



CONSTITUTION OF THE ZIMBABWE TRIATHLON ASSOCIATION

(Revised June 2022)

1. NAME

The name of the Association shall be the Zimbabwe Triathlon Association, hereinafter called Triathlon Zimbabwe.

2. AFFILIATION

The Association shall be affiliated to both World Triathlon and the African Triathlon Union, hereinafter called TRI and ATU, and shall comply with the rules and regulations for competitive Multisports as laid down by TRI.

3. OBJECTIVES

The Objectives of this Association shall be to:

- 3.1 Foster and promote participation in multi sports among Zimbabweans without regard to race, colour, sex, religion or sect.
- 3.2 Appoint and, after due process to remove or suspend such officials or members of the Association as may from time to time be considered necessary.
- 3.3 Select and authorise competitors to represent Zimbabwe.

4. MANAGEMENT

- 4.1 The affairs of the Association shall be managed by an Executive Board, hereinafter referred to as the Board.
- 4.2 The Board shall consist of:
 - 4.2.1 Elected - President, who must be a Zimbabwean citizen and resident in the country
 - 4.2.2 Elected - Vice-President
 - 4.2.3 Elected - Treasurer
 - 4.2.4 Elected - Member
 - 4.2.5 Ex-officio - Secretary General
 - 4.2.6 Ex-officio – Schools
 - 4.2.7 Ex-officio – Development
 - 4.2.8 Ex-officio - Technical
 - 4.2.9 Ex-officio – Athletes Representative
 - 4.2.10 Ex-officio – Selection Committee

- 4.3 The Board shall be elected every year or every four years (Olympic Cycle) at the Annual General Meeting.
- 4.4 Officers shall be eligible for re-election at the completion of their term of office.
- 4.5 Vacancies arising between elections or during term shall be filled by election at the AGM or at a General Meeting called for the purpose.
- 4.6 Meetings of the Board shall be held at least four times a year at such intervals as the Committee shall deem to be necessary.

5. FUNCTIONS AND RESPONSIBILITIES OF THE BOARD

- 5.1 To liaise with TRI and ATU.
- 5.2 To liaise with the Sports and Recreation Commission and the Zimbabwe Olympic Committee.
- 5.3 To issue licences to athletes to compete in international multi-sport events under the auspices of TRI and ATU.
- 5.4 To manage all governance and financial affairs of the Association.
- 5.5 To call and issue notices to the members of the AGM and any such other meetings as may from time to time become necessary.
- 5.6 To delegate any of its powers to sub-committees.
- 5.7 To hold enquiries and if necessary, penalise by reprimand, suspension or disqualification any athlete found guilty of violating the Constitution or the Rules of the Association or TRI.
- 5.8 To carry out any function as may be necessary to further the interests of the Association.
- 5.9 To appoint a Selection Committee, National Coach and any other Development, Coaching or Technical Official Committees.
- 5.10 To take such measures as maybe deemed necessary to rid the sport of drug abuse.
- 5.11 To author and manage Policies and Codes of Conduct for the Sport.

6. MEMBERSHIP

- 6.1 Any Zimbabwean citizen or resident of Zimbabwe may become a member of the Association by virtue of fully paid-up licence fees.
- 6.2 Application for membership and appeals shall be approved or rejected by the Board.
- 6.3 Members shall pay such annual licence fee as shall be decided at the AGM.
- 6.4 The Board shall have the power to expel any member who does not comply with the terms of the Constitution or the rules as laid down by TRI.
- 6.5 Discrimination on the grounds of race, gender, religion or political affiliation is prohibited and any member found practising such discrimination shall be penalised.
- 6.6 Parents and Guardians may represent Junior Members at the AGM or General Meetings.

7. ELIGIBILITY FOR COMPETITION

- 7.1 Only Zimbabwean citizens are eligible to participate as Zimbabweans in international competitions.
- 7.2 No athlete under the jurisdiction of the Association shall belong to any similar body outside Zimbabwe unless with the written permission of the Association.

8. FINANCE

- 8.1 The Honorary Treasurer shall keep proper books of account. The financial year shall terminate on 30th April each year after which the Honorary Treasurer shall frame a balance sheet and Income and Expenditure Account which shall be made available for examination and approval at the Annual General Meeting.
- 8.2 The annual licence fee to be paid by members shall be determined at the Annual General Meeting.
- 8.3 Licence fees shall be paid in full by 30th September each year or as a pro- rata fee at each event thereafter.

9. ANNUAL GENERAL MEETING

- 9.1 The Annual General Meeting shall be held each year at a time and place determined by the Board, as soon as possible after the 30th April but no later than 31st July.
- 9.2 The Secretary shall give 21days notice of the Annual General Meeting.
- 9.3 The agenda to be followed at an Annual General Meeting shall be as follows:
 - 9.3.1 Reading of the notice convening the meeting;
 - 9.3.2 Reading and adopting the minutes of the previous Annual General Meeting and any Extraordinary General Meeting held during the preceding year, provided that such minutes shall be taken as read if a resolution is proposed and passed by a simple majority;
 - 9.3.3 Matters arising from previous minutes;
 - 9.3.4 Approval of Accounts;
 - 9.3.5 Reading and passing of President's report;
 - 9.3.6 Election of Officers and subcommittees and Tour Management
 - 9.3.7 Election or appointment of an Auditor;
 - 9.3.8 Election or appointment of delegates to bodies to which the Association is affiliated;
 - 9.3.9 Any other business of which due notice would have been given.

10. GENERAL MEETINGS

- 10.1 Three weeks' notice of the business to be discussed at a general meeting shall be given in writing to the Honorary Secretary, who shall give at least two weeks' notice of the meeting and the business to be discussed thereat to the members.
- 10.2 The Chairman of such meeting shall have a casting vote as well as a deliberative vote.
- 10.3 The President shall, upon receiving a written request by not less than three members of the Association, call a Special General Meeting to which the foregoing clauses shall apply.

11. PROXIES

Any person entitled to attend and vote at any meeting is entitled to appoint a proxy to attend and vote on his/her behalf. Any proxy so appointed must be a member of the Association and his/her appointment must be submitted to the Honorary Secretary in writing prior to the commencement of the meeting.

12. QUORUM

A quorum for the purposes of meetings described in clauses 9 and 10 shall consist of six persons entitled to attend and vote at such a meeting. Where no quorum is present the Chairman shall adjourn the meeting until a later date on which those present shall be deemed to form a quorum.

13. ALTERATIONS TO CONSTITUTION

- 13.1 No part of the Constitution may be amended, rescinded or altered except at the Annual General Meeting or at a Special General Meeting called for that purpose;
- 13.2 Alterations may only be made by a two-thirds majority of those voting;
- 13.3 Proposed amendments to the Constitution shall be submitted to the Secretary in writing at least six weeks before the meeting at which they are to be considered. The Secretary shall forthwith notify all members.
- 13.4 A motion to amend the Constitution must be specific and must refer to the clause(s) and paragraph(s) concerned specifying the words to be deleted and/or the words to be inserted, and must quote the clause(s)/paragraph(s) concerned in the form in which they exist and in the form that they will take if the amendment is agreed.

14. LEGAL PROCEEDINGS

- 14.1 The Association may sue or be sued in any Court of Law in its own name and be represented in any legal proceedings by the President or any person

appointed or delegated by the Board for that purpose.

- 14.2 Members of the Board and Officials of the Association shall not have the right to take legal action against the Association.

15. LIABILITY OF THE ASSOCIATION

The Association shall be absolved from any liability for any injury, whether to spectators, officials or participants, received at an event entered or held under the auspices of the Association or any organization to which the Association is affiliated, and any such injured person shall have no claim against the Association. This clause must be inserted in any licences, programmes or other material pertaining to such events.

16. COLOURS AWARDS

- 16.1 The object of awarding colours – to encourage Triathletes and to show recognition of a Triathlete's performance for Country.

- 16.2 Nominations for Colours:

The Selectors and or National Coach will put forward names to the Board based on the laid down Colours Policy.

- 16.3 Award of Colours:

Colour awards shall be awarded to competitive members of good standing who have achieved the standard required to represent Zimbabwe.

ADDITION TO THE TRIATHLON ZIMBABWE CONSTITUTION – 7 JULY 2019

16.4 NATIONAL COLOURS - TRIATHLON AND ALL SANCTIONED MULTI-SPORT DISCIPLINES

- **Youth Colours** - Awarded to an athlete who represents Zimbabwe in accordance with the following:
1. The age limits for Youth National Colours will be 15-17 years (in accordance with TRI Rules) (age as at 31st December in the year of participation)
 2. Have made one (1) participation at the Africa Championships
 3. Must be selected by the National Selectors and approved further by the Executive Committee of Triathlon Zimbabwe
 4. The athlete must be in good standing with the Association, show good sportsmanship and is a good ambassador for the country

- **Junior Colours** - Awarded to an athlete who represents Zimbabwe in accordance with the following:
 1. The age limits for Junior National Colours will be 16-18 years (in accordance with the TRI Rules)
 2. Must make one (1) participation at a WT sanctioned International Championships or Games, (must be age 16 as at 31st December in the year of participation) - said events are: World Championships, African Games, African Youth Games, Youth Olympic Games, or
 3. Wins a medal in a Mixed Relay Team event and/or, if participating in an individual event at African Championships, wins a medal or attains a finish time within 15% of the category winner's time
 4. Must be selected by the National Selectors and approved further by the Executive Committee of Triathlon Zimbabwe
 5. Must be in good standing with the Association, shows good sportsmanship and is a good ambassador for the country

- **Senior Colours** - Awarded to an athlete who represents Zimbabwe in accordance with the following:
 1. Must be over the age of eighteen (18) to receive Senior National Colours (in accordance with the TRI Rules)
 2. Must make one (1) participation at a TRI sanctioned Elite Level International Championships or Games (must be age 18 as at 31st December in the year of participation). Said events are: World Triathlon World Cup, World Championships, Africa Games, Olympic Games, or
 3. Wins a medal in a Mixed Relay Team event and/or, if participating in an individual event at African Championships, wins a medal or attains a finish time within 15% of the category winner's time
 4. Must be selected by the National Selectors and approved further by the Executive Committee of Triathlon Zimbabwe
 5. Must be in good standing with the Association, shows good sportsmanship and is a good ambassador for the country

- **Technical Officials and Coaches** – Honorary Award made by Triathlon Zimbabwe (**NOT NATIONAL COLOURS**) - Awarded to a Technical Official or Coach who officiates at International Level events in accordance with the following:
 1. Must be over the age of eighteen (18)
 2. Must make one (1) participation at a TRI sanctioned International Competition namely WT World Cup, World Championships, Africa Games, Olympic Games
 3. Must be in good standing with the Association and is a good ambassador for the Federation and for the country

17. PROPERTY

All immovable property and assets of the Association shall be held by the Association. All movable property of the Association shall be vested in the Association for the time being who must hand over such property to the successors in office immediately upon expiry of their terms of office.

18. INTERPRETATION OF THIS CONSTITUTION

In case of doubt of the meaning of any Clause or paragraph of this Constitution of the Rules of the Association, the interpretation of a two-thirds majority of the Board of the Association shall be binding and final.

19. DISSOLUTION

In the event of this Association being dissolved all liabilities shall first be met, following which any net assets and funds shall be handed over either to a recognised welfare organisation or to any association having similar objects and aims to this Association, nominated by the Executive Committee in connection with the liquidation.

20. ARBITRATION

ADDITION TO THE CONSTITUTION – MAY 2004 / MAY 2013

20.1 Disputes between TRI and one or several of its members, which are not settled by a decision of TRI, may be submitted for arbitration by either of the parties to the Court of Arbitration for Sport (CAS) (Lausanne), Switzerland, to the exclusion of any other domestic tribunal. Any decision taken by the said court shall be without appeal or re course to ordinary courts, and is binding on the parties concerned.

20.2 Any dispute between the parties regarding any matter or claim arising out of this constitution or its interpretation or the respective rights and obligations of the arbitration in Harare in accordance with the Procedural rules of the Court of Arbitration for Sport.

The decision of the arbitral tribunal shall be final and binding on the parties to the dispute and maybe made an order of court at the instance of any of the parties to the dispute.

21. GENDER EQUITY

ADDITION TO THE CONSTITUTION 27 JULY 2008

As per the Constitution of the Africa Triathlon Union:

- 21.1 Gender Equity National Federations, women must constitute at least 10% of the Executive Board.

22. ANTI-DOPING RULES

ADDITION TO THE CONSTITUTION 7TH JULY 2019

AGREEMENT TO THE AFRICA ZONE VI RADO' S ANTI-DOPING RULES

In line with SRC Statutory Requirements, Triathlon Zimbabwe have agreed to the Africa Zone VI RADO's Anti-Doping Rules –

Our Sport Federation accepts and adheres to the Anti-Doping Rules, the World Anti- Doping Code and all International Standards as promulgated and amended from time to time by the World Anti-Doping Agency (WADA) National Federation

23. SAFEGUARDING POLICIES covering –

- 23.1 Safeguarding and Protecting Children
23.2 Codes of Conduct – Participants and Competitors, Parents/Guardians, Coaches, Board Members, Committee Members and Volunteers
23.3 Tour Codes of Conduct – Athletes, Managers, Parents/Guardians, Coaches

24. UNIFORM POLICY

Updated November 2021 following TRI approval of uniform designs. To outline use and confirm who can wear these uniforms based on published Selection and Colours Policies:

- 24.1 **ELITE UNIFORM** – as registered on www.triathlon.org World Triathlon Uniform Catalogue

Mandatory use for Elite, U23 and Junior (16-19 years) athletes selected to represent Zimbabwe at African & World Championships of any discipline; Africa & African Youth Games; World Triathlon World Cup and World Triathlon Championship Series events: All Mixed Team Relay events at this level.

Mandatory use for YOUTH athletes selected for African Youth Games as a YOG (Youth Olympic Games) qualification event (or any other stipulated Africa Triathlon qualification YOG event), and if so qualified, for **mandatory use** at the YOG.

Optional use thereafter for ATU African (& other World Triathlon Continental Cup) and Junior Cups. This includes SA Championships as an ATU African and Junior Cup.

It is a privilege to earn and wear this uniform and may only be worn by the athlete who earned the right to wear it. It should not be worn by any other athlete as a "hand-me-down".

24.2 **ELITE MULTI-SPORT UNIFORM** as registered on www.triathlon.org World Triathlon Uniform Catalogue

Elite level selection and therefore mandatory for athletes selected for Multi-sport Championships that include: World Duathlon Championships; World Aquathlon Championships; World Cross-triathlon Championships; World Long Distance Championships & related Mixed Team Relay events at this level.

Optional use thereafter for ATU African Cup (& other World Triathlon Continental Cup) and Junior Cups.

It is a privilege to earn and wear this uniform and may only be worn by the athlete who earned the right to wear it. It should not be worn by any other athlete as a "hand-me-down".

24.3 **AGE GROUP UNIFORM: RED/BLACK** - as registered on www.triathlon.org World Triathlon Uniform Catalogue

This is to be worn by Youth (where applicable U13-U15-U17 Super-sprint distance races), Junior (16-19 years) and AG level athletes (16-19/20-24/25-30 to 80-84 years) at any regional, continental or international World Triathlon sanctioned event as it conforms to World Triathlon specifications as outlined in the World Triathlon Uniform Rules and is registered accordingly.

The new World Triathlon rules stipulate that the country code i.e "ZIM" is **mandatory** and **MUST** appear on the uniform. The family name eg "NCUBE" is **optional** and no longer mandatory.

The minimum requirements for AG Uniforms are the World Triathlon logo and

country code, all other specs relative to sponsor logos are mandatory. The Triathlon Zimbabwe logo is not mandatory but may appear on the uniform.

AG ATHLETES –

AG athletes do not go through the Selection process and can enter regional competitions such as SA Championships, or international events such as World Championships.

Mandatory use at African and World Championships for any discipline for AG Athletes

YOUTH (where applicable U13-U15-U17 – Super-sprint distance race) AND JUNIOR (16-19 years) ATHLETES –

Mandatory use for all athletes selected to race in the Junior 16-19 years Sprint distance race categories at the South African Triathlon Championships.

Mandatory use for athletes selected for the individual Youth Categories at **African Championships** and for Youth Members selected for the Mixed Relay Team(s) at **African Championship** level.

It is a privilege to earn and wear this uniform and may only be worn by the athlete who earned the right to wear it. It should not be worn by any other athlete as a “hand-me-down”.

REFER TO WORLD TRIATHLON WEBSITE www.triathlon.org FOR APPROVED UNIFORM CATALOGUES FOR CURRENT APPROVED VISUALS

24.4 TRIATHLON ZIMBABWE GREEN/BLACK UNIFORM

Mandatory use – to be worn by YOUTH U13-U15 athletes participating in the South African Championships

Mandatory use – to be worn by JUNIOR U17-U19 athletes participating in the South African Championships who have **not yet earned the right to wear the Red/Black AG Uniform via the relevant selection criteria.**

Optional use– may be worn as a Club Suit for all Triathlon Zimbabwe Members of any age, and may have the FAMILY NAME if so desired. This uniform may be worn by any athlete at local events and may continue to be worn by AG, Junior and Youth athletes at the National Championships at Troutbeck.

JUNIOR U17-U19 athletes competing in the Troutbeck or any other Junior Africa Cup race which are World Triathlon sanctioned events may wear any uniform as long as the uniform complies with the World Triathlon specifications. They may also wear the AG Red/Black option **if earned via the selection criteria for selection to other relevant events.**