

Sierra Leone Association of Journalists

1st Floor, 56 Campbell Street, Freetown, Sierra Leone P.M.B. 724,
Website: www.slaj.sl; Email: slaj.salone@gmail.com

President: +232 76/77/33 609285, **Secretary-General** +232 76 460423/033 533547

REVIEWED CONSTITUTION OF THE SIERRA LEONE ASSOCIATION OF JOURNALISTS (SLAJ)

PREAMBLE

WHEREAS at an annual general meeting of the Sierra Leone Association of Journalists (SLAJ) held in Bo in the Southern Region of the Republic of Sierra Leone from the 9th to 11th November, 2001 it was resolved that a revised SLAJ Constitution be adopted and ratified on Saturday 21st July, 1996.

AND WHEREAS the National Executive of SLAJ, in accordance with its mandate has proposed to the General Meeting in Bo for adoption and ratification of a draft revised constitution:

AND WHEREAS the general Meeting of SLAJ held in Bo as aforesaid having considered the said revised draft constitution without amendments to the same,

NOW THEREFORE, BE IT RESOLVED that we the journalists of Sierra Leone registered as members of SLAJ in Conference assemble in Bo in the Southern Region of the Republic of Sierra Leone from the 9th to 11th November, 2001, DO HEREBY ADOPT and RATIFY this revised constitution of SLAJ the provision of which are as follows:

ARTICLE 1: NAME

There shall be established a professional association of journalists to be know(n) as The Sierra Leone Association of Journalists (hereafter referred to as SLAJ)

ARTICLE 2: DATE OF INAUGURATION

SLAJ shall be deemed to have been formally inaugurated on the 5th day of JUNE 1971.

ARTICLE 3: HEADQUARTERS

The headquarters of SLAJ shall be situating(**situated**) in Freetown, capital city of the republic of Sierra Leone.

ARTICLE 4: OBJECTS (OBJECTIVES)

The objects for which SLAJ is formed are as follows:

- a. a) To strive to provide opportunities for all journalists and those associated with the fourth estate throughout Sierra Leone.
- b. b) To provide members a forum for the development of closer fellowship conducive to the welfare of the profession.
- c. c) To strive to provide facilities for intellectual, cultural and social activities.
- d. d) To uphold the ideals of journalism, work. (**f**)For exemplary standards of professional practice, as well as preserve and enhance the dignity and prestige of the

- Fourth estate.
- e. e) To defend the freedom of the media, free expression and safeguard the freedom of journalists in the pursuit of their profession.
 - f. f) To assist in the growth of the press as a powerful force for the betterment of the nation through the dissemination of accurate and objective information, fair comment and a constant quest for improved standards and techniques of journalism.
 - g. g) To establish branches of SLAJ in other parts of the Country and promote friendly relations and co-operation with media organizations, national and international, as well as other institutions of relevance to the Fourth Estate.
 - h. h) To strive to provide facilities either alone or in conjunction with any other national/international for the education and training of journalists by:
 - i. (i) Organizing training courses / seminars in journalism.
 - ii. (ii) Seeking representation in institutions and official and non official bodies responsible for the formulations of training policies or concerned with the welfare and advancement of the profession.
 - iii. i) To work with the independent media commission to improve the standards of journalism in Sierra Leone and in the enforcement of the code of practice for Journalists in Sierra Leone
 - iv. j) To strive to promote good journalism through self-regulation.
 - v. k) To undertake fund-raising projects for the realization of the foregoing objectives.

ARTICLE 5: MEMBERSHIP

Membership of SLAJ shall fall into five categories namely:
1-Foundation, 2-Full, 3-Associate, 4-Life and 5-Honorary.

1) FOUNDATION MEMBERS

All members who attended the inaugural meeting of SLAJ held at the Conference room of the then Ministry of information and Broadcasting on the 5th June 1971 and whose names were recorded in the minutes of that meeting shall be foundation members of SLAJ

2) FULL MEMBERS

Full membership shall be acquired on the basis of a formal application sponsored by two full members of SLAJ who are fully paid up and shall be subject to the approval of the credentials committee of SLAJ.

Definition:

A Full Member is a journalist with professional, educational qualifications employed as reporters, editors, public relations officers and freelance journalists who have been engaged in journalism for more than six months.

Persons with professional qualifications employed as Reporters, Editors, Public Relations Officers and photo freelancers (freelance) journalists who have been actively engage (d) in the profession for a period not less than six months shall apply for membership.

A working, employed journalist without professional educational qualifications may become a Full Member after a period of one year.

Persons with non-professional academic qualifications practicing the profession for at least one

(four) year shall apply for full membership.

Persons with either professional or academic qualifications shall only be admitted as Associate Members until such time when they would have acquired the relevant qualifications or practiced the profession for at least five **(One)** years before they can apply as full members.

For the purpose of this section, professional qualification shall mean that acquired in the fields of journalism, communication and information studies of at least six **(THREE YEARS)** months duration.

3) ASSOCIATE MEMBERS

- a. Persons engaged in any of the above establishments recognized for membership as in Article 5(b) who have practiced for up to 3 months but less than six months until the requirements in Article 5(b) are fulfilled.
- b. Professional Journalists **not normally resident** in Sierra Leone and who are members of the Journalist Association in the Country of residence shall apply for Associate Membership.
- c. Such associate members shall attend and speak at meeting**(s)** but shall not vote or be voted for.
- d. SLAJ shall reserve the right to exclude such Associate Members from meetings where sensitive matters are to be discussed.
- e. All Associate Members shall enjoy all facilities of the Press Centre as professional colleagues and take part in social activities of the Association.

4) LIFE MEMBERS

- a. 1. Persons who have retired from active practice on account of age of **(or)** disability and have contributed greatly to the association.
- b. 2. Such persons are conferred this honour on the recommendation of the National Executive and approval or **(of)** the general members. Such life members shall enjoy all such facilities as full members but shall not vote or be voted for. Nor they did pay levies or dues.

5) HONORARY MEMBERS

- a. 1. Honorary membership shall be conferred by the executive subject to the approval of the general meeting on members of the public in recognition of long and distinguished service to the profession as contribution of long and distinguished **(add service)**
- a. 2. Members conferred with such honour shall be issued with certificates and be granted the right to attend meetings but shall not vote, be noted **(voted instead of noted)** for or hold executive position.

ARTICLE 6: PATRONS

Eminent citizens who may be a source of inspiration to SLAJ or substantial assistance to it may be invited by the Executive to be patrons of SLAJ, especially during SLAJ organized functions.

ARTICLE 7: ADMISSIONS

- a. 1. Person eligible to become full or associate members of SLAJ under Article 5 may be admitted subject to the following conditions:
 - b. a) That they apply in writing and complete an application form prescribed for the purpose, furnishing full professional details for record purposes. The

completed application form for each applicant shall be countersigned by the applicant's employer except in the case of free-lance journalists who shall provide documentary evidence of their work as freelance journalists. In all cases each application shall be sponsored or witnessed by two full members of **(add the association)**

- a. b) The applicant shall state his qualification, nature of job, period already served as a journalist, whether he / she is applying for full or associate membership, the organization or institution for which he /she works and an undertaking to abide by and conform to the provisions of the constitution, code of ethics any rules and regulations made by the association.
- a. c) Registration and subscription fees for all categories of members shall be paid in advance. Such fees shall be prescribed from time to time by the Executive.
- a. d) Applicants for full membership shall have their admission under consideration for not more than 18 months **(6 months)** in order to become a full member.
- a. 2. The application of any journalist for membership shall be refused or revoked any time by the Executive through the membership **Credentials Committee** if it shall found that the information supplied on the application form was not correct or that the applicant was not properly qualified at the time of his / her application.
- a. 3. No person shall be refused or deprived of membership of SLAJ on the grounds of sex, religious beliefs, political persuasion, colour or ethnic origin.
- a. 4. No application for full members shall be delayed for more than 18 months **(6 Months)****

ARTICLE 8: FUNDS AND BUDGETS

- a. 1. Subject to the provision in Article 7 (1) (c) of this constitution each full member and associate member shall pay a monthly subscription fee prescribed by the executive.
 - a. a) The executive shall be free to revise from time to time all fees and levies stipulated in this constitution and under any rules and regulations made there under subject to the approval of general meeting
 - b. b) Honorary and life members shall be exempt from fees or levies.
 - a. c) The membership of any person whose contributions are more than six months in arrears for reasons other than sickness or unemployment **(To delete sickness and unemployment)** shall lapse. The name of such a defaulting member shall be struck off the roll of members after giving him 30 days notice. To be readmitted thereafter, he/ she pay a penalty as prescribed by the executive on the recommendation of the house, in addition to payment of all arrears.
- a. 2. The funds of SLAJ shall be its property and nothing in these Articles shall prejudice the right of the National Executive to institute proceedings to recover any money or other property belonging or due to SLAJ.

- a. 3. All property or records acquired for and in the name of SLAJ in whatever form or nature shall belong to SLAJ.
- a. 4. SLAJ shall have as its main sources of funds membership registration fees and subscription levies and proceeds from various activities which SLAJ may from time to time organize on own behalf or in conjunction with others.
- a. 5. It shall be proper for SLAJ to accept donations from whatever source so long as in the opinion of the National executive, acceptance of such donations shall not compromise its independence.
- a. 6. The Executive Committee shall prepare an annual budget and seek its approval from a general Meeting at least three months after taking up office.
- a. 7. The Financial Secretary shall prepare a monthly statement for the attention of the Executive.

ARTICLE 9: MEMBERSHIP RIGHTS

- a. 1. Full members shall have the right to vote and be voted for any office in SLAJ.
- b. 2. All other categories of membership shall not be entitled to vote or be vote for.
- a. 3. Save as aforesaid, all members may attend and speak at meeting of SLAJ and take part in all its activities.
- a. 4. Only paid up members are allowed to participate in meeting. (To be AGM and Biennial meetings)**

ARTICLE 10: ANNUAL MEETING AND BI-ENNIAL CONFERENCE

- a. 1. There shall be an Annual General Meeting of SLAJ mid-way in the term of the National Executive.
- a. 2. The Annual general meeting shall among other things receive a written report of the National executive on its activities and finances with full disclosure of sources of funds and their disbursement during the preceding year.
- a. 3. Members may propose and pass resolutions during an Annual General and Ordinary General Meeting subject to the limitation contained in Article 9 of this constitution.
- a. 4. In addition to the Annual General Meeting and Ordinary General Meeting, there shall be held a Biennial Conference to be held not later than two years after the election of the National Executive.
- a. 5. The Biennial Conference shall have a theme for discussion and presentation of papers.
- a. 6. The National Executive shall decide on the form and programme for the Biennial Conference.

- a. 7. The National executive shall be elected during the Biennial Conference.
- a. 8. Without prejudice to the fore-going provisions under this Article, the National Executive may convene a General Meeting whenever in the opinion of the National Executive it is necessary and expedient to do so or at the request of one-third of the full members express in writing with ten clear days notice in each case.
- a. 9. Notice of a general meeting shall communicate to members by radio, public announcement or which ever means the National Executive may deem appropriate and effectively in the circumstance.
- a. 10. All matters except as provided for in Article 17 and 18 hereafter shall be decided at a general meeting by a simple majority of all full and life members present and voting on the basis of one-man, one-vote and in the event of a tie the chairperson shall exercise a casting vote.
- a. 11. The quorum for a general meeting shall be 20 full members. **(Fully registered members)**
- a. 12. Wherever reference is made in this constitution to a general meeting the Biennial Conference shall be deemed to be a general meeting and shall constitute the Annual General Meeting for the year in which it is held.
- b. 13. Only full members who are fully paid up at least one month before an Annual General Meeting or Biennial Conference can vote and be voted for.

ARTICLE 11: THE NATIONAL EXECUTIVE

- a. 1. There shall be a National Executive of SLAJ, which shall be elected during the Biennial Conference.
- a. 2. **To be eligible for election on the National Executive, a candidate must be a paid-up full member of SLAJ and must have qualified for full membership for at least three consecutive years preceding the election.**
- a. 3. The composition of the Executive Committee shall be determined from time to time at the Biennial conference.
- a. 4. The Executive with powers to coopt shall be elected by the General Meeting at the Biennial Conference every two years to control and supervise the various activities of the Association in terms of resolution passed and police **(policies)** laid down by the General Meeting from time to time.
- a. 5. Individual Executive members failing to perform their duties or otherwise incapacitated shall be removed from office by a resolution and a vote of no confidence by a simple majority at a general meeting.
- a. 6. In the event of a vacancy arising in the offices of President, Secretary-General

and Treasurer, due to either resignation, ill health or death, before the expiry of the term of office, the Vice President, the Assistant Secretary-General and the Assistant Treasurer or Financial Secretary shall act in the respective offices for the remainder of the term and in any other case, a protem officer shall be elected by an extra-ordinary general meeting to perform the functions of the office where the vacancy has arisen.

a. 7. The National Executive may be removed from office as a body on a vote of no confidence before it had run its full two year term and in any case, such a vote shall be passed by at least two-thirds majority of all registered, paid-up full members of SLAJ at an extra-ordinary general meeting.

a. 8. No one shall hold the office of president of SLAJ for more than two consecutive **(Delete Consecutive and it shall read 'No one shall hold the offices of President of SLAJ for more than two terms of two years each')**terms.

a. 9. The Executive shall consist of the following officers:

- a. a. President
- b. b. Vice President
- c. c. Secretary General
- d. d. Assistant Secretary General
- e. e. Financial Secretary
- f. f. Organizing Secretary
- g. g. Public Affairs Secretary
- h. h. Ex-officio (one)

a. (i) **The President** shall be the Chief Executive of the Association an **(Remove an)** And shall preside over all Executive and General Meeting **(s)** of the Association

(ii) The President shall instruct, upon the advice of the Executive, the Secretary General to convene both Executive and General Meetings.

Key duties and responsibilities:

- 1. 1. To provide leadership to the profession and the membership;**
- 2. 2. To represent the Association, and the profession, in a variety of fora;**
- 3. 3. To support the Association and its policies internally and externally;**
- 4. 4. To exercise the governing authority of the Association when advised to do so by the Executive;**
- 5. 5. Plan and chair general meetings, including agenda preparation in consultation with the Secretary General;**
- 6. 6. To enforce adherence to the Association's *Constitution* and By-laws and assure the integrity of the Association;**
- 7. 7. To initiate and lead the Association's process of annual performance review of the executive in consultation with the vice-president/president-elect;**
- 8. 8. Determine the dates, times, locations and agenda of all General and other meetings in accordance with the constitution; chair/facilitate meetings, cast the deciding vote, if needed, on motions brought to the floor.**
- 9. Appoint appropriate committee chairs and approve committee members.**
- 10. Serve as a member, ex-officio, of all committees**
- 11. Monitor committee and association activity**
- 12. Prepare or approve the cover letters which accompany most association mailings.**

13. Write the “President’s Message” for the newsletters
14. Represent the Association and elsewhere, as needed, or designate a member to do so if he/she cannot
16. Submit a report to the Association at the Annual/Biennial/General Meeting

- a. 17. Presides over all meetings, ensuring all activities and programs are carried out in an appropriate manner
- b. 18. Oversees all committees and other positions to ensure that they are fulfilling their responsibilities, providing advice and ideas as needed
- c. 19. Acts as official coordinator and communication authority between the executive members to formulate and plan activities
- d. 20. Shall be the Principal signatory to the Association’s Bank account

b. (i) **The Vice President** shall be the principal adviser to the President.

- (ii) The vice President assumes the responsibilities of the President Whenever he /she is absent.

Duties of Vice-President

1. Serve a two year term eligible for re-election for one further two year term only
2. Attend all Meetings; participate in Executive decisions.
3. Chair any Training Committee (constitutionally mandated)
4. Maintain contact with ad hoc committees:

c. (i) **The**

Secretary General is responsible for all correspondences to be Addressed to the Secretariat and shall initiate such on the advice of The president or in his /her absence the Vice President.

- a. (ii) The Secretary General convenes both Executive and General Meetings on the instruction of the President or anyone acting in that capacity.
- a. (iii) The Secretary General shall record and report on all meetings.

Duties of the Secretary General

1. Serve a two year term eligible for re-election for one further two year term only
2. Attend all General and Meetings; participate in Executive decisions.
3. Take minutes at all meetings (and, if needed, Executive meetings); type up minutes;
4. Take minutes of the General Meetings; type up minutes for inclusion in the Annual General Meeting
5. Update, order, and maintain supplies of letterhead and envelopes; distribute to committees as needed.
6. Notify all members of regular and special meetings; make cancellation and confirmation calls as necessary, send cards and letters as requested by the Executive.
7. Maintain the mailing lists (all members, institutional members, associate members, voting members,
8. Receive requests for amendments to the Constitution and By-laws and prepare and distribute properly proposed amendments for consideration by the membership. Prepare ballots for amendment votes and oversee the voting.
9. Miscellaneous: perform secretarial support functions (type agendas, order supplies,

maintain records, etc.) as requested by the president.

10. Coordinate and prepare the Annual General Meeting booklet.

11. Maintain contact with ad hoc committees

- d. (i) **The Assistant Secretary General** shall work with the Secretary General as his Deputy and shall assume the Secretary General's Duties in the absence of him/her.

- e. (i) **Financial Secretary** shall record all revenue and expenditure of Association finances.
 - a. (ii) He shall together with the President and Secretary General be signatories to the SLAJ account(s).

 - a. (iii) He shall present all financial statements to both executive and general meetings.

 - a. (iv) He shall present annual financial statements to the Auditors for audit purposes.

 - a. (v) He shall keep all financial records of the Association in strict collaboration with Financial Secretary.

 - a. (vi) He collects and deposits all dues and levies in to the Association's account.

 - a. (vii) He shall provide all financial records on member's applicants and other transactions.

Duties of the Treasurer

1. Serve a two year term

2. Attend all General and Meetings; participate in Executive decisions.

3. Maintain all Association bank accounts; coordinate the changing of signatories with new elections.

4. Coordinate the membership mailing; collect dues; invoice Purchase Orders

5. Receive and disburse all monies of the Association and keep adequate and appropriate records of such receipts and disbursements.

6. Prepare a monthly budget report for the Executive; prepare an annual report for presentation to the Association at the Annual General Meeting and Biennial Conference

7. Arrange for a biannual audit/review of accounting books

8. File any required financial reports

9. Maintain contact with the following ad hoc committees:

- f. (i) **Organizing Secretary** He / she shall be in charge of organizing All social activities especially those relating to fundraising. He/she Is expected to develop an annual plan of events for the approval of The approval of the Executive.

- (ii) He/she shall work directly with President or his representative and Or with the Secretary General for the planning and organizing of all Events the association shall / may undertake.

- g (i) **Public Affairs Secretary** – He/she be responsible for all publicity Campaign on behalf of the association. He / she shall work directly With the Secretary General under the supervision of the President in That exercise.
- a. (ii) He/she shall be the Editor of the association’s main publication the pen
- h **Ex-Officio** – This position shall be held by the immediate past President who is expected to play an advisory role in the administration of the Association.

I **Non-Executive Officials-**

Auditors

- (i) There shall be two auditors of SLAJ who shall not be members of the executive and whose functions shall be to audit all accounts of the association.
- (ii) He/she shall verify the annual financial statement of revenue and expenditure. They shall be elected at a Biennial conference where possible.
- **Administrative Secretary**
- 1. (i) He/she shall be a paid employee appointed by the Executive Committee.
- 1. (ii) He/she shall be responsible for the day-to-day running of the SLAJ Secretariat under the supervisor (**supervision**) of the Secretary General and accountable to the Executive Committee.
- 1. (iii) The Conditions of Services for all paid employees of SLAJ shall be developed by the Executive Committee.

ARTICLE 12: ELECTIONS

- a. 1. There shall be a Chief Electoral Commissioner to be assisted by two electoral commissioners who shall not be members of the national or any regional branch executive.
- a. 2. The Chief, Electoral Commissioner and the two electoral commissioners shall be elected during the Annual General Meeting of SLAJ mid-way in the term of the National Executive
- a. 3. The Chief Electoral Commissioner and the two electoral commissioners shall be responsible for the conduct of elections to the National Executive during the biennial Conference. They can also organize by-election(s) where necessary.
- a. 4. The Chief Electoral Commissioner and the two electoral commissioners shall not be eligible to contest for any office in the National executive.
- a. 5. Live members of SLAJ shall be eligible for elections to the office of Chief

Electoral Commissioner and electoral Commissioners.

- a. 6. Nomination for elections to the National Executive shall be made on prescribed nomination forms to be designed by the chief electoral commissioner requesting such information as are required for the purpose under the provisions of this constitution.
- a. 7. Nominations for elections to the National Executive of SLAJ shall close at least 30 days to the start of Biennial conference the date which shall be fixed during the preceding annual general meeting.
- a. 8. Registration of new members to SLAJ shall cease at least 90 days to the start of the Biennial Conference
- a. 9. The Chief Electoral Commissioner in consultation with his / her two assistant commissioners shall make rules for the conduct of elections to the National Executive which rules shall be establish to all members of SLAJ at least a month to the start of the biennial Conference.
- a. 10. Such rules for the conduct of elections to the National Executive shall be binding on members of SLAJ and prospective candidates as if made in and under this constitution and failure to observe them shall, render any defaulting member or prospective candidate for elections for which nominations are sought null and void.

ARTICLE 13 : BANK ACCOUNT

- a. 1. SLAJ shall maintain one or more accounts with a bank or banks in and / out of Sierra Leone.
- a. 2. The banks and the particular branch or branches at which the account or accounts is / are maintained, and the type or types of accounts shall be determined exclusively by the National Executive
- a. 3. The signatories to a bank account maintained by SLAJ shall be the President or person acting in that capacity and the Secretary General or person acting in that capacity. The Treasure and /or another signatory must sign, as a third party, for an all withdrawals.
- a. 4. The National Executive shall approve of all withdrawals from any of SLAJ's bank account.
- b. 5. Any such bank account shall be maintained in the name of "the Sierra Leone Association of Journalists".

ARTICLE 14: CREDENTIALS / DISCIPLINARY COMMITTEES

- a. 1. There shall be a Credentials Committee comprising the Secretary General, the Chief Electoral Commissioner and one electoral commissioner which shall examine the eligibility of each nominator and candidate for election to any office in the National Executive.
- a. 2. A committee which shall have as its Chairman, the Vice President with the Treasurer, Secretary General, a representative (**spelling of represenatative**) from the Electoral Commission and a floor member as members of Membership Credentials Committee for the purposes of examination (**of**) applications and admissions into the Association.

- a. 3. There shall also be a Disciplinary Committee of SLAJ whose function shall be to adjudicate upon matters of indiscipline and professional misconduct of individual members of SLAJ. The Disciplinary Committee of SLAJ shall comprise of three members. Two of such members can be drawn from within or without SLAJ.
- a. 4. All categories of membership except associate members are eligible for appointment to the Disciplinary Committee.
- a. 5. The Chairman of the Disciplinary Committee may be elected to the Executive with the approval of the house.
- a. 6. As and when necessary, the Disciplinary Committee shall be responsible for the drawing up of a comprehensive code (**spelling of code**) of conduct for the journalists on the advice of the Executive and approval of the house and once drawn up, such a code of conduct shall have the force like any other regulation made in or under this constitution.
- a. 7. The Disciplinary Committee shall prescribe sanctions in the code of conduct ranging from fines, suspension of membership of SLAJ, expulsion from SLAJ, apology and amends, to recommendation to journalists' employer(s) for appropriate disciplinary action and in the case of a media institution, to the department of information and broadcasting, the Independent Media Council/Commission (**Commission and delete council**) or the appropriate disciplinary. (**To add body in the sentence**)
- a. 8. To assist the Disciplinary Committee in its work, there shall be a Media Ombudsman appointed by SLAJ from within or without SLAJ whose function shall be to investigate complaint of unethical behavior or breach of the code of conduct as may be alleged by any member of the Public against any journalists, whether a member of SLAJ or not, and any independent media institution. The functions of the Disciplinary Committee of SLAJ have nothing to do with that of any similar body set up by government.
- a. 9. Where any member of the general public makes a complaint, it shall in the first instance be referred to the Media Ombudsman who shall conduct a preliminary investigation to determine whether there is any merit in the complaint, he/she shall then refer the matter with a report for his /her findings (Stating the facts) to the executive of SLAJ for submission to the Disciplinary Committee for deliberation, investigation and disciplinary advice. In such cases, the committee shall committee shall hear both plaintiff and accused.
- a. 10. It shall be the function of the public and / or Social Secretary of SLAJ to ensure that complaints from the general public are investigate speedily and in any case the Disciplinary Committee shall set up no later than 30 days after a complaint has submitted to it for redress.

ARTICLE 15: REGIONAL BRANCHES

- a. 1. There shall be branches of SLAJ in each of the three regions of Sierra Leone provided that at least 10 full members of SLAJ reside and work in that region.
- a. 2. The establishment of a regional branch shall be on the basis of an application to

the national executive with all relevant information supplied.

- a. 3. Each regional branch shall have its own executive, collect its own membership dues and undertake its own fund raising and other activities in line with the objects set out in article 4 of this constitution.
- a. 4. Each regional branch shall be free to draw up its own constitution and rules and regulations, provided that it does not conflict with the general provisions of this constitution or seek to oust the supremacy of this constitution. (**The entire clause shall be deleted**)
- a. 5. Members of each regional branch shall not be required to pay regular membership subscriptions to SLAJ but the regional branch to which they belong shall pay 25% of its annual membership to SLAJ on an annual basis.
- a. 6. Membership [p (**The word before shall be deleted**)] of each regional branch shall be subjected to the code of conduct referred to in article 14 (6) (7) and (8) of the constitution and to the authority of all statutory media bodies and organs of SLAJ.
- a. 7. Regional branches must submit periodic (**Periodic shall be replaced with quarterly**) reports of their activities to the SLAJ Secretariat

ARTICLE 16: AFFILIATIONS

- a. 1. SLAJ shall affiliate with other organizations of journalists subject to the approval of a general meeting
- a. 2. Sub-professional group within SLAJ may congregate themselves into special interest sections, provided they are at least 10 in number and receive written approval from the executive e.g. women journalists, sport writers, environmental journalists, photo journalists, health writers, rural reporters, newspaper editors etc.
- a. 3. Article 15 (3) (4) also apply to such groups.
- a. 4. Special interest groups within SLAJ must submit quarterly reports of their activities to the National Secretariat.

ARTICLE 17: AMENDMENT TO THE CONSTITUTION

This constitution shall not be altered or amended after it has been adopted and ratified except by two thirds majority of full members on the roll at a general meeting specifically called for the purpose or as provided for in Article 10.

ARTICLE 18: DISSOLUTION

SLAJ shall only be dissolved by a two-third majority of the full members on the roll at the general meeting special (**ly**) called for the purpose. No voting by proxy shall be permitted

ARTICLE 19: TRANSITIONAL ARRANGEMENTS

All actions and decisions taken by a legally constituted Interim Executive shall have effect notwithstanding anything to the contrary contained in this or any other constitution of.

In this constitution, references to the masculine, if the feminine gender is not mentioned, shall include the feminine and vice versa.

ARTICLE 20: INTERPRETATION

SLAJ – CODE OF CONDUCT

1. 1.It is the primary duty of a journalists to adhere to the truth, to report and interpret the news with scrupulous honesty.
1. 2.It shall be a professional misconduct if during the course of his/her duty, a journalist corruptly demands and receives monetary or material reward for publishing, broadcasting or suppressing his news or views.
1. 3.It is against the ethics of the profession to divulge information received in confidence no matter what the consequences for refusing to do so.
1. 4.Every journalist must regard defamation, black mail, sedition, libel and false and groundless accusations as grave professional offences.
1. 5.A journalist is bound to rectify willing(ly) any news, which after further investigation may subsequently be found not to the authentic or accurate.
1. 6.The profession demands good appearance at all occasions. Therefore a journal must always be properly and decently dressed.
1. 7.It shall be professional misconduct for a journalist to behave or do anything that would bring discredit to herself/himself, his/her association, media or his/her profession.
1. 8.A journalist is first and foremost a citizen of his Country. His /her loyalty therefore must at all times be to his Country and not to any other Country.
2. 9.It is unethical for a journalist to deprive indirectly or directly a professional colleague of his means of livelihood by unscrupulous method(s) or to seek promotion at the expense of another journalist.
1. 10. It shall be professional misconduct for journalists to Or plagiarize.
1. 11. It shall be improper for journalists to ridicule or treat a fellow journalist with contempt, be he/she a superior or subordinate professional colleague.
1. 12. No bonafide journalist should fraternize with fakes. Anyone who knows anyone to be fake and does not expose him/her, comprises his/her duty as a decent journalist and a good citizen and guilty of profession misconduct.
1. 13. In reporting or obtaining news or pictures, reporters or press photographers should do nothing that will cause pain on humiliation to innocent (especially children, the aged) bereaved or otherwise distressed persons. Subterfuge must not be used in obtaining information.
1. 14. A journalist should fully realize his personal responsibility for everything he/she publishes in his/her paper, radio, television station or sent to a news agency. He should not distort, falsify information or documents or misrepresent facts.

1. 15. The Disciplinary Committee shall be responsible for interpreting the code and recommending appropriate punishment for defaulting members to the Executive.

ARTICLE 21: ELDERS OR ADVISORY COUNCIL OF SLAJ

- a. 1. There shall be an established Elders or Advisory Council of SLAJ
- b. 2. The composition and duties of the council shall be determined by the general membership