



ZIFA STATUTES

October 2024



Zimbabwe Football Association

Statutes of the Zimbabwe Football Association

2024



Contents

I. General Provisions	6
1-10	6
II. Membership	9
11-22	9
III. Honorary president and honorary member	13
23	13
IV. Organisation	15
24-55	15
A. Congress	19
B. Executive Committee	26
C. President	30
D. General Secretariat	31
E. Standing committees	32
F. Club licensing bodies	35
V. Independent committees	36
57-61	36
Vi. Disciplinary Measures	35
62	38
Vii. Arbitration	41
63-64	42
VIII. Finance	37
65-72	37
IX. Competitions and Rights in Competitions and Events	39
73-75	39
X. International Matches and Competitions	40
76-78	40
XI. Final Provisions	46
79-83	46
Annexe A – Questionnaire for integrity checks	48

DEFINITIONS

The terms given below denote the following:

ZIFA: The Zimbabwe Football Association

CAF: The Confederation of African Football

Arbitration tribunal: an independent and duly constituted private court of justice acting instead of an ordinary court.

Association: a football association recognised as such by FIFA and by the relevant confederation. It is a member of FIFA, unless a different meaning is evident from the context.

Association football: the game controlled by FIFA and organised by FIFA, the confederations and/or the associations in accordance with the Laws of the Game.

ZIFA Bodies: The bodies at ZIFA are the Congress, the Executive Committee, The General Secretariat, the Standing and Ad-hoc Committees, the Club Licensing Bodies and the Independent Committees.

CAS: Court of Arbitration for Sport based in Lausanne (Switzerland).

Club: a member of an association (that is a member of FIFA and of the relevant confederation) or a member of a league recognised by an association that enters at least one team in a competition.

Congress: the supreme and legislative body of ZIFA.

Confederation: a group of associations recognised by FIFA that belong to the same continent (or assimilable geographic region).

Executive Committee: the strategic and oversight body of ZIFA.

Delegate: a natural person validly representing a Member at the Congress.

FIFA: Fédération Internationale de Football Association.

Laws of the Game: the laws of association football issued by The IFAB in accordance with art. 7 of the FIFA Statutes.

League: an organisation that is subordinate to an association.

Member: a legal person that has been admitted into membership of ZIFA by the Congress.

Official: any board member (including the members of the Executive Committee), committee member, referee and assistant referee, coach, trainer and any other person responsible for technical, medical and administrative matters in FIFA, a confederation, an association, a league or a club as well as any other persons obliged to comply with the FIFA Statutes (except players, match and football agents).

Ordinary courts: state courts which hear public and private legal disputes.

Player: a football player licensed by ZIFA.

Regional association: an organisation that is subordinate to an association.

The IFAB: The International Football Association Board (IFAB).



I. GENERAL PROVISIONS

I. GENERAL PROVISIONS

Article 1 Legal form, headquarters and trademarks

- ¹ ZIFA is a non-profit private organisation of an associative nature, established in compliance with the legislation of Zimbabwe. It is formed for an indeterminate period of time.
- ² The headquarters of ZIFA are located in 53 Livingstone Avenue, Harare and may only be transferred to another location following a resolution passed by ZIFA Congress.
- ³ ZIFA is a member of FIFA, of CAF and of COSAFA.
- ⁴ The flag of Zimbabwe consists of horizontal stripes of green-yellow-red above and red-yellow-green below and a central stripe. A white hoist Triangle bears a red star and the Zimbabwe Bird.
- ⁵ The emblem of ZIFA is a shield on a bottle green background with a Zimbabwean bird over-imposed by the red star, with a black and white soccer ball superimposed on the shield with the words ZIFA inscribed in white below the shield.
- ⁶ The logo of ZIFA is a shield on a bottle green background with a Zimbabwean bird over imposed by the red star, with black and white soccer ball superimposed on the shield with the words ZIFA inscribed in white below the shield.
- ⁷ The abbreviation of The Zimbabwe Football Association is ZIFA.
- ⁸ The flag, emblem, logo and abbreviation are legally registered with the African Regional Intellectual Property Organization.

Article 2 Objectives

The objectives of ZIFA are:

- a) to improve the game of football constantly and promote, regulate and control it throughout the territory of Zimbabwe in the light of fair play and its unifying, educational, cultural and humanitarian values, particularly through youth and development programmes;
- b) to organise competitions in association football, futsal and beach soccer at national level, by defining precisely, as required, the areas of authority conceded to the various leagues of which it is composed;
- c) to draw up regulations and provisions and ensure their enforcement;
- d) to protect the interests of its Members;
- e) to respect and prevent any infringement of the Statutes, regulations, directives and decisions of FIFA, of CAF and of ZIFA as well as the Laws of the Game, and to ensure that these are also respected by its Members;
- f) to ensure that the game of football is available to and resourced for all who wish to participate throughout the territory of Zimbabwe, regardless of gender and age;
- g) to promote integrity, ethics and fair play with a view to preventing all methods or practices, such as corruption, doping or match manipulation, which might jeopardise the integrity of matches, competitions, players, officials and Members or give rise to abuse of association football, futsal or beach soccer;
- h) to promote and strengthen good governance principles and practices at national level and encourage its Members to adopt their own good governance principles;

- i) to promote the development of women's football and the full participation of women at all levels of football governance;
- j) to control and supervise all friendly football matches of all forms played throughout the territory of Zimbabwe;
- k) to control and supervise association football, futsal and beach soccer at national level and to control and supervise all forms of international football matches played throughout the territory of Zimbabwe, in accordance with the relevant Statutes and regulations of FIFA and of the confederations;
- l) to manage international sporting relations connected with association football, futsal and beach soccer and to maintain a good and cooperative relationship with other Associations, COSAFA, CAF and FIFA;
- m) to host competitions at international and other levels.

Article **3** Human rights

ZIFA is committed to respecting all internationally recognised human rights and shall strive to promote the protection of these rights.

Article **4** Non-discrimination and equality

Discrimination of any kind against a country, private person or group of people on account of race, skin colour, ethnic, national or social origin, gender, disability, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason is strictly prohibited and punishable by suspension or expulsion and/or other disciplinary measures.

Article **5** Neutrality and institutional independence

- ¹ ZIFA is neutral in matters of politics and religion.
- ² The Members of ZIFA shall also be neutral in matters of politics and religion and shall ensure that their own members remain neutral.
- ³ ZIFA shall remain independent and shall avoid any form of undue political interference. ZIFA shall manage its affairs independently and shall ensure that its own affairs are not influenced by any third parties.

Article **6** Promoting friendly relations

- ¹ ZIFA shall promote friendly relations between its Members, clubs, officials and players and in society for humanitarian objectives.
- ² ZIFA shall provide the necessary institutional means to resolve any internal dispute that may arise between the Members, clubs, officials and players.

Article **7** **Players**

The status of players and the provisions for their registration and transfer shall be governed by specific regulations issued by the Executive Committee in accordance with the FIFA Regulations on the Status and Transfer of Players.

Article **8** **Laws of the Game**

- ¹ ZIFA and each of its Members shall play association football in compliance with the Laws of the Game issued by The IFAB. Only The IFAB may lay down and alter the Laws of the Game.
- ² ZIFA and each of its Members shall play futsal in accordance with the Futsal Laws of the Game issued by FIFA. Only FIFA may lay down and alter the Futsal Laws of the Game.
- ³ ZIFA and each of its Members shall play beach soccer in accordance with the Beach Soccer Laws of the Game issued by FIFA. Only FIFA may lay down and alter the Beach Soccer Laws of the Game.

Article **9** **Conduct of bodies, Officials and others**

- ¹ All bodies and officials of ZIFA shall observe the Statutes, regulations, directives, decisions and the Code of Ethics of FIFA, of CAF, of COSAFA and of ZIFA in their activities.
- ² Every person and organisation involved in the game of association football, futsal and beach soccer in the territory of Zimbabwe is obliged to observe the Statutes and regulations of FIFA, of CAF, of COSAFA, of ZIFA and any other relevant statutes, as well as the principles of fair play, loyalty, integrity and sportsmanship.

Article **10** **Official language**

- ¹ The official language of ZIFA shall be English. Corporate documents (as listed in art. 82 of these Statutes) shall be written in this language.
- ² The official language at the Congress shall be English.

II. MEMBERSHIP

Article **11** Admission, suspension and loss of membership

- ¹ The Congress shall decide whether to admit, suspend or expel a Member.
- ² Admission may be granted if the applicant fulfils the requirements of ZIFA in accordance with these Statutes.
- ³ Membership is terminated by dissolution, resignation or expulsion. Loss of membership does not relieve the Member from its financial obligations towards ZIFA or other Members of ZIFA but leads to the loss of all rights in relation to ZIFA.

Article **12** Members

- ¹ The Members of ZIFA are:
 - a) The Clubs of the Men's Premier Soccer League.
 - b) The Men's Premier Soccer League.
 - c) The Clubs of the Women's Premier Soccer League.
 - d) The Women's Premier Soccer League.
 - e) The Men's Regional Division One Leagues.
 - f) The Women's Regional Division One Leagues.
 - g) The Men's Provincial Leagues.
 - h) The Beach-Soccer Football Association.
 - i) The Futsal Football Association.
 - j) The National Association of Primary Schools' Heads.
 - k) The National Association of Secondary Schools' Heads.
 - l) The National Association of Tertiary Institutions.
 - m) Area Zones.
- ² ZIFA shall keep a register which shall include the following information on each Member:
 - a) unique identification number;
 - b) legal name;
 - c) legal form;
 - d) authorised signatories;
 - e) additional information, in particular relevant to club licensing (e.g. club structure; identity; sporting results), as decided by the Executive Committee.
- ³ The up-to-date information related to letters a, b, c and d shall be publicly available on the website of ZIFA.
- ⁴ Upon request, ZIFA shall confirm in writing the status of a Member.

Article **13 Admission**

- ¹ Any legal person wishing to become a Member of ZIFA shall apply in writing to the general secretariat of ZIFA.
- ² The application must be accompanied by the following mandatory items:
 - a) a copy of its legally valid statutes or constitutional document and, if applicable, regulations;
 - b) a declaration that it will comply at all times with the Statutes, regulations and decisions of ZIFA, COSAFA, CAF and FIFA and ensure that these are also respected, if applicable, by its own members, clubs, officials and players;
 - c) a declaration that it will comply with the Laws of the Game in force as laid down by The IFAB, as well as the Beach Soccer Laws of the Game and the Futsal Laws of the Game as laid down by FIFA;
 - d) a declaration that it will refer in the last instance (i.e. after exhaustion of all internal channels within ZIFA) any dispute of national dimension arising from or related to the Statutes, regulations, directives and decisions of ZIFA only to CAS, which shall definitely settle the dispute to the exclusion of any Ordinary court, unless expressly prohibited by the legislation in force in Zimbabwe;
 - e) a declaration that any dispute of international dimension arising from or related to the Statutes, regulations, directives and decisions of FIFA or of CAF may only be submitted in the last instance to CAS, as specified in the Statutes of FIFA and of CAF;
 - f) a declaration that it recognises the arbitration tribunal that ZIFA has recognised, as specified in these Statutes, as well as the jurisdiction of CAS, as specified in the Statutes of FIFA and of CAF, and its decisions;
 - g) a declaration that it is located and registered on the territory of ZIFA;
 - h) a declaration to the effect that the legal composition of the applicant guarantees that it can make decisions independently of any external entity;
 - i) a declaration to the effect that the members of its own bodies were elected or appointed as a result of a procedure that guarantees the complete independence of the election or appointment;
 - j) a list of officials, specifying those who are authorised signatories with the right to enter into legally binding agreements with third parties;
 - k) a copy of the minutes of its last congress or constitutional meeting;
 - l) if applicable, a declaration that it undertakes to organise or participate in friendly matches only with the prior consent of ZIFA;
 - m) if applicable, a declaration that it will play all official home matches on the territory of ZIFA.

Article **14 Request and procedure for application**

- ¹ The Executive Committee shall verify if the formal requirements of art. 13 of these Statutes are complied with. The Executive Committee shall then request that the Congress either admit an applicant or not. The applicant may state the reasons for its application to the Congress.

- ² The new Member shall acquire membership rights and duties as soon as it has been admitted. Its delegates are eligible to vote and be elected with immediate effect.
- ³ The procedure of admission shall be regulated by special regulations approved by the Executive Committee.

Article **15 Members' rights**

- ¹ The Members of ZIFA have the following rights:
 - a) to take part in the Congress, to receive its agenda in advance, to be called to the Congress within the prescribed time, to exercise their rights to participate in the debates and discussions and to exercise their voting rights;
 - b) to draw up proposals for inclusion in the agenda of the Congress;
 - c) to nominate candidates for elections and/or appointment to the relevant bodies of ZIFA;
 - d) to be informed of the affairs of ZIFA through its official bodies and be informed of the decisions taken by the Executive Committee;
 - e) to take part in competitions (if applicable) and/or other sporting activities and programmes organised by ZIFA and organise championships (if applicable) following the assignment thereof by ZIFA and under its auspices;
 - f) to exercise all other rights arising from the Statutes and regulations of ZIFA.
- ² The exercise of these rights is subject to other provisions in the Statutes and applicable regulations of ZIFA.

Article **16 Members' obligations**

- ¹ The Members of ZIFA have the following obligations:
 - a) to comply fully with the Statutes, regulations, directives and decisions of FIFA, CAF, COSAFA and ZIFA at all times and to ensure that these are also respected by its members;
 - b) to ensure the election of its own decision-making bodies at least every four years;
 - c) to convene their supreme and legislative body once a year;
 - d) to take part in competitions (if applicable) and other sporting activities organised by ZIFA;
 - e) to pay their membership subscriptions;
 - f) to respect the Laws of the Game as laid down by The IFAB, as well as the Beach Soccer Laws of the Game and the Futsal Laws of the Game as laid down by FIFA, and to ensure that these are also respected by its members through a statutory provision;
 - g) to adopt a statutory clause specifying that any dispute of national dimension arising from or related to the Statutes, regulations, directives and decisions of ZIFA may only

be referred in the last instance (i.e. after exhaustion of all internal channels within ZIFA) to CAS, which shall definitely settle the dispute to the exclusion of any Ordinary court, unless expressly prohibited by the legislation in force in Zimbabwe;

- h) to adopt a statutory clause specifying that any dispute of international dimension arising from or related to the Statutes, regulations, directives and decisions of FIFA or of CAF may only be submitted in the last instance to CAS, as specified in the Statutes of FIFA and of CAF;
 - i) to manage their affairs independently and ensure that their own affairs are not influenced by any third parties in accordance with art. 21 of these Statutes;
 - j) to ensure that their bodies are either elected or appointed according to a procedure that guarantees the complete independence and integrity of the election or appointment process;
 - k) to communicate to ZIFA any amendment to its statutes and regulations as well as any changes to its internal organisation (e.g. the list of officials who are authorised signatories with the right to enter into legally binding agreements with third parties);
 - l) not to maintain any relations of a sporting nature with entities that are not recognised or with Members that have been suspended or expelled;
 - m) to observe the principles of loyalty, integrity and good sporting behaviour as an expression of fair play through a statutory provision and ensure that these are also respected by their members through a statutory provision;
 - n) to observe the mandatory items specified under art. 13 par. 2 of these Statutes for the duration of their affiliation;
 - o) to administer a register of members which shall regularly be updated;
 - p) to ratify statutes that are in accordance with the requirements of these Statutes;
 - q) to comply fully with all other duties arising from the Statutes and other regulations of FIFA, CAF and ZIFA.
- ² Violation of the above-mentioned obligations by any Member may lead to sanctions provided for in these Statutes.
- ³ Violation of par. 1 i) above may also lead to sanctions, even if the third-party influence was not the fault of the Member concerned. Each Member of ZIFA is responsible towards it for any and all acts of the members of their bodies caused by the gross negligence or wilful misconduct of such members.

Article 17 Suspension

- ¹ The Congress is responsible for suspending a Member. The Executive Committee may, however, prior to a vote of the Congress, temporarily suspend with immediate effect a Member that seriously and/or repeatedly violates its obligations as a Member. The suspension approved by the Executive Committee shall last until the next Congress, unless the Executive Committee has lifted it in the meantime.
- ² The motion for suspension must be adopted by a three-quarter majority of the valid votes cast. A suspension of a Member by the Congress or a temporary suspension by the Executive Committee shall be confirmed at the next Congress. If it is not confirmed, the suspension shall be automatically lifted with immediate effect.
- ³ A suspended Member may not exercise any of its membership rights. Other Members may not entertain sporting contact with a suspended Member. The Disciplinary Committee and/or the Ethics Committee may impose further sanctions.

- 4 Members that do not participate in the sporting activities of ZIFA for two consecutive years shall be suspended from voting at the Congress and their representatives shall not be elected or appointed until they have fulfilled their obligations in this respect.

Article **18** **Expulsion**

- 1 The Congress may expel a Member if it seriously and repeatedly violates the Statutes, regulations directives or decisions of FIFA, CAF and ZIFA.
- 2 The motion for expulsion must be adopted by a three-quarter majority of the valid votes cast.

Article **19** **Resignation**

- 1 A Member may resign from ZIFA with effect from the end of a football season. Notice of resignation must reach the general secretariat no later than six months before the end of the football season.
- 2 The resignation is not valid until the Member wishing to resign has fulfilled its financial obligations towards ZIFA and its other Members.

Article **20** **Dissolution**

- 1 If a Member dissolves, either voluntarily or due to legal reasons, its membership to ZIFA shall terminate with immediate effect at the moment its legal personality ceases to exist.
- 2 The executive body of the Member shall immediately inform the general secretariat of ZIFA when the dissolution procedure begins.

Article **21** **Independence of Members and their bodies**

- ¹ Each Member shall manage its affairs independently and with no undue influence from third parties.
- ² The Members' bodies shall be either elected or appointed. The Members' statutes shall provide for a democratic procedure that guarantees the complete independence and integrity of the election or appointment process.
- ³ Any Members' bodies that have not been elected or appointed in compliance with the provisions of par. 2 above, even on an interim basis, shall not be recognised by ZIFA.
- ⁴ Decisions passed by bodies that have not been elected or appointed in compliance with par. 2 above shall not be recognised by ZIFA.

Article **22** **Status of clubs, leagues, regional associations and other groups of clubs**

- ¹ Clubs, leagues, regional associations or any other groups of clubs affiliated to ZIFA shall be subordinate to and recognised by ZIFA. There shall only be one top-tier national league on the territory of ZIFA.
- ² These Statutes define the scope of authority and the rights and duties of the entities mentioned in par. 1 above. Their statutes and regulations shall be in line with the requirements and obligations of the Statutes and regulations of ZIFA. ZIFA shall have the primary responsibility to regulate matters relating to refereeing, the fight against doping, the registration of players, club licensing, the imposition of disciplinary measures, including for ethical misconduct, as well as measures required to protect the integrity of competitions, including the fight against match-fixing.
- ³ The entities mentioned in par. 1 above shall take all decisions on any matters regarding their membership independently of any external body. This obligation applies regardless of their corporate structure.
- ⁴ In any case, no natural or legal person (including holding companies and subsidiaries) shall exercise control in any manner whatsoever over more than one club or group of clubs whenever the integrity of any match or competition could be jeopardised.

III. HONORARY PRESIDENT AND HONORARY MEMBER

Article **23** Honorary president and honorary member

- ¹ The Congress may bestow the title of honorary president or honorary member upon any person for meritorious service to football.
- ² The Executive Committee shall make these nominations.
- ³ The honorary president or honorary member may take part in the Congress. They may join the debates but are not entitled to vote.

IV. ORGANISATION

Article **24** Bodies

- ¹ The Congress is the supreme and legislative body.
- ² The Executive Committee is the strategic and oversight body.
- ³ The general secretariat is the executive, operational and administrative body.
- ⁴ Standing and ad hoc committees shall advise and assist the Executive Committee and the general secretariat in fulfilling their duties.
- ⁵ The club licensing bodies are in charge of the club licensing system within ZIFA.
- ⁶ The independent committees fulfil their functions in accordance with these Statutes and applicable regulations. The independent committees are the Audit and Compliance Committee, the electoral committees and the judicial bodies.
- ⁷ The judicial bodies are the Disciplinary Committee, the Ethics Committee and the Appeal Committee.
- ⁸ The bodies shall be either elected or appointed by ZIFA itself without any undue external influence and in accordance with the procedures described in these Statutes. The members of the bodies shall not have previously been found guilty of any criminal offence incompatible with the position.
- ⁹ Any member of the bodies must withdraw from the debate and from taking a decision if there is any risk or possibility of a conflict of interest. In particular, members of the bodies shall always be aware of, and comply with, the relevant provisions of the FIFA Code of Ethics on conflicts of interest and adjust their conduct as necessary (e.g. abstain from performing their duties, notify the chairperson in cases of potential conflicts of interest, etc.).

Article **25** Dismissal of a member of a body

- ¹ The Congress may dismiss a member of a body. The Executive Committee may also dismiss a member of a body provisionally, with the exception of the members of the independent committees. The provisional dismissal approved by the Executive Committee shall be confirmed by the next Congress, unless the Executive Committee has lifted it in the meantime. If the next Congress is of an elective nature, a dismissed member shall be allowed to be an elective candidate (provided that the member in question fulfils the relevant eligibility criteria) on a conditional basis depending on the final decision of the Congress on the dismissal which shall be taken before the election.
- ² The motion for dismissal must be justified and shall be sent to the members of the Executive Committee and/or to the Members of ZIFA along with the respective agenda.
- ³ The member of the body in question has the right to defend himself in front of the Executive Committee and/or the Congress.

- ⁴ The motion for dismissal shall be decided by means of secret ballot at the Executive Committee and/or the Congress. For the motion to be passed, a majority of two-thirds of the valid votes cast is required.
- ⁵ The member dismissed (provisionally or not) is relieved of his/her functions with immediate effect.
- ⁶ The General Secretary shall only be dismissed by the ZIFA Executive Committee following a recommendation by the President of ZIFA.
- ⁷ The dismissal of the members of the General Secretariat (other than the General Secretary) will be stipulated in the Internal Organization Regulations of ZIFA.



A. CONGRESS

A. CONGRESS

Article **26** **Definition and composition**

- 1 The Congress is a meeting at which all of the Members regularly convene. It represents the supreme and legislative authority of ZIFA. Only a Congress that is duly convened has the authority to make decisions. The Congress may be held in person or by videoconference.
- 2 The Congress shall be constituted in accordance with the principles of representative democracy and shall take into account the importance of gender equality in football, the interests of women's football and stakeholders' representation in football.
- 3 The Congress may be ordinary or extraordinary.
- 4 The President shall chair the Congress in compliance with these Statutes, the Standing Orders of the Congress as well as any applicable regulations.
- 5 The Executive Committee may appoint observers who take part in the Congress without the right to debate or to vote.

Article **27** **Delegates and votes**

- 1 The Congress is composed of 78 delegates. The number of delegates is allocated as follows:
 - a. The 18 Clubs of the Men's Premier Soccer League (Each one delegate with one vote each). (Total of 18 votes).
 - b. The Men's Premier Soccer League (One delegate with one vote). (Total of 1 vote).
 - c. The 16 Clubs of the Women's Premier Soccer League. (Each one Female delegate with one vote each). (Total of 16 votes).
 - d. The Women's Premier Soccer League (One Female delegate with one vote). (Total of 1 vote).
 - e. The four Men's Regional Leagues (Four delegates per each Region with one vote each). (Total of 16 votes).
 - f. The four Women's Regional Leagues (One delegate for each Region with one vote each). (Total of 4 votes).
 - g. The 10 Men's Provincial Leagues (Each one delegate with one vote each). (Total of 10 votes).
 - h. The National Association of Primary Schools Heads (Two delegates with one vote each). (Total of 2 votes).
 - i. The National Association of Secondary Schools Heads (Two delegates with one vote each). (Total of 2 votes).
 - j. The National Association of Tertiary Institutions (Two delegates with one vote each). (Total of 2 votes).
 - k. The Beach Soccer National Association (One delegate with one vote). (Total of 1 vote).
 - l. Futsal National Association (One delegate with one vote). (Total of 1 vote).
 - m. The Area Zones (One delegate per region with one vote each) (Total of 4 votes).

- ² Delegates must belong to the Member that they represent and be appointed or elected by the appropriate body of that Member. They must also be able to produce evidence of this upon request.
- ³ Each delegate has one vote in the Congress. Only the delegates present are entitled to vote. Attendance by videoconference shall constitute presence. Voting by proxy or by letter is not permitted. When a Congress is held by videoconference, voting online is permitted. An elective congress shall only take place in person.
- ⁴ The members of the Executive Committee and the General Secretary shall take part in the Congress without voting rights. During their terms of office, members of the Executive Committee may not be appointed as delegates to the Congress.

Article **28** Areas of authority

The Congress has the following areas of authority:

- a) adopting or amending these Statutes, the Standing Orders of the Congress and the Electoral Code of ZIFA;
- b) appointing 3 Members to check the minutes and approving the minutes of the last meeting;
- c) electing the President, the vice-president(s) and members of the Executive Committee;
- d) ratifying the chairpersons, the deputy chairpersons and members of the independent committees (i.e. Audit and Compliance Committee, electoral committees and judicial bodies), upon proposal of the Executive Committee;
- e) appointing scrutineers to count the votes and to assist the Electoral Committee in distributing the ballot papers issued for the elections;
- f) approving the annual audited financial statements, including the consolidated financial statements and the annual report;
- g) approving the budget;
- h) approving the activity report (containing the activities of ZIFA since the last Congress);
- i) appointing the independent and external auditors upon proposal of the Executive Committee;
- j) fixing the membership subscriptions upon proposal of the Executive Committee;
- k) bestowing the title of honorary president or honorary member, upon proposal of the Executive Committee;
- l) admitting, suspending or expelling a Member;
- m) dismissing a member of a body of ZIFA with the exception of the members of the General Secretariat;

- n) dissolving ZIFA and deciding upon the utilisation of its financial assets;
- o) passing decisions at the request of a Member in accordance with these Statutes or passing any decision entrusted to the Congress in accordance with these Statutes;
- p) approving the remuneration and compensation for members of the Executive Committee, the Standing and Ad-Hoc Committees, the Independent Committees, and the Club Licensing Decision-making bodies.

Article **29** Quorum

- ¹ Decisions passed by the Congress shall only be valid if a majority (more than 50%) of the delegates representing the Members eligible to vote are present.
- ² If a quorum is not achieved, a second Congress shall take place the next day at the same time, with the same agenda.
- ³ A quorum is not required for the second meeting of the Congress unless an item on the agenda proposes the amendment of these Statutes and Electoral Code, the election of the President, vice-presidents or members of the Executive Committee, the election of the chairpersons, deputy chairpersons or members of the independent committees, the dismissal of a member of a body, the suspension or expulsion of a Member or the dissolution of ZIFA.
- ⁴ Once it is declared that the Congress has been convened and composed in accordance with these Statutes, the quorum shall not be influenced by delegates departing.

Article **30** Decisions

- ¹ A decision that requires a vote shall be reached by a show of hands or by means of an electronic count, unless decided otherwise by the Congress. If a show of hands does not result in a clear majority in favour of a motion or if at least 15 delegates representing the Members present and eligible to vote request it, the vote shall be taken by calling the roll in alphabetical order.
- ² Unless otherwise stipulated in these Statutes, a majority (more than 50%) of the valid votes cast is sufficient for a decision to be valid. Blank ballot papers, invalid votes or electronic votes manipulated in any way as well as abstentions shall be disregarded when calculating the majority.

Article **31** Elections

- ¹ Elections shall be conducted by secret ballot. However, if the number of candidates is equal to the number of vacant positions, the Congress may decide to proceed otherwise.

- 2 Elections shall be conducted in accordance with the Electoral Code of ZIFA and shall be supervised by the Electoral Committee.
- 3 The election for the positions within the Executive Committee shall take place by position. Every candidate in the election for the positions within the Executive Committee shall be proposed by at least five Members. Each Member shall support one candidate for each given position only. If a Member supports more than one candidate, none of its expressions of support shall be considered valid.
- 4 A majority (more than 50 %) of the valid votes cast is necessary for the election of the President and vice-president(s) of ZIFA. If there are more than two candidates for the office of President or for any of the offices of vice-presidents, whoever obtains the lowest number of votes is eliminated after each ballot until only two candidates are left.
- 5 For the election of the other members of the Executive Committee, the candidate(s) who receive(s) the most votes in respect of the free seat(s) shall be elected.
- 6 For the election of the chairpersons, deputy chairpersons and members of the independent committees (i.e. Audit and Compliance Committee, electoral committees and judicial bodies), the candidate(s) who receive(s) the most votes in respect of the free seat(s) shall be elected. These elections may be conducted en bloc. However, at the request of at least five delegates representing the Members, a separate vote for a specific candidate shall take place.
- 7 In case of a tied vote in any elections of any body, two new ballots shall be conducted in accordance with the procedure set forth in this article. If the tied vote remains, the relevant position shall remain vacant until a new elective Congress convenes to proceed with new elections according to these Statutes.
- 8 Blank ballot papers, invalid votes or electronic votes manipulated in any way as well as abstentions shall be disregarded when calculating the majority.
- 9 Candidatures for any of the positions of the Executive Committee shall be sent to the general secretariat at least 45 days before the relevant elective Congress. The official list of candidates must be passed to the Members of ZIFA at least ten (10) days before the Congress at which the Executive Committee shall be elected. The provisions of this paragraph shall also apply when elections take place during an Extraordinary Congress.
- 10 Candidatures for any of the positions of the independent committees (i.e. Audit and Compliance Committee, electoral committees and judicial bodies) shall be sent to the general secretariat at least 30 days before the relevant elective Congress. The official list of candidates must be passed to the Members of ZIFA at least ten (10) days before the Congress at which the members in question shall be elected.

Article **32 Ordinary Congress**

- 1 The Ordinary Congress shall be held every year.

- ² The Executive Committee shall fix the place and date. The Members shall be notified in writing at least 60 days in advance.
- ³ Any proposal that a Member wishes to submit to the Congress shall be sent to the general secretariat in writing, with a brief explanation, at least 45 days before the date of the Congress.
- ⁴ The formal convocation shall be made in writing at least 10 days before the date of the Congress. This convocation shall contain the agenda, the activity report, the financial statements, the independent and external auditors' report and any other relevant documents, including the official list of candidates (if relevant).

Article **33** Ordinary Congress agenda

- ¹ The General Secretary shall draw up the agenda based on proposals from the Executive Committee and the Members.
- ² The Congress agenda shall include the following mandatory items (in chronological order):
 - a) a declaration that the Congress has been convened and composed in compliance with these Statutes;
 - b) approval of the agenda;
 - c) an address by the President;
 - d) appointment of Members to check the minutes;
 - e) appointment of scrutineers;
 - f) suspension or expulsion of Members (if applicable);
 - g) approval of the minutes of the preceding Congress;
 - h) activity report (containing the activities since the last Congress);
 - i) presentation of the consolidated and revised balance sheet and the profit and loss statement, as well as the independent and external auditors' report;
 - j) approval of the audited financial statements;
 - k) approval of the budget;
 - l) votes on proposals for amendments to these Statutes, the Standing Orders of the Congress and the Electoral Code of ZIFA (if applicable);
 - m) discussion of proposals submitted by the Members and the Executive Committee in accordance with the procedure stipulated under art. 32 par. 3 of these Statutes;
 - n) appointment of the independent and external auditors (if applicable) upon proposal of the Executive Committee;
 - o) dismissal of a member of a body of ZIFA (if applicable);

- p) election of the President, vice-presidents and members of the Executive Committee (if applicable);
 - q) elections of the members of the independent committees, i.e. the Audit and Compliance Committee, electoral committees and judicial bodies (if applicable), upon proposal of the Executive Committee;
 - r) admission for membership (if applicable).
- ³ The Congress shall not take a decision on any point not included in the agenda.
- ⁴ The agenda of an Ordinary Congress may be altered, provided more than 50% of the delegates representing the Members present at the Congress and eligible to vote agree to such a motion.

Article **34** Extraordinary Congress

- ¹ The Executive Committee may convene an Extraordinary Congress at any time.
- ² The Executive Committee shall convene an Extraordinary Congress if one third of the delegates representing the Members of ZIFA make such a request in writing. The request shall specify the items to be included in the agenda. An Extraordinary Congress shall be held within maximum of 30 days of receipt of the request. If an Extraordinary Congress is not convened, the delegates representing the Members who requested it may convene the Congress themselves. In doing so, they shall inform all the Members of ZIFA and the Executive Committee of the date and location of the Extraordinary Congress, along with the items to be included in the agenda in accordance with par. 3 below.
- ³ The Members shall be notified of the place, date and agenda at least 14 days before the date of an Extraordinary Congress. This convocation shall contain the agenda and any other relevant documents.
- ⁴ When an Extraordinary Congress is convened on the initiative of the Executive Committee, it must draw up the agenda. When it is convened upon the request of the Members, the agenda must contain the points raised by those Members.
- ⁵ The agenda of an Extraordinary Congress must not be altered.

Article **35** Amendments to the Statutes, Standing Orders of the Congress and Electoral Code

- ¹ The Congress is responsible for amending these Statutes, the Standing Orders of the Congress, and the Electoral Code of the ZIFA.
- ² Any proposals for an amendment to these Statutes, the Standing Orders of the Congress and the Electoral Code must be submitted in writing with a brief explanation to the general secretariat by a Member or by the Executive Committee. A proposal submitted by

delegates representing a Member is valid, provided it has been supported in writing by at least 25 other delegates representing the Members.

- ³ A proposal for an amendment to these Statutes, the Standing Orders of the Congress or to the Electoral Code of ZIFA shall be adopted only if at least two-thirds of the delegates representing the Members present and eligible to vote agree to it.
- ⁴ ZIFA shall communicate to FIFA and CAF any amendments to its Statutes, its Standing Orders of the Congress or its Electoral Code translated, if necessary, into a common official language of FIFA and CAF.
- ⁵ ZIFA shall communicate, for information, to the Ministry of Sports and recreation, to the Sports and Recreation Commission and to the National Olympic Committee any amendments to its Statutes.

Article **36 Minutes**

The General Secretary shall be responsible for recording the minutes at the Congress. The minutes shall be checked by those Members designated, and finally approved at the next Congress.

Article **37 Effective dates of decisions**

Decisions passed by the Congress shall come into effect immediately after the close of the Congress, unless otherwise stipulated in these Statutes or unless the Congress fixes another date for a decision to take effect.

B. EXECUTIVE COMMITTEE

Article 38 Composition

- ¹ The Executive Committee shall consist of 11 members, at least three (3) of whom shall be women, as follows:
 - a) 1 President.
 - b) 2 vice-presidents (1st Vice-President and 2nd Vice-President), at least one of whom shall be a woman.
 - c) 6 ordinary members.
 - d) 1 ex officio member representing the Premier Soccer League elected by the Premier Soccer League and ratified by the ZIFA Congress.
 - e) 1 ex officio female member representing the Zimbabwe Women Premier Soccer League elected by the Zimbabwe Women Premier Soccer League and ratified by the ZIFA Congress.
- ² The President, the vice-president and the other members of the Executive Committee shall be elected by the Congress in accordance with art. 31 of these Statutes. They shall undergo an integrity check, to be conducted by the Ethics Committee, prior to their election or re-election.
- ³ The mandate of the President, vice-presidents and members of the Executive Committee shall be for four years. Their term of office shall follow the same electoral cycle. Their mandates shall immediately begin after the end of the Congress which has elected them and expire at the end of the Congress at which their successors are elected. No person may serve as President for more than three terms of office (whether consecutive or not). All other members (including any vice-president) of the Executive Committee may serve for no more than three terms of office (whether consecutive or not). Any partial term of office shall count as one full term.
- ⁴ All members of the Executive Committee shall be citizens and residence of Zimbabwe and shall have been continuously resident in Zimbabwe for a period of 2 (two) years preceding the date of election.
- ⁵ All members of the Executive Committee shall have already been active in football for at least five years within the last 10 years and shall fulfil the prerequisites stipulated in art. 24 par. 8 of these Statutes.
- ⁶ All members of the Executive Committee shall not have been previously convicted and sentenced for any offence.
- ⁷ The President and the two Vice Presidents of the Executive Committee shall have passed a minimum of five O-Levels subjects (Education level) or any equivalent educational level.
- ⁸ For one to be eligible to be voted as the President of the Executive committee, one must be of the age of 40 years and above.
- ⁹ A member of the Executive Committee may not at the same time be a member of an independent committee and may not be appointed/elected as a delegate representing a Member at the Congress.

- ¹⁰ If a position or up to 50% of the positions of the Executive Committee become vacant, the Executive Committee shall fill the position(s) in question until the next Congress, when replacement(s) for the position(s) will be elected for the remaining period of office.
- ¹¹ If more than 50% of the positions of the Executive Committee become vacant, the General Secretary shall convene an Extraordinary Congress immediately within 90 days. In the meantime, the remaining members of the Executive Committee shall take care of the daily affairs of ZIFA until new elections are held.
- ¹² Any position within the Executive Committee shall be considered vacant in case of death, resignation or if the member concerned is permanently prevented from performing his official function.

Article **39** Meetings

- ¹ The Executive Committee shall meet at least four times a year. The meetings of the Executive Committee may be held in person or by videoconference.
- ² The President shall convene the Executive Committee meetings. If more than 50% of the Executive Committee members request a meeting, the President shall convene it so that the meeting is held within 21 days of the receipt of the request. If the President does not convene the requested meeting by the aforementioned deadline, the other members of the Executive Committee shall convene it themselves but must send the agenda to all members of the Executive Committee at least three (3) days before the meeting in line with par. 3 below.
- ³ The President, assisted by the general secretariat, shall compile the agenda, which needs to be notified to the members at least ten (10) days prior to the meeting. Each member of the Executive Committee is entitled to propose items for inclusion in the agenda. The members of the Executive Committee must submit the items they wish to be included in the agenda for the meeting to the general secretariat at least seven (7) days before the meeting. As a rule, the final agenda and the relevant documents must be sent out to the members of the Executive Committee at least (4) days before the meeting.
- ⁴ The General Secretary shall take part in the meetings of the Executive Committee in a consultative role and without voting rights. If the General Secretary is unable to attend a meeting, the General Secretary may nominate a representative to attend the meeting on his/her behalf.
- ⁵ The meetings of the Executive Committee shall not be held in public. The Executive Committee may, however, invite third parties to attend. Those third parties shall not have voting rights and may only express an opinion with the permission of the Executive Committee.
- ⁶ The President may also convene the Executive Committee on an urgent basis to deal with any matter requiring immediate settlement between two meetings of the Executive Committee. In such cases, the deadlines mentioned in par. 3 above may be either reduced or disregarded if the urgency so requires.

Article **40** Powers

The Executive Committee shall have the following powers:

- a) passing decisions on all cases that do not come within the sphere of responsibility of the Congress or are not reserved for other bodies by law or under these Statutes;
- b) preparing, with the assistance of the general secretariat, and convening the Ordinary and Extraordinary Congress;
- c) appointing the chairpersons, deputy chairpersons and members of the standing committees;
- d) deciding to set up ad hoc committees if necessary at any time;
- e) approving and issuing the regulations for the organisation of standing committees and ad hoc committees;
- f) appointing the General Secretary upon proposal of the President. The General Secretary may be dismissed by the Executive Committee upon recommendation of the President;
- g) proposing the independent and external auditors to the Congress;
- h) appointing replacements for vacancies in the independent committees until the next Congress;
- i) approving and issuing regulations governing the conditions of participation in and the staging of competitions organised by ZIFA;
- j) Approving and issuing regulations regarding a club licensing system governing the participation of clubs in the competition of ZIFA and CAF, in compliance with the minimum requirements of the club licensing system as set up by CAF and FIFA.
- k) appointing the coaches for the representative teams and other technical staff;
- l) approving and issuing the Internal Organisation Regulations of ZIFA.
- m) ensuring that these Statutes are applied and adopting the executive arrangements required for their application;
- n) dismissing a member of a body, with the exception of independent committees, or suspending a Member of ZIFA provisionally until the next Congress;
- o) delegating tasks under its authority to other bodies;
- p) appointing observers who may take part in the Congress without the right to debate or to vote;

Article 41 Decisions

- ¹ The Executive Committee shall not engage in valid debate unless a majority (more than 50%) of its members are present. Attendance by videoconference shall constitute presence.
- ² The Executive Committee shall reach decisions by a majority (more than 50%) of the valid votes cast, unless otherwise stipulated in these Statutes. Voting by proxy or by letter is not permitted. When a meeting of the Executive Committee is held by videoconference, voting online or through other modern means of written communication (e.g. emails, messaging apps) are permitted.
- ³ Any member of the Executive Committee must withdraw from the debate and from taking a decision if there is any risk or possibility of a conflict of interests.
- ⁴ The decisions taken shall be recorded in the minutes.
- ⁵ The decisions taken by the Executive Committee shall come into effect immediately, unless the Executive Committee decides otherwise.

C. PRESIDENT

Article **42** President

- ¹ The President is primarily responsible for:
 - a) ensuring that the statutory objectives, mission, strategic direction, policies and values of ZIFA are sustainably pursued and fostering a positive image of ZIFA;
 - b) implementing the decisions passed by the Congress and the Executive Committee through the general secretariat;
 - c) ensuring the effective functioning of the bodies in order that they achieve the objectives described in these Statutes;
 - d) supervising the work of the general secretariat;
 - e) the relations between ZIFA and its Members, FIFA, CAF, COSAFA, political bodies and other organisations;
- ² Only the President may propose to the Executive Committee the appointment of the General Secretary. The General Secretary may only be dismissed by the Executive Committee following the recommendation of the President.
- ³ The President shall preside over the Congress and the Executive Committee meetings and those committees of which the President has been appointed chairperson.
- ⁴ The President shall have an ordinary vote on the Executive Committee.
- ⁵ If the President is absent or unavailable, the vice-president available shall deputise.
- ⁶ If the position of the President becomes vacant in the sense of art. 38 par. 12 of these Statutes, the first Vice-President shall deputise until the next Congress. If the first Vice-President position is also vacant, the second Vice-President shall deputise until the next Congress. This Congress shall elect a new President for the remaining period of office.
- ⁷ Any additional powers of the President, if any, shall be contained in the Internal Organisation Regulations of ZIFA.

Article **43** Representation and signature

The President represents ZIFA generally. The Executive Committee shall adopt special provisions in the Internal Organisation Regulations of ZIFA regarding the joint signature of office holders.

D. GENERAL SECRETARIAT

Article 44 General secretariat

The general secretariat is the executive, operational and administrative body and shall carry out the work of ZIFA under the direction of the General Secretary. The members of the general secretariat are bound by the Internal Organisational Regulations of ZIFA and shall fulfil the given tasks in good faith.

Article 45 General Secretary

- ¹ The General Secretary is the chief executive officer of ZIFA.
- ² The General Secretary shall be appointed by the Executive Committee upon proposal of the President on the basis of an agreement governed by private law and shall have the necessary professional qualifications and experience.
- ³ The General Secretary shall be responsible for:
 - a) implementing decisions passed by the Congress and Executive Committee in compliance with the President's directives;
 - b) attending the Congress and meetings of the Executive Committee and the standing and ad hoc committees;
 - c) organising the Congress and meetings of the Executive Committee and other bodies;
 - d) compiling the minutes for the meetings of the Congress, Executive Committee and standing and ad hoc committees;
 - e) managing and keeping the accounts;
 - f) correspondence;
 - g) the relations with the Members, committees, FIFA, CAF and COSAFA, under the direction of the President;
 - h) organising the general secretariat;
 - i) the appointment and dismissal of staff working in the general secretariat, in line with the relevant provisions within the Internal Organisation Regulations;
 - j) providing the electoral committees with logistic and operative support for the elections;
- ⁴ Any additional responsibilities and duties assigned to the General Secretary shall be stipulated in the Internal Organisation Regulations of ZIFA.
- ⁵ The General Secretary shall not be a Congress delegate or a member of any other body.

E. STANDING COMMITTEES

Article 46 Standing committees

- ¹ The standing committees are:
 - a) Finance Committee;
 - b) Organising Committee for ZIFA Competitions;
 - c) Technical and Development Committee;
 - d) Referees Committee;
 - e) Committee for Women's Football development;
 - f) Legal, Governance and Players' Status Committee;
 - g) Marketing and Media Committee.
 - h) Member Associations Committee.
- ² Chairpersons, deputy chairpersons and members of the standing committees may be members of the Executive Committee.
- ³ The members of each standing committee shall be appointed by the Executive Committee upon proposal of the Members of ZIFA or the President. The chairpersons, deputy chairpersons and the members of the standing committees shall be appointed for a term of office of four years. They may be appointed or dismissed by the Executive Committee at any time without the approval of the Congress.
- ⁴ The members of the standing committees shall have altogether the capacity, knowledge, ability and experience required to fulfil the tasks and duties of their respective committees. The Executive Committee shall ensure appropriate female and stakeholders' representation on standing committees.
- ⁵ Each chairperson shall represent his/her standing committee and conduct business in compliance with the relevant provisions of the Internal Organisation Regulations of ZIFA approved by the Executive Committee.
- ⁶ Each chairperson shall fix the dates of meetings in collaboration with the General Secretary, ensure that all tasks are carried out and report back to the Executive Committee. Meetings may take place in person or by videoconference.
- ⁷ The Executive Committee and each standing committee, the latter with the approval of the Executive Committee, may, if necessary, set up a bureau and/or sub-committee to settle urgent matters; in such a case, decisions may be passed through modern means of written communication (e.g. emails, messaging apps). Any discussions and decisions of the bureau and/or sub-committee shall be reported to the relevant standing committee as soon as it is practicable to do so.
- ⁸ Each standing committee may propose to the Executive Committee amendments to the relevant provisions of the Internal Organisation Regulations of ZIFA that concern its committee.

Article **47 Finance Committee**

The Finance Committee shall monitor the financial management of ZIFA and advise the Executive Committee on financial matters and asset management. It shall analyse the budget and the financial statements prepared by the General Secretary and submit them to the Executive Committee for approval. It shall consist of a chairperson, a deputy chairperson and 3 members.

Article **48 Organising Committee for ZIFA Competitions**

The Organising Committee for ZIFA Competitions shall organise ZIFA's competitions of association football, futsal and beach soccer at any level within ZIFA in compliance with the provisions of these Statutes and the regulations applicable to ZIFA's competitions. It shall consist of a chairperson, a deputy chairperson and 3 members.

Article **49 Technical and Development Committee**

The Technical and Development Committee shall primarily analyse the basic aspects of football training and technical development in football. It shall also deal with all matters relating to amateur and grassroots within ZIFA and its Members. It shall also be in charge of ZIFA's development programmes, devising and proposing appropriate strategies, monitoring these strategies and analysing the support and programmes provided to the Members of ZIFA and providing advice to the Executive Committee on technical and development matters in general. It shall consist of a chairperson, a deputy chairperson and 3 members.

Article **50 Referees Committee**

The Referees Committee shall implement the Laws of the Game as well as the Futsal Laws of the Game and the Beach Soccer Laws of the Game. It shall appoint the referees and assistant referees for matches in competitions organised by ZIFA, organise refereeing matters within ZIFA in collaboration with the administration and monitor the education and training of referees. It shall consist of a chairperson, a deputy chairperson and 3 members, all of whom shall be ex-referees.

Article **51** **Committee for Women's Football Development**

The Committee for Women's Football Development shall deal with all matters relating to women's football development including the proposal of the Women's Football Strategy. It shall consist of a chairperson, a deputy chairperson and 3 members. At least 3 members must be women. The Chairperson shall be one of the female members of the Executive Committee other than the female member representing the Women's Premier Soccer League.

Article **52** **Legal, Governance and Players' Status Committee**

- ¹ The Legal, Governance and Players' Status Committee shall set up and monitor compliance with transfer regulations in accordance with the FIFA Regulations on the Status and Transfer of Players and determine the status of players for the various competitions of ZIFA. The Executive Committee may approve special regulations governing the Players' Status Committee's powers of jurisdiction.
- ² Players' status disputes involving ZIFA, its Members, clubs, players, officials, licensed match agents and football agents shall be settled in the last instance by an independent and duly constituted arbitration tribunal in accordance with these Statutes and subject to any applicable national law.
- ³ The Legal, Governance and Players' Status Committee shall advise the ZIFA Executive Committee on legal and governance related aspects.
- ⁴ The Legal, Governance and Players' Status Committee shall consist of a chairperson, a deputy chairperson and 3 members.

Article **53** **Marketing and Media Committee**

The Marketing and Media Committee shall deal with all matters relating to Marketing and Media within ZIFA and its Members. It shall consist of a chairperson, a deputy chairperson and three (3) members.

Article **54** **Member Associations Committee**

The Member Associations Committee shall advise the ZIFA Executive Committee on matters related to the Members of the ZIFA Congress. It shall consist of a chairperson, a deputy chairperson and 5 members.

Article **55** **Ad hoc committees**

The Executive Committee may, if necessary, create ad hoc committees for special duties and a limited period of time. The Executive Committee shall appoint a chairperson, a deputy chairperson and the appropriate number of members. The duties and function of ad hoc committees are defined in special regulations approved by the Executive Committee. An ad hoc committee shall report directly to the Executive Committee.

F. CLUB LICENSING BODIES

Article **56** Club licensing bodies

- ¹ The club licensing bodies shall be in charge of the club licensing system within ZIFA in accordance with the Club Licensing Regulations of ZIFA and CAF.
- ² The club licensing bodies consist of a first instance body and an appeal body.
- ³ Decisions passed by the club licensing appeal body may only be appealed before CAS in accordance with the provisions in these Statutes.

V. INDEPENDENT COMMITTEES

Article **57** Institutional independence

- ¹ The independent committees as well as their individual members shall conduct their activities and perform their duties entirely independently but always in the interests of ZIFA and in accordance with its Statutes and regulations.
- ² The chairpersons, deputy chairpersons and members of the independent committees shall be elected by the Congress upon proposal of the Executive Committee and may only be relieved of their duties by the Congress. They shall not be members of any other body of ZIFA.
- ³ The mandate of all members of the independent committees shall last for four (4) years. They may be re-elected.
- ⁴ The chairpersons, deputy-chairpersons and members of the Audit and Compliance Committee and of the electoral committees as well as the chairpersons and deputy-chairpersons of the judicial bodies shall comply with the independence criteria as defined in par. 5 below.
- ⁵ The persons mentioned in par. 4 above as well as any of their immediate family members may not exercise or have exercised during the four years preceding their initial terms any executive function at ZIFA, one of ZIFA's Members, a league or a club (including any of their affiliated companies/organisations), nor have or have had in the four years preceding their initial term any material business relationship with ZIFA, one of ZIFA's Members, a league or a club (including any of their affiliated companies/organisations). "Immediate family member" shall mean, with respect to a person, such person's spouse or domestic partner, siblings, parents, grandparents, uncles, aunts, children (including any stepchild or adopted child), grandchildren, son-, daughter-, father- or mother-in-law, and including anyone else, whether by blood or otherwise, with whom the individual has a relationship akin to a family relationship for which such person provides financial support.
- ⁶ The chairpersons, deputy-chairpersons and members of the independent committees shall undergo an integrity check to be conducted by the Electoral Committee prior to their election or re-election.

Article **58** Audit and Compliance Committee

- ¹ The Audit and Compliance Committee shall consist of a chairperson, a deputy chairperson and three (3) members. Its members shall be knowledgeable and experienced in financial and/or regulatory and legal matters and may not be involved in any decision affecting the operations of ZIFA.
- ² The Audit and Compliance Committee shall advise, assist and oversee the Executive Committee in monitoring ZIFA's financial and compliance matters, set up compliance mechanisms and monitor compliance with the relevant regulations of ZIFA. It shall also supervise the general secretariat in financial and compliance issues. The Audit and Compliance Committee shall ensure the completeness and reliability of the financial

accounting and review the consolidated financial statements and the independent and external auditor's report. The Audit and Compliance Committee shall furthermore monitor ZIFA's financial and compliance matters and suggest to the appropriate bodies any action that it deems necessary as a result of such monitoring. The Audit and Compliance Committee shall, with the assistance of the general secretariat, implement a compliance programme within ZIFA.

- ³ Details on the Audit and Compliance Committee's responsibilities, its internal cooperation and other procedural matters are stipulated in the Internal Organisation Regulations of ZIFA.
- ⁴ If the chairperson, the deputy chairperson or a member of the Audit and Compliance Committee permanently ceases to perform his/her official function during his term of office, the Executive Committee shall appoint a replacement to serve until the next Congress.

Article **59** Electoral Committees

- ¹ The electoral committees are the bodies in charge of organising and supervising the election process in accordance with the Electoral Code of ZIFA. The electoral committees consist of the Electoral Committee (the first instance body) and the Election Appeal Committee (the second instance body).
- ² The composition and function of the electoral committees shall be governed by the Electoral Code of ZIFA.

Article **60** Judicial Bodies

- ¹ The judicial bodies are:
 - a. the Disciplinary Committee;
 - b. Ethics Committee;
 - c. the Appeal Committee.
- ² The judicial bodies are to be composed in such a way that the members, together, have the knowledge, abilities and specialist experience that is necessary for the due completion of their tasks and duties. The chairpersons, deputy chairpersons and all the other members of the judicial bodies shall be qualified to practise law.
- ³ If the chairperson, the deputy chairperson or a member of a judicial body permanently ceases to perform his/her official function during his/her term of office, the Executive Committee shall appoint a replacement to serve until the next Congress, in which the Congress shall appoint a new member of the respective judicial body for the remaining period.
- ⁴ The responsibilities and function of the judicial bodies shall be stipulated in the Disciplinary and Ethics Code of ZIFA.

Article **61** Disciplinary Committee

- ¹ The Disciplinary Committee shall consist of a chairperson, a deputy chairperson and the necessary number of other members as determined in the Disciplinary and Ethics Code.
- ² The function of the Disciplinary Committee shall be governed by the Disciplinary and Ethics Code of ZIFA.
- ³ The Disciplinary Committee may pronounce the sanctions described in these Statutes and the Disciplinary and Ethics Code of ZIFA on Members, officials, players, clubs, licensed match agents and football agents.
- ⁴ These provisions do not affect the powers of the Congress and the Executive Committee with regard to the suspension and expulsion of Members.
- ⁵ The Executive Committee shall issue the Disciplinary and Ethics Code of ZIFA, which shall be in accordance with the principles laid down in the FIFA Disciplinary Code and the FIFA Ethics Code.

Article **62** Ethics Committee

- ¹ The Ethics Committee shall consist of a chairperson, a deputy chairperson and the necessary number of other members as determined in the Disciplinary and Ethics Code.
- ² The function of the Ethics Committee shall be governed by the Disciplinary and Ethics Code of ZIFA.
- ³ The Ethics Committee may pronounce the sanctions described in these Statutes and the Disciplinary and Ethics Code of ZIFA on Members, officials, players, clubs, licensed match agents and football agents.
- ⁴ These provisions do not affect the powers of the Congress and the Executive Committee with regard to the suspension and expulsion of Members.
- ⁵ The Executive Committee shall issue the Disciplinary and Ethics Code of ZIFA, which shall be in accordance with the principles laid down in the FIFA Disciplinary Code and the FIFA Ethics Code.

Article **63** Appeal Committee

- ¹ The Appeal Committee shall consist of a chairperson, a deputy chairperson and the necessary number of other members as determined in the Disciplinary and Ethics Code.
- ² The function of the Appeal Committee shall be governed by the Disciplinary and Ethics Code of ZIFA.

- ³ The Appeal Committee is responsible for hearing appeals against decisions from the Disciplinary Committee and from the Ethics Committee that are not declared final by the relevant regulations of ZIFA.
- ⁴ Decisions pronounced by the Appeal Committee may only be referred to CAS in accordance with the provisions in these Statutes.

VI. DISCIPLINARY MEASURES

Article **64** Disciplinary measures

The disciplinary measures are primarily:

¹ for natural and legal persons:

- a) a warning;
- b) a reprimand;
- c) a fine;
- d) the return of awards.

² for natural persons:

- a) a caution;
- b) an expulsion;
- c) a match suspension;
- d) a ban from the dressing rooms and/or the substitutes' bench;
- e) a ban from entering a stadium;
- f) a ban on taking part in any football-related activity;
- g) social work;
- h) compliance training.

³ for legal persons:

- a) a transfer ban;
- b) playing a match without spectators;
- c) playing a match on neutral territory;
- d) a ban on playing in a particular stadium;
- e) annulment of the result of the match;
- f) expulsion from a competition;
- g) a forfeit;
- h) deduction of points;
- i) relegation to a lower division;
- j) replaying a match.

VII. ARBITRATION

Article **65** Arbitration

- ¹ Disputes within ZIFA or disputes affecting Members of ZIFA, leagues, members of leagues, clubs, members of clubs, players and officials may only be referred in the last instance (i.e. after exhaustion of all internal channels within ZIFA) to CAS, which shall settle the dispute definitively to the exclusion of any ordinary court, unless expressly prohibited by the legislation in Zimbabwe.
- ² Disputes of international dimension arising from or related to the Statutes, regulations, directives and decisions of FIFA, CAF or COSAFA may only be submitted in the last instance to CAS as specified in the Statutes of FIFA, of CAF and of COSAFA.

Article **66** Jurisdiction

- ¹ ZIFA shall have jurisdiction on internal national disputes, i.e. disputes between parties belonging or affiliated to ZIFA.
- ¹ FIFA and/or CAF shall have jurisdiction on international disputes, i.e. disputes between parties belonging to different associations and/or confederations, in accordance with the relevant regulations.
- ¹ ZIFA shall ensure its full compliance and that of all those subject to its jurisdiction with any final decision passed by a FIFA body, a CAF body, the arbitration tribunal recognised by ZIFA or CAS.

VIII. FINANCE

Article **67** Financial period

- ¹ The financial period of ZIFA shall be one year and shall begin on 1 January and end on 31 December.
- ² The revenue and expenses of ZIFA shall be managed so that they balance out over the financial period. ZIFA's major duties in the future shall be guaranteed through the creation of reserves.
- ³ The General Secretary is responsible for drawing up the annual consolidated accounts of ZIFA with its subsidiaries as at 31 December.

Article **68** Revenue

The revenue of ZIFA comprises:

- a) Members' annual subscriptions;
- b) receipts generated by the marketing of rights to which ZIFA is entitled;
- c) fines imposed by the authorised bodies;
- d) other subscriptions and receipts in keeping with the objectives pursued by ZIFA;
- e) donations;
- f) any other revenue related to football activities;
- g) funding from FIFA and from CAF;
- h) funding from the Zimbabwean Government.

Article **69** Expenses

ZIFA shall bear:

- a) the expenses stipulated in the budget;
- b) other expenses approved by the Congress and expenses that the Executive Committee is entitled to incur within the scope of its authority;
- c) all other expenses in keeping with the objectives pursued by ZIFA.

Article **70** Independent and external auditors

The independent and external auditors appointed by the Congress shall audit on a yearly basis the accounts approved by the Executive Committee in accordance with the appropriate principles of accounting and present a report to the Congress. The independent and external auditors shall be appointed for a period of one year. Their mandate may be renewed.

Article **71** Membership subscriptions

- ¹ Membership subscriptions are due by the end of February. The annual subscription for new Members for the year in question shall be paid within 30 days of the close of the Congress at which they are admitted.
- ² The Congress shall fix the amount of the annual subscription every four (4) years on the recommendation of the Executive Committee. It shall be the same for every Member.

Article **72** Settlement

ZIFA may debit any Member's assets and accounts to settle claims.

Article **73** Levies

ZIFA may demand that a levy be paid by its Members for matches.

Article **74** Publication of financial data

- ¹ ZIFA shall publish on its official website the financial documents referred to under art. 33 par. 2 i), j) and k) of these Statutes once the relevant items have been approved by the Congress.
- ² The remuneration of the members of the Executive Committee (including its President) and the members of the independent committees shall also be made publicly available (e.g. through the official website of ZIFA) on a regular basis.

IX. COMPETITIONS AND RIGHTS IN COMPETITIONS AND EVENTS

Article **75** Competitions

- ¹ ZIFA shall organise and coordinate the following official competitions held within its territory:
 - a) The Zimbabwe Men's Premier Soccer League;
 - b) The Zimbabwe Women's Premier Soccer League;
 - c) The FA Cup;
 - d) The ZIFA District Cup;
 - e) The ZIFA Provincial Cup;
 - f) The ZIFA Regional Cup.
- ² The Executive Committee may delegate to ZIFA's subordinate leagues the authority to organise competitions (e.g. by means of a proper and comprehensive agreement). The competitions organised by the leagues shall not interfere with those competitions organised by ZIFA. Competitions organised by ZIFA shall take priority.
- ³ The Executive Committee may issue special regulations to this end.

Article **76** Rights

- ¹ ZIFA the original owner of all of the rights emanating from competitions and other events coming under its respective jurisdiction, without any restrictions as to content, time and place. These rights include, among others, every kind of financial rights, audiovisual and radio recording, reproduction and broadcasting rights, multimedia rights, marketing and promotional rights and incorporeal rights such as emblems and rights arising under copyright law.
- ² The Executive Committee shall decide how and to what extent these rights are utilised and shall draw up special regulations to this end. ZIFA shall ensure that the sale of such rights is carried out in a transparent manner and in compliance with the Statutes and regulations of ZIFA as well as mandatory national laws.

Article **77** Authorisation to distribute

- ¹ ZIFA and its Members are exclusively responsible for authorising the distribution of image and sound and other data carriers of football matches and events coming under their respective jurisdiction, without any restrictions.
- ² The Executive Committee shall issue special regulations to this end.

X. INTERNATIONAL MATCHES AND COMPETITIONS

Article **78** International matches and competitions

- ¹ The authority for organising international matches and competitions between representative teams and between leagues, club teams and/or scratch teams lies solely with FIFA, the confederation(s) and/or the association(s) concerned. No such match or competition shall take place without the prior permission of FIFA, the confederation(s) and/or the association(s) concerned in accordance with the FIFA Regulations Governing International Matches.
- ² ZIFA is bound by the international match calendar compiled by FIFA.

Article **79** Contacts

ZIFA, its Members, players, officials, licensed match agents and football agents may not play matches or make sporting contacts with associations that are not members of FIFA or provisional members of a confederation without the approval of FIFA.

Article **80** Approval

- ¹ Clubs, leagues or any other group of clubs that are affiliated to ZIFA may only join another association with the authorisation of ZIFA, the other association, the respective confederation(s) and FIFA.
- ² Clubs, leagues or any other group of clubs that are affiliated to ZIFA cannot participate in competitions on the territory of another association without the authorisation of ZIFA, the other association, FIFA and the respective confederation(s) according to the FIFA Regulations Governing International Matches.

XI. FINAL PROVISIONS

Article **81** Unforeseen contingencies and force majeure

The Executive Committee shall have the power to decide on **all** cases of force majeure and on **all** matters not provided for in these Statutes; such decisions shall take into account the relevant regulations of FIFA and of CAF, as well as any applicable mandatory laws.

Article **82** Publication of corporate documents

ZIFA shall make available on its official website the following documents and information:

- a) Statutes and Standing Orders of the Congress;
- b) Electoral Code;
- c) Disciplinary and Ethics Code;
- d) Internal Organisation Regulations;
- e) most important/key decisions;
- f) its strategy;
- g) agenda for Executive Committee and Congress meetings;
- h) circular letters.

Article **83** Dissolution

- ¹ Any decision relating to the dissolution of ZIFA requires a majority of two thirds of **all** of the Members of ZIFA, which must be obtained at a Congress specially convened for the purpose.
- ² If ZIFA is disbanded, its assets shall be transferred to the Sports and Recreation Commission Zimbabwe. It shall hold these assets as a trustee in accordance with the relevant professional duties until ZIFA is re-established. The final Congress may, however, choose another recipient for the assets on the basis of a three quarters majority.

Article **84** Enforcement

These Statutes were adopted at the Congress in Harare on 18 October 2024 and come into force on 19 October 2024. The former Statutes of ZIFA are hereby repealed.

Article **85** Transitional provisions

- ¹ The Members as defined under art. 12 of these Statutes, shall be granted a period of 12 months, as from the adoption of these Statutes, to comply with the mandatory requirements stipulated in art. 13 par. 2, as well as art. 16 par. 1 g), h), k), o) and p) of these Statutes. Any Member which does not comply with **all** of these requirements within the aforementioned timeframe, shall automatically lose its right to vote at the Congress and the delegate(s) of the Member in question shall not be taken into account when

establishing the quorum. The Member in question shall only regain its right to vote at the Congress once it has fully complied with its obligations as mentioned in this paragraph.

- ² The term limits as defined in art. 38 par. 3 of these Statutes shall only apply as from the elections of the members of the Executive Committee which shall take place following the adoption of these Statutes.
- ⁵ The requirement to have already been active in football as provided for in art. 38 par. 5 of these Statutes shall not apply to the female candidates running for a position of members of the Executive Committee on the occasion of the first elections of the Executive Committee that shall take place following the adoption of these Statutes.
- ⁶ Upon adoption of these Statutes, the Normalisation Committee shall appoint the members of the Standing Committees as defined under art. 46 to 55 of these Statutes.
- ⁷ Within 12 months upon the adoption of these Statutes, the Congress shall elect the relevant members of the independent committees as defined under art. 57 to 61 of the Statutes that are not already in office. Within this same period, the Congress shall also dismiss the relevant members of the independent committees that do not comply with the independence criteria mentioned under art. 57 par. 5 of these Statutes and elect the relevant number of members to fill the positions.
- ⁸ ZIFA shall have one year as from the adoption of these Statutes to ensure that the names of regulations, codes or any other relevant legal documents are brought in line with the provisions of these Statutes.
- ⁹ For the elections of the Executive Committee which shall take place following the adoption of these Statutes, the Normalisation Committee shall act as the Electoral Committee as defined in the Electoral Code. Any appeal against any decision of the Normalisation Committee in connection with the elections, shall be referred to CAS.

Harare, 18 October 2024

For ZIFA

Lincoln Chendisaita Mutasa
Chairperson ZIFA Normalisation Committee

Yvonne Mapika Manwa
General Secretary

Annexe A – Questionnaire for Integrity Checks

Part 1: General provisions

- ¹ The integrity checks with regard to candidates for, and holders of, official positions within ZIFA that are subject to such checks ("candidates or holders") shall be conducted by the relevant body in accordance with the provisions of these Statutes and this annexe.
- ² Candidates or holders are obliged to comply with the screening and self-disclosure process as outlined in parts 2 and 3 below. Prior to the screening process, every candidate or holder shall give written consent to said process through a form provided by the relevant body conducting the integrity check. If such written consent is not provided, the candidate or holder shall be deemed not to have passed the integrity check.
- ³ Candidates or holders shall act in good faith at all times and shall fully collaborate to establish the relevant facts upon reasonable notice. If the candidate or holder concerned does not cooperate with the body competent to conduct the integrity check, the candidate or holder shall be deemed not to have passed the integrity check.
- ⁴ The candidate or holder shall be deemed not to have passed the integrity check, if he:
 - a) has been subject to criminal convictions or disciplinary sanctions by a state court, in particular if the offence in question was a substantive issue and not a minor infraction or procedural misconduct;
 - b) has been found guilty and/or sentenced by the FIFA Ethics Committee or any other sporting body with a sanction that would seriously put into question the discharge of the office concerned.
- ⁵ Subject to the relevant provisions regarding disclosure and forwarding of the information and related data obtained in the context of integrity checks in accordance with this annexe, all such information and related data must be treated as strictly confidential by the body conducting the integrity check concerned.

Part 2: Screening process

- ¹ At the beginning of the screening process, every candidate or holder shall undergo an identification check ("ID check"). In this context, the candidate or holder shall submit a valid copy of his/her passport to the body in charge of performing the integrity check. The ID check shall include verification/identification of the following elements:
 - a) name(s) and surname(s);
 - b) address of residence;
 - c) date and place of birth;
 - d) nationality/nationalities.
- ² Every candidate or holder shall complete the questionnaire contained in part 3 below.
- ³ The body in charge of performing the integrity check may conduct independent research and/or investigations in order to obtain further relevant information on a particular candidate or holder, which may include information on intermediaries and related parties, mandates, potential conflicts of interest and significant participations as well as civil and criminal proceedings/investigations.

Part 3: Questionnaire

First name(s):	
Surname(s):	
Address of residence:	
Date and place of birth:	
Nationality/nationalities:	
Profession:	

- ¹ Have you previously been convicted by a final decision of any intentional indictable offence or of any offence corresponding to a violation of the rules of conduct set out in part II section 5 of the FIFA Code of Ethics?

No ☐ Yes ☐

If yes, please specify:

- ² Has a sports governing body ever imposed any disciplinary or similar sanction or measure on you in the past for actions which amount to a violation of the rules of conduct set out in part II section 5 of the FIFA Code of Ethics?

No ☐ Yes ☐

If yes, please specify:

- ³ Are you the subject of any pending civil, criminal or disciplinary proceedings or investigations?

No ☐ Yes ☐

If yes, please specify:

- ⁴ I am fully aware that I am subject to the provisions of the Disciplinary and Ethics Code of ZIFA and to the provisions of the Statutes and other regulations of ZIFA that may address integrity issues, and I fully comply with such provisions.

- ⁵ I currently hold the following positions in football:

- ⁶ The following facts and circumstances may give rise to potential conflicts of interest regarding me (cf. in particular art. 23 par. 9 of these Statutes):

- ⁷ Remarks and observations which may be of potential relevance in the context of the integrity check:
- ⁸ I am fully aware and agree that this questionnaire is made available to the members of the appropriate body of ZIFA.
- ⁹ I am fully aware and confirm that I must notify the body conducting the integrity check of any relevant facts and circumstances arising after the integrity check has been completed.
- ¹⁰ I am fully aware and confirm that I am obliged to collaborate fully to establish the relevant facts with regard to the integrity check to which I am subject. In particular, I will comply with requests for any documents, information or any other material of any nature held by me. In addition, I will comply with the procurement and provision of documents, information or any other material of any nature not held by me but which I am entitled to obtain.
- ¹¹ I am fully aware and confirm that the body conducting the integrity check may also request information on possible sanctions (questions 1 and 2 above) directly from FIFA or the relevant confederation as well as from other institutions such as the Court of Arbitration for Sport in Lausanne, Switzerland, or the International Olympic Committee. In this regard, I hereby release the relevant institutions from any obligation of confidentiality relating to the information concerned.
- ¹² I am fully aware and confirm that the body conducting the integrity check may collect further information on me in accordance with part 2 par. 3 of this annexe.

(Place and date)

(Signature)

www.zifafootball.org.zw

 @footballzim  @online_zifa