

CONSTITUTION

PREAMBLE

We, the NOC of Pakistan (Pakistan Olympic Association), an organization belonging to the Olympic Movement duly represented, hereby undertake to respect the provisions of the Olympic Charter and the World Anti-Doping Code and to abide by the decisions of the International Olympic Committee (IOC).

We undertake, in accordance with our mission and role at national level, to participate in actions to promote peace, gender equality, environment sustainability, education and culture through sport. We also undertake to support and encourage the promotion of sports ethics, good governance, and fight against doping.

ARTICLE - I

NAME, HEADQUARTERS AND EMBLEM

Name and Headquarters

The Organization shall be called the Pakistan Olympic Association. The Headquarters of the Pakistan Olympic Association shall be at the Olympic House, Lahore.

Emblem

The Emblem of the Pakistan Olympic Association in its nearest proportion and colour is as reproduced below:-



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 Flag of the Pakistan Olympic Association is in white colour with the Emblem as described above and bearing the words Pakistan Olympic Association.

ARTICLE-II

JURISDICTION

The jurisdiction of the Pakistan Olympic Association shall extend throughout Pakistan, the acceding States and the Territories under the control of Pakistan.

ARTICLE – III

INTERPRETATION OF TERMS

The terms and abbreviations used herein-after shall mean:-

1. IOC - International Olympic Committee
2. POA – Pakistan Olympic Association
3. National – On country wide basis

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.
5. Association - Means Provincial Olympic Association. A unique entity created and recognised by National Olympic Committee.
6. Other Association – Means Olympic Association of a Territory or the acceding State recognized as independent Administrative Unit under the control of Pakistan, other than the Province and duly created and recognized by National Olympic Committee.
7. Member Unit – Affiliated National Federation / Association / Other Association / Service Organization or any other Organization on National Basis when affiliated with POA.
8. Eligible - Born and domiciled in Pakistan or the States in Pakistan or having acquired nationality in Pakistan or the States therein or those who are deemed qualified by the POA.
9. Service Organization - Sports Organizations of Armed Forces Constituted at national level like Army, Air Force and Navy etc and duly affiliated with POA.
- 9.1 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.
10. Olympic Charter – Olympic Charter of IOC
11. NOC – National Olympic Committee as defined in the Olympic Charter
12. Constitution – Constitution of Pakistan Olympic Association adopted by its General Council and duly approved by IOC
13. IF - International Federation non-governmental organization administering one or several sports at World level
14. OCA – Olympic Council of Asia
15. SAOC – South Asian Olympic Council
16. CGA – Commonwealth Games Association
17. CGF - Commonwealth Games Federation
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.
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.
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.

ARTICLE – IV

VISION & MISSION

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.

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.

ARTICLE – V

ROLE AND OBJECTIVES

1. Foster, develop and propagate the fundamental principles of Olympism through educational programmes and initiate the youth to the values of the Olympic Movement.
2. Ensure the observance of the Olympic Charter in Pakistan.
3. Creation of institutions dedicated to Olympic education, such as a National Olympic Academy, an Olympic Museums and other programmes, including cultural, related to the Olympic Movement.
4. To promote high performance sport as well as “sports for all” ensuring everyone has a chance to exercise sports and adopt the values of Olympism embracing the highest sports ethics, sportsman spirit and fair play.
5. Ensure Gender Equality and capacity building of women to enable them to assume leadership roles within the NOC and its members.
6. Institute measures for the prevention of harassment and abuse in sports and ensure all concerned have recourse to report and ask for the redress of grievances.
7. To take action against any form of discrimination and violence in sports on grounds of race, religion, politics, sex or otherwise.
8. Encourage, promote and assist/advise all stakeholders for the development of sports in Pakistan and the utilization of sports for development.
9. Advocate and promote the use of sports for peace, development and preservation of the environment.
10. Affiliate National Federations of games or sports recognized in the Olympic Movement, Associations, Other Associations and Services Organizations who will undertake to comply with instructions of POA/IOC/OCA failing which members and individuals belonging to Olympic Movement shall be liable to measures including but not limited to disbarment from Olympic Movement and or suspension.
11. Raise funds for it's 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.
12. To arrange and encourage systematic training of sportsmen, coaches and sports administrators in Pakistan and assist them for training abroad.
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.
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.

15. Ensure resolution of all disputes within the Olympic Movement in Pakistan through its Arbitration process.
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.
17. Work to maintain harmonious and cooperative relations with appropriate governmental bodies in Pakistan. Nevertheless the POA shall preserve its autonomy and resist all pressures of any kind including those of a political, religious or economic nature that may prevent it from complying with the Olympic Charter.
18. In order to fulfill its mission, the Pakistan Olympic Association may cooperate with governmental or non-governmental bodies. 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.
19. 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.
20. To encourage and support measures relating to the medical care and health of athletes.
21. To do all acts and things necessary and proper to carry out the purposes of the Pakistan Olympic Association.

ARTICLE – VI

MEMBERSHIP

1. The Membership shall consist of:
 - i. President and Secretary General(elected at the Elective Meeting of the General Council)
 - ii. Member(s) of the IOC in Pakistan.
 - iii. Affiliated National Federations (including all national federations affiliated to the IFs governing sports included in the programme of the Olympic Games), Associations, Other Associations and Services Organizations.
 - iv. Athletes Commission
 - v. Individual Members (as per Article VI (6)(vi))
2. The representation to the General Council shall be as under:
 - i) Provincial Olympic Associations - **One (1) representative each with one (1) vote each.**
 - ii) Other Associations - One (1) representative each with one vote each.
 - iii) (a) National Federations of Olympic Sports - Three (3) representatives each; out of which at least one (1) will be a lady representative, with one vote each. The representative of National Federations of Olympic Sports must always constitute the voting majority of the General Council.
(b) National Federations of Non-Olympic Sports - Two (2) representatives each, out of which at least one (1) will be a lady representative, with one vote each.
 - iv) Army, Navy and Air Force One (1) representative each with one vote each.
 - v) Railway, WAPDA and Police One (1) representative each with one vote each.
 - vi) HEC One (1) representative with one vote.
 - vii) Athletes Commission - Two (2) representatives with one vote each.
 - viii) Individual Members (as per Article VI (6) vi)) – not more than sixteen (16) – individual members with one vote each, including at least 50% of ladies.

- ix) President and Secretary General (elected at the Elective Meeting of the General Council) with one vote each.
 - x) Member(s) of the IOC in Pakistan with one vote each.
 - xi) National Traditional Sports Association – One (1) representative each **with one (1) vote each.**
 - xii) National School Olympic Association –One (1) representative each **with one (1) vote each.**
3. The General Council of the POA shall be competent to admit a new member as per Standing Operating Procedure / criteria of affiliation approved by the General Council or Executive Committee (as the case may be) and notified from time to time or remove a Member by resolution adopted 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.
 4. While admitting new members it will be ensured that voting majority of Olympic Sports in General Council is intact.
 5. The Government or others public authorities shall not designate any member to the POA. However, the POA may decide, at its discretion, to elect as members representatives of such authorities, which are affiliated with the POA.
 6. ELIGIBILITY FOR MEMBERSHIP:
 - i) **National Federations**

National Federations shall be eligible to seek or retain Membership of POA only if they fulfill the following conditions:

- a) Each National Federation, except that of a sport requiring specific playing conditions shall have at least Three (3) properly constituted Provincial Associations and at least Three (3) POA Affiliated Services and departmental Organizations as its affiliated Member Units. The said conditions shall be relaxed by the General Council on the recommendation of President POA in case of a National Federations of a sport such as Sailing, Ski, Equestrian etc. requiring special conditions for its sporting activities in terms of areas in the country, facilities and equipment etc. Each of the Provincial Associations affiliated with the National Federation shall fulfill the minimum conditions in respect of its structure from grass-root to Provincial levels and the sporting activities, as approved by POA General Council. The Provincial Sports Associations shall also be affiliated with their respective Provincial Olympic Associations. The National Federation and Provincial Olympic Association shall certify the bonafide of their affiliated Provincial Sports Association. In case of a dispute arising between the concerned National Federation of its sport and the concerned Provincial Olympic Association regarding bonafide of the Provincial Association of that sport, the dispute shall be referred to Arbitration for resolution as per Article-XI of the Constitution of POA. A National Federation seeking Affiliation with POA shall have such Provincial 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.
- b) They are affiliated to the IFs governing sports included in the programme of the Olympic Games or Continental Games, as well as those National Federations affiliated with their respective IFs recognized by IOC. Proof must be adduced that these National Federations exercise a specific and real sports activity in the country and internationally, in particular by organizing and participating in competitions and implementing training programmes for athletes. The POA shall not recognize more than one National Federation for each sport governed by such IF.
- c) They will have a proper Constitution in line with the Olympic Charter and the statute of the IF concerned duly approved by IF concerned and 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.
- d) There shall not be more than one National Federation for each sport duly affiliated with the respective International Federation recognized by the IOC, which governs the male and female activities in the respective sport at provincial, national and international levels. The National Federation which governs the male and female sporting activities at provincial and national levels shall have Women Associations / Women Wings in at least three provinces as well as at national level with strength of

lady members on its General Council and Executive Committee as per the directive of the concerned IF and IOC. Such a National Federation shall have a weightage in the representation on the General Council of POA as defined in Article VI-2(iii)-(a), for the Olympic sports federations, and in Article VI-2(iii)-(b) for the non-Olympic sports federations.

- e) They will organize National Championships, Seniors, Juniors and Women every year with the widest participation along with implementing the training programmes for their sports persons.
- f) They will hold elections as embodied in their Constitution within the time prescribed by inviting a representative of POA to ensure transparency and compliance of the Constitutions of the concerned National Federations and that of the directions/Constitution of POA. 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.

ii) Provincial Olympic Associations

- a) The minimum number of Provincial Sports Associations affiliated with each of the Provincial Olympic Associations shall be more than 50% of the number of National Federations of Olympic Sports affiliated with POA.
- b) They will have a proper Constitution in line with the Olympic Charter and the POA 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.
- c) These Associations will develop sports in their respective Provinces in conjunction with the Provincial Sports Organizations and act as their coordinating body.
- d) Shall hold regular sports programmes.
- e) Shall organize National Games as and when allotted by POA.
- f) They will hold elections as embodied in their Constitution within the time prescribed, subject to elections being held immediately after each Summer Olympic Games and prior to 31st December of such calendar year, by inviting a representative of POA to ensure transparency and compliance of their Constitutions as well as the Constitution of POA.

iii) Other Associations

- a) The Sports Associations of each of the Areas/Territories/Acceding States of Other Associations shall be duly affiliated with their respective National Federations recognized by POA. The minimum number of such Sports Associations shall be more than 50% of the total number of POA affiliated National Federations of Olympic Sports affiliated with POA.
- b) They will have a proper Constitution in line with the Olympic Charter and the POA 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.
- c) Other Associations shall develop sports in their respective Areas/Territories/Acceding State in conjunction with the Sports Associations concerned and act as their coordinating body.
- d) Other Associations shall hold regular sports programmes.
- e) Other Associations shall organize National Games when allotted by POA and Organize Multi-Sports Games at their respective Areas levels on their own, but shall organize other Multi-Sport Competitions/Games at National level with the approval of POA.
- f) The Constitutions of Other Associations shall be in line with the Constitution of POA and as directed by General Council/Executive Committee of POA.
- g) Other Associations will hold elections as embodied in their Constitutions within time prescribe, by inviting a representative of POA to ensure transparency and compliance of their Constitutions as well as the Constitution / Directions of POA.

iv) Services Organizations and Departmental Organizations

The 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:

- a) To attain and retain its affiliation with POA they must hold affiliation with at least eighteen (18) National Federations of Olympic Sports recognized by POA and its Constitution which should be in compliance with Olympic Charter and approved by the POA containing articles as stipulated in clause 6(iv)-b & c of the POA Constitution.
- b) Organize Inter Services, Inter-Divisional or Inter-Departmental Championships every year at national level.
- c) They assist National Federations in staging their annual championships/tournaments/other sports programmes and organize National Games when allotted to them by POA.
- d) Pay Affiliation Fee every year to POA

v) Compliance

- a) The Constitution of National Federations, Associations, Other Associations Services Organizations and Departmental Organizations shall not conflict with the Constitution of the Pakistan Olympic Association in any manner. All member units shall submit their latest Constitutions to POA within 60 days of any amendments.
- b) 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.
- c) 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.

vi) Individual Members

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 are likely to be helpful to strengthen the effectiveness of POA or who have rendered distinguished services to the cause of sports and Olympism. The total number of such individual voting member shall not exceed 16 including with at least 50% ladies. The General Council shall elect the individual member for term of four years (renewable during the General Council meeting held immediately after the Olympic Winter Games). In addition upon proposal from the Executive Committee the General Council can elect honorary members including Honorary Life President and Honorary Life Vice President who can be invited to attend the General Council meeting but without voting right. The Honorary Member shall not be counted in the calculation of the quorum of the meetings and cannot be elected to any position within the POA.

vii) Athletes Commission

- a) There shall be an Athletes Commission to fulfill the mission and objectives with composition and functions as directed by the IOC.
- b) The Athletes Commission as per IOC directive shall have at least Ten (10) members who are at least 16 years of age and have never been sanctioned for a doping offence.
- c) 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.
- d) The members of the Athletes Commission shall be elected for four years or till next elections of Pakistan Olympic Association and can be renewed.
- e) The members shall be elected from amongst the Athletes of all Olympic Sports as per following procedure:-

Two athletes (one male and one female) shall be nominated by each National Sports Federation on the following criteria:-

- Olympic Medalist
- Olympian (representation in Olympics)
- Asian and Commonwealth Games Medalist
- International Medalists

- National Champions

f) 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 Chairman Athletes Commission. The Committee shall comprise of five persons as under:-

- Elected Vice President of POA
- Two former Olympians (one male and one female)
- One Member of POA Election Commission
- Secretary Election Commission of POA

g) The Commission shall be represented at the General Council with Two (2) of its members, 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.

h) 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.

viii) National Traditional Sports Association

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:-

- 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.
- Organize Provincial, Inter-Provincial Championships as well as National Championships every year.
- Assist National Federations concerned in staging their championships/tournaments and other sports programmes.

ix) National School Olympic Association

National School Olympic 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:

- 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.
- Exercise a real and ongoing programme to promote Olympic Value Education under the auspices of POA.
- Organize School Championships at Divisional, Provincial and National level every year as per the rules of concerned Sport approved by respective NSF and IF.

ARTICLE – VII

FINANCE

- Services Organizations and Departmental Organizations shall pay Annual Fee of Rs. 10000/-which may be revised as and when necessary.
- The Membership Fee shall fall due on the first of July each year and shall be paid within Three (3) months of the date it falls due.
- 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.

4. 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.
5. The POA Financial Year shall be from 1st July to the following 30th June.
6. Financial matters of the POA shall be governed as per Financial Rules approved by the Executive Committee of POA from time to time.
7. 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.

ARTICLE VIII

GENERAL COUNCIL

1. The Supreme authority shall be vested in the General Council. The following shall be eligible to attend the POA General Council Meeting.
 - i. President and Secretary General, POA.
 - ii. Member(s) of IOC in Pakistan.
 - iii. Representatives of the Member Units as fixed in ARTICLE VI Clause 2 whose intimation has duly been sent to the Secretary General POA as laid down in Clause 5 of ARTICLE VIII.
 - iv. Not more than Sixteen (16) Individual Members for each term, as provided in ARTICLE – VI Clause 6 Sub Clause (vi).
 - v. Two (2) representatives of the Athletes Commission as provided in ARTICLE – VI Clause 6 Sub Clause (vii).
 - vi. Legal Advisor of the POA appointed by the Executive Committee. He / she shall not be accounted for the purpose of the quorum of the meeting.
2. General Council shall meet at least once a year. Other General Council meetings may be held as and when summoned by the:
 - i. President
 - ii. Executive Committee
 - iii. At the request in writing of not less than half (50%) of the Affiliated Member Units.
3. The General Council shall meet normally to transact the following business:
 - i. To elect Office Bearers and the Members of the Executive Committee, as well as the Individual Members as provided in Article -6 clause 6, sub clause vi in a meeting expressly convened for this purpose, when election is due.
 - ii. To consider and approve admission and/or removal of Members.
 - iii. 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.
 - iv. To consider and approve the Budget Estimates.
 - v. To decide about the participation of Pakistan Olympic Association Contingents in the contests of International nature.
 - vi. To consider and approve Amendments to the Constitution.
 - vii. To take decisions about levy of any contribution, penalty and other charge.
 - viii. To decide on any other matter included in the agenda.
4. The quorum for a meeting of the General Council shall be One-Third of all members and Representatives eligible to vote as provided in Article VI clause 1 and 2.
5. i) 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.
 ii) 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.

6. No proxy vote to be allowed.
7. 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.
8. Thirty days previous Notice shall be necessary for the Meeting of the General Council.
9. An emergent meeting of General Council shall be convened with 7 days prior notice.
10. 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.
11. 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.
12. 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.

ARTICLE IX

OFFICE BEARERS

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:-
 - i. President
 - ii. One Senior Vice President
 - iii. Seven Vice Presidents, out of which there shall be at least Two Lady Vice President
 - iv. Secretary General
 - v. Treasurer
 - vi. One Deputy Secretary General
 - vii. Seven Associate Secretaries General (one from each Province), out of which, there shall be at least One Lady Associate Secretary General
2.
 - i) All the Office Bearers shall be elected either:
 - a. From amongst the persons eligible to attend the Elective Meeting of the General Council, or
 - b. Have been an elected office bearer or a member of the Executive Committee for one complete term in the immediately preceding two terms.
 - ii) The Elective General Council shall only be attended by the Chairmen, Presidents, General Secretaries, Senior Vice Presidents, Chief Executive Officers, Vice Presidents and / or Treasurers of the NSFs, Provincial Olympic Associations, Other 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.
 - iii) The election shall be held as embodied in the POA Constitution within the time prescribed, subject to elections being held immediately after each Summer Olympic Games and prior to 31st December of such calendar year.
 - iv) 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.
3.
 - a) 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.

- b) Further the President, Senior Vice President, Vice Presidents, Secretary General, Deputy Secretary General, Treasurer and Associate Secretaries General of the POA shall retire upon attaining the age of Seventy Five (75) years.
4. a) 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.
 - b) Exercise powers and perform duties as laid down in the various Rules approved by the Executive Committee or General Council from time to time.
 - c) 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.
 - d) 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.
 5. The duties of the Secretary General shall be as follows:
 - i) To act as Secretary of the POA, the Executive Committee and any other Sub-Committee.
 - ii) To perform all his / her duties under the control of the President and the Executive Committee.
 - iii) To superintend and control the work of the Office.
 - iv) To sign on behalf of the POA and to conduct its correspondence.
 - v) To issue Notices and Agenda for all Meetings.
 - vi) 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.
 - vii) To maintain correctly and up-to-date the Register of Member Units and their bonafide Representatives.
 - viii) To record proceedings of all Meetings and to obtain signatures of the Chairman thereon and supply copies to Members.
 - ix) To prepare under the guidance of the treasurer the Annual Budget of the POA.
 - x) To Certify Copies of the Entries in Books.
 - xi) 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.
 - xii) To maintain a stock register as well as details of assets and liability with the assistance Treasurer.

- xiii) Exercise powers and perform duties as laid down in the various Rules approved by the Executive Committee or General Council from time to time.
6. (a) 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.
- (b) 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.
- (c) 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.
7. The Treasurer shall perform the following duties:
- i) To maintain with the assistance of the Secretary General accurate and up-to-date Accounts of the POA including a Cash Book.
- ii) 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.
- iii) 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.
- iv) To prepare Budget Estimate each year and present it to the General Council.
- v) Exercise powers and perform duties as laid down in the various Rules approved by the Executive Committee or General Council from time to time.
- vi) 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.

ARTICLE X

EXECUTIVE COMMITTEE

1. The Executive Committee shall consist of:-
- i) All Office Bearers viz. President, Senior Vice President, Vice Presidents, Secretary General, Deputy Secretary General, Associate Secretaries General and Treasurer.
- ii) IOC Member(s) in Pakistan.
- iii) Six (6) Representatives of the Olympic Sports Federations to be elected at an Elective Meeting of the General Council.
- iv) Five (5) 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.
- v) One Representative from the Athletes Commission elected by Athletes Commission and duly approved by the General Council.
- vi) Legal Advisor of the POA appointed by the Executive Committee. He / she shall not be accounted for the purpose of the quorum of the meeting.

- vii) The elected representatives of the Olympic Sports Federations shall constitute the voting majority of the Executive Committee.
- 2. 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.
- 3. 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.
- 4. The President or person stipulated under Article IX(4)(c) or in the absence of all the Vice Presidents, a Member will be elected to preside at the Meetings of the Executive Committee.
- 5. The Executive Committee may delegate any of its power to:
 - i) President or in his / her absence the Senior Vice President or in his / her absence a Vice President.
 - ii) Secretary General or in his / her absence the Deputy Secretary General.
- 6. 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:-
 - i) To observe in all their transactions the provisions of the Constitution of POA.
 - ii) To maintain true and accurate Accounts of all money received and expended and all stock bought and sold.
 - iii) To hold or authorize and supervise National, Regional, Continental, Commonwealth or any other Games.
 - iv) To raise funds for the POA.
 - v) To sanction expenditure on the POA staff and of contingent nature.
 - vi) To hold seminars, courses, sports and cultural activities to popularize, improve and expand sports and games.
 - vii) To encourage, organize or cause to be organized sports for all programmes.
 - viii) To summon Meeting of the General Council when necessary.
 - ix) To consider new applications for Affiliation and forward its recommendations to the General Council.
 - x) To approve the games and teams for participation in contests of International nature.
 - xi) To decide about any other matter referred to it by the General Council.
 - xii) To sanction Grant-in-Aid to Member Units for their sports activities out of the budgeted amount.
 - xiii) To ratify the induction of staff on such terms and conditions as may be recommended by the HR and Admin Committee of POA.

- xiv) To frame Bye-Laws and Rules for conducting the business of the Executive Committee and operations of Pakistan Olympic Association.
 - xv) To take suitable action against Sportsmen/ Organizers/ Member Units for misconduct.
 - xvi) To do all such other things as may be incidental or conducive to the attainment of the aims, objects and role of the POA.
 - xvii) 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.
 - xviii) Unless otherwise specified in this Constitution the Executive Committee shall specify 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.
7. 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.

ARTICLE XI

ARBITRATION

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. 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.
2. 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.
3. The Rules of Arbitration of the POA as adopted by General Council under Article XI (1) 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.

ARTICLE XII

STANDING COMMITTEES / COMMISSIONS

1. 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:-
 - i) Arbitration Commission
 - ii) Ethics Commission
 - iii) Election Commission
 - iv) Athletes Commission

- v) Medical Commission
 - vi) Women Commission
 - vii) Sports Commission
 - viii) Constitution and Affiliation Committee
 - ix) Finance Committee
 - x) Education Commission
 - xi) Environmental Commission
 - xii) Culture and Olympic Heritage Commission
 - xiii) Disciplinary Committee
 - xiv) HR and Admin Committee
2. Unless otherwise specified in this Constitution and / or in the specific Rules / TORs of these Commissions / Committees:-
- a. Chairman shall be nominated by Executive Committee on the recommendations of President POA from amongst the Vice Presidents of POA as well as professionals and experts of respective fields.
 - b. 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.
 - c. One or two experts of specific fields nominated by Executive Committee on the recommendations of President POA may be incorporated on need basis.
 - d. Legal Advisor will be the permanent member of Constitution Committee and Disciplinary Committee.
 - e. Treasurer shall be the Secretary of Finance Committee.
 - f. Secretary General POA will be member of all Committees / Commissions, except for where explicitly provided.
 - g. Deputy Chairman and Secretary of each Commission / Committee shall be nominated by President POA in consultation with Chairman 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.
 - h. TOR 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.
 - i. 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.
 - j. Prior notice of seven (07) days shall be necessary to hold meeting of a Commission/Committee.
 - k. The quorum of the meetings of these Commissions / Committees at least four members including Chairman.
 - l. POA Secretariat shall be responsible to provide logistics for holding meetings of these Commissions / Committees by concerned Chairperson.
 - m. The commissions / committees shall be constituted within 60 days of Elective General Council Meeting of POA.
 - n. 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.
 - o. 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-XI of the Constitution.
 - p. 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.
 - q. 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.

- r. Finance Committee shall be formed as per Financial Rules approved by the Executive Committee.
- s. 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.

ARTICLE XIII

MISCELLANEOUS

1. 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.
 2. 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 the Member Units at least Twenty One (21) days before the date of the Meeting.
 3. According to IOC Rules 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.
 4. Pakistan Olympic Association shall be responsible to the IOC for the observance, in its country, of Rules 7, 8, 9, 10, 11, 12, 13 and 14 and of their Bye Laws. It shall take steps to prohibit any use of the Olympic Symbol, Flag, Motto or Anthem which would be contrary to these Rules or their Bye Laws. It shall also endeavor to obtain protection of the designations "Olympic" and "Olympiad" for the benefit of the IOC.
 5. The Emblem, the Flag and Anthem adopted by the Pakistan Olympic Association for use in relation to its activities, including the National 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.
 6. The Flag, the Emblem and the Anthem adopted by the POA for use in relation to its activities, including the Olympic Games, shall be approved by the IOC Executive Board.
 7. The Pakistan Olympic Association undertakes to comply with all the Rules of Olympic Charter.
 8. 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.
 9. 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.
 10. 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.
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Transition Clauses:

1. The new composition of the Executive Committee, including the amendments to the positions of Office Bearers and the election of members, will be effective for the next POA elections in 2020. Until then, the current composition of the Executive Committee shall remain unchanged.
2. The election of the individual members as provided in the newly amended Article VI – 6 – (vi) shall exceptionally take place at the next meeting of the General Council which will immediately follow the adoption of this amended Constitution.

Above amendments were adopted by the General Council of NOC Pakistan in its meeting held on 12th January, 2019 at Lahore.

Lt Gen (R) Syed Arif Hasan HI(M)
President
Pakistan Olympic Association

Muhammad Khalid Mahmood
Secretary General
Pakistan Olympic Association