

2002/51
2002/51
Registered under No.:
in the Societies Register, Maseru, under
the Societies Act 1966, on the 21st
June day of 2016
Registrar-General
Lesotho

AMENDMENT
OF
THE CONSTITUTION
OF
LESOTHO NATIONAL OLYMPIC COMMITTEE



Registered under No: 2002/51
in the Societies Register, Maseru, under
The Societies Act 1956, on the
13th day of May, 2002
S/O
Registrar-General
Lesotho

CONSTITUTION
OF
LESOTHO NATIONAL OLYMPIC COMMITTEE





**THE CONSTITUTION OF THE LESOTHO NATIONAL
OLYMPIC COMMITTEE AND COMMONWEALTH GAMES
ASSOCIATION**

THE CONSTITUTION OF THE LESOTHO NATIONAL OLYMPIC COMMITTEE

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THE CONSTITUTION OF THE LESOTHO NATIONAL OLYMPIC COMMITTEE

PREAMBLE

Whereas we, the Lesotho National Olympic Committee; an organisation belonging to the Olympic Movement and Commonwealth Games Federations, duly represented by the undersigned; do hereby undertake to respect the provisions of the Olympic Charter, Olympic Movement Anti-Doping Code and Commonwealth Games Federation Constitution and to abide by the decisions of the International Olympic Committee.

Whereas further undertake, in accordance with our mission and role at national level, to participate in actions to promote Peace, Women in Sport and Sport for People with Disabilities.

Undertaking also to work hand-in-hand with associations of people with disabilities in promotion of sports, undertaking further to support and encourage the promotion of sport ethics, to fight against doping and to demonstrate a responsible concern for environmental issues;

We do hereby proclaim this document the;

THE CONSTITUTION OF THE LESOTHO NATIONAL OLYMPIC COMMITTEE

ARTICLE 1

NAME AND HEADQUARTERS

- 1.1 The full name of this body shall be the Lesotho National Olympic Committee, hereinafter to be referred to as LNOC.
- 1.2 The LNOC shall despite the foregoing be also the Commonwealth Games Association in Lesotho.
- 1.3 The headquarters of the LNOC shall be in Maseru and the physical address shall be at the place determined by the LNOC from time to time.
- 1.4 Until such time as the LNOC shall have determined a different address, the physical address shall be:

The LNOC
P.O. Box 756 Maseru 100
Lesotho
E-mail: olympic@ilesotho.com
Phone#: +266 22 321 333
Fax#: +266 22 310 666

ARTICLE 2

DEFINITIONS

For the purpose of this constitution and all matter arising in connection therewith and unless the context indicates otherwise:-

“CHARTER”	shall mean the Olympic Charter
“CONSTITUTION”	shall mean this constitution, the regulations and byelaws made under it.
“DAYS”	shall include Saturdays, Sundays and Public Holidays.
“EXECUTIVE COMMITTEE”	shall mean the Executive Committee of the LNOC.
“AGM”	shall mean Annual General Meeting of the LNOC.
“CEO”	shall mean the Chief Executive Officer of the LNOC
“EOM”	shall mean the Extra-Ordinary Meeting of the LNOC.
“GOL”	shall mean the Government of Lesotho
“SOL”	shall mean Special Olympics of Lesotho
“WISC”	shall mean Women in Sports Committee
“LNOC”	shall mean Lesotho National Olympic Committee.
“NOC”	shall mean National Olympic Committee
“IFs”	shall mean International Federations controlling or governing particular sport to which members are affiliates.
“NA”	shall mean National Association
“IOC”	shall mean International Olympic Committee.
“CGF”	shall mean Commonwealth Games Federation.
“LSRC”	shall mean Lesotho Sports and Recreation Commission.
“GAMES”	shall mean the Olympic Games, Commonwealth Games and the All Africa Games.
“MEMBERS”	shall mean the member Associations and/or Federations affiliated to LNOC with subscriptions fully paid.
“WADA”	shall mean World Anti Doping Agency

ARTICLE 3

LEGAL STATUS

- 3.1 The LNOC is established in terms of the Olympic Charter and in accordance with the provisions of the law governing associations in Lesotho as a non-profit making organisation.
- 3.2 The LNOC shall have perpetual succession and have the power to sue and be sued in its own name.
- 3.3 The jurisdiction of the LNOC shall cover the territorial area of the Kingdom of Lesotho.

ARTICLE 4

SUPREMACY OF THE CHARTER

- 3.1 For it is especially recorded that the constitution of the LNOC shall, at all times, be in accordance with the Olympic Charter and refer expressly to the latter.
- 3.2 If there is any doubt as to the implication or the interpretation this Constitution and/or if there is any contradiction between this constitution and the Charter, the charter shall take precedence.
- 4.3 In the event of a conflict, contradiction and/or ambiguity between this constitution and the Commonwealth Games Federation constitution or the All Africa Games constitution and if the subject of such conflict is to do with:
 - 4.3.1 Commonwealth Games, then the Commonwealth Games Federation Constitution and rules made there under shall take precedence.
 - 4.3.2 All Africa Games, then the Constitution governing the All Africa Games and rules made there under shall take precedence.

ARTICLE 5

MISSION

- 5.1 The mission of the LNOC shall be to develop and protect the Olympic Movement in Lesotho in accordance with the Charter.
- 5.2 In the fulfilment of the aforementioned mission, the LNOC will endeavour to co-operate with governmental and non-governmental bodies, provided however, that such co-operation accords with the provisions of the Charter.

ARTICLE 6

ROLES

The roles of the LNOC shall inter alia be to:

- 6.1 Promote the fundamental principles and values of Olympism in Lesotho in accordance with **Rule 27.2.** of the Charter, in particular, in the fields of sport and education, by promoting Olympic educational programmes at all levels of schools, sports and physical education institutions and universities, as well as

- by encouraging the creation of institutions dedicated to Olympic education, such as the National Olympic Academies, Olympic Museums and other programmes, including cultural, related to the Olympic Movement;
- 6.2 Ensure the observance of the Olympic Charter in Lesotho.
 - 6.3 Encourage the development of high performance sport as well as sport for all in Lesotho.
 - 6.4 to help in the training of sports administrators by organising courses and ensure that such courses contribute to the propagation of the fundamental principles of Olympism;
 - 6.5 Commit itself to taking action against any form of violence and discrimination in sport.
 - 6.6 Fight against the use of substances and procedures prohibited by the IOC or the IFs, and, in this regard ensure the adoption, implementation and observance of the World Anti-Doping Code, which shall *mutatis mutandis* apply to all persons and competitors under the LNOC jurisdiction;
 - 6.7 May co-operate with appropriate governmental or non-governmental bodies with which the LNOC shall achieve harmonious relations in order to fulfil its mission. However, the LNOC shall not associate itself with any activity which would be in contradiction with the Olympic Charter.
 - 6.8 Must at all times preserve its autonomy and resist all pressures of any kind including but not limited to political, legal, religious or economic pressures which, may prevent it from complying with the Olympic Charter;
 - 6.9 Own, purchase, take on, lease or in exchange, hire or otherwise acquire any movable or immovable property and to erect any buildings required for use by the LNOC;
 - 6.10 Raise or borrow money from time to time in such manner as the LNOC may deem fit and in particular upon the security of mortgage bonds, or the issue of debentures secured by the mortgage bonds, upon any or all the property belonging to the LNOC both present and future.
 - 6.11 Do all that is incidental to the activities geared towards the attainment of the objectives of the LNOC.

ARTICLE 7

POWERS, RIGHTS AND DUTIES

The LNOC;

- 7.1 Has the exclusive powers of the representation of the Kingdom of Lesotho at the Olympic Games, regional, continental or world multi-sports competitors patronised by IOC.
- 7.2.1 Shall participate in the Games of the Olympiad, Commonwealth Games and All Africa Games by sending athletes.
- 7.2.2 Shall participate in the programmes of the Olympic Solidarity, the Commonwealth Games and All Africa Games.

- 7.3 Has the exclusive authority to select and designate the city which may apply to organise Olympic Games in Lesotho.
- 7.4 Shall have the power and right, and is obliged to constitute, organise and lead its delegation at the Olympic Games and at the regional, continental or world multi-sports competitions patronised by the IOC, and shall be responsible for the behaviour of the members of its delegation.
- 7.5 Shall have the right to formulate proposals addressed to the IOC concerning the Olympic Charter and the Olympic Movement in general, including the organising and holding of Olympic Games;
- 7.5.2 Shall have the right to give opinions concerning candidature for the organisation of the Olympic Games.
- 7.5.3 Shall have the right to collaborate in the preparation of the Olympic Congresses.
- 7.5.4 Shall have the right to participate on request from the IOC in the activities of the IOC Commissions.
- 7.6 Shall have the sole and exclusive authority to determine and prescribe the clothing/uniform to be worn and the equipment to be used by the Lesotho delegation on the occasion of the Games and in connection with all sports competitions and ceremonies related thereto.
- 7.7 Shall provide for equipment, transportation and other necessary and incidental expenses of the members of its delegations;
- 7.8 Shall organise (if possible once a year) an Olympic Day Run intended to promote the Olympic Movement.
- 7.9 Shall include in its activities, the promotion of culture and the arts in the fields of sports and Olympism;
- 7.10 May co-operate with LSRC in the fulfilment and furtherance of its objectives;
- 7.11 Shall determine its flag and adoption of its logo/emblem and anthem for use in relation to its activities. Such flags, logo and anthem shall however be subject to the approval of the IOC Executive Board before they are used or adopted.
- 7.12.1 Shall develop equal opportunities for men and women in sport.
- 7.12.2 Shall in furtherance of Article 7.12.1 ensure the increase progressively, the representation of women in all the structures of the LNOC, from the Executive Organ to the National Associations affiliated to the LNOC in accordance with the Charter and policies of the IOC.
- 7.13 Shall have the power to promulgate bye-laws, regulations and/or guidelines and to determine its procedure subject to this constitution;
- 7.14 Shall have the power to set up commissions and/or sub-committees in furtherance of its objectives;
- 7.15 Shall seek sources of finance which will enable it to maintain its autonomy;
- 7.16 Shall have the power to open maintain bank accounts, sign, endorse, or draw up bills of exchange, promissory notes, cheques and other negotiable instruments to enable its operations;
- 7.17 Shall have all such other powers, rights and duties as are necessary and incidental to the carrying on of its objectives.

ARTICLE 8

MEMBERSHIP

In accordance to Rule 29 of the Olympic Charter, to be recognised by LNOC and be accepted as a member of same, a National Association/Federation must exercise a specific and real and on-going sports activity, be affiliated to an IF recognised by the IOC and be governed by and comply in all aspects with both the Olympic Charter and the rules of its IF. If the National Associations or federations have not paid their subscriptions or affiliation fees to the LNOC before the start of the AGM, they shall not be entitled to participate in that meeting.

In accordance to Rule 28 of the Olympic Charter the LNOC shall be constituted of:

- 8.1 All members of the IOC in Lesotho; if any who shall have the right to vote in General Meetings. In addition IOC members in Lesotho referred to in in Rule 16.1.1.1 and Rule 16.1.1.2 shall be *ex-officio* members of the Executive Committee of the LNOC and shall have the right to vote in the Executive Committee..
- 8.2 All National Associations/Federations affiliated to the IF`s governing sports included in the programme of the Olympic Games or their representatives.
- 8.3 Elected representatives of athletes. Those representatives must have taken part in the Olympic Games and/ or Commonwealth Games. However, they must retire from their posts at the latest by the end of the third Olympiad after the last Olympic Games in which they took part;
- 8.4 All National Associations affiliated to the IF`s recognised by the IOC, the sports of which are not, included in the programme of the Games. The LNOC shall not recognise more than one National Association for each sport governed by such IF`s.
- 8.5 The LNOC may also include;
 - 8.5.1 The National Associations for schools, institutions of higher learning and sports institutions. The LNOC shall not recognise more than one for each grouping;
 - 8.5.2 Nationals who are in the opinion of the General meeting, able to reinforce the effectiveness of the LNOC, or who have rendered distinguished service to the cause of sport and Olympism;
 - 8.5.3 Representatives of Sports and Press Associations.
 - 8.5.4 Multi-sports groups and organisations and other sports-orientated organisations or their representatives.
- 8.6 Additional rules on membership are as follows;
 - 8.6.1 The voting majority of the LNOC and the Executive Committee shall consist of the votes cast by the national federations referred to under 8.2 above or their representatives. When dealing with questions relating to the Olympic Games, only the votes cast by such federations and by the members of the Executive Committee of the LNOC are taken into consideration.

- 8.6.2 Governments or other public authorities shall not designate any members of the LNOC. However, the LNOC may, at its discretion, decide to elect as members representatives of such authorities.
- 8.6.3 Members of the LNOC, with the exceptions of those who devote themselves to the administration of sport, shall accept **no salary or bonus of any kind** consideration for the performance of their functions. However, they may be reimbursed for **travelling and accommodation costs and the justified expenses** incurred in the carrying on of their functions.
- 8.6.4 A member, honorary member or honour member expelled from the IOC may not be a member of the LNOC.

ARTICLE 9

CESSATION OF MEMBERSHIP

- 9.1 Membership to the LNOC shall cease;
- 9.1.1 Upon disbandment of a National Association / Federation;
- 9.1.2 Upon expulsion by the Executive Committee following a hearing given to the members, for any of the following reasons.
- (a) Persistent non-payment of affiliation fees, should such exist,
 - (b) Wilful and deliberate infringement of this Constitution and the Charter,
 - (c) Conduct which brings the name of the Olympic Movement and the LNOC into disrepute.
 - (d) Provided, however that the LNOC through the Special General meeting may confirm or revoke such expulsion or substitute the decision of the Executive Committee in that regard to suspension or payment of fine or both;
- 9.1.3 Upon loss of membership of the IOC by IOC member(s) in Lesotho.

ARTICLE 10

MEETINGS OF THE LNOC

10.1 THE ANNUAL GENERAL MEETING

- 10.1.1 The Annual General Meeting (AGM) shall be the highest organ within the LNOC and it shall be composed of all the members (or their representatives) referred to in Article 8 above and shall meet in ordinary session once a year to:
- (a) Hear the President's report;
 - (b) Receive, review and approve financial statements of LNOC from the previous financial year;
 - (c) Elect the Executive Committee and other relevant sub-committees and/or commissions at the appropriate termination of their terms;
 - (d) Appoint Auditors;
 - (e) Approve a budget for the following year; and
 - (f) Decide on all items on the agenda;
- 10.1.2
- i. The AGM shall be held in March;
 - ii. In the year of the Olympic Games, the AGM will be held no later than six (6) months after the Games.

- 10.1.3 Each member (or its representatives) shall be entitled to attend the AGM, provided however, that such members have paid their affiliation / subscription fees.
- 10.1.4 The President shall be entitled to a casting vote in the event of a tie vote.
- 10.1.5 The AGM shall be convened with a notice of six (6) weeks and the agenda thereof shall be circulated at least three (3) weeks prior to the meeting.

10.2 SPECIAL OR EXTRAORDINARY MEETINGS

- 10.2.1 A Special or Extraordinary Meeting may be called by a written request of 50% of members or by the request of the Executive Committee to consider such matters as are referred to on the notice of request.
- 10.2.2 Such a meeting shall be convened within one (1) calendar month of receipt of such request, which shall contain agenda items to be circulated at least fourteen (14) days prior to such meeting.

10.3 CONDUCT OF MEETINGS

- 10.3.1 A quorum for all meetings shall be 50% of the membership except with respect to amendments of this Constitution, in which case the quorum shall be at least two-thirds (2/3) of the members.
- 10.3.2 Decisions in the AGM and the meeting called for amendment shall be carried by a two-thirds (2/3) majority of the members present and voting. For all other meetings, a simple majority shall be sufficient.
- 10.3.3 In the event of a tie, the Chairperson of the meeting shall have a casting vote.
- 10.3.4 The President of the LNOC, or in his/her absence, either of the Vice Presidents, or in their absence any member of the Executive Committee shall chair the meeting;
- 10.3.5 When dealing with questions relating to the Games, only the Executive Committee and the National Associations affiliated to the IF's governing sports included in the programme of the Games shall vote.
- 10.3.6 Copies of the minutes of the meetings at which elections or replacements of members have taken place shall be sent to the IOC. All documents must be certified as true copies by the President and the Secretary General.

ARTICLE 11

THE EXECUTIVE COMMITTEE

The Executive Committee shall be elected at the general meeting.

- 11.1 The membership shall comprise the following:
- i) The President (Chairperson)
 - ii) Vice-President – Administration
 - iii) Vice-President – Finance
 - iv) Secretary General who shall also be the Chief Executive Officer of the LNOC
 - v) Vice Secretary General
 - vi) Treasurer
 - vii) Public Relations Officer

- viii) Member (Women and Sport)
- ix) Member (Athletes Commission)
- x) Member
- xi) Member
- xii) 2 Honorary members who may be drawn from among those that have rendered distinguished service in Sports in Lesotho and may include past presidents or executive committee members, one of whom may be the representative of the LNOC in the LSRC if such is not a member of the Executive by virtue of sections 11.1 (i) – (xi) above.

11.2 Members of the Executive Committee except the Secretary General and CEO shall be eligible for re- election, for a maximum of two successive terms regardless of the capacity in which he has been elected in line with the Olympic Charter. The President may be elected for maximum of three successive terms.

11.3 The Secretary General and CEO shall be an appointed official who shall be appointed for a period of four years by the LNOC.

11.4 In the case where a member having completed two successive terms of office he may be elected again as a member after a minimum period of two years. This does not apply to election for the position of President for which there is no waiting period for other members.

11.5 Any Vacancy caused by death, illness, resignation or dismissal shall be filled at the discretion of the Executive Committee provided that the subsequent appointment is subject to ratification in accordance with Appendix I, 2. 3.1 to 2.3.4. inclusive.

11.6 The Executive Committee shall serve and hold for a period of four years coinciding with the Olympiads.

ARTICLE 12

QUALIFICATION FOR MEMBERSHIP IN THE EXECUTIVE COMMITTEE

Members shall be eligible for election to the Executive Committee if;

- 12.1 They are of sound and sober habits;
- 12.2 They have never been convicted of a crime by the common law courts of civil jurisdiction in which dishonest or fraud is an element for a period exceeding six (6) months or have never been found guilty by a National Association, LNOC, IF`s, IOC or the CGF for using prohibited substance or other misconduct and suspended for a period exceeding twelve (12) months and;
- 12.3 They represent National Associations/Federations recognised by the LNOC provided however that any association may nominate any person even if not a member of the particular nominating association, so long as such nominee is a member of a recognised sport.
- 12.4 They are Basotho Nationals, however, the LNOC may decide on the criteria and number of non-nationals to be elected to the Executive.
- 12.5 Members of the IOC in Lesotho if any, shall be members of the Executive Committee and shall be entitled to vote.

ARTICELE 13

DUTIES OF THE EXECUTIVE COMMITTEE

The Executive Committee shall:

- 13.1 Meet at least once a month.
- 13.2 Be responsible for the day to day management of the affairs of the LNOC.
- 13.3 Be responsible for the establishment of policy and procedures to ensure the efficient management and continued development of the LNOC in all respects.
- 13.4 Convene all extraordinary and special general meetings as the necessity arises.
- 13.5 Establish such other sub-committees or working groups as the need arises.
- 13.6 Cause the annual audit of the LNOC to be prepared for presentation for Annual General Meeting.
- 13.7 Ensure the observance of this Constitution and the Charter.
- 13.8 Execute the policies of the LNOC and exercise disciplinary power over the Associations and athletes contravening this Constitution, the Charter, the Statutes of the Commonwealth and Supreme Council of Sports In Africa.

ARTICLE 14

CONDUCT OF THE EXECUTIVE COMMITTEE MEETING

- 14.1 The quorum for meetings shall be six members present of which at least three shall be one of the Presidents, one of the Secretaries and the Treasurer or Public Relations Officer. After thirty (30) minutes without quorum, the meeting shall be called off.
- 14.2 The Executive Committee may convene emergency meetings as circumstances require .

ARTICLE 15

DUTIES OF THE EXECUTIVE COMMITTEE MEMBERS

Duties of the President

- 15.1.1 Convene and chairs the meetings of the LNOC.
- 15.1.2 Ensures effective running of the LNOC.
- 15.1.3 Coordinates LNOC plans, monitors progress and evaluates NOC and Commonwealth activities, such as budgeting, career development, record keeping and other administrative functions.
- 15.1.4 Makes regular checks on the state of finances of the LNOC and assumes overall responsibility of all LNOC funds.
- 15.1.5 Ensures the production of bi-annual reports.
- 15.1.6 In collaboration with the Executive Committee and/or its various sub-committees, revises the policies and objectives of the LNOC and recommends necessary action.

- 15.1.7 Provides consultative services on matters related to LNOC training concepts, principles and standards for maximal organisational productivity and cost-effectiveness.
- 15.1.8 Consults with Lesotho Sports and Recreation Commission, Ministry of Sports and other Government Authorities on matters relating to Olympism.
- 15.1.9 Coordinates and represents LNOC on Olympism and training panels, work groups, committees, boards and international organisations concerned with Olympism.
- 15.1.10 Has executive powers and manages the affairs of the LNOC, provided however that such executive powers are exercised in consultation with the Executive Committee and in accordance with the policies of the LNOC, this Constitution and the Charter.
- 15.1.11 Ensures the representation of the IOC in Lesotho.
- 15.1.12 In the exercise of his/her functions, the President shall be subject to the control, direction and concurrence of the rest of the Executive.

15.2 Duties of the Vice-President (Administration)

- 15.2.1 Convenes and chairs the meetings of the LNOC in the absence of the President alternately with the Vice-President (Finance) or when so designated.
- 15.2.2 Supervises and controls smooth running of the activities of the LNOC and ensures that personnel is properly qualified to carry out the activities of the LNOC.
- 15.2.3 Attends to the LNOC's internal organisation, its organisational chart and all internal regulations related to its good governance.
- 15.2.4 Performs any tasks assigned to him by the Executive Committee from time to time, including, when needed, the representation of the LNOC in any country or territory.
- 15.2.5 Promotes the spirit of Olympism and the Olympic movement in Lesotho.
- 15.2.6 Monitors operations to meet development demands.
- 15.2.7 Interprets and implements all rules and regulations, including disciplinary cases.

15.3 Duties of the Vice-President (Finance)

- 15.3.1 Convenes and chairs the meetings of the LNOC in the absence of the President alternately with the Vice-President (Administration) or when so designated.

- 15.3.2 Responsible for the management of the finances and formulation of the financial policy of the LNOC. Makes regular checks on the state of finances and maintains vigilance and responsibility for all funds including donor funds.
- 15.3.3 Ensures that monthly financial reports are produced for presentation to the Executive Committee meetings.
- 15.3.4 Causes the annual audit to be prepared for presentation to the Annual General Meeting.
- 15.3.5 Ensures the preparation and control of the budget of the LNOC.
- 15.3.6 Provides monitoring and evaluation checks on all financial and accounting activities.
- 15.3.7 Provides advice on measures to be adopted and adapted by the LNOC to strengthen its financial resources.
- 15.3.8 Promotes the spirit of Olympism and the Olympic Movement in Lesotho
- 15.3.9 Ensures control of the assets of the LNOC.

15.4 Duties of the Secretary General and Chief Executive of the LNOC

- 15.4.1 Attends to correspondence of the LNOC. Receives mail and responds to letters.
- 15.4.2 Ensures production of minutes of Executive Committee meetings and the AGM, and ensures circulation of such minutes to members as required.
- 15.4.3 Prepares and circulates the agenda for Executive Committee meetings and/or the AGM as may be recognised under the Constitution.
- 15.4.4 Represents the LNOC in international and continental settings such as ANOCA.
- 15.4.5 Liaises with governmental institutions and other organisations.
- 15.4.6 Responsible for organising social gatherings, meetings and conferences, dissemination and collation of information.
- 15.4.7 Deals with all membership matters.

15.4.8 Performs other tasks assigned to him by the Executive Committee including, when needed, the representation of the LNOC in any country or territory.

15.4.9 Compiles a list of names of persons who have been recommended for election to the Executive Committee.

15.4.10 Keeps records of the LNOC.

15.4.11 Ensures the coordination, organisation and development of sports and sports competitions.

15.4.12 Collaborates with the competent public and private organisations and authorities in the endeavour to place sports at the service of humanity in Lesotho.

15.4.13 The Secretary General shall also be the Chief Executive Officer of the LNOC and shall be its chief accounting officer responsible for overall administration of the LNOC Secretariat as per the terms of reference under Appendix III to this constitution as amended from time to time by the Executive Committee.

15.4.14 The Secretary General elected to the committee of the 2013 Olympiad shall immediately assume the role of the CEO notwithstanding the fact that he was an elected officer and be deemed to have been appointed for a term of four years.

15.5 Duties of the Vice-Secretary General

15.5.1 Performs all the duties assigned to the Secretary General and performs such duties in consultation with the Secretary General.

15.5.2 In the absence of the Secretary General, assumes full responsibility for all duties and functions of the Secretary General.

15.5.3 Performs other tasks assigned to him by the Executive Committee including, when needed, the representation of the LNOC in any country or territory.

15.5.4 Promotes the spirit of Olympism and the Olympic Movement in Lesotho.

15.6 Duties of the Treasurer

15.6.1 Controls the accounts of the LNOC.

15.6.2 Supervises accounting activities of the LNOC in compliance with financial regulations and policies.

15.6.3 Draws work plans for the LNOC accounts, develops project preparation, review of financial needs and resources and recommends appropriate action by the LNOC.

15.6.4 Produces monthly financial statements.

15.6.5 Performs financial accounting functions -revenue, expenditure and production of the balance sheet.

15.6.7 Ensures that the annual audit is prepared for presentation to the AGM.

15.6.8 Performs related work and responsibilities as may be assigned by the Executive Committee from time to time.

15.7 Duties of the Public Relations Officer

15.7.1 Promotes the Olympic Movement in Lesotho

15.7.2 Opposes any political or commercial abuse of sport and to the Lesotho athletes.

15.7.3 Promotes sports ethics among athletes in Lesotho.

15.7.4 Protects all rights to the Olympic symbol, Olympic flag, the Olympic motto and the Olympic anthem.

15.7.5 Responsible for media coverage of the LNOC.

15.7.6 Responsible for any or all LNOC publications.

15.7.8 Responsible for LNOC /IOC celebrations or ceremonies and publicity.

15.7.9 Responsible for protocol matters for LNOC and press releases.

15.8 Duties of the Executive Members

15.8.1 Promotes the spirit of Olympism and the Olympic Movement in Lesotho.

15.8.2 Performs tasks assigned to them by the Executive Committee and/or the Presidents, from time to time, including, when needed, the representation of the in any country or territory and in Lesotho.

ARTICLE 16

FINANCIAL MATTERS

- 16.1.1 A banking account shall be opened in the name of the LNOC, and all levies, donations or any other grants or favours to the LNOC shall deposited there. All cheques or drafts of any form of disbursement shall be executed in such a manner as shall be determined by the Executive Committee from time to time.
- 16.1.2 Signatories to the LNOC account shall be any two of the Presidents, Secretary General and Treasurer.
- 16.1.3 The LNOC shall seek source of financing which will enable it to maintain its autonomy in all respects. The collection of funds must, however, be accomplished in accordance with the Olympic Charter and in such a manner that the dignity and independence of the LNOC are not harmed.
- 16.1.4 The financial year of the LNOC shall begin on the 1st April and finishes on the 31st March of the following year.
- 16.2 The Income of the LNOC shall be derived from the following sources;
- (i) Membership affiliations adopted by the members of the LNOC in a General meeting;
 - (ii) Subsidies from appropriate state, public entities and other bodies;
 - (iii) Subsidies from the IOC, Olympic Solidarity and other subsidies from the IOC, which shall appear distinctly in the accounts of the financial year;
 - (iv) Gifts and bequests which may be accepted by the LNOC;
 - (v) Marketing revenues;
 - (vi) Proceeds raised through stamp issues, and the publication and sale of printed material;
 - (vii) Fees for services rendered and /or
 - (viii) Other services.
- 16.3.1 The Executive Committee shall devise and formulate a financial policy and/or regulations in accordance with the IOC and Commonwealth Games Federation financial policies, the Charter, the statutes and this Constitution, which policy and/or regulations shall once adopted be strictly followed until such are amended or replaced.
- 16.3.2 Failure to adhere to such policy and or regulations as the case may be, shall be an offence and the perpetrator shall after a hearing be dismissed or suspended from the Executive Organ of the LNOC or the administrative staff whichever of the two is the case.

16.3.3 The provisions as set out in 16.3.2 above shall not bar any proceedings in the courts of Lesotho against such person(s).

ARTICLE 17

AMMENDMENT OF THE CONSTITUTION

- 17.1 No articles of the LNOC constitution shall be altered or rescinded, nor any new amendments made, unless three months notice prior to the Annual General Meeting has been given to the Secretary General and then only a two-thirds majority of those present and entitles to vote shall decide such amendments, alteration or rescissions.
- 17.2 Any subsequent change to the statutes as originally approved shall also be communicated to the IOC with a request for approval, and upon receipt of such approval such amendments shall come into operation with immediate effect.
- 17.3 Any subsequent changes in the IOC statutes, rules, regulations and policies which in effect contradict with this Constitution or which are not provided for herein or inconsistent herewith, shall be deemed to have altered this Constitution and/ or incorporated herein, to the extent of such inconsistency and or contradiction and./or non provision.
- 17.4 Member association should ensure that their constitutions are in accordance with their IFs as amended from time to time and also conform with/to this constitution. Such copies should be submitted to the LNOC Secretariat.
- 17.5 The Executive Committee shall be entitled to promulgate by-laws in line with the IOC Charter to give effect and meaning to this constitution.

ARTICLE 18

CODE OF ETHICS

The IOC Code of Ethics as revised from time to time shall be an integral part of this constitution and shall be applicable to all members within the jurisdiction of the LNOC.

- 18.1 All competitors and LNOC representative and members in the Olympic, multinational or national shall:
- (i) respect the spirit of a fair play and non violence, and behave accordingly on the sports field.
 - (ii) refrain from using substances and procedures prohibited by the rules of the IOC or of the IF.
 - (iii) respect and comply with all aspects of the IOC medical code.
 - (iv) respect and abide by the rules that govern the games, in the true spirit or sportsmanship, for the glory of sport and the honour of individual teams.
 - (v) No form of sports shall take place between Ifs and LNOC or affiliated associations which have been associated or individual sportsmen declared ineligible to participate in the Games.

- 18.1.2 Maintain a high standard of conduct, behaviour and professionalism at all times.
- 18.1.3 Attain the highest levels of efficiency towards achieving the objectives and goals of the LNOC.
- 18.2 No competitor or member who participate or is a representative in the Games may allow his/her person, name, picture or sports performance to be used for advertising purposes during the Games, nor shall the entry or participation of a competitor in the Games be conditional on any financial consideration.

ARTICLE 19

DISSOLUTION AND APPOINTMENT OF LIQUIDATOR

19.1 Involuntary Dissolution

The President or any member of the LNOC may apply to the High Court of Lesotho that LNOC shall be dissolved and terminated on the grounds that the LNOC has become dormant and is unable to fulfil its purposes.

19.2 Voluntary Dissolution

- (i) The LNOC may be dissolved or terminated voluntarily and in each case only by the consent of the majority and by decision and resolution of the Special General Meeting.
- (ii) By resolution of a Special General Meeting at a meeting convened specifically for the purpose and by majority decision of the members present.

19.3 In the case of involuntary dissolution, the court shall appoint a Liquidator after payment of all debts and liabilities, all the remaining assets of the LNOC shall be passed over to the Lesotho Sports and Recreation Commission and/or an organisation of similar nature or alternatively to any charitable organisation concerned with sports and culture.

19.4 In the case of voluntary dissolution as provided for hereinbefore, the Executive Committee shall appoint a Liquidator. After paying off all debts and liabilities, the remaining assets of the LNOC shall be passed over to the Lesotho Sports and Recreation Commission or any organisation of a similar nature or alternatively to any charitable organisation concerned with sports and culture.

ARTICLE 20

ARBITRATION

20.1 The LNOc shall have the power to set up an arbitration or disciplinary tribunal;

20.2 Any decision made by the LNOc disciplinary tribunal may be submitted exclusively by way of appeal to the court of Arbitration for Sport in Lausanne, Switzerland, which will resolve the dispute definitively in accordance with the code of Sports Related Arbitration.

The time limit for appeal is twenty one (21) days after the reception of the decision concerning the appeal.

ARTICLE 21

REPEALS AND SAVINGS

21.1 Upon entry of this constitution, all other constitutions of the LNOc shall be deemed to be repealed and be of no force and effect to the extent that this constitution has not expressly incorporated the provisions of such old constitution.

APPENDIXES TO THE CONSTITUTION
OF LESOTHO NATIONAL OLYMPIC COMMITTEE

Appendix I – General Guidelines

General Guidelines

Membership

- 1.0 In determining who shall be eligible as a member under Article 8(3) the general meeting of LNOC may consider the following points:
- (a) whether the individual belonged to the national association on the Olympic programme.
 - (b) the standards of his participation.
 - (c) The qualities during his/her active and his/her retired period.
- 1.1 Nomination of members referred to above shall be by national associations to which an individual belonged and shall support such nomination being members on (1) above.

Executive Committee

- 2.0 (i) In determining the course for dismissal of a member of the Executive Committee, those Code of Ethics and/or conduct specified in the Olympic Charter, and adopted by LNOC shall be used as guidelines.
- (iii) If a member of the Executive Committee is found to have breached this Code of Ethics and/or Conduct he/she shall be liable for dismissal.
- 2.1 If, in the opinion of the Executive Committee, or member of the Executive Committee, a member is found to have acted in a disgraceful manner or contrary to the Olympic Spirit, such a member may be liable to a reprimand, a suspension, a fine or a dismissal.
- 2.2 If a member fails to attend three (3) consecutive committee meetings, without reasonable cause, or without obtaining leave of absence from the President, shall, ipso facto, vacate his/her office and/or be liable for dismissal.
- 2.3 If a member becomes insolvent or makes composition with his creditors generally.

Annual General meeting

- 3.0 The Executive Committee shall each time decide on a quota of representatives to the AGM to ensure that the associations whose sports are on the Olympic

and Commonwealth Programme have a voting majority. All such associations shall have an equal representation. However, all other members and member associations shall be entitled to one vote each.

3.1.1 Nomination for Executive Committee elections shall be made during the 30 days period before the annual General Meeting. These nominations shall be on a specific form prepared by the Executive Committee and shall state, amongst others, the name of the nominee, position nominated to, the proposer and two supporting the nomination.

3.2 These nominations shall be submitted to the Secretary General at least four (4) weeks before AGM and shall be publicised within the members of LNOC.

3.3

3.3.1 Publications of meetings and nominations as far as it relates to this constitution shall be by way of letters and notices on the Notice Board at the headquarters of LNOC.

3.2.1 Publication or notification by letter shall be taken to have been received by the addressees on the third (3rd) day of its being posted.

Appendix II – Anti Doping

Anti Doping

1. Pursuant to Rule 43 of the Olympic Charter and Article 6.6 of the LNOC Constitution, the World Anti Doping Code as localised by the Lesotho Anti-Doping Policy shall be applicable to all members of the LNOC and all Members shall ensure that their constitutions expressly enshrine provisions relating to anti doping.
2. The LNOC shall in conjunction/collaboration with other national bodies, governmental and non –governmental bodies set up national institutions for implementation of the principles enshrined in the World Anti Doping Code.
3. In the absence of national institutions the LNOC shall together with its national partners collaborate with regional bodies to ensure implementation of the principles enshrined in the World Anti Doping Code including but not limited to testing of athletes.

Appendix III : Terms of Reference - CEO

1. The CEO shall be an appointed official provided however that the incumbent Secretary General on coming into effect of the 2013 revision of the Constitution shall be deemed to have been appointed into office despite having been elected.

2. The term of office shall be four years which can be renewed for further four year periods as may be determined by the LNOC but shall be in line with the term of office of the Executive Committee provided that the CEO term in office shall always expire six months after coming into office of a new Executive Committee.

LNOC Chief Executive Officer (CEO) [Secretary General]

- a. Reporting to the LNOC Executive Committee
- b. Overall leadership of the LNOC Office through, amongst others, ensuring:
 - i. Effective and efficient accounting for income, expenses, assets and liabilities of LNOC
 - ii. Budgeting and budgetary control
 - iii. Staffing, staff welfare and overall efficient human resources management
 - iv. Effective and efficient functioning of LNOC commissions
 - v. Existence and efficient operation of policies (i.e. human resources, financial, and administration policies)
 - vi. Existence and efficient operation of publications system (e.g. production and distribution of newsletters, brochures, news bulletins and annual reports)
- c. Planning and implementation of plans
- d. Fundraising
- e. Increasing membership of national federations in LNOC
- f. Facilitating conflict resolution in relation to sport associations
- g. Act as a Secretary General of the LNOC in terms of Article 15.4 of the LNOC Constitution and perform duties under that article including performing secretariat functions to the Executive Committee, LNOC commissions and committees
- h. Perform any other related duties that may be assigned by from time to time