

status Committee`s powers of jurisdiction.

50.3.3 The National Players Status Committee shall have the power to adjudicate over issues and disputes concerning the transfer players, including determining a reasonable fee or compensation in the event of dispute as such by clubs.

50.3.4 The procedures of the National Players Status Committee shall be subject to the Regulations on the Status of Players of BFA.

50.3.5 An appeal against the decision of the National Players Status Committee shall be brought to the BFA Appeals Committee. Any appeal on the decision of the BFA Appeals Committee shall be to the Court of Arbitration of Sport (CAS) in Lausanne, Switzerland.

Article 51: Social and Recreational Football Committee

51.1 Establishment

There shall be social and recreational football (NSRFC) by the Football Association which shall be coordinated through the National Social and Recreational Football Committee (NSRFC). Members of NSRFC shall be appointed by the National Executive Committee.

51.2 Composition

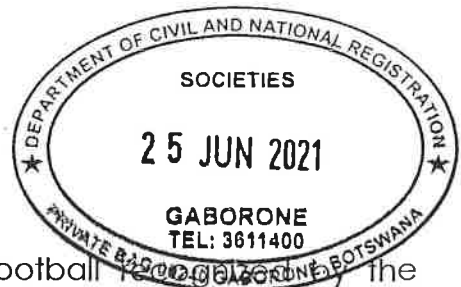
The NSRFC shall consist of 7 members who shall comprise of a Chairperson, deputy Chairperson, secretary, and five other members.

51.3 Responsibility

The NSRFC shall be a body responsible for coordinating all matters pertaining to social and recreational football across the country.

51.3.1 The NSRFC shall advise the NEC on social and recreational football in respect of organization, specific rules and regulations governing such competitions.

51.3.2 The NSRFC shall work closely with Regional Football Associations



and collaborate with respective district commissioners offices to establish regional social and recreational football committees for effective organization and running of competitions at respective regions and districts.

51.3.3 The NSRFC shall promote social and recreational football across the country and in the process identify and re-direct suitable individuals to main stream football either as players, administrators, or technicians accordingly; thus contribute to talent identification and general football development.

Article 52A: Ad-hoc Committees

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

OTHER BODIES

Article 53: Club licensing

- 53.1 The BFA shall appoint club licensing bodies to be in charge of the granting of licenses to clubs according to the club licensing system, setting the minimum requirements adopted by CAF for the granting of the license.
- 53.2 BFA shall operate a Club licensing system in accordance with the principles of the Club licensing regulations of FIFA and CAF.
- 53.3 The objective of the Club licensing system is to safeguard the credibility and integrity of Club competitions, to improve the level of professionalism of BFA, to promote sporting values in accordance with the principles of fair play as well as safe and secure match environments and to promote transparency in the finances, ownership and control of Clubs.



53.4 The BFA NEC shall issue club licensing regulations governing the club licensing system. Inter alia, the club licensing regulations shall stipulate to which clubs the system applies. At a minimum, the club licensing system must be implemented in respect of top- division clubs which qualify for CAF Club competitions on sporting merit.

Article 54A: Electoral Committee

54.1 The electoral committees are the bodies in charge of organising and supervising the elections process in accordance with the Electoral Code of the BFA. The electoral bodies consist of the Electoral Committee (the first instance body) and the Election Appeal Committee (the second instance body).

54.2 The composition and function of the electoral committees shall be governed by the Electoral Code of the BFA.

54.3 The electoral committees shall be appointed at the last BFA General Assembly preceding the elective Annual General Assembly.

GENERAL SECRETARIAT

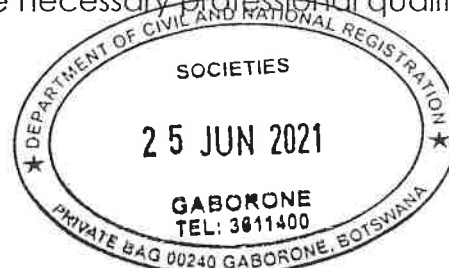
Article 55: General Secretariat

The general secretariat is the executive, operational and administrative body of the BFA and shall carry out all the administrative work of BFA under the direction of the General Secretary. The members of the general secretariat are bound by the internal organisational regulations of BFA and shall fulfil the given tasks in the best manner and in good faith.

Article 55: General Secretary

55.1 The General Secretary is the Chief Executive Officer of the BFA.

55.2 He shall be appointed on the basis of an agreement governed by private law and shall have the necessary professional qualifications determined by the BFA.



55.3 He shall be responsible for:

55.3.1 implementing decisions passed by the General Assembly and NEC;

55.3.2 attending the General Assembly and meetings of the NEC, Emergency Committee and the standing and ad-hoc committees;

55.3.3 organising the General Assembly and meetings of the NEC and other bodies;

55.3.4 the keeping and the production of the minutes of the meetings of the General Assembly, and the NEC and minutes of any Committees or subcommittees which he attends by virtue of his position and is required to record the proceedings thereof;

55.3.5 Managing and keeping the accounts of BFA;

55.3.6 The correspondence of BFA;

55.3.7 Relations with the Members, committees, FIFA and CAF;

55.3.8 The maintenance of relations among international and local organisations to which the BFA is affiliated or has an interest;

55.3.9 The publicity work of the BFA and the issuing of public statements on behalf of the BFA;

55.3.10 Keeping record of the activities of the BFA and maintaining an up to date database of the BFA human resource across the board;

55.3.11 Organising the general secretariat;

55.3.12 The appointment and dismissal of staff working in the general secretariat;

55.3.13 Mobilising finance, other resources and sponsorship for the BFA;



- 55.3.14 Entering into legally binding contract(s) on behalf of the BFA provided that the terms and conditions of the contract(s) shall be approved by a meeting of the NEC;
- 55.3.15 Carrying out such other duties as may be necessary for the proper running of the affairs of the BFA.
- 55.4 The General Secretary may not be a General Assembly delegate or a member of any other body of BFA.

JUDICIAL BODIES

56.1 The judicial bodies of the BFA are the:

56.1.1 Disciplinary Committee;

56.1.2 Ethics Committee

56.1.3 Arbitration Tribunal; and

56.1.4 Appeal Committee



56.2 The judicial bodies shall consist of a Chairperson, a deputy Chairperson and five members.

56.3 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. The chairmen of the judicial bodies shall be qualified to practise law. The term of office shall be four years. The members may be re-elected or relieved of their duties at any time, although they may only be relieved of their duties by the General Assembly.

56.4 Members of the judicial bodies shall be elected by the General Assembly upon proposal of the National Executive Committee and shall not be members of the NEC or of a standing committee or delegates to the General Assembly.

56.5 The chairpersons and deputy chairpersons of the judicial bodies shall

fulfil the independence criteria that are stipulated in the Constitution.

56.6 If the Chairperson, the deputy Chairperson or a member of a judicial body permanently ceases to perform his official function during his term of office, the National Executive Committee shall appoint a replacement to serve until the next General Assembly.

56.7 The responsibilities and function of the judicial bodies shall be stipulated in the Disciplinary Code of BFA, the Code of Ethics of BFA and the Arbitration Tribunal Regulations, which documents shall be adopted by the NEC.

Article 57: Disciplinary Committee

57.1 The function of the Disciplinary Committee shall be governed by the Disciplinary Code of BFA. The Disciplinary Committee shall pass decisions only when at least three members are present.

58.2 The Disciplinary Committee may pronounce the sanctions described in this Constitution and the Disciplinary Code of BFA on members, officials, players, clubs and match and players' agents.

Article 58: Ethics Committee

58.1 The function of the Ethics Committee shall be governed by the Code of Ethics of BFA. The Ethics Committee shall pass decisions only when at least three members are present.

58.2 The Ethics Committee may pronounce the sanctions described in this Constitution, the Code of Ethics of BFA and the Disciplinary Code of BFA on officials, players and match and players' agents.

Article 59: Arbitration Tribunal

59.1 The Arbitration Tribunal shall deal with all internal disputes between the BFA, its members, players, officials, and intermediaries.



59.2 Decisions of the Arbitration Tribunal shall be appealable to the Court of Arbitration for Sports (CAS) in Lausanne, Switzerland, provided that its decisions are binding with immediate effect subject only to any decision of CAS to the contrary.

Article 60: Appeals Committee

- 60.1 The function of the Appeal Committee shall be governed by the Disciplinary Code of BFA and Code of Ethics of BFA. The Appeal Committee shall pass decisions only when at least three members are present.
- 60.2 The Appeal Committee is responsible for hearing appeals against decisions from the Disciplinary Committee and the Ethics Committee that are not declared final by the relevant regulations of BFA.
- 60.3 Decisions pronounced by the Appeal Committee may be appealed to the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland, as specified in this Constitution.

Article 60A: Disciplinary Measures

The disciplinary measures are primarily:

60.1 For natural and legal persons:

- 60.1.1 A warning;
- 60.1.2 A reprimand;
- 60.1.3 A fine;
- 60.1.4 The return of awards;
- 60.1.5 Prohibition of participating in any organised competition which is not under the jurisdiction of the BFA.

60.2 For natural persons (Individual)

- 60.2.1 A caution;



- 60.2.2 An expulsion;
- 60.2.3 A match suspension;
- 60.2.4 A ban from the dressing rooms and/or the substitutes' bench;
- 60.2.5 A ban from entering a stadium;
- 60.2.6 A ban on taking part in any football-related activity;
- 60.2.7 Social work.

60.3 For legal persons: (Clubs/members)

- 60.3.1 A transfer ban;
- 60.3.2 Playing a match without spectators;
- 60.3.3 Playing a match on neutral territory;
- 60.3.4 A ban on playing in a particular stadium;
- 60.3.5 Annulment of the result of the match;
- 60.3.6 Expulsion from a competition;
- 60.3.7 A forfeit;
- 60.3.8 Deduction of points;
- 60.3.9 Relegation to a lower division;
- 60.3.10 Replaying of a match.



Article 61: Jurisdiction

- 61.1 BFA, its Members, Players, Officials and match agents will not take any dispute to Ordinary Courts unless specifically provided for in these Statutes and FIFA regulations. Any dispute shall be submitted to the jurisdiction of FIFA, CAF, BFA, or the Court of Arbitration for Sport.

61.2 BFA shall have jurisdiction on internal national disputes, i.e. disputes between parties belonging to BFA registered by BFA to participate in BFA competitions or League competitions. The tribunal shall also have jurisdiction over disputes between clubs and players. FIFA shall have jurisdiction on international disputes, i.e., disputes between parties belonging to different Associations and/or Confederations.

Article 62: Court of Arbitration for Sport ("CAS")

62.1 In accordance with the relevant provisions of the FIFA Statutes, any appeal against a final and binding decision of FIFA or BFA shall be heard by the Court of Arbitration for Sport. CAS shall not, however, hear appeals on violations of the Laws of the Game, suspensions of up to four matches or up to three months, or decisions passed by an independent and duly constituted Arbitration Tribunal of an Association or Confederation.

62.2 BFA shall ensure its full compliance and that of its Members, Players, Officials and match agents with any final decision passed by a FIFA body or CAS.

FINANCE



Article 63: Financial Period

63.1 The financial year of the Association shall be a period of twelve months commencing on 1st April in each year and ending on 31st of March of the following year.

63.2 The revenue and expenses of BFA shall be managed so that they balance out over the financial period. BFA's major duties in the future shall be guaranteed through the creation of reserves.

63.3 The General Secretary is responsible for drawing up the annual

consolidated accounts of BFA with its subsidiaries as at 31 March.

Article 64: Revenue

The revenue of the BFA arises, amongst others, from:

- 64.1 members' annual subscriptions;
- 64.2 receipts generated by the marketing of rights to which BFA is entitled;
- 64.3 fines imposed by the authorised bodies;
- 64.4 other subscriptions and receipts in keeping with the objectives pursued by the BFA;
- 64.5 donations;
- 64.6 any other revenue related to football activities;
- 64.7 government (BNSC) subventions/grants; and
- 64.8 sponsorships

Article 65: Expenses

The BFA bears:

- 65.1 The expenses stipulated in the budget;
- 65.2 Other expenses approved by the General Assembly and expenses that the National Executive Committee is entitled to incur within the scope of its authority;
- 65.3 All other expenses in keeping with the objectives pursued by BFA.



Article 66: Independent and External Auditors

The independent and external auditors appointed by the National Executive Committee shall audit on a yearly basis the accounts approved by the Audit and Compliance Committee in accordance with the appropriate principles of accounting and present a report to the General Assembly. The auditors shall be appointed by the General Assembly for a period of not more than three years. This mandate may be renewed.

Article 67: Membership Subscriptions

- 67.1 Membership subscriptions are due on or before the 31st May in each year. The annual subscription for new members for the year in question shall be paid within 30 days of the close of the General Assembly at which they are admitted.
- 67.2 The General Assembly shall fix the amount of the annual subscription on/or before the end of May in each year on the recommendation of the NEC.
- 67.3 Any late payment of membership fees and/or subscriptions shall be liable to a penalty to be determined by the NEC.

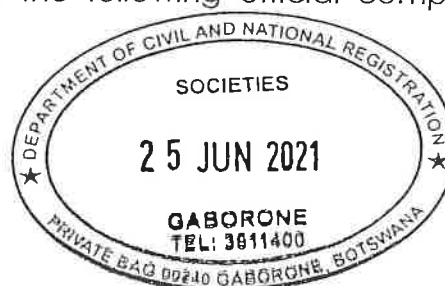
Article 68: Levies

- 68.1 BFA may demand that a levy be paid by its Members for matches.

COMPETITIONS AND RIGHTS IN COMPETITIONS AND EVENTS

Article 69: Competitions

- 69.1 BFA organises and coordinates the following official competitions held within its territory:



69.1.1 Play- offs

69.1.2 Cup tournaments

69.1.3 Charity tournaments

69.1.4 Various leagues

69.2 The NEC may delegate to BFA's subordinated Leagues the authority to organise competitions [e.g. by means of a proper and comprehensive agreement for elite football]. Furthermore, the NEC shall approve their statutes and regulations. The competitions organised by the Leagues shall not interfere with those competitions organised by BFA. Competitions organised by BFA shall take priority.

69.3 The NEC may issue special regulations to this end.

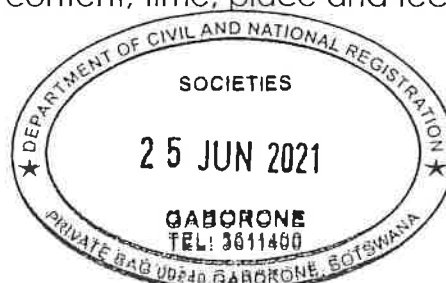
Article 70: Rights

70.1 BFA and its Members are the original owners of all of the rights emanating from competitions and other events coming under their respective jurisdiction, without any restrictions as to content, time, place and law. These rights include, among others, every kind of financial rights, audio-visual 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.

70.2 The NEC shall decide how and to what extent these rights are utilised and draw up special regulations to this end.

Article 71: Authorization

71.1 BFA and its Members are exclusively responsible for authorising the distribution of image, sound and other data carriers of football matches and events coming under their respective jurisdiction, without any restrictions as to content, time, place and technical and legal aspects.



INTERNATIONAL MATCHES AND COMPETITIONS

Article 72: International matches and Competitions

72.1 The authority for organising international matches and competitions between representative teams and between Leagues, Club 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.

70.1 BFA is bound to comply with the international match calendar compiled by FIFA.

FINAL PROVISIONS

Article 73: Contacts

73.1 BFA, its members, players, officials and match and intermediaries shall not play matches or make sporting contacts with Associations that are not members of FIFA or with provisional members of a Confederation without the approval of FIFA.

Article 74: Approvals

74.1 Clubs, leagues or any other group of clubs that are affiliated to BFA may only join another Association with the authorisation of BFA, the other Association, and the respective Confederation(s) and of FIFA.

74.2 Clubs, Leagues or any other group of Clubs that are affiliated to BFA cannot participate in competitions on the territory of another Association without the authorisation of BFA, the other Association(s), FIFA and the respective Confederation(s) according to the FIFA Regulations Governing International Matches.



Article 75: Unforeseen contingencies and force majeure

- 75.1 The National Executive Committee shall have the final decision on any matters not provided for in the Constitution or in case of force majeure.

Article 76: Dissolution

- 76.1 Any decision relating to the dissolution of BFA requires a majority of two-thirds of all of the Members of BFA, which must be obtained at a General Assembly specially convened for the purpose.
- 76.2 If BFA is disbanded, its assets shall be transferred to Botswana National Sports Council (BNSC). BNSC shall hold to these assets in trust until BFA is re-established. The final General Assembly may, however, choose another recipient for the assets on the basis of a two-thirds majority.
- 76.3 A draft resolution for the dissolution of the Association shall have been made by the National Executive Committee and circulated in advance to all members of the Association addressed to the notice of the General Assembly membership at least three (3) months before the date of the intended meeting.

Article 77: Enforcement

This Constitution was adopted at the General Assembly in Gaborone on 10th October 2020 and will come into force upon the approval by the Registrar of Societies.

