



BY-LAWS OF THE
SASKATCHEWAN SOCCER
ASSOCIATION

AMENDED
3/19/2022

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1 INTRODUCTION

1.1 General

- 1.1.1 The name of the organization shall be the Saskatchewan Soccer Association Incorporated (hereinafter cited as “the SSA”).
- 1.1.2 The territory over which the SSA has jurisdiction shall be the Province of Saskatchewan.
- 1.1.3 The SSA shall be affiliated with and under the jurisdiction of the Canadian Soccer Association, and subject to the rules and regulations of that body.
- 1.1.4 The SSA shall be incorporated under the Non-Profit Corporations Act, 1995 (Saskatchewan).
- 1.1.5 The registered office of the SSA shall be located in the Province of Saskatchewan at a location decided by the Board of Directors
- 1.1.6 The SSA shall have a Corporate Seal, which shall be in custody of the Executive Director.

2 OBJECTIVES

- 2.1.1 The objectives of the SSA shall be:
 - a) to promote participation, enhance development, provide service at all levels, and govern the sport of soccer in the Province of Saskatchewan;
 - b) to take such steps as deemed necessary or advisable to prevent infringements of the laws of the game, or other improper methods and practices in the game;
 - c) to protect the game from any abuse.

3 MEMBERSHIP

3.1 Classes of Membership

- 3.1.1 The SSA has five classes of membership (hereinafter collectively referred to as “Members” or “Member Organizations” or “Individual Members” and individually as a “Member” or by their specific class of membership name):
 - a) Regular Members
 - b) Associate Members
 - c) Life Members
 - d) Participant Members
 - e) Organizer Members
- 3.1.2 Conditions of Membership shall be defined in an organization’s Articles of Incorporation, Bylaws or regulations and/or Application for SSA Membership, and must include, but are not limited to:
 - a) Goals and objectives;
 - b) Geographic area of service;
 - c) Programming that is offered.

- 3.1.3 Admission to the SSA as a **Regular Member** is open to soccer organizations that:
- a) are approved by the Board of Directors;
 - b) govern those individuals and organizations that choose to register in their organization according to terms outlined in the approved conditions of membership.
- 3.1.4 Admission to the SSA as an **Associate Member** is open to soccer and soccer-related organizations that:
- a) are approved by the Board of Directors according to the terms outlined in the conditions of membership;
 - b) are not Regular Member.
- 3.1.5 Admission to the SSA as a **Life Member** is open to natural persons that:
- a) have made a meritorious contribution to the SSA;
 - b) are nominated for the position of Life Members by the Board of Directors; and
 - c) are approved by a majority of the voting delegates at the Annual General Meeting.
- 3.1.6 Admission to the SSA as a **Participant Member** is open to those persons that:
- a) are properly registered through a Member Organization or directly with the SSA;
 - b) have paid a seasonal fee (Outdoor or Indoor);
 - c) have met all other requirements for Participant Membership imposed under the By-laws and Policies of the SSA.
- A Participant Member may include but are not limited to players, coaches, managers, team personnel (trainers, therapists, medical or other team personnel) and referees.
- 3.1.7 Admission to the SSA as an **Organizer Member** is open to those persons that:
- a) support the organization of soccer in Saskatchewan and are acting within the scope of their duties in support of an SSA Member Organization or the SSA;
 - b) who may or may not have paid a seasonal (Outdoor or Indoor) membership fee;
 - c) meet all other requirements for Organizer Membership under the By-laws and Policies of the SSA.
- An Organizer Member may include but are not limited to administrators, volunteers, directors and officers, and staff, who may or may not receive pay.

3.2 Member Rights, Privileges, and Obligations

- 3.2.1 Each Member shall pay such membership fees at such time and in such amount as provided for by the SSA's policies and the policies of the governing Member Organization, as applicable.
- 3.2.2 To be in good standing, a Member must:
- a) have met its financial obligations to the SSA and/or Member Organization and shall have no other disciplinary sanctions against the Member that result in the Member being not in good standing;

- b) be in compliance at all times with the Bylaws, Rules and Regulations, Code of Conduct and Ethics, Formal Complaints and Discipline policies, and Policies and decisions of SSA and, as applicable, Canada Soccer, FIFA and CONCACAF.
- 3.2.3 All Members have the right to:
- a) access all rights specific to its membership class according to the Bylaws and policies of the SSA;
 - b) be informed of the affairs of the SSA through its governing organization;
 - c) be advised when they are at risk of losing good standing, and, what steps are required to maintain good standing;
 - d) proper notice of any Discipline hearing, and, have the right to a fair hearing, and, have the right to appeal the decision according to SSA Policy.
- 3.2.4 SSA Member Organizations shall:
- a) Have Bylaws, policies and regulations in place that meet the standards set by the SSA and CANADA SOCCER; in the absence of such written policies, SSA Members shall be bound by the principles and standards set out in the Bylaws, Policies, regulations and directives of the organizations at the next highest governing level.
- 3.2.5 All SSA Member Organizations, as per CANADA SOCCER Bylaws, shall maintain a clause inserted in their Bylaws, Policies or regulations, specifying that the Member Organization, its members, leagues, clubs, players, and organizers shall:
- a) Not invoke the aid of the ordinary courts without first exhausting all available remedies within the Saskatchewan and Canadian Soccer Association policies and processes to resolve any and all disputes or disagreements between them.
 - b) Comply with the Code of Conduct and Ethics of the SSA and CANADA SOCCER.
 - c) Comply with the principles of the Formal Complaints and Discipline processes of the SSA and the Disciplinary Code of CANADA SOCCER.
- 3.2.6 Regular and Associate Members of the SSA shall have the following obligations:
- a) To maintain its approved Conditions of Membership or to seek advance approval from the SSA Board for any amendment to its approved conditions of membership;
 - b) To communicate to the SSA, in writing, annually, any amendment to its Bylaws, as well as its Directors and Officers.
- 3.2.7 A Regular Member shall have the following rights and privileges:
- a) To receive notice of and have a voice and vote at all general meetings, provided it is in good standing as of noon on the last regular business day preceding said meeting.
- 3.2.8 Associate and Life Members of the SSA shall have the following rights and privileges:
- a) To receive notice of and have a voice at all meetings of the SSA but in no case shall have a vote at SSA General or Special General Meetings.
- 3.2.9 Participant Members and Organizer Members may attend and shall have a right to speak, if recognized by the Chair, but in no case shall have a vote at SSA General or Special General Meetings.

4 STATUS OF MEMBERSHIP

4.1 Suspension of a Member

- 4.1.1 Regular and Associate Members
 - a) Regular or Associate Members that are not in good standing or violate the obligations of Membership shall face a Discipline process.
 - b) A suspended Regular or Associate Member shall have the right to appeal a suspension according to the Appeals Policies of the SSA.
- 4.1.2 Participant and Organizer Members
 - a) Are under the authority of a Regular or Associate Member or the SSA and, if they are not in good standing, their membership may be suspended by their governing organization (the organization that accepted their membership).
 - b) A suspended Participant or Organizer Member shall have the right to appeal a suspension according to the Appeals Policies of the governing organization.
- 4.1.3 Members may be suspended pending a hearing for allegations of misconduct as outlined in the SSA Formal Complaints Policy.

4.2 Expulsion of a Member

- 4.2.1 A Member, following the recommendations of a Discipline Process, may be expelled from Membership, if the Member:
 - a) fails to fulfill its financial obligations towards the SSA or its Member Organization
 - b) seriously or repeatedly violates the Code of Conduct, Conditions of Membership, Bylaws, Policies or directives of the SSA
 - c) is convicted of a criminal offence under the Criminal Code of Canada or any other domestic or international criminal statute:
 - i. An individual who has been expelled based on a criminal conviction and who has received a pardon may apply for reinstatement.
- 4.2.2 Membership is terminated by expulsion.
 - a) Loss of Membership due to expulsion does not relieve the Member from its financial obligations toward the SSA or an SSA Member Organization but shall lead to termination of all rights in relation to the SSA and/or the Member Organization.

4.3 Resignation of a Member

- 4.3.1 Members of the SSA may resign from the SSA or from an SSA Member Organization if they deliver a written resignation to their governing organization.
- 4.3.2 Membership is terminated when notice of resignation is received.

- 4.3.3 Resignation does not relieve the former Member from its financial obligations toward the SSA or its Member Organization(s) but shall lead to cancellation of all rights in relation to the SSA and/or a Member Organization.
- 4.3.4 Resignation does not relieve the former Member from being subject to any discipline process that is in place or under consideration.

4.4 Expiration of a Member

- 4.4.1 Regular or Associate Members
 - a) Inactivity and/or non-compliance with the requirements of a Regular or Associate Member over two consecutive years will result in an expiration of membership.
 - b) Loss of Membership due to expiration does not relieve the former Member from its financial obligations toward the SSA but shall lead to cancellation of all rights in relation to the SSA.

5 MEETINGS

5.1 Rules of Order

- 5.1.1 All meetings of the SSA shall be conducted in accordance with *Robert's Rules of Order*, insofar as they may apply except where specific provisions of these rules contravene the Bylaws.

5.2 Annual General Meeting

- 5.2.1 The Annual General Meeting shall take place within 120 days of the end of the fiscal year of the SSA at a place, date and time to be determined by the Board of Directors.
- 5.2.2 All Regular Members, Associate Members, Life Members and Directors shall receive notice of the date, time and location of the Annual General Meeting no less than fifteen (15) calendar days and no more than fifty (50) calendar days before the Meeting.
- 5.2.3 Regular Members, Associate Members, Life Members and Directors shall receive the agenda and any other relevant meeting materials no less than fifteen (15) calendar days before the Meeting.
- 5.2.4 The Annual General Meeting shall be open to all interested persons. However, only those who are voting delegates shall have the right to vote.

- 5.2.5 At the Annual General Meeting and any Special General Meeting, a minimum of thirteen Regular Member Organizations must be present to constitute a quorum.
- a) Associate Members and Life Members present at General Meetings shall not be counted in the quorum.
 - b) The Annual General Meeting, once called to order with a quorum present, may continue even if during the meeting the number of voting delegates is reduced to less than a quorum.
- 5.2.6 Directors attending the Annual General Meeting shall be entitled to be paid reasonable expenses.
- 5.2.7 The order of business at the Annual General Meeting shall normally include:
- a) Roll Call
 - b) Reading of the Minutes
 - c) Reports of the Board
 - d) Auditor's Report and Financial Statements
 - e) Appointment of Auditors
 - f) Unfinished Business
 - g) By-law Amendments
 - h) Election of Officers and Directors
 - i) New Business
- 5.2.8 The President shall preside at the Annual General Meeting. In the President's absence, the Vice-President shall preside.

5.3 Special General Meeting

- 5.3.1 A Special General Meeting shall be called within sixty (60) days by the President upon the request of the Board or by written request of not less than 5% of the Regular Members.
- 5.3.2 All Regular Members, Associate Members, Life Members and Directors shall receive notice of the date, time and location of a Special General Meeting no less than fifteen (15) calendar days and no more than fifty (50) calendar days before the Meeting. The Notice shall state the purpose for which the meeting is being called and include the text of any special resolution to be submitted to the meeting.
- 5.3.3 All Regular Members, Associate Members, Life Members and Directors shall receive the agenda and any other relevant meeting materials no less than fifteen (15) calendar days before a Special General Meeting.
- 5.3.4 No business shall be transacted at a Special General Meeting other than the business that the Meeting was called to transact.
- 5.3.5 The voting procedures and meeting rules used at Special General Meetings shall be those used at Annual General Meetings.

5.4 Voting Formulas and Procedures at General Meetings

- 5.4.1 Each Regular Member in good standing shall be entitled to a number of votes determined as follows:
- a) One vote for the first one hundred (100) youth or senior players (or portion thereof) registered with the SSA, plus,
 - b) One vote for the next ninety-nine (99) youth or senior players (or portion thereof) registered with the SSA, plus,
 - c) One vote for the next ninety-nine (99) youth or senior players (or portion thereof) registered with the SSA, plus,
 - d) One vote for the next two hundred ninety-nine (299) youth or senior players (or portion thereof) registered with the SSA, plus,
 - e) One vote for the next three hundred ninety-nine (399) youth or senior players (or portion thereof) registered with the SSA, plus,
 - f) One vote for each additional one thousand (1,000) youth or senior players (or portion thereof) registered with the SSA, plus,
 - g) One vote for the first two hundred (200) mini soccer players (or portion thereof) registered with the SSA, plus,
 - h) One vote for the next one hundred and ninety-nine (199) mini soccer players (or portion thereof) registered with the SSA, plus,
 - i) One vote for the next one hundred and ninety-nine (199) mini soccer players (or portion thereof) registered with the SSA, plus,
 - j) One vote for the next five hundred and ninety-nine (599) mini soccer players (or portion thereof) registered with the SSA, plus,
 - k) One vote for the next seven hundred ninety-nine (799) mini soccer players (or portion thereof) registered with the SSA, plus,
 - l) One vote for each additional two thousand (2,000) mini soccer players (or portion thereof) registered with the SSA.
 - m) For the purpose of assignment of votes, the number of players considered “registered” include outdoor players and indoor players registered with the SSA in the calendar year prior to the Annual General Meeting or any Special General Meeting being held.
- 5.4.2 In all calculations, the senior and youth members shall be treated separately in calculating the votes.
- 5.4.3 Appointed voting delegate(s) may cast all of the votes on behalf of the Regular Member that they represent.
- 5.4.4 All Directors shall have a voice but no vote at the Annual General Meeting and any Special General Meeting, except the President:
- a) At the Annual General Meeting and any Special General Meeting, the President shall not have a vote except when breaking a tie.

- 5.4.5 All voting delegates must be appointed by the Regular Member that they represent, and notice of their appointment, signed by a duly authorized representative of said Member, shall be filed with the Executive Director of the SSA by Noon of the last business day before the Annual General Meeting or any Special General Meeting.
 - a) If a replacement(s) is required due to inclement weather, illness, or unforeseen circumstance authorized changes shall be filed with the Executive Director prior to the commencement of the Annual General Meeting.
- 5.4.6 Voting at the Annual General Meeting and any Special General Meeting shall be by a show of hands with the exception of elections which require voting by secret ballot.
 - a) A secret ballot may be held if requested by a majority of the Members at the meeting.
- 5.4.7 At the Annual General Meeting and any Special General Meeting, all votes shall be decided by a majority of the voting delegates, unless otherwise specified in these By-laws or required by law.

6 BOARD OF DIRECTORS

6.1 Composition

- 6.1.1 The Board of Directors shall consist of twelve Directors.
- 6.1.2 The Officers of the Board shall consist of the following: President, Vice-President, and, when active, the Past President.
- 6.1.3 The SSA is committed to having a Board comprised of talented and dedicated directors with a diverse mix of experience, expertise, skills and backgrounds that reflects the diverse nature of the environment in which SSA operates.
 - a) An inclusive and equitable Board welcomes people from all walks of life, of all abilities, professional expertise, sexual orientation, gender identity, race, ethnicity, indigenous status, age, and home address.
- 6.1.4 Through the annual recruitment, nomination, election and appointment processes, the SSA Board shall consist of up to twelve Directors, with no more than two thirds (2/3) of the Directors of the same gender identity, that individually and collectively, meet the “Qualifications of Directors” requirements of the Saskatchewan, Non-Profit Corporations Act, 1995.

6.2 Election & Appointment of the Board of Directors

- 6.2.1 Election of the Directors shall generally proceed in alternate years, with the President and up to five Directors being elected, followed the next year by the election of the Vice-President and up to five Directors.
- a) Confirming our commitment to gender identity, in the event the nominations process does not result in candidates to meet the 1/3 minimum gender identity requirements, open positions will be appointed by the Board, for ratification by membership, for two-year terms at the Annual General Meeting.
- 6.2.2 The Board of Directors shall be elected annually at the Annual General Meeting with the following exceptions:
- a) Where a vacancy occurs on the Board as a result of the death, resignation, retirement or removal of a Director, or where a Board vacancy has not been filled as a result of an election, the Nominations Committee may nominate a candidate to fill the vacancy, and who, pending approval of the Board, shall serve as Director until the next Annual General Meeting; the nominee shall be elected by the Board by a majority vote.
 - b) Directors may be elected to the Board at a Special General Meeting.
 - i. Should elections occur at a Special General Meeting the terms of those elected shall match the length of terms remaining of those Directors who are being replaced.
- 6.2.3 Directors shall be confirmed by acclamation when the total of eligible candidates matches that of available positions.
- 6.2.4 Should there be more Director candidates than available positions the election shall be by secret ballot, determined through a single round of voting with those individuals receiving the highest vote totals being declared elected to fill the available positions.
- 6.2.5 The term of office for Directions shall be two years.
- 6.2.6 To ensure that there is no conflict of loyalty:
- a) No director of the Association shall hold simultaneously a position of director of an SSA Regular or Associate Member;
 - b) No contracted service provider or employee of the SSA or its Member Organizations may serve as a Director of the Association.
- 6.2.7 Election of the Directors shall generally proceed in accordance with the following schedule:
- a) In alternate years, the President and up to five Directors shall be elected, followed the next year by the election of the Vice-President and up to five Directors.
- 6.2.8 The Past President shall:
- a) when active, have a term consistent with that of the current President.
 - b) not be eligible for re-election to the Board of Directors for two years following the completion of his/her term as President.

- 6.2.9 Nominees for election to the Board of Directors must signify in writing their willingness to stand for office.
- 6.2.10 Nominations shall be submitted in writing to the Chair of the Nominations Committee of the Board of Directors at least 90 days before the anniversary of the previous annual meeting of members.
- 6.2.11 Directors shall be eligible for re-election.
- 6.2.12 Directors may be elected to the Board at a Special General Meeting.
- 6.2.13 In the event that the Past President is unavailable or unwilling to remain in the position, an additional Director shall be elected to the Board until the Past President's position is filled.
- 6.2.14 Where a vacancy occurs on the Board as a result of the death, resignation, retirement or removal of a Director, or where a Board vacancy has not been filled as a result of an election, the Nominations Committee may nominate a candidate to fill the vacancy, and who, pending approval of the Board, shall serve as Director until the next Annual General Meeting; the nominee shall be elected by the Board by a majority vote.
- 6.2.15 Where a vacancy occurs as a result of the death, resignation, retirement or removal of the President, the Vice President shall assume the position of President and shall serve in that position on an acting basis until the next Annual General Meeting.
- 6.2.16 Where a vacancy occurs (as a result of the death, resignation, retirement or removal of the Vice President, or where the Vice President assumes the position of President according to this section) a new Vice President shall be elected by a majority vote of the Board. At the next Annual General Meeting, a new Vice President shall be elected to serve for the remainder of the unexpired term.
- 6.2.17 Nominees for the positions of President and Vice-President must be serving currently as Directors of the SSA.

6.3 Duties and Powers of the Board of Directors

- 6.3.1 The Board of Directors shall be vested with full powers to govern the affairs of the SSA.
- 6.3.2 **President:** The President shall preside at meetings of the Board of Directors and shall not have a vote except when breaking a tie. The President shall be an ex-officio member of all Board committees. The role and responsibilities of the President shall be prescribed in the Governance Policies of the SSA.
- 6.3.3 **Vice-President:** The Vice-President shall preside at Board meetings in the absence of the President. The Vice-President's responsibilities shall be prescribed in the Governance Policies of the SSA.

- 6.3.4 The role and responsibilities of the Board and its Directors shall be prescribed in the Governance Policies of the SSA.
- 6.3.5 The Board of Directors shall have full power to make changes and additions to the policies and procedures of the SSA.
- 6.3.6 The Board of Directors may delegate any of its powers to committees, with the exception of the following powers:
 - a) to submit to the Members any question or matter requiring their approval;
 - b) to fill a vacancy on the Board;
 - c) to change the auditor;
 - d) to approve any financial statements or the budget; and
 - e) to adopt, amend or repeal the SSA By-laws.

6.4 Meetings of the Board of Directors

- 6.4.1 Meetings of the Board of Directors shall be at the call of the President.
- 6.4.2 At all meetings of the Board of Directors, a quorum shall consist of at least fifty (50) percent of the Directors.
- 6.4.3 Directors attending Board meetings shall be entitled to be paid reasonable expenses.

6.5 Board Vacancies

- 6.5.1 A Board vacancy shall occur if a Director:
 - a) Becomes of unsound mind, or, physically, or, mentally incapable of carrying out his or her responsibilities;
 - b) Dies, resigns or is removed from the Board;
 - c) Has the status of bankrupt.
- 6.5.2 A Director may be removed from the Board, for good and sufficient cause, including, but not limited to:
 - a) a lack of participation (without notice) in three consecutive Board meetings;
 - b) a breach of SSA Bylaws, Policies and Procedures, and/or Governance Policies;
 - c) conduct that is detrimental to the Association.
- 6.5.3 Should a Director's conduct come into question:
 - a) the Board shall inform the Director in writing outlining the nature and extent of such allegations;
 - b) the Director will be provided with an opportunity to respond and be heard by the Board;
 - c) the Board shall then determine if the matter shall be put forth for the consideration of Membership.

- 6.5.4 Should the Board determine that the Director has not lived up to their responsibilities a resolution, to permanently remove the Director from the Board, shall be presented for final consideration of the voting Members.
- 6.5.5 In the event of a vacancy, the Board of Directors may, by a majority vote, appoint another person, who shall serve until the next Annual General Meeting or Special General Meeting.

7 SSA MANAGEMENT AND STAFF

- 7.1.1 The Board of Directors shall employ an Executive Director, who is directed by the Board as a whole, to carry out the administrative work of the SSA.
- 7.1.2 The terms of reference and conditions of employment for the Executive Director shall be established by the Board of Directors.
- 7.1.3 The staff member(s) responsible for the day-to-day financial affairs of the SSA shall be bonded in the sum of not less than one hundred thousand (100,000) dollars.

8 COMMITTEES

8.1 Committees

- 8.1.1 The Board of Directors shall establish two types of committees, Standing Committees and Special Committees, whose terms of reference shall be set out in the *Governance Policies* of the SSA:
 - a) The Standing Committees shall include:
 - i. Audit and Finance
 - ii. Nominations
 - iii. Governance
 - iv. Risk Management
 - b) Special Committees of the Board are established as required to support the work of the Board.
 - c) To ensure there is no conflict of loyalty, no director, employee or contracted service provider of the SSA or its Member Organizations or Clubs may be appointed as an SSA Standing Committee member.

9 FINANCIAL STATEMENTS AND AUDITORS

- 9.1.1 The fiscal year of the SSA shall be the calendar year.
- 9.1.2 The accounts of the SSA shall be audited annually and the correctness of the financial statements ascertained by an Auditor, who shall be an accredited accountant.

- 9.1.3 The Auditor shall be appointed by a majority vote of the voting delegates at the Annual General Meeting.

10 INDEMNITY

- 10.1.1 Every Director, employee or volunteer of the SSA shall be indemnified by the SSA against all costs, losses and expenses incurred in or about the discharge of his/her respective duties, provided that he or she has acted honestly and without malice.

11 AMENDMENTS TO THE BYLAWS AND ARTICLES

- 11.1.1 No change, amendment, addition, or alteration to the By-laws or Articles of Incorporation shall be made except at the Annual General Meeting of the SSA and shall require the agreement of a two-thirds (2/3) majority of the voting delegates.
- 11.1.2 Notice of any proposed amendment or change to the By-laws shall be sent to each Regular Member, Associate Member and Life Member, at least 30 days before the Annual General Meeting at which they are to be considered.
- 11.1.3 Before any proposed amendment to the By-laws is presented to the Annual General Meeting, it must be forwarded to the Board. Notice of the proposed amendment must be given to the Board no less than 90 days before the anniversary of the last annual general meeting.

12 JUDICIAL PROCESSES AND JURISDICTION

12.1 Processes

- 12.1.1 The Association shall establish an independent Formal Complaints processes to manage Complaints, Dispute Resolution, Discipline and Appeals which meet the standards of *Canada Soccer Disciplinary Code, Canada Soccer Code of Conduct and Ethics* and Sask Sport Inc. and, which operate independently of the Board and the Directors, and, whose terms of reference shall be set out in the policies of the SSA.

12.2 Jurisdiction

- 12.2.1 SSA shall have jurisdiction with respect to disputes between parties where the disputes involve SSA and its Members.
- 12.2.2 CANADA SOCCER and its Judicial Bodies shall have jurisdiction with respect to disputes between parties where the disputes involve CANADA SOCCER and its Members.

- 12.2.3 FIFA shall have jurisdiction with respect to disputes between Canada Soccer and parties belonging to other FIFA Member Associations and/or Confederations.
- a) In accordance with Articles 66-68 of the FIFA Statutes, any appeal against a final and binding FIFA decision shall be heard by the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland, with the exception of appeals on violations of the FIFA 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.

12.3 Dispute Resolution

- 12.3.1 SSA, upon request by the parties in dispute, may agree to provide mediation/arbitration services to assist in resolving disputes without prejudice.
- a) All costs of the mediators appointed in accordance with this Section shall be borne equally by the parties to the dispute or the controversy.
 - b) All costs of the arbitrators appointed in accordance with this Section shall be borne by such parties as may be determined by the arbitrators.
- 12.3.2 In the event that a dispute or controversy among SSA and its Members, players, and/or officials arising out of or related to the Articles, By-laws, Rules and Regulations, the Code of Conduct and Ethics, the Disciplinary Code or policies of Saskatchewan Soccer, is not resolved between the parties, such disputes shall not be submitted to the ordinary courts of law.
- a) Instead of recourse to ordinary courts of law, provisions shall be made for arbitration by an independent and duly constituted arbitration tribunal recognized under the procedures of SSA or SSA Member Organization.
 - b) SSA shall ensure its full compliance and that of its Members, players, officials, match agents and intermediaries with any final decision of FIFA, the Court of Arbitration for Sport, Canada Soccer and its Judicial Bodies, SSA and its Judicial Processes, or the ruling of all independent and duly constituted arbitration tribunals recognized under the procedures of SSA or an SSA Member Organization.
 - c) Any Member, who, in a dispute, has sought court action before exhausting all proper procedures of appeal, will be liable for all legal costs and disbursements incurred by the SSA.
 - d) Any Member who, having exhausted all proper procedures of appeal, proceeds with court action, will be liable for all legal costs and disbursements incurred by the SSA, should the courts rule in favour of the SSA.

13 DISSOLUTION OF THE SSA

- 13.1.1 In the event that liquidation or dissolution of the SSA is deemed necessary, the method or procedure of liquidation or dissolution shall follow the Articles as prescribed in The Non-Profit Corporations Act, 1995 (Saskatchewan).

14 INTERPRETATION OF THE BY-LAWS

- 14.1.1 In these By-laws and all other By-laws of the SSA hereafter passed, unless the context otherwise requires, words importing the singular number or the masculine gender shall include the plural number or the feminine gender, as the case may be, and vice versa, and references to persons shall include firms and corporations.

15 COMING INTO FORCE

- 15.1.1 These By-laws shall supersede all previous By-laws and shall come into force at, and be effective from, the date of their approval by the Members.