stipulated in the Regulations or By-Laws to be issued by the Executive, in line with the principles set out in this Constitution.



## **19.3 The Uganda Aquatics Athletes' Committee**

### **19.3.1 Establishment of Athletes' Committee**

Uganda Aquatics shall have in place an Athletes' Committee whose role shall be to represent the interests and voice of Athletes within the Federation. The Athletes' Committee shall serve as a platform for Athletes to express their opinions, provide feedback, and contribute to decision-making processes that affect them. The Athletes' Committee shall work to address issues related to athlete welfare, rights, and development, as well as promote fair play and integrity in Aquatics, and shall act as a liaison between the Athletes and the Executive, advocating for their concerns and ensuring their perspectives are taken into account in policies, rules, and regulations.

### **19.3.2 Composition of the Athletes' Committee**

The Athletes' Committee shall be comprised of –

- a) 16 (sixteen) members of both genders directly elected by the registered Active Athletes in good standing;
- b) 4 (four) members of both genders to be appointed by the President with the approval of the Executive Committee; and
- c) Any member of the World Aquatics' or Africa Aquatics Athletes' Committee who is a Ugandan citizen.

### **19.3.3 Eligibility to Serve on Athletes' Committee**

To be eligible for election or appointment to the Athletes' Committee, an athlete must –

- a) Be a Ugandan Citizen;
- b) Be at least 18 (eighteen) years of age on the date of the elective Assembly;
- c) Not have been sanctioned for a doping or other sporting or disciplinary offence during his/her sports career;
- d) Be in Good Standing and registered with or licenced by the Federation;
- e) Be an active Athlete, or recently retired; and
- f) Not have been sanctioned for a doping or any other sporting offence during his or her sports career.

### **19.3.4 Election of Athletes Committee Members**

The Executive will arrange for conduct elections for members of the Athletes' Committee at a date after finalization of the Uganda Aquatics elective General Assembly, and will conduct the said election following procedures to be indicated the Uganda Aquatics By-Laws.



**19.3.5 Equitable Representation on the Committee**

The Executive shall ensure that the Athletes' Committee's representation is from different Clubs and both genders to maintain a balanced and inclusive membership.

**19.3.6 Term of Office for Athletes' Committee Members**

Members of the Athletes' Committee will hold office for the same period as the Uganda Aquatics Executive and will cease to hold office at the Uganda Aquatics elective assembly when the new Uganda Aquatics Executive is to be elected.

**19.3.7 Term Limits for Athletes' Committee Members**

A member of the Athletes' Committee shall be entitled to serve for only 3 (three) terms each of 4 years (whether consecutive or otherwise) and shall not be eligible to seek re-election after the expiry of their third term in office.

**19.3.8 Leadership of the Athletes' Committee**

The Athletes' Committee will elect from amongst its members a Chairperson and Secretary who will be responsible for the management of the Committee, and who will serve on the Federation's Executive as *ex officio* Members. The Chairperson and Secretary shall be of opposite genders.

**19.3.9 Advice from Athletes' Committee and Meetings**

The Athletes' Committee will advise the Executive on all matters relating to athletes within the Federation and will for this purpose, meet at least twice a year.

**19.3.10 Executive to Appoint Members to Other Committees**

With the exception of the Athletes' Committee, all Committees shall be appointed by the Executive Committee.

**19.3.11 Quarterly Meetings Reports**

The Committees shall meet at least once quarterly, ie at least once every 3 (three) months and shall keep a record of all their discussions. The Committee Chairpersons at the end of every quarter shall prepare and submit a quarterly Report of the Committee's activities to the Uganda Aquatics President.

**19.3.12 Absence from Committee Meetings**

Where a member of any Committee has been absent from two consecutive meetings without reasons acceptable to the Committee Chairperson, the Chairperson shall have the right to declare that such a member has forfeited his membership and shall advise the Executive to fill the vacancy.



## **ARTICLE 20 – THE ANNUAL CALENDAR OF THE FEDERATION**

### **20.1 Federation’s Annual Activities Calendar and Work Plan**

The Executive will prepare an Annual Calendar of Events for the year which will be presented to the General Assembly for consideration and approval. The Calendar will outline the dates, locations, and details of competitions, training camps, workshops, and other activities sanctioned or organized by the Federation, and will specify the dates for the local, regional and international sporting events. The Calendar will serve as a comprehensive roadmap for Athletes, Coaches, Clubs and Officials to plan their participation and preparation for the year. The draft Calendar for the coming year will be released to Members not later than 30 October of every year.

### **20.2 National Championships, Leagues and Other Sporting Activities**

Uganda Aquatics shall organize and ensure participation in a range of competition events throughout the year. These events are crucial for developing Athletes, promoting Aquatics and providing opportunities for competition at various levels. Some of the events that may be included on the Calendar include –

- 1) National championships;
- 2) District, regional and other domestic leagues and championships;
- 3) Age-Group competitions or galas including Masters events;
- 4) National team trials and training camps for purposes of national team selection trials or national team training camps;
- 5) International competitions that may include but not limited to World Championships, Africa Championships, World Cups, the Olympics, the Commonwealth Games, Zone III Championships, etc;
- 6) Club tournaments and competitions that may include inter-club championships or invitational tournaments;
- 7) University, tertiary and school competitions with the approval, support and cooperation Government and or of the recognized national associations responsible pre-primary and primary schools, secondary schools, university sports, and tertiary and college sports and competitions;
- 8) Regional or District Association and community tournaments to facilitate Aquatics grassroots development galas, festivals and fundays; and
- 9) Any other sporting events as may be deemed relevant by the Executive.

### **20.3 Non – Participation in Uganda Aquatics Calendar Activities:**

- 20.3.1 A Member who misses or fails to participate in scheduled activities on the Uganda Aquatics Calendar will be liable for sanction.
- 20.3.2 A Member who ceases to take part in the Federation's activities for 2 (two) consecutive years may be de-affiliated by the Executive following due process.
- 20.3.3 The Executive shall inform and seek ratification of the General Assembly of the de-affiliation of the Member.

### **20.4 Approval of Members' Calendars, Competitions and Events**

- 20.4.1 Clubs, District Aquatics Associations, Regional Aquatics Associations, independent organizers must, before announcing dates and venues for championships or events which they organize, seek approval by the Federation.
- 20.4.2 The Federation's approval shall be based on the following determinations: -
- a) Convenience of the dates for the gala or event;
  - b) Adequacy and propriety of the competition venue;
  - c) Adequacy of the event list and flow;
  - d) Propriety of officiation;
  - e) Adequacy of the timing system and other measures;
  - f) Doping control organizational measures;
  - g) Health, safety and security organizational measures; and
  - h) Any deviation from World Aquatics Rules and requirements.
- 20.4.3 The Federation may indicate the conditions and requirements for an event or competition to ensure compliance with the World Aquatics and or the Federation's Rules, including the appointment of Federation representative(s) or delegates and/or Officials) where necessary. All Athletes must comply with World Aquatics eligibility rules.
- 20.4.4 The Executive shall include in its Regulations, Rules or By-Laws detailed approval requirements and a checklist to facilitate the proper organization of Aquatics competitions in Uganda which comply with World Aquatics Rules and the Laws of Uganda.

### **20.5 Participation in Events of Non-Members or Suspended Members**

Members of Uganda Aquatics shall not participate in competitions or events organized by non-members of Uganda Aquatics or of a suspended Federation outside Uganda.

## **ARTICLE 21 – THE FEDERATION’S PATRON(S)**

The Federation may invite a person or persons of repute to take up the patronage of the Federation to provide advice and perform ceremonial and other support functions as may assigned by the Executive. The Patron(s) shall hold such office for the period to be specified by the Executive in any case not longer than the elected term of the Executive, and may be re-appointed.

## **ARTICLE 22 – AFFILIATIONS**

The Federation shall seek to be affiliated to the following organizations: -

- 1) World Aquatics;
- 2) Africa Aquatics;
- 3) Africa Aquatics Zone III;
- 4) Uganda Olympic Committee;
- 5) Commonwealth Games Association of Uganda;
- 6) Uganda Paralympic Committee;
- 7) Special Olympics Uganda; and
- 8) Any other organization or entity as identified by the Executive and ratified by the General Assembly.

## **ARTICLE 23 – GENERAL ELECTIONS**

### **23.1 General Provision**

Elections for the officers of Uganda Aquatics shall be conducted as provided in this Article to the satisfaction of World Aquatics statutes and the provisions of the law.

### **23.2 Election Cycle**

Elections for the Executive will be conducted every 4 (four) years at a General Assembly organized in accordance with this Constitution under this Article.

### **23.3 Eligibility to Serve on the Executive**

A person is eligible to stand for an elective position on the Executive if that person:-

- a) Is a citizen of Uganda of not less than 18 (eighteen) years;
- b) Is of sound mind;

- c) Has participated in Aquatics as an Athlete, or Official or Administrator for a licenced Aquatic Club or equivalent;
- d) Has acquired demonstrable experience and knowledge of at least 5 (five) years in the administration of Aquatics;
- e) Has not been convicted of an offence involving moral turpitude;
- f) Has not been suspended or banned from engaging in Aquatics or other sporting activities;
- g) Has not be in violation of the World Anti-Doping Code or Rules;
- h) Is not in violation of World Aquatics or Africa Aquatics or Uganda Aquatics statutes, directives or policies;
- i) Has not been declared bankrupt by a competent court of law;
- j) Has a minimum education qualification of a diploma from a recognized tertiary institution, and in the case of the President, Vice President, Secretary General and Treasurer have an additional requirement of a recognized qualification in sports administration. The Treasurer shall additionally be a member of the professional body for auditors or accountants with experience in the field.

#### **23.4 Concurrent Holding of Executive Roles in Other Bodies Prohibited**

A person shall not hold a position on the Executive and be involved concurrently in the governance of another national sports association or federation executive or board. For avoidance of doubt, this provision shall not apply to membership and governance in affiliate bodies or on a Normalization or Stabilization Committee appointed under the National Sports Act, Cap. 151 or the World Aquatic Constitution.

#### **23.5 Equitable Distribution of Elective Positions**

For avoidance of doubt, only 1 (one) individual from a Club or other eligible constituent shall be elected to the Executive to ensure that the positions on the Executive are equitably distributed out to Members of the Federation. In the event that there are not enough active Club Members to nominate their individual members to elective positions, other eligible Members may be called upon to submit nominations. The Federation will encourage female candidates to stand for elective positions to support the visibility and increment of women in leadership.

#### **23.6 Eligible Voters**

The following shall be entitled to vote at an elective General Assembly –

- a) 1 (one) delegate from each of the licenced Aquatics Club in Uganda each of whom shall be entitled to 1 (one) vote;
- b) 1 (one) duly elected delegate from each Regional Aquatics Association in good standing each of whom shall be entitled to 1 (one) vote;
- c) 1 (one) duly elected delegate for each of the recognized national

associations in good standing actively involved in Aquatics responsible for –

- (i) Primary Schools in Uganda with 1 (one) vote;
  - (ii) Secondary Schools in Uganda with 1 (one) vote;
  - (iii) University sports in Uganda with 1 (one) vote;
  - (iv) Tertiary and higher learning institutions in Uganda with 1 (one) vote;
  - (v) Referees', umpires and technical officials involved in Aquatics in Uganda;
  - (vi) Aquatics coaches' and instructors in Uganda with 1 (one) vote;
  - (vii) Para-Aquatics in Uganda with 1 (one) vote;
  - (viii) Special-needs Aquatics in Uganda with 1 (one) vote; and
  - (ix) Lifesaving, swimming pool and open water bodies' attendants in Uganda with 1 (one) vote.
- d) The Athletes' Committee represented by 4 (four) duly elected delegates from both genders, (2 female and 2 male) each of whom shall have 1 (one) vote; and
- e) Any member of the World Aquatics or Africa Aquatics Bureau who is a Ugandan citizen and resident in Uganda with 1 (one) vote.

### **23.7 Supervision of Elections**

Elections shall be conducted under the supervision of an impartial panel of 3 (three) individuals or body or competent individual nominated by the Executive and approved by the General Assembly preceding the elective Assembly, to be designated as Returning Officer.

### **23.8 Nomination of A Candidate**

A candidate for an elective position on the Executive shall be nominated by 5 (five) Members in good standing and seconded by at least 5 (five) members in good standing.

### **23.9 Notification by Candidates of Intention to Run for Election**

- a) An eligible candidate in good standing who intends to run for an elective position on the Executive shall notify the Secretary General of their intention in writing not less than 21 (twenty-one) days to such Assembly when the election will be held.
- b) The Secretary General shall notify the President of his or her intention to stand within 21 (twenty-one) days to the elective Assembly.

### **23.10 Nomination Form and Accompanying Requirements**

- (1) A nomination form shall indicate the position on the Executive to be contested by the candidate, and shall be accompanied by –
  - a) The signatures of at least 5 (five) members in good standing nominating the candidate supported by the signatures of 5 (five) members in good standing seconding the nomination;
  - b) The Nominee's brief curriculum vitae (CV);
  - c) Copies of relevant academic credentials and certificates;
  - d) Copy of a national identity card;
  - e) 1 recent passport size coloured photograph;
  - f) Certificate of Good Conduct from Uganda Police Force;
  - g) Signed Code of Conduct for the Elections; and
  - h) Proof of payment of the nomination fee determined by the Executive;
- (2) A candidate's nomination may be rejected if he/she is not qualified or eligible for election under the World Aquatics Constitution, this Constitution, the law or rule.

### **23.11 Other Requirements**

Notwithstanding the foregoing provisions, the Federation shall –

- a) Inform World Aquatics at least 60 (sixty) days prior to the expected date of the elections; and
- b) Conduct the election in an open, free and fair environment.

### **23.12 Election Panel or Returning Officer to Obtain Nominations Forms**

The Election Panel or the Returning Officer shall be availed with the nominations for verification and preparation for the election at least 14 (fourteen) days to the elective General Assembly.

### **23.13 Secret Ballot Voting**

Voting at elections for the Executive shall be by secret ballot.

### **23.14 Election Rules and Bylaws**

The Executive shall put in place Election Rules and Bylaws providing for the conduct of elections bearing in mind the requirements of this Constitution, the Laws of Uganda, the Statutes of World Aquatics and best practice.

### **23.15 Notification of World Aquatics of Election Date and Results**

The President shall notify World Aquatics of the dates and the location of the elections and shall provide World Aquatics with a report and record of the Federation's elective Assembly within 60 (sixty) days after conclusion of the elective Assembly.



## **ARTICLE 24 - FINANCIAL MONITORING AND CONTROL**

### **24.1 Sources of Revenue**

The revenue of Uganda Aquatics shall be raised from: -

- a) Members' annual subscriptions and any levies that may be imposed under these Statutes;
- b) Receipts generated by the marketing of rights to which Uganda Aquatics is entitled;
- c) Fines imposed by the authorised bodies;
- d) Leagues or Members' contribution fee for development against sponsorship and commercial and media rights;
- e) Government subventions and grants in support;
- f) Donations;
- g) Borrowed funds;
- h) World Aquatics and Africa Aquatics financial contributions and grants in support;
- i) Income generated by Uganda Aquatics subsidiaries undertaking various business activities or investments by Uganda Aquatics;
- j) Other subscriptions and receipts in keeping with the objectives pursued by Uganda Aquatics; or
- k) Any other source as may be approved by the Executive.

### **24.2 Books of Accounts of the Federation**

The President or such other person designated by the General Assembly shall be the Accounting Officer of the Federation and shall cause to be kept proper books of account, under the stewardship of the Chief Executive Officer and professional supervision of the Honorary Treasurer, which shall be audited and independently reviewed by the External Auditors annually appointed by the General Assembly.

### **24.3 Financial Year of the Federation**

The financial year of the Federation shall be from 1 January to 31 December.

### **24.4 Utilization of Funds of the Federation**

No profits or gains made by the Federation or its subsidiaries may be distributed to any person and the funds of the Federation or its subsidiaries shall be utilized solely for investment or for the objects for which the Federation is established.

#### **24.5 Refund of Members Expenses by the Federation**

The Federation may refund necessary expenses incurred by any Officer or volunteer whilst engaged in the work of the Federation on a cost reimbursement basis should the cash flow position of the Federation permit or grant any sum to any individual in recognition of services rendered.

#### **24.6 Transfer of Remaining Federation Assets Upon Dissolution**

Upon dissolution of the Federation, after payment of all debts, the remaining assets shall be given or transferred to another organization with objects similar to those of the Federation, and which is itself exempt from income tax.

#### **24.7 Federation to Maintain Bank Accounts**

The Federation shall open and maintain accounts as may be necessary with a reputable registered commercial bank(s) and as approved by a resolution of the Executive. The signatories to the Federation's bank accounts shall be the President, the Secretary General, the Treasurer and the Chief Executive Officer with differing mandates, as shall be determined by the Executive.

#### **24.8 Investment of Federation's Funds**

The Federation may deposit monies not immediately required for its use in short term securities. Funds available for investment may only be invested with reputable registered financial institutions with priority being accorded to investments with the highest returns and least risk. The Federation may establish special purpose entities for this purpose and or for the fulfillment of its objectives and investing in short term initiatives.

#### **24.9 Preparation of Annual Budget of the Federation**

The President shall cause to be drawn an annual budget before the start of the Financial Year and for consideration and approval at the Annual General Meeting of the Federation. The Budget shall at all times be aligned to the Federation's Strategic Plan and Direction.

## **ARTICLE 25 - FEDERATION FLAG, LOGO/EMBLEM AND ANTHEM**

### **25.1 Federation's Logo/Emblem and Anthem**

Uganda Aquatics shall have its own logo/emblem and may also adopt a Flag and an Anthem. The Logo or Emblem of Uganda Aquatics is subject to approval by World Aquatics and shall be as shown below, or a variant of the same, per the Federation's approved branding guide:



### **25.2 Protection of the Federations Logo and Emblems**

The Federation shall take steps to protect the intellectual property within its logo, emblems and its merchandise, and shall issue Rules to guide or regulate its usage by the Aquatic community and the general public.

## **ARTICLE 26 - SEAL AND STAMP OF UGANDA AQUATICS**

### **26.1 Seal or Stamp of Uganda Aquatics**

Uganda Aquatics shall have a common seal and a stamp which shall be used to authenticate official documents.

### **26.2 Application of Uganda Aquatics Seal or Stamp**

The application of the seal or the stamp of Uganda Aquatics on any document shall be authenticated by the signature of at least two officials of the Federation who shall include the President and the Secretary General. The President and Secretary General may delegate this role as the circumstances may warrant.

## **ARTICLE 27 – ANTI – DOPING RULES**

### **27.1 Compliance with the Anti-Doping Code and Rules:**

The Federation and all its Members shall comply with the World Anti-Doping Code, International Standards, and the Anti-Doping Rules.

### **27.2 Enforcement of Anti-Doping Rules:**

The Federation shall include in its Policies, Rules, Regulations and programs provisions necessary to ensure that World Aquatics can enforce the Anti-Doping Rules (including carrying out Testing) directly in respect of Athletes (including National-Level Athletes) and other persons under the anti-doping authority as specified in the Introduction to the Anti-Doping Rules (Article 18.1 of the World Aquatics Anti-Doping Rules).

### **27.3 Incorporation of Anti-Doping Rules:**

The Anti-Doping Rules are incorporated in this Constitution and will be included in the Federation's Rules and Regulations as part of the rules of sport that bind all the Members of Uganda Aquatics to facilitate direct enforcement in respect of Athletes (including National-Level Athletes) and other persons under their anti-doping authority (per Article 18.2 of the World Aquatics Anti-Doping Rules).

### **27.4 Recognition of Anti-Doping Decisions and Sanctions:**

By adopting the Anti-Doping Rules, and incorporating them into Uganda Aquatics' governing documents and rules of sport, the Federation shall cooperate with and support World Aquatics in implementation of anti-doping programmes and recognizes, and will abide by and implement the decisions made pursuant to the Anti-Doping Rules, including the decisions imposing sanctions on persons under their authority (per Article 18.3 of the World Aquatics Anti-Doping Rules).

### **27.5 Enforcement of Compliance with the WADA Code:**

Uganda Aquatics shall take appropriate action to enforce compliance with the Code, International Standards, and the Anti-Doping Rules (Article 18.4 of the World Aquatics Anti-Doping Rules).

### **27.6 Athletes and Support Personnel to be bound by Anti-Doping Rules:**

The Federation shall establish rules requiring all athletes preparing for or participating in a competition or activity authorized or organized by Uganda Aquatics, and all Athlete Support Personnel associated with such athletes, to agree to be bound by the Anti-Doping Rules and to submit to the results management authority of anti-doping organisations in conformity with the Code as a condition of such participation (per Article 18.5 of the World Aquatics Anti-Doping Rules).

### **27.7 Anti-Doping Education:**

Uganda Aquatics shall conduct anti-doping education in coordination with Uganda's National Anti-Doping Organisations (per Article 18.9 of the World Aquatics Anti-Doping Rules).

## **ARTICLE 28 – DISPUTE RESOLUTION**

### **28.1 Mandatory Mediation of Disputes**

Where a dispute affecting any of the matters within the jurisdiction of Uganda Aquatics arises or exists including any disputes amongst or between any of the Members of the Federation or the Executive, such matter shall, in the first instance be referred to mediation by a mediator jointly appointed by the parties to such dispute within 7 (seven) days of a dispute being declared and the mediation process shall be concluded within a period of 21 (twenty-one) days from the date when it is first reported to the mediator.

### **28.2 Appointment of Mediator**

- a) For the mediation process, in the event the parties are unable to agree on a joint appointment as envisaged above, the Aquatics Integrity Unit shall, within 7 (seven) days of being requested to do so, appoint a mediator to mediate the dispute as provided hereinabove.
- b) The Referring Party to the dispute shall have the onus of driving the process of appointment of the mediator and where no request for such appointment is made within 14 (fourteen) days of the dispute first being declared or becoming apparent, the Referring Party shall be deemed to have waived its rights and shall be barred thereafter from asserting any further claim on the dispute.

### **28.3 Reference of Dispute to Arbitration**

- a) Where a dispute is not resolved amicably or through mediation as above, either party to the dispute may refer the matter for its expeditious hearing and determination to arbitrators as provided for under the National Sports Act, Cap. 151 (Part IX).
- b) The parties to a sports dispute may choose at least three (3) Arbitrators from the list of arbitrators appointed in accordance with Section 55 of the National Sports Act, Cap. 151.
- c) The arbitral proceedings shall be conducted under the Arbitration and Conciliation Act, Cap. 4 of the Laws of Uganda once all the internal channels of Uganda Aquatics have been exhausted.

## **28.4 Reference of Dispute to Arbitration**

- a) Uganda Aquatics recognizes and submits to the jurisdiction of the arbitrators appointed under the National Sports Act, Cap. 151 in respect of disputes between: -
  - (i) Uganda Aquatics and its Members;
  - (ii) Uganda Aquatics and the National Council of Sports; and
  - (iii) Members of Uganda Aquatics.
- b) The disputes shall include but not related to the interpretation of the National Sports Act and Regulations, this Constitution and Regulations or Guidelines made hereunder.
- c) Where a dispute is not resolved amicably or through mediation as above, either party to the dispute may refer the matter for its expeditious hearing and determination to arbitrators as provided for under the National Sports Act, Cap. 151 (Part IX).
- d) The parties to a sports dispute may choose at least three (3) Arbitrators from the list of arbitrators appointed in accordance with Section 55 of the National Sports Act, Cap. 151.
- e) The arbitral proceedings shall be conducted under the Arbitration and Conciliation Act, Cap. 4 of the Laws of Uganda once all the internal channels of Uganda Aquatics have been exhausted.

## **28.5 Finality of Arbitrators' Decisions**

The decision of the arbitrators appointed to resolve the disputes shall be final and binding on all the parties. Uganda Aquatics and its Members undertake to respect and comply with, and fully implement all decisions and awards reached by the arbitrators.

## **28.6 Prohibition of Reference of Sports Disputes to Civil Court**

All parties under the jurisdiction of Uganda Aquatics including Members, officials and affiliate bodies shall not refer any sport dispute falling within this scope for resolution to the courts of judicature, except where permitted by law.

## **28.7 Jurisdictions of CAS**

CAS will have jurisdiction over any specific disputes to the extent provided under the CAS enabling Statutes, the WADA Code or any other Statute, Treaty or provision.

#### **28.8 Violation of Rules on Dispute Resolution**

All disputes envisaged hereinabove shall be deemed domestic disputes and the dispute resolution mechanisms set out above shall be followed without exception. Any attempt by any of the parties to the dispute to take such matters outside the sphere of the Federation or the mechanisms provided herein and, particularly by resorting to the media shall constitute misconduct on the part of the person concerned as bringing the sport into disrepute.

#### **28.9 Accession to Dispute Resolution Mechanism**

All Athletes, Coaches, Officials, Referees/Umpires, the Executive, Employees, Volunteers and Members accept that by being accepted into the Federation's membership or being elected on the Executive, shall be deemed to have agreed to the dispute resolution mechanisms set out above.

#### **28.10 Suspension for Violation of Dispute Resolution Procedure**

A Member, Club, Athlete, Coach, Official or other Member of the Federation or a Member of the Executive Committee who takes legal action against the Federation or a member of the Federation without following the dispute resolution process set out above shall have their membership immediately suspended.

### **ARTICLE 29 - STABILIZATION OR NORMALIZATION COMMITTEE**

#### **29.1 Appointment of a Normalization or Stabilization Committee**

Pursuant to Article 8.9 – 11 of the World Aquatics Constitution and Section 15 of the National Sports Act, Cap. 151, World Aquatics may under exceptional circumstances appoint a Stabilization or Normalization Committee for Uganda Aquatics in situations where the Executive Committee of Uganda Aquatics fails to adhere to practices of good governance, transparency, financial accountability and stability, or puts at risk or in disrepute the organisation and development of Aquatics in Uganda or in cases where Uganda Aquatics does not comply with decisions of the World Aquatics.

#### **29.2 Mandate of the Normalization or Stabilization Committee**

The mandate of a Stabilization or Normalization Committee may include the following: -

- a) Management of the daily affairs of Uganda Aquatics;
- b) Establishment of a budget and financial plan and appropriate financial measures;



- c) Review and amendment of the Constitution and the rules of Uganda Aquatics to ensure compliance with World Aquatics' Statutes and the Laws of Uganda before duly submitting them for approval to the General Assembly of Uganda Aquatics;
- d) Organisation, monitoring and or conduct of the General Assembly and elections, and where necessary appoint a separate electoral committee to oversee the elections where the need arises; and
- e) Any other action necessary to ensure compliance with World Aquatics' Statutes and the laws of Uganda.

### **29.3 Duration of Stabilization or Normalization Committee**

The term of appointment for the Stabilization or Normalization Committee will expire no later than 6 (six) months after appointment but may be extended if necessary.

## **ARTICLE 30 - AMENDMENTS TO THE CONSTITUTION**

This Constitution may be amended by resolution of two-thirds of the Members who are duly registered, fully paid up and in good standing at either a General Assembly or Extraordinary General Assembly. The Federation shall seek the approval of the World Aquatics or any other authority before the amendments become effective where the requirement to seek such approval is stipulated under the World Aquatics Constitution or any other statute.

## **ARTICLE 31 - DISSOLUTION OR WINDING UP OF THE FEDERATION**

### **31.1 Special Assembly for Dissolution or Winding Up**

Any decision relating to the dissolution of Uganda Aquatics requires a majority of two-thirds of all of the Members of Uganda Aquatics, which must be obtained at a General Assembly specially convened for the purpose.

### **31.2 Resolution for Dissolution or Winding Up of Uganda Aquatics**

Uganda Aquatics may be dissolved or wound up voluntarily if: -

- a) A resolution to this effect is passed by a two-thirds majority of the General Assembly, specifically convened for this purpose;
- b) It becomes impossible to carry out the objectives for which the Federation was established; or
- c) It is mandated by a competent legal or regulatory authority.



### **31.3 Procedure for Dissolution or Winding Up**

Upon the resolution for winding up being passed, the Executive Committee shall: -

- a) Notify all members, stakeholders and relevant authorities of the decision to wind up;
- b) Appoint a qualified liquidator to manage the winding-up process, subject to approval by the General Assembly; and
- c) Ensure all operations and activities of the Federation are ceased in an orderly manner, safeguarding the interests of members and stakeholders.

### **31.4 Responsibilities of the Liquidator**

The appointed liquidator shall: -

- a) Take custody of all the assets and liabilities of the Federation;
- b) Prepare an inventory of all assets and a statement of liabilities;
- c) Realize the assets of the Federation and apply them in discharging the liabilities; and
- d) Ensure that any remaining assets, after satisfying liabilities, are distributed in accordance with of this Article.

### **31.5 Settlement of Debts and Liabilities**

The liquidator shall: -

- a) Settle all outstanding debts and obligations of the Federation.
- b) Ensure that all employees, contractors, and service providers are paid any dues owed to them.
- c) Address any legal claims or disputes involving the Federation.

### **31.6 Distribution of Remaining Assets**

Any assets remaining after the discharge of all liabilities shall:

- a) Not be distributed among the members of the Federation;
- b) Be transferred to another non-profit organization(s) with similar objectives to those of Uganda Aquatics, as determined by the General Assembly;
- c) Be used for purposes that promote the development of Aquatics or other sports in Uganda, in alignment with the objects of Uganda Aquatics.



### **31.7 Final Report and Dissolution**

31.7.1 The liquidator shall: -

- a) Prepare a final report detailing the winding-up process, including a statement of accounts and the distribution of assets.
- b) Present the final report to the General Assembly for approval.
- c) Ensure that all legal and regulatory requirements for dissolution are complied with.

31.7.2 Upon approval of the final report by the General Assembly, the Federation shall: -

- a) Be formally dissolved.
- b) Notify all relevant authorities and stakeholders of the dissolution.
- c) Ensure that all official records and documentation are appropriately archived or disposed of in accordance with legal requirements.

### **31.8 Amendments to this Article**

This Article may be amended only by a two-thirds majority vote of the General Assembly, provided that such amendments do not contravene any legal or regulatory provisions governing the winding up of non-profit or national sports organizations in Uganda.

### **31.9 Compliance with Laws of Uganda**

The winding-up process shall comply with all applicable laws and regulations of Uganda and other relevant authorities.

## **ARTICLE 32 - TRANSITORY PROVISIONS**

Notwithstanding the entry into force of this Constitution, the following transitory provisions shall apply: -

**a) Provisional Members:**

The General Assembly will admit provisional Members of Uganda Aquatics and the Executive Committee shall issue appropriate guidelines and deadlines to the Provisional Members to take the necessary actions to amend their statutes, rules and regulations to be fully compliant with this Constitution and the requirements of the World Aquatics Statutes and the laws of Uganda.

**b) First Elections of Uganda Aquatics Under the Constitution**

The General Assembly may for expedience suspend any provisions of this Constitution to facilitate the first Elections to be held immediately following the passing of this Constitution. The Executive shall ensure compliance with all electoral requirements thereof going forward.

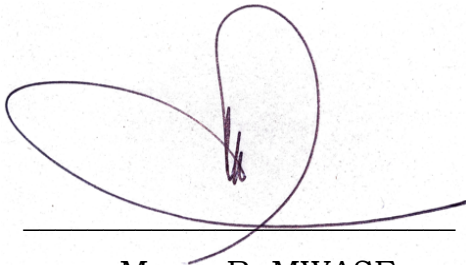
## **ARTICLE 33 - UGANDA AQUATICS BY-LAWS, RULES AND REGULATIONS**

The Executive shall ensure that Uganda Aquatics By-Laws, Rules and Regulations are in place for the better performance of the Constitution. The Rules and Regulations shall not conflict with the Constitution, in which case the latter shall prevail.

## **ARTICLE 34 - EFFECTIVE DATE OF THE CONSTITUTION**

This Constitution is effective from **10 April 2025** following its approval by World Aquatics on **09 April 2025** and is signed for and on behalf of the Members of Uganda Aquatics listed in **Appendix 2** herewith attached who authorized the President and Secretary General to sign it.

IN WITNESS WHEREOF THE REPRESENTATIVES OF THE EXECUTIVE COMMITTEE OF UGANDA AQUATICS HAVE HEREUNTO SET THEIR RESPECTIVE SIGNATURES THIS 22ND DAY OF MAY 2025 FOR AND ON BEHALF OF THE MEMBERS OF UGANDA AQUATICS.



Moses B. MWASE

**P R E S I D E N T**



Max KANYEREZI

**SECRETARY GENERAL**

In the Presence of: -

**Signature:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**Designation:** \_\_\_\_\_



# **APPENDIX 1**

## **WORLD AQUATICS APPROVAL CERTIFICATE**



Uganda Aquatics  
17 Cooper Road, Kisementi-Kololo  
Office No. 4, 2nd Floor  
PO Box 29151; Kampala  
Uganda  
[ugandaswimmingfed@hotmail.com](mailto:ugandaswimmingfed@hotmail.com)

Lausanne, 29 April 2025

### **Re: Constitution of Uganda Aquatics**

Dear World Aquatics Member,

We are writing to you regarding the application for official confirmation that the World Aquatics Bureau has officially approved the Uganda Aquatics Constitution.

The World Aquatics Office confirms that the World Aquatics Bureau officially approved the Uganda Aquatics Constitution on 9 April 2025.

Respectfully yours,

A handwritten signature in blue ink, appearing to read "Exner".

Jan Exner  
Legal Counsel

## **APPENDIX 2**

### **PROVISIONAL MEMBERS OF UGANDA AQUATICS AS AT 15 FEBRUARY 2025**

	<b><u>Clubs</u></b>	<b><u>District/City Associations</u></b>	<b><u>Regional Associations</u></b>
1.	Altona	Central Division - Kampala	Kampala
2.	Aqua Akii	Kawempe Division - Kampala	Central
3.	Aqua Bombers	Makindye Division - Kampala	Eastertern
4.	Aquatic Academy Kampala	Nakawa Division - Kampala	Northern
5.	Black Panthers	Rubaga Division - Kampala	Western
6.	Dolphins	Agago District	
7.	Flash	Buikwe District	
8.	Formidables	Buliisa District	
9.	Gators	Buvuma District	
10.	Gliders	Gomba District	
11.	Greenhill Orcars	Gulu City	
12.	Hertz	Gulu District	
13.	Jaguar	Hoima District	
14.	Jinja	Jinja City	
15.	Makerere Sharks	Kabale District	
16.	Malta	Kanungu District	
17.	Marine Sharks	Kikuube District	
18.	Otters	Kisoro District	
19.	Our Saviour Swimming Family	Kitgum District	
20.	Ozpreys	Kumi District	
21.	Rafters	Kyotera District	
22.	Sailfish	Lamwo District	
23.	Sardine	Lira City	
24.	Seals	Luweero District	
25.	Silverfin Academy	Masaka District	
26.	Silverside Mukono	Mayuge District	
27.	Starfish	Mbale City	
28.	Stingray	Mbarara City	
29.	The Stirlings	Mpigi District	
30.	Tornado	Mukono District	
31.	Torpedoes	Nakaseke District	
32.	Vine Grace	Nakasongola District	
33.	Whales Swimming Academy	Namayingo District	
34.		Nwoya District	
35.		Omoro District	
36.		Omoro Koro District	
37.		Pader District	
38.		Pakwach District	
39.		Rubanda District	
40.		Rukiga District	
41.		Rukungiri District	
42.		Wakiso District	