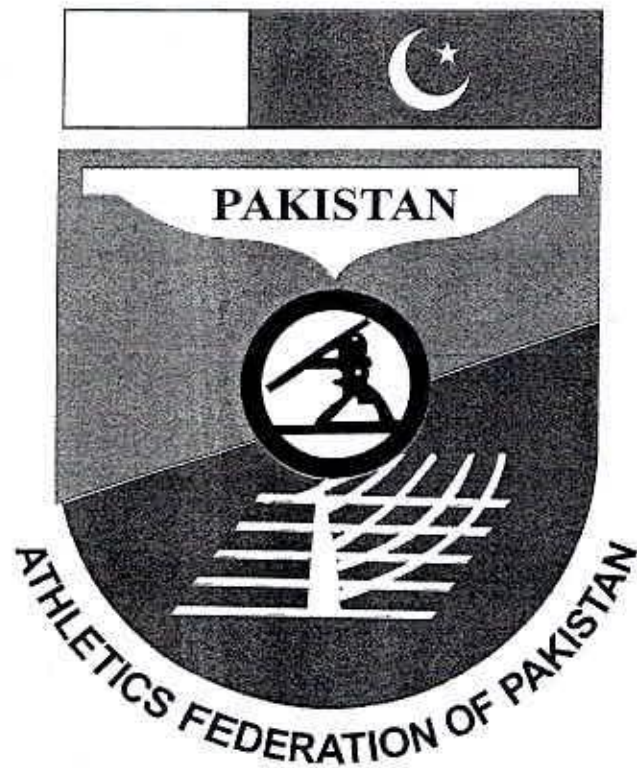


3

ATHLETICS FEDERATION OF PAKISTAN



CONSTITUTION

ARTICLE - I

Name and Headquarters

The Organization shall be called Athletics Federation of Pakistan and here in after known as AFP. **The Headquarters of Athletics Federation of Pakistan shall be located in Islamabad or as decided by the President or the General Council of AFP.**

ARTICLE - II

Jurisdiction

1. The jurisdiction of AFP shall extend throughout Pakistan, the acceding States and Territories under the control of Pakistan. It shall have the exclusive rights to govern Athletics for men and women in Pakistan.
2. AFP declares its opposition to any discrimination on the grounds of politics, race, sex, religion and creed.

ARTICLE - III

EMBLEM

1. **The Emblem of the AFP in its nearest proportion and colours is as reproduced below:-**



ARTICLE – IV

Definitions and Interpretation of Terms

The terms and abbreviations used hereinafter shall mean:-

- | | | |
|-----|-------------------------------------|--|
| 1. | IOC | International Olympic Committee |
| 2. | WADA | World Anti Doping Agency |
| 3. | POA / NOC Pakistan | Pakistan Olympic Association / National Olympic Committee of Pakistan |
| 4. | IAAF | International Association of Athletics Federations |
| 5. | AAA | Asian Athletics Association |
| 6. | PSB | Pakistan Sports Board |
| 7. | AFP | Athletics Federation of Pakistan |
| 8. | Member Unit | Association / Organization affiliated with AFP |
| 9. | Associations | Provincial / State of AJ&K affiliated with AFP |
| 10. | Other Associations | Islamabad / FATA & Gilgit Baltistan (BG) Athletics Associations affiliated with AFP |
| 11. | Service / Departmental Organization | Service / Departmental Sports Organization constituted at the national level like Army, Navy, Air Force, Railways, Pakistan Police, Higher Education Commission and WAPDA etc. |
| 12. | Constitution | Constitution of AFP |
| 13. | President | President, AFP |
| 14. | SVP | Senior Vice President, AFP |
| 15. | VP | Vice President, AFP |
| 16. | Secretary General | Secretary General, AFP |
| 17. | Treasurer | Treasurer, AFP |
| 18. | Joint Secretary | Joint Secretary, AFP |
| 19. | Associate Secretary | Associate Secretary, AFP |
| 20. | Member Executive | Member of the Executive Committee of AFP |
| 21. | SAAAF | South Asian Association of Athletics Federations |
| 22. | PADA | Pakistan Anti Doping Agency |
| 23. | P&DC | Promotion and Development Commission of AFP |
| 24. | PWAA | Pakistan Women Athletics Association |
| 25. | NAATO | National Athletics Association of Technical Officials |
| 26. | NCA | National Coaches Association of AFP |
| 27. | MAAP | Masters Athletics Association of Pakistan |

ARTICLE – V

Aims, Objectives and Role

The aims, objectives and role of Athletics Federation of Pakistan shall be:-

1. To encourage, promote, develop, regulate and control the sport of Athletics in Pakistan.
2. To follow and enforce the Rules and Regulations of International Association of Athletics Federations, Asian Athletics Association and South Asian Association of Athletics Federations.
3. To promote and facilitate affiliated Associations / Organizations.
4. To coordinate and control Athletics activities by holding meets / competitions, organizing National Senior, Junior and Youth Athletics Championships (Men & Women) on its own or under the auspices of any of its Member Units.
5. To raise funds for the AFP from the following sources:-
 - a. Through sponsorships
 - b. Grants from Government of Pakistan
 - c. Grants from Provincial Governments
 - d. Grants from International Agencies
 - e. Grants from Local Bodies
 - f. Donations from Philanthropists
 - g. Income from any activity organized by the AFP
 - h. Grants from the Pakistan Sports Board
 - i. Income from property purchased, acquired by the AFP
 - j. Income from any other lawful sources not specified in the above
6. To select athletes and officials to represent Pakistan in Athletics Programmes and Competitions to be held within the country and abroad.
7. To create, educate, standardize and regulate structures for Technical Officials, Judges, Coaches and Administrators.
8. To establish Training Camps, organize talent hunt schemes and Promotional Programmes for expanding and raising standard of Athletics in Pakistan.
9. To communicate with the IAAF, AAA, SAAAF, POA, PSB and other Government Bodies regarding issues of Athletics when required.
10. To discourage and take appropriate action against violence, discrimination on grounds of race, religion, creed, political affiliation and gender etc.

11. To ensure the observance of Anti Doping Code of WADA and PADA duly approved by the IOC and POA and fight against doping and use of substances and procedures prohibited by the IOC or the International Association of Athletics Federations.
12. To extend invitations to foreign athletes and officials for participation in National Athletics Championships and other Meets in Pakistan.
13. To encourage women participation in Athletics, create Women Association / Women Wings at National and Provincial levels and induct Women in the General Council / Executive Committee of the AFP with due consideration to the policies of IOC and POA.
14. To formulate Athlete Commission with Terms of Reference in line with the Constitution of POA and IAAF.
15. To establish Medical and Health Commission for Anti-Doping and for improving performance of the Athletes.
16. To launch Youth Development Programmes at grass-root levels.
17. To do all other acts and things as deemed necessary or conducive to carry out Aims, Objectives and Role of the AFP.
18. Sports Associations seeking financial assistance from AFP shall follow the AFP Constitution and Sports Policy of the Govt. in letter and spirit. They shall keep the relation harmonized with AFP.

ARTICLE – VI

Membership

1. The membership of the Athletics Federation of Pakistan shall be open to the following:-
 - a. Provincial Associations / State of AJ&K Athletics Association fulfilling the criteria as laid down in the Constitution Article VII-1. The Controlling Body of Athletics in a Province shall be affiliated with the respective Provincial Olympic Association / Provincial Sports Board.
 - b. Services / Departments Organizations subject to fulfilling the criteria as laid down in the Constitution-Article VII-2.
 - c. Area Athletics Associations provided that the body complies with the Eligibility Criteria as prescribed in the Constitution-Article VII-3.

- d. Pakistan Women Athletics Association (PWAA) provided the Body fulfils the Eligibility Criteria prescribed in the Constitution – Article –VII-4.
- e. Controlling Body of the NAATO and NCA provided the Bodies fulfil the Eligibility Criteria prescribed in the Constitution – ArticleVII-5 and Article VII-6
- f. The Member Units of the AFP shall submit their Annual Activity Report for the Next Financial Year to the AFP by end of May each year.
- g. Membership of the Units with AFP is subject to review of the activities and participation in National Championships or other activities in their own jurisdiction. It will be mandatory for Secretaries of all the affiliated Units to send Annual Activity Report by end of September each year to include the following:
 - i. Change in the office bearers if any (shall be reported on occurrence).
 - ii. Competitions held alongwith a copy of the results.
 - iii. Courses, Seminars, Clinics etc, if organized.
 - iv. Participation in National Athletics Championships and attendance in the Meeting of AFP.
 - v. No of Athletes selected in the National Training Camps and National Team.
 - vi. Any other Athletic activity conducted during the year.
- h. Any Association / Service Organization applying for membership / affiliation shall submit the following:
 - (i) Application for affiliation containing information which establishes that all the relevant Eligibility Conditions as contained in the Constitution of the AFP are duly fulfilled.
 - (ii) Copy of Constitution.
 - (iii) List of the officer bearers.
 - (iv) Should have atleast one track supplemented with full training facilities under its jurisdiction.
 - (v) Should have been holding its inter-unit competitions annually for the last three years and capable of organizing the National Athletic Championships independently. However, this condition will not apply to Technical Association of Athletics AFP of Pakistan and Pakistan Women Athletics Association due to

their nature of contribution of technical assistance and development of Athletics.

- i. Any unit applying for membership and fulfilling the above criteria shall be given playing rights and only after having been satisfied with their performance will be considered for full affiliation.

ARTICLE – VII

Eligibility for Membership

1. Provincial Associations

The Provincial Athletics Associations (Balochistan, Khyber Pakhtunkhawa, Punjab, Sindh) and AJ&K shall be eligible for seeking and retaining membership of the AFP if they fulfil the following criteria:-

- a. They have a Constitution each in line with the Constitution of the AFP.
- b. They shall be constituted by the properly represented District Associations, genuinely existing and functioning. The District Association shall be constituted by Tehsil Associations / Active Clubs. The minimum strength of Active Clubs in each District shall be five representing all tehsils or a minimum number of hundred (100) active athletes.
- c. All the Clubs affiliated with District Associations shall participate in the Annual District Championships and Provincial Championships if so required by the Provincial Associations.
- d. Active Clubs shall have facilities where athletics activities shall take place atleast 150 days in a year. Such Clubs shall have a proper management and some sort of financial support system to ensure sustainable activities of the Club during the year as well as its participation in the Athletics Meets, Competitions and Championships.
- e. The Clubs affiliated with the District Associations shall have close liaison with the Governmental Sports Bodies at Tehsil and District levels to receive the requisite financial, infrastructural and logistics support of the Government to run Athletic activities efficiently. In case Tehsil and District Associations face any problem in this regard they shall bring the issue to the notice of the respective Provincial Association.

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- g. Inter-Provincial Athletics Championships (Men & Women) will be organized by the Provincial Association on rotational basis in accordance with the decision of the AFP. In case of failure to hold allotted championship, the concerned Unit shall be liable for a fine of Rs. 2,00,000/-
- h. They have Women Associations / Women Wings and induct 20% Women on their General Council / Executive Committees.
- i. They are affiliated with the respective Provincial Olympic Association / Provincial Sports Board.
- j. They may be registered with the respective Provincial Sports Boards to receive financial, infrastructure and logistics support of the Government for their activities, In case they face any problem in this regard they will bring the issue to the notice of the AFP.
- k. They hold elections as embodied in their respective Constitutions on which atleast one representative from AFP shall be called to attend the election meeting as observer, to ensure transparency and compliance of the Constitutions of the Associations / AFP.
- l. They pay their affiliation fees and subsequent annual subscriptions to the AFP within the first three months of the Financial Year.
- m. They participate without fail in the National Athletics Championships and programs in accordance with the directions of the AFP.
- n. The Constitution of Provincial Athletics Associations / State of AJ&K shall not conflict with the Constitution of AFP.

2. Services / Departmental Organizations.

Services Organizations shall be eligible to seek or retain Membership of the AFP only, if they are constituted on national basis and fulfil the following Criteria:-

- a. They have a constitution / Rules, Bye-laws in line with the Constitution of the AFP.
- b. They organize Inter-Division / Unit Meets every year at national level in which all their component Units, with bonafide employee athletes, from throughout the country, take part. In case they fail to organize Inter-Divisional / Unit Competitions, the concerned Unit shall be liable for a fine of Rs. 1,00,000/-

- the country, take part. In case they fail to organize Inter-Divisional / Unit Competitions, the concerned Unit shall be liable for a fine of Rs. 1,00,000/-
- c. National Athletics Championships (Men & Women) will be organized by service organizations on rotational basis in accordance to the decision of the AFP. In case of failure to hold allotted championships, the concerned Unit shall be liable for a fine of Rs. 3,00,000/-
 - d. They pay their Affiliation Fees and subsequent Annual Subscriptions within first three months of the financial year to the AFP.
 - e. They participate without fail in the National Athletics Championships and programs in accordance with the directions of the AFP.

3. Other Associations

Other Associations like Islamabad, FATA and Gilgit Baltistan (GB) shall be eligible to seek or retain Membership of the AFP provided they fulfil the following conditions:-

- a. They have a Constitution each in line with the Constitution of the AFP and shall be constituted by at-least 10 Active Clubs or a minimum numbers of two hundred (200) active athletes.
- b. These Associations in their jurisdiction may create lower level Associations in line with the District Associations of the Province with whom Clubs / Athletes may be registered.
- c. They participate without fail in the National Athletics Championships and programs in accordance with the directions of the AFP.
- d. They hold regular Annual Championships and organize atleast one competition to be participated by the Clubs / Athletes of the area under their jurisdiction. In case of failure to hold this competition, the concerned Association shall be liable for a fine of Rs. 3,00,000/-
- e. They hold elections as embodied in their Constitutions in which one representative of the AFP shall be called to attend the elections meeting, as observer to ensure transparency and compliance of the Constitution of the concerned Association / AFP.
- f. They pay their affiliation Fees at the time of their affiliation with the AFP and subsequent Annual Subscription within the specified period as indicated in the Constitution of the AFP.

4. **Pakistan Women Athletics Association (PWAA)** X

Pakistan Women Athletics Association (PWAA) shall be eligible to seek or retain membership of AFP only if it is constituted at the National level and fulfils the following criteria:-

- a. They have a constitution / Rules, Bye-laws in line with the Constitution of the AFP.
- b. They pay their Affiliation Fee and subsequent Annual Subscriptions within first three months of the Financial Year to the AFP.
- c. They participate without fail in the National Programs in accordance with the direction of the AFP.
- d. PWAA shall hold elections for a term of four years. Such election shall be held three months prior to the election of the AFP. Its Electoral College shall be as under:-
 - i. President and Secretary General AFP
 - ii. Presidents and Secretaries of Provincial / State of AJ&K Athletics Associations
 - iii. Presidents and Secretaries of Area Associations
 - iv. President and Secretary of Women Athletics Association
 - v.. one Lady representative each of services organization having a women team which has participated in the recently held National Athletics Championships.

5. **National Athletics Association of Technical Officials (NAATO)**

NAATO shall be eligible to seek or retain membership of AFP only if it is constituted at the National level and fulfils the following criteria:-

- a. They have a constitution / Rules, Bye -laws in line with the Constitution of AFP.
- b. They pay their Affiliation Fee and subsequent Annual Subscriptions within first three months of the Financial Year to AFP.
- c. They participate without fail in the National Programs in accordance with the direction of AFP.
- d. NATO shall hold election for a term of four years. Such election shall be held three months prior to the election of AFP. Its Electoral College shall be the registered Technical Officials of AFP.

6. **National Coaches Association (NCA)**

NCA shall be eligible to seek or retain membership of AFP only if it is constituted at the National level and fulfils the following criteria:-

- a. They have a constitution / Rules, Bye –laws in line with the Constitution of AFP.
- b. They pay their Affiliation Fee and subsequent Annual Subscriptions within first three months of the Financial Year to AFP.
- c. They participate without fail in the National Programs in accordance with the direction of AFP.
- d. NCA shall hold election for a term of four years. Such election shall be held three months prior to the election of AFP. Its Electoral College shall be the registered Coaches / General Conditioning Specialists.

7. **Masters Athletics Association of Pakistan (MAAP)**

MAAP shall be eligible to seek or retain membership of AFP only if it is constituted at the National level and fulfils the following criteria:-

- a. They have a constitution / Rules, Bye –laws in line with the Constitution of AFP.
- b. They pay their Affiliation Fee and subsequent Annual Subscriptions within first three months of the Financial Year to AFP.
- c. They participate without fail in the National Programs in accordance with the direction of AFP.
- d. MAAP shall hold election for a term of four years. Such election shall be held three months prior to the election of AFP. Its Electoral College shall be the registered Master Athletes as per World and Asian Masters Athletics Association Rules.

8. **Athletes Commission**

There shall be an Athletes Commission to fulfil the mission and objectives with composition and functions as directed by the AFP.

- a. The Athletes Commission shall have five (5) members (including two female athletes) who are at least 16 years of age and have never been sanctioned for a doping offence.
- b. The Commission shall be composed of such male and female athletes who at the time of their election are participating at the National Championship.

- c. The members of the Athletes Commission shall be elected by the General Council of AFP for four (4) years or till next election of the AFP.
- d. The AFP shall notify the date and venue of the election atleast 15 days before election of the Athlete's Commission to be held during the General Council Meeting of AFP prior to election meeting of AFP.
- e. Two members of the so elected Athletes Commission shall be nominated by the President of the AFP for representation at the General Council Meeting of AFP and shall have the right of vote as laid down in the Article IX of the Constitution.
- f. The Commission shall be represented on the AFP Executive Committee with at least one (1) member elected by the AFP General Council and shall have right of vote.

9. **AFP Promotion & Development Commission**

There shall be a Promotion & Development Commission of AFP to fulfil the mission and objectives with composition and functions as directed by the President or General Council of AFP.

- a. Chairman of the Commission shall be elected by the members of the Commission.
- b. Members of the commission shall be nominated by the President AFP from within the Member Units of AFP, Donors and Sponsors.
- c. The Secretary of the Commission shall be nominated by the President on the recommendation of the Chairman from amongst the members of the commission.
- d. The tenure of the Commission shall be four years or as decided by the General Council.
- e. The Commission shall be responsible to arrange funds for competitions/ training camps and all other athletics activities of AFP.

10. **Medical and Health Commission**

There shall be a Medical and Health Commission of AFP to fulfil the mission and objectives with composition and functions as directed by the President or General Council of AFP.

- a. Chairman of the Commission shall be nominated by the General Council on the recommendation of the President.

- b. They have a constitution / Rules, Bye –laws in line with the Constitution of AFP and WADA / PADA.
- c. They participate without fail in the National Programs in accordance with the direction of AFP.
- d. Medical and Health Commission shall have following members:
 - i. Registered Sports Medicine Specialists
 - ii. Registered Physiotherapists
 - iii. Registered sports psychologists
 - iv. Registered nutritionists

ARTICLE-VIII

Subscriptions

1. Any organization applying for membership / playing rights shall pay Rs.1,00,000/- and Rs. 50,000/- respectively alongwith application as admission fee which shall be refunded in case membership / playing rights are refused.
2. All affiliated Associations / Service Organizations / Other Associations shall pay Rs.5, 000/- as Annual Subscription to AFP.
3. The annual subscription fee may be increased by the General Council as and when considered appropriate.
4. The annual subscription fee shall fall due on the 1st of July each year and payment shall be made before 30th September each year.
5. No representative of a Member Unit shall be entitled to vote at any meeting of the AFP if the Member Unit is in arrears in respect of payment of its dues to the AFP.
6. A Member Unit failing to pay Subscription or any other dues to the AFP for a period of two years, for which at least two notices have been duly issued and served by the General Secretary, is liable to be dis-affiliated by decision of the General Council of the AFP.
7. Once a Member Unit is removed from the Membership of the AFP for non-payment of dues, application for re-admission will not be considered by the AFP unless all arrears have been paid alongwith a penalty of Rs.10,000/- to the AFP.

ARTICLE -IX

General Council

1. Supreme authority of the AFP shall be vested in the General Council consisting of the following:
 - a. Executive Committee.
 - b. Three representatives including one female (mandatory) from each Association including the one if on the Executive Committee.
 - c. Two representatives each from Departmental Organization / Commissions including the one if on the Executive Committee.
 - d. The number of Lady Members shall be at least 20% of the total strength of the General Council.
2. General Council shall meet atleast once a year. Other meetings of General Council may also be held as and when summoned by the:
 - a. President.
 - b. Executive Committee.
 - c. At request in writing from not less than 33% of the total strength of the persons eligible to attend the General Council meeting.
 - d. If a Special Meeting is requisitioned, the Secretary shall issue a notice with prior approval of the President for such meeting within one month of the receipt of the requisition. The Secretary shall however give not less than 15 days notice of such meetings to all members and shall circulate with the notice a copy of the agenda.
 - e. In case of emergency, the President at his discretion may convene a meeting at a shorter notice.
 - f. At a meeting of a General Council one third (1/3) of the members shall form the quorum. If at any meeting there is no quorum, the meeting may be adjourned for a period of not less than 10 days. No quorum shall be necessary for an adjourned meeting provided that not less than 7 days notice is given to members of the adjourned meeting.

- g. Except for want of quorum, no meeting of the General Council once convened shall be postponed or cancelled unless 2/3 (two third) of the members present ask for such postponement or cancellation.
3. In order to exercise their votes in the General Council meeting, Names of the Representatives from Member Units must be received in writing in the AFP's Secretariat at least three (3) days before the date of meeting, failing which they shall not be entitled to attend the meeting.
 4. In case President of a member unit is unable to attend the meeting, his nominees may attend the meeting through a written authorization which must be received by the Federation Secretary with a copy to the President, 10 days before the meeting. In case of the election meetings the President of a member unit, while nominating his nominees will clearly indicate as to who out of the two / three is authorized to vote in the meeting.
 5. An elected Office Bearer representing a Member Unit shall remain one of the Representatives of the Unit on the General Council of AFP for full term provided he / she continues to hold some Office of the Member Unit unless his / her representation is not specifically withdrawn by the concerned Unit on cogent grounds. The intimation to this effect shall be provided by the President of the concerned Member Unit to the Secretary General and President of AFP at least (7) days before the General Council Meeting of AFP.
 6. 21 days Notice shall be necessary for the meeting of the General Council.
 7. The Elective General Council Meeting of the AFP shall be convened once after every four years, in which besides other matters, the elections shall be held, on which a Representative of POA and PSB shall be invited by the AFP as observers to ensure transparency of the elections. The Annual General Council Meeting of the AFP shall be held atleast once in a year. The date and place of the meeting shall be determined by the Secretary General in consultation with the President or in his absence with the SVP, unless previously decided by the General Council or Executive Committee.
 8. All business discussed and decided at a 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 provided to all Member Units and their authorized Representatives who attended the meeting within 45 days of the meeting.

9. General Council shall meet to normally transact the following business:-
 - a. To consider and approve admission and removal of member Units.
 - b. To elect Office Bearers and Members of the Executive Committee and committees in an Elective General Council Meeting exclusively convened for this purpose when elections are due.
 - c. To consider and approve Audited Statement of Accounts. Statements of Accounts shall be for the previous financial year and shall be audited by Chartered Accountants appointed by the General Council.
 - d. To consider and approve the Annual Report of Activities of the AFPs presented by the General Secretary and head of the Sub-Committees.
 - e. To take such other steps as may be necessary and expedient to carry into effect the Aims and Objects of the AFP.
 - f. To appoint Ad-hoc Committees in the event of any Association being dissolved or becoming defunct.
 - g. To frame, adopt, incorporate on the recommendation of NAATO Competition Rules and Regulations in line with AAA and IAAF Rules.
 - h. To consider and decide matters, not covered by the Rules or the Constitution of the AFP on the proposal of President.
10. All decisions shall be taken by a simple majority of votes unless otherwise provided in the Constitution.
11. The voting strength in the General Council Meeting and its procedure shall be as under:
 - a. Voting strength shall be:-

i. Provincial / Areas Associations	Two (2) each
ii. Services / Departmental Organizations	Two (2) each
iii. PWAA	Two (2)
iv. NAATO	One (1)
v. NCA	One (1)
vi. MAAP	One (1)
vii. P&D Commission	One (1)
viii. Medical and Health Commission	One (1)

- ix. Athletes Commission One (1)
 - x. National Champion Unit (men) One (1)
 - xi. National Champion Unit (Women) One (1)
- b. All the members who's dues are not in arrears including the current year shall be entitled to exercise their votes in the General Council.
 - c. Members shall not be entitled to exercise their vote by proxy.
 - d. Voting may be held by show of hands or through secret ballot as decided by the majority of the members.

ARTICLE – X

Office Bearers

1. Following Office Bearers and Members of the AFP Executive Committee shall be elected after every four years in the Elective General Council Meeting of the AFP:-
 - a. President: One (1)
 - b. SVP One (1)
 - c. VP (Men) Five (5)
 - d. VP (Women) Two (2)
 - e. Advisor to the President Two (2)
 - f. Secretary General One (1)
 - g. Treasurer One (1)
 - h. Joint Secretary (Male & Female) Two (2)
 - i. Associate Secretary One (1)
 - j. Members Executive Committee (Men) Six (6)
 - k. Members Executive Committee (Women) Four (4)
 - l. Members Executive Committee (Athlete) One (1)
2. All office Bearers shall hold their Offices for Four Years unless they resign or any of them is removed by the General Council on cogent grounds which inter-alia shall include unsatisfactory performance to be evaluated by the General Council in its Annual General Council Meeting each year and for any other reason for which Notice to the concerned person has been duly served and opportunity of explaining his / her case has been provided.
3. All Office Bearers shall cease to hold office of the AFP if his / her representation is withdrawn by the concerned affiliated Member Unit through a decision taken by the General Council / Executive Committee / President of the said Member Unit and

intimation of which is duly received by the Secretary General and President of the AFP atleast 7 days before the meeting of the General Council / Executive Committee of the AFP, where this matter will be finally decided.

4. President, Honorary Secretary General and Honorary Treasurer shall not hold any of these offices in any other National Federation.
5. President may not necessarily be the representative of any Member Units but all other Office Bearers shall be elected from amongst the authorized representative of Member Units or the persons eligible to attend the General Council meeting.
6. **Tenure Restriction of Office-Bearers**
 - (a). One tenure of any member of Federation or Association will be of four years only.
 - (b). President, Honorary Secretary and the Treasurer will be allowed a maximum of two tenures, in any office of the Federation or Association, after which they will become ineligible for holding the same posts of that particular Federation or Association. However, they will be allowed to contest for next higher Post.
 - (c). Tenure restriction will not be applicable on the office-bearers of the Federation holding posts of President or Secretary of World / Asian Federations.

ARTICLE – XI

Power and Duties of the Office Bearers

Following shall be the powers and duties of the Officer Bearers:-

1. President

The President shall be the head of the AFP. He shall preside over all meetings of the General Council / Executive Committee and of any Committee of which he is a member. He shall interpret the provisions of the Constitution and Rules of the AFP. He shall be authorized to appoint Committees / Sub Committees, define their Terms of Reference and take decisions on their Reports on behalf of the General Council / Executive Committee and issue directions for smooth working of the AFP on day to day basis. The President shall nominate the representative of AFP to attend the meetings of POA or any other such meetings where representation of AFP is required. In case of equality of votes, he shall have the casting vote. In any emergency, the President shall have the powers to take any action he deems

necessary on the suggestions or in consultation with the Honorary Secretary General but such action taken by the President shall be reported to the next General Council or the Executive Committee which in the ordinary course would have dealt with the matter. A full power to sanction all expenditure for which provision has been made in the budget or sponsorship is available. In case of necessity he may sanction expenditure above the budgeted amount or not provided in the budget but all such expenditure will be put up to the Executive Committee for approval at the next meeting.

2. **SVP**

In the absence of President, he will exercise all powers of the President. He shall also carry out duties as assigned to him by the President or the Executive Committee.

3. **VP**

In the absence of the President and Sr. Vice President or on their directions, other Vice Presidents shall exercise the powers of the President for a meeting. The Vice Presidents shall carry out other assignments / duties given to them by the President / Executive Committee.

4. **Secretary General**

a. Since the Secretary General holds a key responsibility to regulate and run the affairs of AFP, so he must have atleast the following qualifications:-

- i. Be a person having sufficient knowledge and experience of Athletics (Track & Field) for atleast 5 years as a Player / Technical Official / Coach / Organizer.
- ii. Must be academically qualified and possess proficiency and experience of running an office of equivalent level.
- iii. Must possess communicative skills particularly in English language to interact with National and International level organizations.
- iv. Must have the qualities and experience of a dynamic sport leader and be capable to get the programmes and tasks accomplished from other administrative and technical groups / persons.

b. The Honorary Secretary General, shall perform all duties under the direct supervision / control of the President AFP or the Executive Committee, inclusive of but not limited to the following duties:

- i. To act as Secretary of AFP, the Executive Committee and any other Committee / Sub Committee.
 - ii. To superintend and control the work of office.
 - iii. To sign on behalf of the AFP and to conduct correspondence.
 - v. To issue Notices and Agendas for all meetings as directed by the President AFP, General Council / Executive Committee.
 - vi. To include, in the Agenda / Supplementary Agenda for the meetings of the General Council and Executive Committee, any matter duly proposed and seconded by a Member Unit or by any other person eligible to attend the said meetings and delivered to the Secretary General at least 15 days and 7 days before the date of the meetings of the General Council and Executive Committee respectively.
 - vii. To record proceedings of all meetings and to obtain signatures of the Chairman thereon and supply copies to all concerned persons / Member Units.
 - viii. To prepare jointly with the Treasurer the Annual Budget of the AFP. To keep a permanent advance of Rs. 50,000/- to meet expenditures of contingent nature, which may be recouped from time to time.
 - ix. To jointly operate Bank Accounts of the AFP alongwith Treasurer.
- c. He may sanction expenditure upto Rs.20,000/-. He may also be advanced imprest of Rs.50,000/- for meeting day to day expenditure office contingencies.

5. **Treasurer**

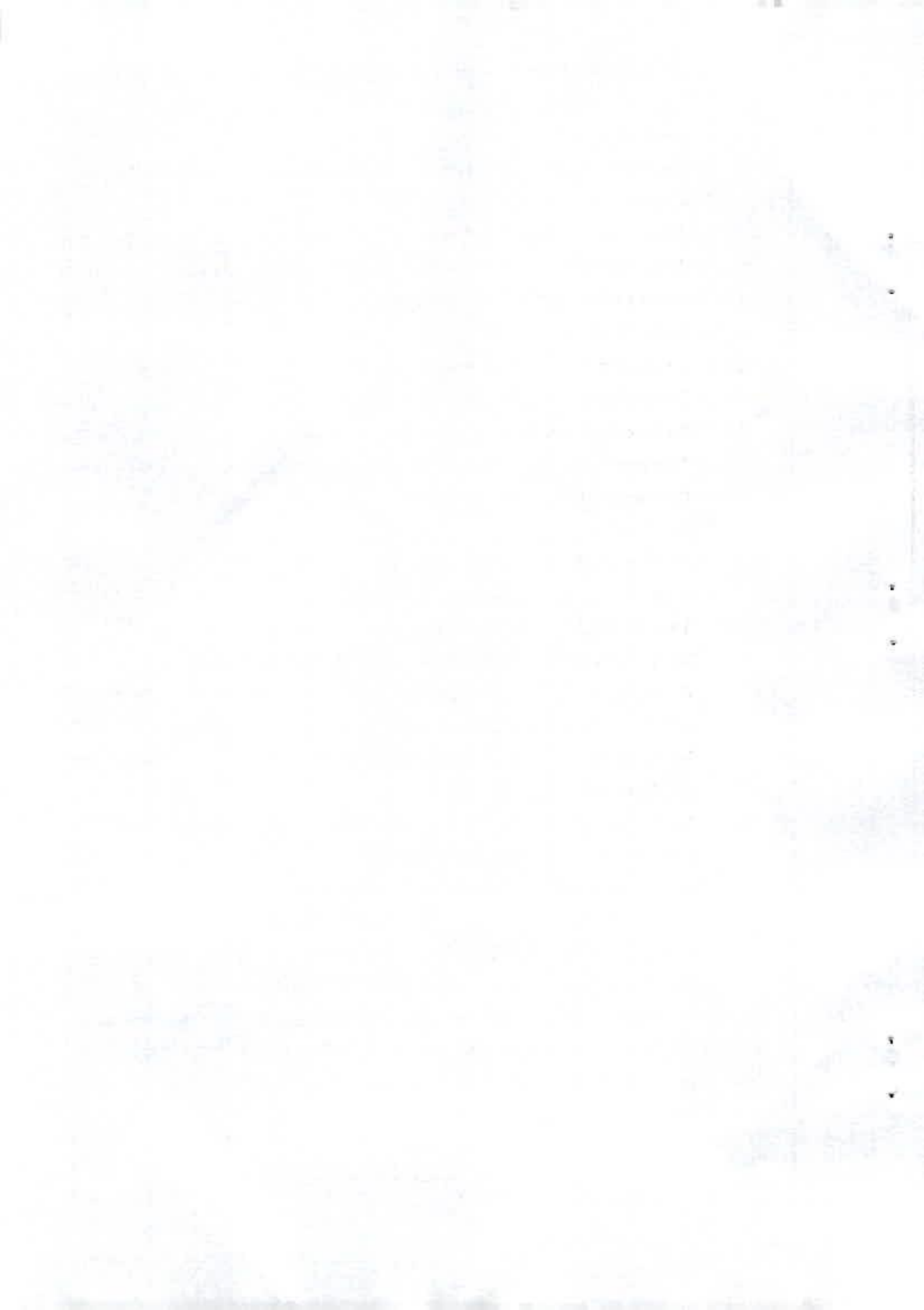
- a. To maintain with the assistance of the Secretary General accurate an upto-date Accounts of the AFP including Cash Book.
- b. To receive and deposit immediately in the Bank all money received on behalf of the AFP and make payments according to the AFP's decision communicated to him through Honorary Secretary General.
- c. To prepare Statements of Accounts every year and get them audited by the approved Chartered Accountants as per decision of the AFP and lay the Audited Statement of Accounts in the Annual General Council Meeting or the Elective General Council Meeting of the AFP, if the presentation of the said Statement is due.
- d. To maintain a Stock Register.

- e. To prepare Annual Budget in consultation with the Secretary General and present the same to the General Council in its meeting, if the presentation of the Budget is due.
 - f. To jointly operate the Bank Account alongwith Honorary Secretary General.
6. **Joint Secretary**
He shall perform all such duties as may be assigned to him by the Executive Committee, President or the Honorary Secretary General. He shall perform duties of Honorary Secretary General during his absence, while doing so he will keep the President apprised his working.
7. **Associate Secretary**
He shall perform all such duties as may be assigned to him by the Executive Committee, President or the Honorary Secretary General. However, he can be deputed by the President to perform all duties of Honorary Secretary General or Honorary Joint Secretary in their absence.

ARTICLE – XII

Executive Committee

1. The Executive Committee shall consist of :-
 - a. All office Bearers viz President, Sr. Vice President, Vice Presidents, advisors to the President, Honorary General Secretary, Honorary Joint Secretary, Honorary Treasurer and Honorary Associate Secretary.
 - b. Six Members Executive (Men) duly elected from amongst the representatives of affiliated Member Units.
 - c. Four Members Executive (Women) duly elected by the General Council.
 - d. One Member of Athletes Commission of the AFP elected by the General Council out of the Two elected Members on the General Council.
2. Meetings of the Executive Committee shall be held atleast twice every year or as frequently as necessary, and at other times when summoned by, the President or at the written request of atleast 10 Members of the Executive Committee.
3. Quorum of the meeting 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.



4. All vacancies in the Executive Committee shall be filled in by the President AFP / General Council.
5. The Executive Committee may delegate any of its powers to:-
 - i. President
 - ii. SVP
 - iii. Secretary General
 - iv. A Sub-Committee appointed from amongst its Members
6. The Executive Committee shall exercise all powers of the AFP except those vested in the General Council and in particular shall have the powers and duties:-
 - i. To observe in all transactions the provision of the Constitution of the AFP.
 - ii. To sanction the expenditures of the AFP.
 - iii. To raise funds for AFP.
 - iv. To prepare Coaching Schemes, organize Courses for Technical Officials and Coaches and encourage holding of Meets and Competitions, with a view to popularizing and improving the standard of the sport.
 - v. To take decision about holding of National Championships, Senior. Junior (Men and Women).
 - vi. To summon General Council Meetings, when deemed necessary.
 - vii. To engage experts for conducting Coaches Courses and to engage Coaches, for training of teams / Athletes, from within or out of country and establish Coaching and Training Camps.
 - viii. To appoint various Committees as deemed necessary including a Chairman and Members.
 - ix. To appoint officials of the teams such as Managers, Assistant Managers, Coaches or other persons officials necessary to be included for optimum performance of Athletes.
 - x. To frame Rules and Bye-Laws for conducting business of the AFP.
 - xi. To take suitable action against Athletes, Officials, Organizers or any other person connected with the activities of the AFP for misconduct.
 - xii. To do all such other things as may be incidental or conducive for the attainment of Aims and Objects of the AFP.
 - xiii. All decisions shall be taken by simple majority of votes in the Executive Committee meetings unless otherwise provided in the Constitution.

- xiv. All the members who's dues are not in arrears including the current year shall be entitled to exercise their votes in the Executive Committee.
 - xv. Voting may be held by show of hands or through secret ballot as decided by the majority of the members.
7. Full powers to sanction all expenditure, provide subsidies to the Associations for the purpose of coaching and training of athletes or for holding competitions in their jurisdiction provided funds are available.

ARTICLE – XIII

Meetings

1. The Elective General Council Meeting of the Federation shall be convened once after every four year, in which besides other matters, the elections shall be held, on which a Representative of Pakistan Olympic Association and a Representative of Pakistan Sports Board shall be invited by the Federation to ensure transparency of the elections. The Annual General Council Meeting of the Federation shall be held atleast in a year. The date and place of the meeting shall be determined by the Honorary Secretary General in consultation with the President or in his absence with the Vice Presidents, whereas previously decided by the General Council or Executive Committee.
- A special General Council meeting may also be held to transact specific business as and when summoned by the:
- i. President
 - ii. Executive Committee
 - iii. At the written request of not less than 33% of the total strength of the persons eligible to attend the General Council Meeting. The said request for the meeting must be accompanied with the statement of business proposed to be conducted in the requisitioned meeting.
2. The Honorary Secretary General shall give 21 days notice to all Member Units and the concerned persons eligible to attend the Elective General Council meeting and Annual General Council Meeting. 10 days Notice shall be given by Honorary Secretary General in case of Special General Council Meeting. He shall circulate with the Notice a copy of Agenda, Annual Audited Statement of Accounts and Budget Estimates if due.

3. Decision in the Meetings of General Council and those of the Executive Committee shall be taken by the majority of Votes except in case of Amendments to the Constitution.

ARTICLE – XIV

Performance Evaluation & Accountability

The AFP, in its Annual General Council Meeting or a Special General Council Meeting to be convened for the purpose within One month after the elections, shall comprehensively discuss and approve a 4 Year Programme of its future activities, within the available budgets as well as with the resources to be generated by the AFP, by fixing yearly targets for improving standards of its sport in measurable terms. The Yearly Reports of activities with details of funds spent, shall be evaluated with particular reference to the Yearly targets in the subsequent Annual General Council Meetings. Which besides the representatives of the AFP, shall also be attended by the Representatives of Pakistan Olympic Association and Pakistan Sports Board, who must be invited by the AFP well ahead of the meetings.

ARTICLE – XV

Amendments

Amendments to the Constitution of the AFP shall be made at the General Council meeting of the AFP. The proposed amendments must be circulated by the Honorary Secretary General atleast 10 days before the meeting. The amendment shall be adopted only if two third of the Members present vote in favour and such votes are more than 50% of the total strength of the General Council.

ARTICLE – XVI

Registration and Transfer of Athlete

1. Every athlete shall be registered with one of the member unit of the AFP with whose jurisdiction he / she resides or work, in accordance with the Registration Rules of the AFP. No athlete shall be registered with or be eligible to participate simultaneously for two Member Units.
2. All Member Units of the AFP shall provide the lists of their registered athletes to the AFP in the month of September every year on the prescribed format of the AFP.
3. New Registration No. (where applicable) shall be issued by Secretary AFP on payment of Registration Fee of Rs. 100/- per athlete.

4. Registration of departments and Services' athletes shall be subject to production of employment orders duly endorsed by Secretary / Director concerned.
5. Transfer application(s) shall be considered from 1st April to 30th June every year on prescribed format.
6. Transfer (with NOC of parent unit) shall be allowed on payment of Rs. 5,000/- per athlete.
7. Transfer (without NOC of parent unit) shall be allowed on payment of Rs. 50,000/- per athlete. 60% of this amount will go to the parent unit.
8. Participation in National Championships / Competitions shall be subject to Registration No. issued by Secretary AFP.
9. Secretary AFP shall be bound to issue Registration No. within 30 days of receipt of Registration / Transfer Fee (as the case may be)
10. Athlete transferred from one unit to another shall be eligible to participate in the National Championships / Competitions subject to following duration of service / registration with units:-
 - i. NOC cases 30 days
 - ii. Without NOC cases 90 days

Note: Period shall be counted with effect from the date of payment of transfer fee.

ARTICLE – XVII

Arbitration

1. All disputes arising out of the working / functioning and performance of AFP and or any of its affiliated Members Units within itself or amongst each other shall be resolved through Arbitration by AFP. Any affiliated Member Unit of the AFP nor any person associated in any manner with the AFP shall not take the dispute of any nature relatable in any manner with the Member Unit or the AFP to any other body or Court of Law, but to the arbitration as provided in the Constitution of the AFP.
2. The disputes in subordinate Units of the AFP from the lowest level to the level of the AFP shall be referred to the President of the next higher level Organization who shall resolve the dispute through arbitration. Thus disputes at club level shall be referred to the President of the respective District Association and similarly disputes at District level to the President of Provincial Association and so on and so forth to the AFP level.

Article – XVIII

Discipline

1. Any office bearer of AFP or representative of any affiliated unit of AFP working against the constitutional parameters, issuing derogatory statements or appearing in the media or any of his / her act against the policies / constitution of AFP or generally against the interest of Athletics shall be liable for any of the following sanctions:-
 - a. Suspension up to 5 years
 - b. Ban up to 10 years
 - c. Fine up to Rupees One Hundred Thousands
 - d. Or any other punishment as recommended by the discipline committee and approved by the general council / executive committee / President AFP.
2. Athletes and officials shall be liable for disciplinary action on account of following grounds:-
 - a. Indiscipline on and off the field-outside / inside country
 - b. Lack of interest in training
 - c. Absence from camp without authorized permission / cogent reasons
 - d. Lack of competitive spirit
 - e. Deliberate attempt for not attending / absconding from training camp / competition / visit abroad
3. In case of indiscipline, athlete / official shall be subject to following penalties:
 - a. Warning by Secretary AFP as approved / directed by the President AFP.
 - b. Fine of Rs.1, 000/- to Rs.10, 000/- By Secretary AFP on the recommendation of Discipline Committee. In case of non payment of the fine, the athlete / official (as the case may be) shall not be eligible to participate in the competitions for a period of one year.
 - c. Ban to participate in a particular competition – By the President AFP on the recommendations of Discipline Committee
 - d. Ban to participate in all competitions (maximum two years) – By Executive Committee of AFP on the recommendations of Discipline Committee.
4. Any official or athlete shall be suspended upto a period of two years from all activities of Athletics at any level if he / she issues any derogatory statement against the AFP or acting against the interest of the AFP/athletics in general. The Secretary

General after the approval of President AFP is authorized to issue the suspension notification to all concerned as and when in his view about the offense that has occurred. However, in such cases the Secretary General will immediately inform the Discipline Committee. So that disciplines Committee may convene the meeting as soon as the situation warrants. Convening of the Discipline Committee Meetings within 3 months will be mandatory. In case the discipline committee recommends the punishment, to be continued the same may be reported during the next Executive Committee or General Council Meeting. In case the Discipline Committee recommends against the suspension, the Secretary General will call the Executive Committee Meeting within one month of the receipt of the Minutes of Discipline Committee for its decision.


ARTICLE-XIX


Miscellaneous

1. All funds of the AFP shall be deposited in the Bank selected by the Executive Committee in the name of the AFP. The Honorary Treasurer and Honorary Secretary General shall jointly operate Bank Accounts of the AFP. In case any one of them is not available then Honorary Joint Secretary / Honorary Associate Secretary authorized by the President shall sign in place of the absentee.
2. In case of urgent matters when holding of the General Council or Executive Committee Meeting is not possible, Secretary General in consultation with the President may obtain a decision from the concerned Members or Persons by post, Fax or email and act according to the majority votes provided the votes so obtained are preserved in the record of the AFP and the matter is laid in the next meeting of General Council or Executive Committee, as the case may be, for approval.
3. The Constitution of the AFP shall, at all times, be in line with the Constitution of IAAF.
4. Any matter not covered by these rules shall be decided at the General Council Meeting by the majority votes.
5. The interpretation of these rules of the constitution by the AFP shall be final.
6. As required by IAAF, AFP shall ensure implementation of following Rules and Regulations and other directions of IAAF as and when received:
 - a. Athletics Representatives IAAF Rules 7.4
 - b. Scope of the Anti-Doping Rules IAAF Rules 30.2
 - c. Testing IAAF Rules 35.2


- d. Disputes involving athletics, athlete support
Personnel and other persons IAAF Rules 60.2
- e. Disputes between a Member and the IAAF IAAF Rules 60.6
- f. Dispute between Members IAAF Rules 60.8
7. Where any Rules and Regulations conflict with the IAAF Rules, the IAAF Rules shall be applicable.

Approved by the General Council of AFP on 24 May 2013.


Col Qaiser Mustafa
Chairman
Constitution Committee


Muhammad Zafar
Secretary General
Athletics Federation of Pakistan


Commander Majid Iqbal
Treasurer / Member
Constitution Committee


Maj Gen (R) Muhammad Akram Sahi, HI(M), SI(M)
President Athletics Federation of Pakistan