



International  
Olympic  
Committee

NOC Relations Department

Syed Mohammad ABID QADRI GILLANI  
President  
Muhammad Khalid MAHMOOD  
Secretary General  
Pakistan Olympic Association

Lausanne, 16 December 2024

### Revision of your NOC Constitution – IOC approval

Dear President,

Dear Secretary General,

We are very pleased to inform you that, in accordance with the Olympic Charter, the IOC has approved the revised Constitution of your NOC as adopted by your NOC General Assembly on 30 November 2024.

The registration date of this approval is 16 December 2024.

We kindly draw your attention to the fact that any subsequent amendments to your NOC Constitution, upon your initiative or at the IOC's request, will also require the approval of the IOC.

Thank you for your valuable collaboration in this process.

Yours sincerely,

James MACLEOD  
Director of NOC Relations and  
Olympic Solidarity

Jérôme POIVEY  
Associate Director, Institutional and  
Governance Services, NOC Relations

(Clear Version without design)

**CONSTITUTION OF PAKISTAN OLYMPIC ASSOCIATION**

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## **PREAMBLE**

The Pakistan Olympic Association (POA), the National Olympic Committee of Pakistan, is dedicated and committed to epitomize the philosophy and values of Olympism that are enshrined in the Olympic Charter. Recognized by the International Olympic Committee (IOC), POA is mandated to represent and promote the Olympic Values both nationally and internationally.

We, the members of Pakistan Olympic Association, undertake to respect the provisions of the Olympic Charter and the World Anti-Doping Code, and to abide by the decisions of the IOC. Our endeavors at the national level include promoting peace, gender equality, environmental sustainability, and the integration of education, culture and sports. We are dedicated to upholding sports ethics and good governance, and to combating doping and competition manipulation in sports.

As an organization integral to the Olympic Movement, we strive to make sports a platform for social change and to advocate that the practice of sports is a human right, and that every individual must have access to the practice of sports without discrimination of any kind in respect of the internationally recognized human rights within the remit of the Olympic Movement. Our commitment extends beyond sports, fostering an inclusive environment where individuals, irrespective of their background, can excel and contribute to a harmonious and sustainable world.

## ORGANIZATION

1. The Organization shall be called Pakistan Olympic Association. The headquarter of the Pakistan Olympic Association is situated at the Pakistan Olympic House, 02 Hameed Nizami (Old Temple) Road, Lahore.
2. Pakistan Olympic Association is and shall remain an autonomous, apolitical, Non-Government Organization (NGO) and Not-for-Profit (NPO) Organization, of unlimited duration, with jurisdiction extending throughout the territory of Pakistan.
3. Pakistan Olympic Association and the members of the POA undertake to comply with the Olympic Charter, the IOC Code of Ethics, including the Basic Universal Principles of Good Governance within the Olympic Movement, the World Anti-Doping Code, and the Olympic Movement Code on the Prevention of the Manipulation of Competitions, and the directions issued by the IOC.
4. The Constitution of Pakistan Olympic Association shall at all times, be in accordance with the Olympic Charter and refer expressly to the latter. If there is any doubt as to the implication or the interpretation of the Constitution of the Pakistan Olympic Association or if there is a contradiction between such Constitution and the Olympic Charter, the latter shall take precedence.
5. According to IOC Rules and Olympic Charter, Pakistan Olympic Association is, and must remain, completely independent and autonomous and must resist all political, religious or commercial pressures and pledge to conform to the Rules and Regulation of the International Olympic Committee.
6. The Emblem of the Pakistan Olympic Association in its nearest proportion and colour is as reproduced as:



- 6.1. The crescent and star along with branches on both sides are in green colour. The five (5) Olympic rings below it are in blue, yellow, black, green and red. The words "Pakistan Olympic Association" are in black colour.
- 6.2. The Flag of the Pakistan Olympic Association is in white colour with the Emblem as described above.
7. **INTERPRETATION OF TERMS**
- 7.1. Interpretation of terms shall refer to following unless otherwise specified by the context:
  - 7.1.1. IOC - International Olympic Committee.
  - 7.1.2. POA - Pakistan Olympic Association; IOC recognized NOC in Pakistan.
  - 7.1.3. National - On country wide basis.
  - 7.1.4. National Federation - A Sport Organization on national basis affiliated to International Federation and National Olympic Committee governing specific sport falling within the domain of IF.
  - 7.1.5. Provincial & Regional Olympic Associations - These are the unique entities created and recognized under the Constitution of POA (For this constitution, regional means geographical areas in Pakistan other than the Provinces of Pakistan).
  - 7.1.6. Member Unit - Entities that are granted membership by the POA as laid down in this Constitution.

- 7.1.7. Eligible Persons - Pakistani citizen(s) who are deemed qualified by the POA Constitution.
- 7.1.8. Service Organization - Sports Organizations of Armed Forces Constituted at national level like Army, Air Force and Navy etc and duly affiliated with POA.
- 7.1.9. Departmental Organization - Sports Organizations of Departments constituted at National level like Railways, WAPDA, Police and Higher Education Commission (HEC) etc. and duly affiliated with the POA.
- 7.1.10. Olympic Charter - Olympic Charter of IOC
- 7.1.11. NOC - National Olympic Committee as defined in the Olympic Charter.
- 7.1.12. Constitution - Constitution of Pakistan Olympic Association adopted by its General Council and duly approved by IOC.
- 7.1.13. IF - International Federation non-governmental organization administering one or several sports at World level.
- 7.1.14. OCA - Olympic Council of Asia.
- 7.1.15. SAOC - South Asian Olympic Council.
- 7.1.16. CGA - Commonwealth Games Association.
- 7.1.17. CGF - Commonwealth Games Federation.
- 7.1.18. Olympic Movement - The concerted, organized, universal and permanent action, carried out under the supreme authority of the IOC, of all individuals and entities who are inspired by the values of Olympism. It covers the five continents. It reaches its peak with the bringing together of the world's athletes at the great sports festival, the Olympic Games. Its symbol is five interlaced rings.
- 7.1.19. IOC Olympic Properties - The POA may only use the Olympic Symbol, Flag, Motto and Anthem (which are the exclusive property of the IOC) within the framework of its non-profit making activities provided such use contributes to the development of the Olympic Movement and does not detract from its dignity, and provided that it has obtained the prior approval of the IOC, in accordance with the Olympic Charter. All Olympic properties including but not limited to the Olympic Symbol, Flag, Motto, Anthem, identifications (including but not limited to "Olympic Games" and "Games of the Olympiad"), designations, emblems, flame and torches, and all rights to any and all Olympic properties, as well as all rights to the use thereof, belong exclusively to the IOC. The POA is responsible to the IOC for the observance, in Pakistan, of Rules 7-14 and BLR 7-14 of the Olympic Charter. It shall take steps to prohibit any use of any Olympic properties, which would be contrary to such Rules or their Bye-laws. It shall also endeavor to obtain, for the benefit of the IOC, protection of the Olympic properties of the IOC.
- 7.1.20. POA Properties - Properties of the POA, including the POA emblem(s), designations as well as moveable, immovable, tangible or intangible asset etc. acquired, possessed, awarded, gifted or retained by the POA as recognized by IOC.
- 7.1.21. Individual Members - The natural persons elected as Individual Members on the General Council pursuant to the rules of POA Constitution.
- 7.1.22. Olympism - as per the Olympic Charter.
- 7.1.23. IOC Code of Ethics - Code of Ethics as promulgated by the IOC.
- 7.1.24. POA Code of Ethics - Code of Ethics as promulgated by the POA.
- 7.1.25. WADA - World Anti-Doping Agency.
- 7.1.26. ISSA - Islamic Solidarity Sports Association.
- 7.1.27. Sports Associations are provincial or regional (Regional Sports Associations of Islamabad, Gilgit Baltistan, Azad Jammu & Kashmir etc)

units affiliated with the National Federations recognized by IF and POA.

7.1.28. ITA – International Testing Agency.

8. **Vision:** Positive development of the youth and other members of the community in Pakistan through utilization of sports in a manner, which allows them to develop mentally, socially and physically through capacity building programmes, thereby affording them the opportunity to pursue their personal levels of excellence.

9. **Mission:** To develop, promote and protect the Olympic Movement in Pakistan, in accordance with the Olympic Charter by spreading the POA's vision through deliverable means.

10. **ROLE, RESPONSIBILITIES AND OBJECTIVES:**

10.1. The Role, responsibilities, and objectives of POA shall be:

10.1.1. Foster, develop and propagate the fundamental principles of Olympism through educational programmes and initiate the youth to the values of the Olympic Movement.

10.1.2. Ensure compliance with the Olympic Charter, the IOC Code of Ethics, including the Basic Universal Principles of Good Governance within the Olympic Movement, the World Anti-Doping Code, and the Olympic Movement Code on the Prevention of the Manipulation of Competitions in Pakistan.

10.1.3. Creation of institutions dedicated to Olympic education, such as a National Olympic Academy, an Olympic Museum and other programmes, including cultural, related to the Olympic Movement.

10.1.4. To promote high performance sport as well as “sports for all”, and to advocate that the practice of sport is a human right. Every individual must have the possibility of practising sport, without discrimination of any kind in respect of internationally recognised human rights within the remit of the Olympic Movement. The Olympic spirit requires mutual understanding with a spirit of friendship, solidarity and fair play.

10.1.5. Ensure Gender Equality and capacity building of women to enable them to assume leadership roles within the NOC and its members.

10.1.6. Institute measures for the prevention of Non-Accidental Violence in sports and provide recourses to report and ask for the redress of grievances.

10.1.7. To take action against any form of discrimination and violence in sports on grounds of race, religion, politics, sex or otherwise.

10.1.8. Encourage, promote and assist/advise all stakeholders for the development of sports in Pakistan and the utilization of sports for development.

10.1.9. Advocate and promote the use of sports for peace, development and preservation of the environment.

10.1.10. Affiliate; National Federations of Sports (included in the program of the Olympic Games, Asian Games, and other sports recognized by POA), Provincial/Regional Olympic Associations, Services and Departments, provided that such entities shall undertake to comply with constitution/statutes and the instructions of POA/IOC failing which they or individuals belonging to the Olympic Movement shall be liable to measures including but not limited to disbarment or suspension from Olympic Movement.

10.1.11. Raise funds for its functioning. However, POA shall not associate themselves with any activity, which would be in contradiction with the Olympic Charter and the decision of the IOC and ensure that its autonomy, transparency, good governance, dignity and independence in accordance with the Olympic Charter is not compromised.

- 10.1.12. To encourage and support systematic training of sportsmen, coaches and sports administrators in Pakistan and assist them for training abroad through Olympic Solidarity programs and others.
- 10.1.13. To hold or authorize and supervise the Multi Sports Games/Events on all Pakistan basis including National Games, Inter-Provincial Games, Beach Games and Youth Games etc. where the Games patronized by the POA shall be the exclusive property of POA.
- 10.1.14. In compliance with the Olympic Charter the POA is obliged to participate in the Games of the Olympiad by sending athletes/competitors as directed by the IOC. It shall exercise the exclusive powers for the representation of Pakistan at the Olympic, Continental, Regional and Commonwealth Games or at other such competitions approved/patronized by IOC, OCA, SAOC and CGF etc. and shall be responsible for the behaviour of the members of its delegations at these Games.
- 10.1.15. Ensure resolution of all disputes within the Olympic Movement in Pakistan through its Arbitration process.
- 10.1.16. Take disciplinary action against any Member Unit for misbehavior of its athletes/officials or any undesirable activity bringing discredit to the country and sports or violating the Olympic Charter.
- 10.1.17. In order to fulfill its mission, the Pakistan Olympic Association may cooperate with governmental bodies with which it shall achieve harmonious relations. However, to retain autonomy and recognition of IOC, POA shall never associate itself with any activity, which would be in contradiction with the Olympic Charter and decisions of the IOC. The NOCs may also cooperate with non-governmental bodies.
- 10.1.18. To adopt and implement the World Anti-Doping Code, thereby ensuring that the Pakistan Olympic Association's anti-doping policies and rules, membership and / or funding requirements and results management procedures conform to the World Anti-Doping Code and respect all the roles and responsibilities for NOC's that are listed within the World Anti-Doping Code.
- 10.1.19. To encourage and support measures relating to the medical care and health of athletes.
- 10.1.20. To enforce and defend the exclusive rights of the IOC and that of the POA to the use of the Olympic properties pursuant to the Olympic Charter.
- 10.1.21. To ensure that the member units of POA undertake to and comply with this Constitution.
- 10.1.22. To have the exclusive authority to bid for and organize multinational and multi-sports events in Pakistan including Olympic Games, Asian Games, Commonwealth Games, South Asian Games and other Games in accordance with the applicable rules of the international sports organisations concerned.
- 10.1.23. To verify and authenticate bonafide of Member Units in accordance with this Constitution.
- 10.1.24. To do all acts and things necessary and proper to carry out the purposes of the Pakistan Olympic Association.

#### **MEMBERSHIP OF PAKISTAN OLYMPIC ASSOCIATION**

- 11. Composition of Membership of POA
- 11.1. Pursuant to criteria set forth in this Constitution and grant of membership by POA, the membership of POA shall consist of the following:
  - 11.1.1. National Sports Federations of Olympic Sports
  - 11.1.2. National Sports Federations of Non-Olympic Sports

- 11.1.3. Athletes Commission of Pakistan Olympic Association
- 11.1.4. Member(s) of the IOC in Pakistan.
- 11.1.5. Provincial and Regional Olympic Associations
- 11.1.6. Services Organization(s)
- 11.1.7. Department Organization(s)
- 11.1.8. National School Sport Association
- 11.1.9. Olympic Academy of Pakistan
- 11.1.10. National Traditional Sports Association
- 11.1.11. Individual Members
- 11.1.12. President and Secretary General (elected at the Elective Meeting of the General Council)
- 11.2. **REPRESENTATION TO THE GENERAL COUNCIL**
- 11.2.1. Subject to compliance with Article 11 and the criteria of membership set forth in POA Constitution, the representation of the members of POA in the General Council of Pakistan Olympic Association shall be:
  - 11.2.1.1. National Sports Federations of Olympic Sports granted POA membership shall be eligible to nominate three (03) representatives, including at least one female, as voting delegates subject to compliance with criteria and timeline set forth in this Constitution.
  - 11.2.1.2. National Sports Federations of Non-Olympic Sports granted POA membership shall be eligible to nominate two (02) representatives, including at least one female, as voting delegates subject to compliance with criteria and timeline set forth in this Constitution.
  - 11.2.1.3. Member(s) of IOC in Pakistan with one vote each.
  - 11.2.1.4. Provincial and Regional Olympic Associations granted membership by POA shall be eligible to nominate one (01) representative as voting delegate, subject to compliance with criteria and timeline set forth in this Constitution.
  - 11.2.1.5. Services Organizations and Departmental Organizations shall be eligible to nominate one (01) representative as voting delegate, subject to compliance with criteria and timeline set forth in this Constitution.
  - 11.2.1.6. National School Sport Association shall be eligible to nominate one (01) representative as voting delegate after complying with the process and timelines stipulated in POA Constitution.
  - 11.2.1.7. Olympic Academy of Pakistan recognized by IOA/POA shall be eligible to nominate one (01) representative as voting delegate complying the process and timelines stipulated in POA Constitution.
  - 11.2.1.8. National Traditional Sports Association recognized by POA shall be eligible to nominate one (01) representative as voting delegate after complying with the process and timelines stipulated in POA Constitution.
  - 11.2.1.9. Individual Members elected and inducted by the POA as per this Constitution with one vote each
  - 11.2.1.10. Athletes Commission of Pakistan Olympic Association shall be represented by two (02) members (one male and one female) elected by the Athletes Commission as per Article 18.6, with one vote each.
- 11.3. Elected President and Secretary General elected by the General Council of POA with one vote each.

## **MEMBERSHIP**

- 12. The rights of Membership are reserved by Pakistan Olympic Association and are subject to the Constitution of POA and the Olympic Charter.
- 12.1. POA may grant, withdraw/terminate and/or suspend membership as per procedures provided in this Constitution. The membership of POA shall at all times confirm that:
  - 12.1.1. The grant of membership is subject to the fulfillment of the criteria set forth in this Constitution and Olympic Charter and the resolution adopted by the General Council of POA by two-third majority of the

- votes provided that more than half the total number of Representatives eligible to vote have voted on such a proposal.
- 12.1.2. At all times, the representation of National Federations of Olympic Sports shall constitute majority both in terms of membership as well as representation and votes in the General Council and the Executive Committee.
- 12.1.3. The General Council may establish and amend from time to time the Membership Criteria of POA. The General Council, upon the recommendation of the Executive Committee, may waive certain conditions for sports necessitating specialized conditions or facilities.
- 12.1.4. Not more than one National Federation governing a sports or derivative of such sport shall become Member of the POA.
- 12.1.5. Subject to fulfillment of criteria provided in this Constitution, only those National Federations shall be admitted as members to the POA who are affiliated / recognized by the International Sports Federation concerned; provided that for Olympic Sports only the IOC recognized IFs shall be authorized to certify such affiliation/recognition, and for Non-Olympic Sports the IFs recognized by IOC/OCA/CGF/ISSA/SAOC shall be authorized to certify the affiliation/recognition.
- 12.2. The membership of the National Sports Federation may be categorized into the Full Members and Provisional Members where the Provisional Membership shall enable a National Sports Federation to fulfill the constitutional requirements to become full Members. The Provisional Members will be entitled to all the rights except for the right of vote and/or elections within POA.
- 12.3. The POA on the request of the National Federation may certify it as an Affiliated and/or Recognized Member of POA as the case may be.
- 12.4. Upon proposal from the Executive Committee, the General Council can elect Honorary Life President(s) and Honorary Life Vice President(s) provided that such member(s) have been an elected office bearer of the POA for a period not less than 10 years. The Honorary members can be invited to attend the General Council meeting without voting right. The Honorary Member shall not be counted in the calculation of the quorum of the meetings and cannot be elected as office bearer and members of the Executive Committee of POA.
- 12.5. The Government or others public authorities shall not designate any member to the POA. However, the General Council of POA may decide at its discretion to elect, with a two-third majority, as members' representatives of such authorities which are affiliated with the POA.
- 12.6. Procedure for Grant of Membership: To apply for admission or readmission into the General Council of the Pakistan Olympic Association (POA), applicants are required to submit a formal application via the designated protocol to the POA Secretariat, ensuring all membership criteria provided in this Constitution are complied with. This process simultaneously mandates a commitment from applicants to uphold the principles and regulations set forth by the Olympic Charter, the WADA Code, this Constitution, and directives from the IOC/POA. The General Council, upon evaluating the applicant's adherence to these standards and based on the Executive Committee's recommendation, will decide on the admission by a two-thirds majority vote provided that more than half the total number of Representatives eligible to vote have voted on such a proposal.
- 12.7. Withdrawal, Termination and/or Suspension of Membership:
- 12.7.1. The General Council is empowered to withdraw/terminate the affiliation of a member by a two-thirds majority of the General Council provided

that more than half the total number of Representatives eligible to vote have voted on such a proposal.

- 12.7.2. The Executive Committee may suspend the membership of a member unit for a period not exceeding 01 year and the matter of suspension shall be submitted to the General Council where the General Council may extend the suspension period or withdraw/terminate the membership or revoke the suspension. The suspended member cannot enjoy the rights of a member provided in this Constitution.
- 12.7.3. Membership of any entity, shall be terminated under the following conditions:
  - 12.7.3.1. Dissolution or declaration of insolvency of the member entity;
  - 12.7.3.2. Failure of the member entity to meet the conditions prescribed in this Constitution;
  - 12.7.3.3. Expulsion due to violation of this Constitution and/or the Olympic Charter.
- 12.7.4. A member unit facing suspension, withdrawal, or termination shall be accorded a reasonable opportunity to present its case before the Executive Committee or the General Council as the case may be.
- 12.7.5. An entity whose membership has been terminated may reapply for membership in accordance with the procedures stipulated for readmissions under this Constitution not before completion of one year of termination/withdrawal of membership, unless otherwise decided by the General Council.
- 12.7.6. In case the POA Ethics Commission recommends suspension or withdrawal/termination of the membership of a member, the recommendations shall be placed before the Executive Committee. The Executive Committee within 15 days of recommendation by Ethics Commission shall enforce the recommendations or remand the case back to the Ethics Commission stating reasons.
- 12.8. The natural persons including members of the General Council, Executive Committee or Commission/Committees of POA, or members / representatives associated with the member units of POA, shall cease to be members:
  - 12.8.1. Upon death, resignation, loss of capacity or expulsion per the procedure above
  - 12.8.2. A person conclusively convicted by a Higher Court
  - 12.8.3. The POA Ethics Commission shall review convictions entailing sentences of less than two year and may recommend expulsion in such cases. In the event the POA Ethics Commission does not recommend terminating the membership of a member, said member shall remain suspended for the duration of the sentence.

#### **RIGHTS AND OBLIGATIONS OF MEMBERS**

- 13. Subject to compliance with POA Constitution, the members of the Pakistan Olympic Association shall have the following rights and obligations:
  - 13.1.1. Nominate representative(s) to attend the General Council meetings
  - 13.1.2. Attend the General Council meeting
  - 13.1.3. The members with voting rights may vote at the General Council meeting
  - 13.1.4. Propose agenda items for the meeting of the General Council
  - 13.1.5. Submit nominations for the elections of the office bearers of the POA as per POA Constitution and Election Rules of POA
  - 13.1.6. Participate, on the invitation by POA, in the programs of POA
  - 13.1.7. Propose, bid and organize the events including that allocated by the POA

- 13.1.8. Recommend athletes and athlete support personnel for accreditation and participation at Olympic, Asian, Commonwealth, ISSA, SOA Games and other international events under the purview of POA
- 13.1.9. Member Units on their own, and by requesting assistance from POA, must:
  - 13.1.9.1. Create and maintain Athlete and Athlete Support Personnel database
  - 13.1.9.2. Adopt and implement policies to protect the rights and welfare of athletes
  - 13.1.9.3. Provide opportunities to athletes to participate in international competitions, representing Pakistan and gaining exposure to higher levels of competition
  - 13.1.9.4. Make public, selection process and selected athletes/officials for international programs
  - 13.1.9.5. Maintain a publicly accessible register or directory of their affiliated units and officials, including their names, contact details, positions, and roles
  - 13.1.9.6. Comply with the directions of IOC and POA issued from time to time
  - 13.1.9.7. To adopt and enforce dispute resolution mechanism that is Arbitration, under the Arbitration Rules of the POA and the final appellant authority, of Court of Arbitration of Sports
  - 13.1.9.8. Continue to fulfill the criteria of admission of a member as laid down in this Constitution
  - 13.1.9.9. Maintain an apolitical and autonomous character
  - 13.1.9.10. Undertake that to attain and retain membership of POA, compliance of the Olympic Charter and provisions of Constitution of POA is binding
- 13.2. Member Units of POA shall:
  - 13.2.1. Have a proper Constitution in line with the Olympic Charter, Constitution of POA, and in case of National Federation the Constitution shall also be in line with the statute of concerned IF and duly approved by the IF concerned; and such Constitution are registered with Pakistan Olympic Association. Any change made to their Constitution upon their own initiative or upon the request of IF or POA will require registration afresh.
  - 13.2.2. Hold elections as embodied in their Constitution within the time prescribed by inviting a representative of POA as an observer. The elected office bearers of an affiliated National Sports Federation shall not hold any elected position in any other National Sports Federation as well as Provincial Sports Associations to mitigate the chance of conflict of interest as well as to include more people within Olympic Movement.
- 13.3. Any individual belonging to the Olympic Movement of Pakistan and all the affiliated units of POA and their members shall comply with the Olympic Charter, Constitution of POA and directions and the decisions of IOC and POA in letter and spirit. Failure to do so shall render them liable to actions as approved by the POA's General Council / Executive Committee / President.
- 13.4. To attain and retain affiliation or recognition of POA, compliance of the Olympic Charter and provisions of Constitution of POA is binding upon all the members of the General Council.
- 14. **CRITERIA OF MEMBERSHIP FOR NATIONAL FEDERATION:**
  - 14.1. National Federation(s) may apply for admission or readmission as a member of the General Council of POA by:
    - 14.1.1. Demonstrating a real on-going activity by:
      - 14.1.1.1. Adducing proof that the applicant National Sports Federation has organized Annual Senior and Junior National Championships (for both genders) at least three times in preceding four years of the

- application year and shall continue to organize the same on yearly basis.
- 14.1.1.2. Participate in at least two Asian Championships/Competitions except for Asian Games
  - 14.1.1.3. Participate in at least one World Championship/Competition outside IOC/CGF/ISSA/POA events within four years.
  - 14.1.1.4. Conduct at least four National courses for coaches/technical officials within four years.
  - 14.1.1.5. Has at least one IF certified qualification holding technical personnel, twenty (20) national level certified technical personnel and four IF certified qualification holding athlete support personnel.
  - 14.1.1.6. Is in compliance with Article 12.1.5 of this Constitution.
  - 14.2. An undertaking signed by the President/Secretary General on behalf of the Federation that the Federation has adopted a resolution to comply with the Olympic Charter, World Anti-Doping Code, Statutes of the respective International Sports Federation and Constitution of POA as well as the instructions, directions and advices issued by IOC/POA from time to time.
  - 14.3. Provision of assurance that the National Federation can and shall publish calendar of national and international activity(s) and financial reports duly audited by Independent and recognized auditors, for the public. This information should be made available on a website of the National Federation and/or on the POA website.
  - 14.4. Must comprise no fewer than three Provincial Sports Associations and One Regional Sports Association provided that the POA recognizes a corresponding Provincial/Regional Sports Association of the constituent Provincial Sports Association of National Federations; and the Provincial Sports Association are member of the corresponding Provincial/Regional Olympic Association.
  - 14.5. May have at least three Services and Departmental Organizations, recognized by POA, as affiliated member units.
  - 14.6. Must ensure that their constituent(s) and representatives undertake to comply with the Constitution of the POA and the resolutions of the POA General Council.
  - 14.7. Maintains Women's Association or Wings at both the provincial and national levels, ensuring significant female representation.
  - 14.8. National Federations must implement a safe sports mechanism or delegate authority to the POA to enforce such mechanism if and until resources and expertise are not available.
  - 14.9. Hold elections as embodied in their Constitution and Article 13.2.2 of this Constitution. The elected office bearers of an affiliated National Sports Federation shall not hold any elected position in any other National Sports Federation as well as Provincial Sports Associations to mitigate the chance of conflict of interest as well as to include more people within Olympic Movement.
  - 14.10. Have a proper Constitution as provided in Article 13.2.1. of this Constitution.
  - 14.11. A National Federation seeking Affiliation with POA shall have such Provincial/Regional Sports Association as its Affiliated Member Units, whose structures, activities and Constitutions are in line with the Constitution of POA, and the decisions of the General Council of POA.
  15. **CRITERIA OF MEMBERSHIP OF PROVINCIAL AND REGIONAL OLYMPIC ASSOCIATIONS:**
  - 15.1. The Provincial and Regional Olympic Associations are the creation of the POA and are subject to the recognition by the POA. To attain and retain their membership with POA, these must:

- 15.1.1. The General Council of Provincial/Regional Olympic Association shall consist of Sports Associations duly affiliated with their respective National Federations recognized by the IF and POA.
- 15.1.2. Hold elections by inviting a representative of POA, as an observer, to ensure transparency and compliance of their Constitution as well as the Constitution of POA.
- 15.1.3. Have POA nominee as a POA member on their General Council
- 15.1.4. Have a Constitution duly approved by Pakistan Olympic Association. Any change made to their Constitution upon their own initiative or POA request shall require approval of POA.
- 15.1.5. The conduct of Provincial and Regional Olympic Association shall not be contrary to the Constitution of POA.
- 15.1.6. These Associations will assist POA in promotion and protections of the Olympic Movement in their respective Provinces in conjunction with the Provincial and Regional Sports Associations and to act as their coordinating body during the national level games.
- 15.1.7. Shall hold regular sports programs
- 15.1.8. These shall organize National Games as and when allotted by POA
- 15.2. The Provincial/Regional Olympic Association shall register respective Provincial Regional Sports Associations affiliated with their respective National Sports Federation duly admitted as a member of POA. In case of any dispute arising between the concerned National Federation of its sport and the concerned Provincial/Regional Olympic Association regarding bonafide of the Provincial/Regional Association of that sport, the dispute shall be referred for resolution by the Executive Committee of POA within 90 days of the report of dispute.
- 16. **CRITERIA OF MEMBERSHIP OF SERVICES ORGANIZATIONS AND DEPARTMENTAL ORGANIZATION:**
- 16.1. Services Organizations and Departmental Organizations shall be eligible to seek or retain membership of POA only if they are constituted on national basis and fulfill the following conditions:
  - 16.1.1. Have affiliation and playing rights granted by at least eighteen (18) National Federations of Olympic Sports recognized by POA.
  - 16.1.2. Have a constitution in compliance with the Olympic Charter and POA Constitution
  - 16.1.3. Organize Inter Services, Inter University, Inter-Divisional or Inter-Departmental Championships as the case may be, every year at national level.
  - 16.1.4. Assist National Federations and POA in staging their annual championships / tournaments / other sports programmes and organize National Games when allotted to them by POA
  - 16.1.5. Ensure their officials, athletes and representatives comply by the POA Constitution, directions of IOC/POA and policies and guidelines issued by IOC/POA.
  - 16.1.6. Pay Affiliation Fee every year to POA as per provisions of this Constitution.
- 17. **ELIGIBILITY OF INDIVIDUAL MEMBER INDUCTED AS MEMBERS ON THE GENERAL COUNCIL OF POA:**
- 17.1. Individual Members are natural persons whose strength at the General Council shall not exceed 16 provided at least 8 of them shall be females. A person shall be eligible for induction if he/she has:
  - 17.1.1. Has rendered or is capable of rendering extraordinary services for the promotion and protection of the Olympic Movement in Pakistan.
  - 17.1.2. Never been banned/suspended by POA, OCA, IOC for violation of the Olympic Charter or WADA Anti-Doping Code or Constitution of POA.

- 17.1.3. Never been associated with activity contrary to the directions and rules of the POA, OCA and the Olympic Charter.
- 17.1.4. Age not exceeding 71 years on the date of election.
- 17.2. President POA shall call applications from the Members of POA to nominate person(s) to be inducted as the Individual Members of the POA.
- 17.3. A Committee consisting of President, Senior Vice President, a Vice President (female), Secretary General and an Associate Secretary General (female) will scrutinize the applications and recommend names to the Executive Committee.
- 17.4. Subject to nomination proposed by the Executive Committee and election by the General Council, there shall be Individual Members on the General Council of POA, as per the Olympic Charter, who shall act to strengthen the effectiveness of POA and/or who have rendered distinguished services to the cause of sports and Olympism.
- 17.5. The term of an Individual Member will expire on the culmination of the Winter Olympic Games immediately after which the POA shall initiate the process to elect or re-elect the Individual Members as per the eligibility criteria.
- 17.6. The maximum retiring age of an Individual Member shall be 75 years.
- 18. **ATHLETES COMMISSION OF PAKISTAN OLYMPIC ASSOCIATION:**
- 18.1. There shall be an Athletes Commission to fulfill the mission and objectives with composition and functions as directed by the IOC.
- 18.2. The Athletes Commission is governed by specific regulations established in accordance with the IOC guidelines for the NOCs' Athletes Commissions. The Commission shall have at least five (5) members who are at least 16 years of age and have never been sanctioned for a doping offence.
- 18.3. The Commission shall be composed of such male and female players / competitors / athletes who at the time of their election / nominations are at least participating at national level in any of the Olympic sports.
- 18.4. The members of the Athletes Commission shall be elected for four years and the term can be renewed, provided that the members are still eligible.
- 18.5. The members shall be elected from amongst the Athletes of all Olympic Sports as per following procedure:-
  - 18.5.1. Two athletes (one male and one female) shall be nominated by each National Sports Federation on the following criteria:-
    - 18.5.1.1. Olympic Medalist
    - 18.5.1.2. Olympian (representation in Olympics)
    - 18.5.1.3. Asian and Commonwealth Games Medalist
    - 18.5.1.4. International Medalists
    - 18.5.1.5. National Champions
  - 18.5.2. Based on the above nominations elections of Athletes Commission shall be held after every four year by a committee to be constituted by President in consultation with Chairperson Athletes Commission. The Committee shall comprise of five persons as under:-
    - 18.5.2.1. Elected Vice President of POA
    - 18.5.2.2. Two Olympians (one male and one female)
    - 18.5.2.3. One Member of POA Election Commission
    - 18.5.2.4. Secretary Election Commission of POA
- 18.6. The Commission shall be represented at the General Council with Two (2) of its members (one male and one female), including at least one athlete having participated in at least one of the last three editions

- of the Olympic Games elected by the POA Athletes Commission and they shall have the right to vote.
- 18.7. The Commission shall be represented on the POA Executive Committee with at least One (1) member elected by the Commission and approved by the POA General Council and he / she shall have right of vote.
19. **ELIGIBILITY FOR MEMBERSHIP FOR NATIONAL TRADITIONAL SPORTS ASSOCIATION**
- 19.1. National Traditional Sports Association shall be eligible to seek or retain membership of POA only if it is constituted on national basis as per structure approved by the Executive Committee and fulfill the following conditions:-
- 19.1.1. To attain and retain its affiliation with POA it must hold affiliation with at least three (03) Provincial Olympic Associations and one (01) Other Association recognized by POA and Constitution that should be in compliance with Olympic Charter and POA Constitution and approved by the POA.
- 19.1.2. Organize Provincial, Inter-Provincial Championships as well as National Championships every year.
- 19.1.3. Assist National Federations concerned in staging their championships/tournaments and other sports programmes.
20. **ELIGIBILITY FOR MEMBERSHIP FOR NATIONAL SCHOOL SPORT ASSOCIATION**
- 20.1. National School Sport Association shall be eligible to seek or retain membership of POA only if they are constituted on national basis as per structure approved by the Executive Committee and fulfill the following conditions:-
- 20.1.1. To attain and retain its affiliation with POA it must hold affiliation with at least three (03) Provincial Olympic Associations and one (01) Other Association recognized by POA and Constitution that should be in compliance with Olympic Charter and POA Constitution.
- 20.1.2. Exercise a real and ongoing programme to promote Olympic Value Education under the auspices of POA.
- 20.1.3. Organize School Championships at Divisional, Provincial and National level every year as per the rules of concerned Sport approved by respective NSF and IF.
21. **CRITERIA OF MEMBERSHIP FOR OLYMPIC ACADEMY PAKISTAN**
- 21.1. The academy established, in the premises of the Pakistan Olympic Association, for organizing educational programs based on the Educational Value of Olympism, Olympic Values Education Program and Sports Education shall be member of the Pakistan Olympic Association if:
- 21.1.1. It has an apolitical, independent and autonomous character
- 21.1.2. Has recognition of the International Olympic Academy
- 21.1.3. Has a proper Constitution and functioning organs
22. **FINANCIAL CONTROLS**
- 22.1. All funds of the Pakistan Olympic Association shall be deposited in Bank selected by the Executive Committee in the name of the Pakistan Olympic Association. The Treasurer and the Secretary General shall jointly operate the Bank Accounts. In case any of them is not available then the Deputy Secretary General and / or an authorized Associate Secretary General to sign in place of the absentee.
- 22.2. Financial matters of the POA shall be governed as per Financial Rules approved by the Executive Committee of POA and as amended from time to time.
- 22.3. The Accounts of POA for each year shall be audited by an approved external Chartered Accountant appointed by the General Council.
- 22.4. The Financial Year of the POA runs from 01 July to 30 June.

- 22.5. Services Organization(s) and Departmental Organization(s) affiliated with POA shall pay an annual affiliation fee of Rs. 10,000/- before 01 July each year, where the fee amount can be revised by the Executive Committee from time to time.
- 22.6. The Representative of Services and Departmental Organizations shall not be entitled to vote at any meeting of the POA, if the Member Organization is in arrears in respect of Fees.
- 22.7. A Services Organization or a Departmental Organization failing to pay the Fee within the time fixed shall be liable to pay fine of Rs. 10000/- in addition to the arrears for restoration of voting right.

#### **GENERAL COUNCIL**

- 23. The Supreme authority shall be vested in the General Council.
- 23.1. The following shall be eligible to attend the POA General Council Meeting:
  - 23.1.1. President and Secretary General, POA.
  - 23.1.2. Member(s) of IOC in Pakistan.
  - 23.1.3. Representatives of the Member Units of POA, as fixed in Article 11 whose intimation has duly been sent to the Secretary General POA as laid down in Article 23.5.
  - 23.1.4. Not more than Sixteen (16) Individual Members for each term, elected in accordance with this Constitution
  - 23.1.5. Two (2) representatives of the Athletes Commission elected by the Athletes Commission in accordance with this Constitution, whose names shall be communicated by the Athletes Commission to the POA Secretariat within stipulated timeline at Article 23.5.
  - 23.1.6. Legal Advisor of the POA appointed by the Executive Committee. He / she shall not be entitled to vote and shall not be accounted for the purpose of the quorum of the meeting.
- 23.2. General Council shall meet at least once a year. Other General Council meetings may be held as and when summoned by the:
  - 23.2.1. President
  - 23.2.2. Executive Committee
  - 23.2.3. At the request in writing of not less than half (50%) of the Affiliated Member Units.
- 23.3. The General Council shall meet normally to transact the following business:
  - 23.3.1. To elect Office Bearers and other elected Members of the Executive Committee under Articles 28.1.3 and 28.1.4 as provided in this Constitution, in a meeting expressly convened for the purpose
  - 23.3.2. To consider and approve admission and / or removal of Members and/or take any final decision relating to suspension of Members as provided in this Constitution.
  - 23.3.3. To consider and approve Audited Statement of Accounts, Balance Sheets and Auditor's Report. The Statement of Accounts shall be for each year. The Accounts of POA shall be audited every year by an approved external Chartered Accountant appointed by the General Council.
  - 23.3.4. To consider and approve the Budget Estimates.
  - 23.3.5. To decide about the participation of Pakistan Olympic Association Contingents in the contests of International nature.
  - 23.3.6. To consider and approve Amendments to the Constitution.
  - 23.3.7. To take decisions about levy of any contribution, penalty and other charge.
  - 23.3.8. To decide on any other matter included in the agenda.
- 23.4. Unless otherwise specified in this Constitution, the quorum for a meeting of the General Council shall be One-Third of all the existing

- members and representatives eligible to vote as provided in Article 11.
- 23.5. In order to exercise their votes at a Meeting of the General Council, the names of the representatives from the Member Units must be received in writing in the POA Secretariat Seven (7) days before the date of the Meeting, failing which the representatives shall not be entitled to attend the meeting.
- 23.5.1. An elected Office Bearer representing a National Federation / member unit shall remain as one of the representatives of the Federation on the General Council of POA for full term provided he / she continues to hold some office in the respective Federation/ member unit or his / her representation is not specifically withdrawn by the concerned Federation/ member unit, the intimation of which is duly provided to the Secretary General, POA at least seven (7) days before the General Council Meeting of POA.
- 23.6. No proxy vote to be allowed.
- 23.7. No one is entitled to vote in more than one capacity. Should such scenario occur, the person concerned should decide in which capacity he/she will exercise his/her vote and inform the POA Secretariat accordingly.
- 23.8. All business discussed or decided at the meeting of General Council shall be recorded in a Minute Book which shall be signed by the Chairman of the Meeting. Copies of the proceedings will be supplied to all Members within One Month of the Meeting.
- 23.9. Thirty days previous Notice shall be necessary for the Meeting of the General Council.
- 23.10. An emergent meeting of General Council shall be convened with 7 days prior notice.
- 23.11. In the event of Meeting of General Council being not held on the appointed date for want of quorum, the Meeting will be held on a subsequent date, within 30 days following the date initially scheduled without any quorum.
- 23.12. All decisions shall be taken by a simple majority of votes unless otherwise provided in the Constitution. However, National Federations affiliated to their respective International Federations governing sports included in the programme of the Olympic Games shall constitute the voting majority of the General Council.
- 23.13. When dealing with questions relating to the Olympic Games, only the votes cast by the Executive Committee of the Pakistan Olympic Association and by the National Federations affiliated to IFs governing sports included in the programme of the Olympic Games shall be taken into consideration.
- 23.14. The General Council may conduct its business through meetings convened in a physical location, or via electronic communication platforms, or by utilizing a hybrid approach that incorporates both in-person and virtual participation.
- 24. OFFICE BEARERS**
- 24.1. The following shall be the Office Bearers of the Pakistan Olympic Association and shall be elected after every Four (4) years at the Elective Meeting of the General Council, subject to elections being held immediately after each Summer Olympic Games and prior to 31st December of such calendar year at a date to be notified by the Executive Committee:-
- 24.1.1. President
- 24.1.2. One Senior Vice President

- 24.1.3. Four Vice Presidents, out of which there shall be at least Two Lady Vice President
- 24.1.4. Secretary General
- 24.1.5. Treasurer
- 24.1.6. One Deputy Secretary General
- 24.1.7. Three Associate Secretaries General, out of which, there shall be at least One Lady Associate Secretary General
- 24.2. All the Office Bearers and other members of Executive Committee shall be elected either:
  - 24.2.1. From amongst the persons eligible to attend the Elective Meeting of the General Council, or
  - 24.2.2. From amongst persons who have been an elected office bearer or a member of the Executive Committee for one complete term in the immediately preceding two terms, or
  - 24.2.3. From amongst persons who have been an elected/appointed office bearer of a member unit of the POA for at least two years, or POA Individual Member for a period not less than four years.
  - 24.2.4. No one shall be eligible if he/she has been conclusively convicted by a Higher Court in Pakistan
  - 24.2.5. No one shall be eligible if he/she has attained age over 71 years on the date of elections
  - 24.2.6. No one shall be eligible for re-election in the same office / position in Executive Committee if he/she has completed three consecutive terms in that office, provided that the number of terms completed shall not be calculated retrospectively but as from the date on which this new clause is included in this Constitution, i.e. from the 2024 elections onwards.
- 24.3. The General Council shall only be attended by the Chairpersons, Presidents, General Secretaries, Senior Vice Presidents, Chief Executive Officers, Vice Presidents and / or Treasurers of the NSFs, Provincial/Regional Olympic Associations and nominees of Service Organizations and Departments. However for the representations of women, the nominations should be preferably made from the Executive Committees / bodies of the affiliated NSFs of Olympic Sports, non Olympic Sports and Provincial Olympic Association.
- 24.4. The election shall be held as embodied in the POA Constitution after each Summer Olympic Games and prior to 31<sup>st</sup> December of such calendar year.
- 24.5. Unless otherwise determined by the IOC, if the election process and / or the outcome of the election is challenged or compromised by any means, the Executive Committee elected in last elections shall continue to function till conduct of elections or resolution duly approved by the IOC.
- 24.6. An Office Bearer shall cease to hold office of POA, if at any time he/she resigns or his / her representation is withdrawn by the concerned affiliated Unit, through a decision taken by the General Council / General Body / Executive Committee / President of the said National Federation / Association Other Association or, by the order of competent authority of the concerned Services or Departmental Organizations and intimation of withdrawal of representation along with the said decision / order is duly received by the Secretary General POA at least Seven (7) days before the meeting of POA General Council, in which the Secretary General should put up the said position for the approval by the General Council of POA. An Office Bearer shall also cease to hold office if he / she is removed by the resolution of the

meeting of POA General Council adopted by not less than two-third majority of votes provided that more than half of the total number of the members eligible to vote have voted on such a proposal.

- 24.7. Further the President, Senior Vice President, Vice Presidents, Secretary General, Deputy Secretary General, Treasurer and Associate Secretaries General of the POA and other members of the Executive Committee shall retire at the latest upon attaining the age of Seventy Five (75) years.
25. The President shall be the Head of the Association. He/ She shall preside at the Meeting of the General Council and the Executive Committee and interpret the Rules of the Constitution, subject to ratification by the Executive Committee and if necessary, final decision by the General Council. Unless otherwise specified in this Constitution, he/ she shall be authorized to appoint Commissions / Committees / Sub Committees, define their terms of reference, take decisions on their reports on behalf of General Council / Executive Committee and issue direction for the smooth working of POA on day to day basis. In any emergency the President shall have power to take any action he/ she deems fit, but such action taken shall be reported to the Executive Committee in its next Meeting.
- 25.1. The President shall exercise powers and perform duties as laid down in the various Rules approved by the Executive Committee or General Council from time to time.
- 25.2. In the absence of the President, the Senior Vice-President and in case of his / her absence, the oldest Vice President present will preside at the Meeting of the General Council or the Executive Committee as the case may be.
- 25.3. In the absence of the President, where the President notifies the Secretary General that he / she will for the period of his / her absence be unable to discharge his / her responsibilities as President, the Senior Vice President shall act as the President of POA for all intents and purposes for the period notified by the Secretary General as being the period of absence of the President.
26. The duties of the Secretary General shall be as follows:
  - 26.1.1. To act as the Secretary of the POA, the Executive Committee and any other Sub-Committee.
  - 26.1.2. To perform all his / her duties under the control of the President and the Executive Committee.
  - 26.1.3. To superintend and control the work of the Office.
  - 26.1.4. To sign on behalf of the POA and to conduct its correspondence.
  - 26.1.5. To issue Notices and Agenda for all Meetings.
  - 26.1.6. To include in the Agenda of the General Council Meeting and Executive Committee Meeting any matter duly proposed and seconded by the Representatives of the Members and delivered to the Secretary General Fifteen (15) days and Seven (7) days respectively before dates of the Meeting. The proposals received after the prescribed date may be considered with the permission of the Chair.
  - 26.1.7. To maintain correctly and up-to-date the Register of Member Units and their bonafide Representatives.
  - 26.1.8. To record proceedings of all Meetings and to obtain signatures of the Chairman thereon and supply copies to Members.
  - 26.1.9. To prepare under the guidance of the treasurer the Annual Budget of the POA.
  - 26.1.10. To Certify Copies of the Entries in Books.

- 26.1.11. To keep a permanent Advance Rupees equivalent to US Dollar Five Thousand to meet Expenditure of contingent nature which may be recouped from time to time and to maintain a Register showing its expenditure.
- 26.1.12. To maintain a stock register as well as details of assets and liability with the assistance Treasurer.
- 26.2. The Deputy Secretary General and the Associate Secretaries General shall carry out all the specific tasks as may be assigned to them by the POA, President or Secretary General.
- 26.2.1. In the absence of the Secretary General, the Deputy Secretary General, and in case of his / her absence, oldest Associate Secretary General present will discharge the functions of the Secretary General at the Meeting of the General Council or meeting of the Executive Committee.
- 26.2.2. In the absence of the Secretary General, where the Secretary General notifies that he will for the period of his / her absence be unable to discharge his / her responsibilities as Secretary General, the Deputy Secretary General, and in his / her absence the two oldest Associate Secretaries General jointly, shall act as the Secretary General of POA for all intents and purposes for the period notified by the President as being the period of absence of the Secretary General or the Deputy Secretary General as the case may be.
- 27. The Treasurer shall perform the following duties:
  - 27.1.1. To maintain with the assistance of the Secretary General accurate and up-to-date Accounts of the POA including a Cash Book.
  - 27.1.2. To receive and deposit immediately in the bank all money received on behalf of the POA and make payments as sanctioned by the POA or the Executive Committee or as directed by the President.
  - 27.1.3. To prepare Statement of Accounts each year and get it duly audited by the approved Chartered Accountant before presenting it at the Meetings of the General Council.
  - 27.1.4. To prepare Budget Estimate each year and present it to the General Council.
  - 27.1.5. Exercise powers and perform duties as laid down in the various Rules approved by the Executive Committee or General Council from time to time.
- 27.2. To keep a permanent Advance of Rupees equivalent to US Dollar Five Thousand to meet Expenditure of contingent nature which may be recouped from time to time and to maintain a Register showing its expenditure.

#### **EXECUTIVE COMMITTEE**

- 28. The Executive Committee shall consist of:
  - 28.1.1. All Office Bearers viz. President, Senior Vice President, Vice Presidents, Secretary General, Deputy Secretary General, Associate Secretaries General and Treasurer.
  - 28.1.2. IOC Member(s) in Pakistan.
  - 28.1.3. Three (03) Representatives of the Olympic Sports Federations to be elected at an Elective Meeting of the General Council.
  - 28.1.4. Three (03) Lady Executive members elected by the General Council from among the Lady members who are part of the individual members in the General Council or who represent Member Units in the General Council.
  - 28.1.5. One Representative from the Athletes Commission elected by Athletes Commission and duly approved by the General Council.
  - 28.1.6. Legal Advisor of the POA appointed by the Executive Committee. He / she shall not be entitled to vote and shall not be accounted for the purpose of the quorum of the meeting.
- 28.2. The elected representatives of the Olympic Sports Federations shall constitute the voting majority of the Executive Committee.
- 28.3. The Meetings of the Executive Committee shall be held at least once every three months or as frequently as necessary and at other times

when summoned by the President or at the written request of at least 50% Members of the Executive Committee. Quorum of the Meetings shall be One-Third of the total strength of the Executive Committee. No proxies shall be allowed at the Executive Committee Meetings. Ten (10) days previous Notice shall be necessary for a Meeting of the Executive Committee. At least two (2) days prior notice shall be required to convene an emergent meeting of Executive Committee.

- 28.4. All vacancies of Office Bearers and Members of Executive Committee shall be filled in by the Executive Committee by majority of votes subject to ratification at the next General Council Meeting, during the intervening periods falling between the two election meetings of the General Council.
- 28.5. The President or person stipulated under Article 25.2 or in the absence of all the Vice Presidents, a Member will be elected to preside at the Meetings of the Executive Committee.
- 28.6. The Executive Committee may delegate any of its power to:
  - 28.6.1. President or in his / her absence the Senior Vice President or in his / her absence a Vice President.
  - 28.6.2. Secretary General or in his / her absence the Deputy Secretary General.
- 28.7. The Executive Committee shall exercise all the powers of the POA except those vested in the General Council and in particular shall have the following powers and duties:-
  - 28.7.1. To observe in all their transactions the provisions of the Constitution of POA.
  - 28.7.2. To maintain true and accurate Accounts of all money received and expended and all stock bought and sold.
  - 28.7.3. To hold or authorize and supervise National, Regional, Continental, Commonwealth or any other Games.
  - 28.7.4. To raise funds for the POA.
  - 28.7.5. To sanction expenditure on the POA staff and of contingent nature.
  - 28.7.6. To hold seminars, courses, sports and cultural activities to popularize, improve and expand sports and games.
  - 28.7.7. To encourage, organize or cause to be organized sports for all programmes.
  - 28.7.8. To summon Meeting of the General Council when necessary.
  - 28.7.9. To consider new applications for Affiliation and forward its recommendations to the General Council.
  - 28.7.10. To approve the games and teams for participation in contests of International nature.
  - 28.7.11. To decide about any other matter referred to it by the General Council.
  - 28.7.12. To sanction Grant-in-Aid to Member Units for their sports activities out of the budgeted amount.
  - 28.7.13. To ratify the induction of staff on such terms and conditions as may be recommended by the HR and Admin Committee of POA.
  - 28.7.14. To frame Bye-Laws and Rules for conducting the business of the Executive Committee and operations of Pakistan Olympic Association.
  - 28.7.15. To take suitable action against Sportsmen/ Organizers/ Member Units for misconduct.
  - 28.7.16. To do all such other things as may be incidental or conducive to the attainment of the aims, objects and role of the POA.
  - 28.7.17. To appoint Legal Advisor of the POA on the recommendation of President POA, who shall not hold any elected position within the POA or any of its affiliated Federations, Associations, Departments or Services Organizations.
- 28.8. Unless otherwise specified in this Constitution, the Executive Committee may constitute working committees other than those provided in this constitution as Standing Committees, by specifying the terms of reference and responsibilities of any Sub Committees formed by it. The Executive Committee shall nominate the members of each Sub

Committee subject to the chairman of each Sub Committee being a member of the Executive Committee and each Sub Committee consisting of at least four (4) members.

28.9. All business discussed or decided at a Meeting of the Committee shall be recorded in a Minute Book, which shall be signed by the Chairman of the Meeting. Copies of the proceedings shall be supplied to all Members within Thirty (30) days of the said Meeting.

28.10. The Executive Committee may conduct its business through meetings convened in a physical location, or via electronic communication platforms, or by utilizing a hybrid approach that incorporates both in-person and virtual participation.

29. **ARBITRATION**

29.1. All disputes between the POA, any Affiliated Member Unit, affiliated member of any POA Affiliated Member Unit, person associated with, individual member or office bearer of any of them and arising out of or pertaining to the working, functioning and performance or any bye-law, regulation, rules or notification of POA, any of its Affiliated Member Units, members of the Affiliated Member Units or office bearer of any of them shall be resolved exclusively through arbitration as provided for under the Constitution and the "Rules of Arbitration of the POA" as framed and adopted by the General Council.

29.2. The disputes referred to arbitration shall be decided by the Arbitral Panel nominated under the Rules of Arbitration of the POA and its decision will be binding on all concerned subject to the right to challenge an award before the Appellate Bench of the POA and to challenge a decision of the Appellate Bench of the POA before the Court of Arbitration for Sports in Lausanne, Switzerland.

29.3. Any proceedings instituted which are otherwise to be referred to arbitration under the Constitution shall be barred and represent a violation by the person or entity instituting the same of the Constitutional mandate of the POA and consequently be liable to penalty in terms of such person or entity's association or affiliation with the POA or any of its Affiliate Member Units or their affiliated members.

29.4. The Rules of Arbitration of the POA as adopted by General Council under this Constitution time to time shall form an inherent part of the Constitution of the POA. All such Rules shall be amended by General Council by not less than two third majority of votes provided that more than half the total number of Representatives eligible to vote have voted on such a proposal.

**STANDING COMMITTEES / COMMISSIONS**

30. There shall be Fourteen (14) Standing Committees / Commissions of the POA as under. This number may be increased in line with the directions of the IOC and provision of Olympic Charter:-

30.1.1. Arbitration Commission

30.1.2. Ethics Commission

30.1.3. Election Commission

30.1.4. Athletes Commission

30.1.5. Medical Commission

30.1.6. Women Commission

30.1.7. Sports Commission

30.1.8. Constitution and Affiliation Committee

30.1.9. Finance Committee

30.1.10. Education Commission

30.1.11. Environmental Commission

30.1.12. Culture and Olympic Heritage Commission

30.1.13. Disciplinary Committee

30.1.14. HR and Admin Committee

- 30.2. Unless otherwise specified in this Constitution and / or in the specific Rules / TORs of these Commissions / Committees:
- 30.2.1. Chairperson shall be appointed by the General Council on the recommendations of President POA from amongst the professionals and experts of respective fields.
- 30.2.2. Three or four members from amongst the POA affiliates and members (who are not office bearers and members of the Executive Committee) including at least one or two women representatives shall be nominated by Executive Committee on the recommendations of President POA.
- 30.2.3. One or two experts of specific fields nominated by Executive Committee on the recommendations of President POA may be incorporated on need basis.
- 30.2.4. Legal Advisor will be the permanent member of Constitution Committee and Disciplinary Committee.
- 30.2.5. Treasurer shall be the Secretary of Finance Committee.
- 30.2.6. Secretary General POA will be member of all Committees / Commissions, except for where explicitly provided.
- 30.2.7. Deputy Chairperson and Secretary of each Commission / Committee shall be nominated by President POA in consultation with Chairperson concerned from amongst the Secretary General, Deputy Secretary General and Associates Secretaries General of the POA or from the members of the Commission / Committee as per TOR / Rules of the respective Commission / Committee.
- 30.3. Terms of Reference for each Commission / Committee shall be determined by the Executive Committee of POA and /or by the General Council of POA, as the case may be, and notified by the Secretary General POA to all affiliates of the POA.
- 30.4. The head of the Commission / Committee shall be responsible to convene meetings as and when required and present annual report to the General Council of POA as per agenda points.
- 30.5. Prior notice of seven (07) days shall be necessary to hold meeting of a Commission/Committee.
- 30.6. The quorum of the meetings of these Commissions / Committees at least four members including Chairperson.
- 30.7. POA Secretariat shall be responsible to provide logistics for holding meetings of these Commissions / Committees by concerned Chairperson.
- 30.8. The commissions / committees shall be constituted within 60 days of Elective General Council Meeting of POA.
- 30.9. President POA may advise to convene a session / meeting of any Commission / Committee and such meetings must be convened within 20 days of such advice.
- 30.10. Arbitration Commission of the POA shall be notified and function as per Arbitration Rules of the POA approved by the General Council of POA in terms of Article 29 of the Constitution.
- 30.11. Ethics Commission shall be formed by the General Council of POA from amongst the highly reputed personalities from Judiciary, Senior Bureaucrats, Experts and Educationists (other than members of NOC affiliates / Members) on the recommendations of President POA or Executive Committee. The POA Code of Ethics shall be approved by the General Council from time to time and shall form an inherent part of the Constitution. All such Rules shall be amended by General Council by not less than two third majority of votes provided that more than half the total number of Representatives eligible to vote have voted on such a proposal.
- 30.12. Election Commission duly notified and functioning as per Election Rules of the POA approved by the General Council of POA from time to time shall form an inherent part of the Constitution of the POA. All such Rules shall be amended by General Council by not less than two third

- majority of votes provided that more than half the total number of Representatives eligible to vote have voted on such a proposal.
- 30.13. Finance Committee shall be formed as per Financial Rules approved by the Executive Committee.
- 30.14. Medical Commission shall be formed by the Executive Committee on the recommendation of President POA. It will consist of Medical Specialists, Physiotherapists and representatives of WADA in Pakistan with gender balance. Chairperson of the Commission shall be responsible to convene meetings and present annual report as described in the TOR.

#### MISCELLANEOUS

31. In case of urgent matters, when holding of General or Executive Committee Meeting is not possible, the Secretary General may obtain the decision of the Members by Post or Telegram Votes and act according to the Majority Vote provided the Votes so obtained are preserved in the POA record and the matter is laid in the next General or Executive Committee Meeting for approval.
32. No Amendment in the Constitution shall be made except at a Meeting of the General Council passed by a Two-Third majority of votes of the Members present at the Meeting provided that more than half of the eligible voters have voted on the Amendment. Notice of the proposed Amendment shall be given to all Members at least Twenty One (21) days before the date of the Meeting.
33. The Emblem, the Flag and Anthem adopted by the Pakistan Olympic Association for use in relation to its activities, including the Olympic Games, is its exclusive ownership, which cannot be used by any other person, organization or party except with prior permission of the Pakistan Olympic Association on its terms and conditions in compliance with the provisions of its Constitution. It is subject to prior approval by the IOC.
34. The Office bearers and members of the Executive Committee of the POA with the exception of those who devote themselves to administration of sports, shall accept no salary or bonus of any kind in consideration for the performance of the functions except transport, traveling, hotel expenses, daily allowance and indemnity etc. as provided in the Financial Rules of POA to attend the various meetings, activities and events on behalf of Pakistan Olympic Association in Pakistan and abroad as well. This facility shall also be provided to the members of the General Council, Standing Committees and nominees of POA for the assignments of POA in accordance with the Financial Rules.
35. The Constitution of Pakistan Olympic Association shall at all times, be in accordance with the Olympic Charter and refer expressly to the latter. If there is any doubt as to the implication or the interpretation of the Constitution of the Pakistan Olympic Association or if there is a contradiction between such Constitution and the Olympic Charter, the latter shall take precedence.
36. Any subsequent amendment to the Constitution of the Pakistan Olympic Association approved by the IOC shall also be communicated to the latter with a request for approval.

Adopted in the General Council Meeting of Pakistan Olympic Association held on **30 November 2024** in Lahore.



**Syed Mohammad Abid Qadri Gillani**  
President  
Pakistan Olympic Association



**Muhammad Khalid Mahmood**  
Secretary General  
Pakistan Olympic Association