



**CONSTITUTION OF THE GAMBIAN ORGANISATION IN SWEDEN (GOIS)
Adopted on the 22nd. February 2020.**

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SECTION 1 – PREAMBLE

On Sunday, March the 21st. 1975, a group of 20 Gambians gathered in the discotheque Shaft to discuss the common problems they faced as Gambian immigrants in Sweden. The problems were, even then, many and overbearing. Apart from the general problems they shared with the rest of other immigrants, the Gambians then also had some typically Gambian problems. Unlike the bulk of other immigrants who were mostly Nordic (the Finns), guest workers (Greeks, Turks etc.) refugees (Eastern Europeans), Latin Americans and Eritreans), or guest students (Iranians), the majority of Gambians were then “anknytnings”-type (connection) immigrants. This means that they had to be directly exposed to the tough and depressing problems of cultural clashes often resulting in escapist trends of alcoholism, drug abuse, mental restlessness, high rates of violent divorces and so on and so forth. Unlike many of the other immigrant groups, the Gambians came young, single and could therefore not fall back on the moral support of close relatives. Petty criminality was widely spread among them and their reputation with authorities and other immigrant groups quickly worsened. The problems were clear enough for everybody to see when they gathered that Sunday afternoon but few believed there were any solutions.

There were those who believed it was in our nature to be like how we are and that only Allah could do something about it. They were not ready to waste time trying to undo what was the “word Allah”. There were the “tribalists” who were for various reasons opposed to the unity of Gambians both at home and at abroad. There were the “individualists” who thought they have finally come home to the Swedish “paradise” and that all contacts that remind them of their “embarrassing” Gambian past had to be vigorously wiped out and would, as a matter of course, have nothing to do with any Gambian organisation. And finally, there were the “conservatives” whose vision of the Gambian society is one divided between the haves and have-nots, those from “good” families and those from “bad” ones, the “respectables” and the “non-respectables”, the elders and the youngsters, and they were certainly not going to mingle with any riff-raffs.

All these sorts made it extremely difficult for the activists who were ready to launch an organisation to bring to about the broadest form of unity. Even now, the dream of uniting all Gambians under the organisation in Sweden only remains a dream far from reality. The solution to our problems and our interests as immigrants could best be served by an organisation; an organisation that is non-political, non-religious, non-tribal and based upon the voluntary participation of it's members in the implementation of it's programs for the creation of unity and understanding among Gambians and the Swedish community. The Organisation of Gambians in Sweden (GOIS) was thus born, an organisation that shall be non-political, non-religious, non-tribal; an organisation that shall be inclusive and shall respect and work for the best interests of Gambians in Sweden.

SECTION II – AIMS AND OBJECTIVES

- a. To work for the unity of Gambians.
- b. To work to minimize and solve cultural, social and other problems afflicting Gambians in Sweden.
- c. To strengthen the relationship between Gambians and Scandinavians.
- d. To work for the improvement and development of the relations between fellow Gambians and other immigrant groups.
- e. To promote Gambian culture in Sweden.
- f. To effectively integrate the Gambian women and children into a strong organisation in which they can contribute.
- g. To look after and propagate the interests of the Gambian community in Sweden.
- h. To act as a liaison between the Gambian community and Swedish and other authorities and organisations.

- i. To contribute economically and /or materially to the social development of communities in Gambia, where possible. An Aid Committee composed of the Council of Elders shall therefore be created to co-ordinate all efforts in this regard.

SECTION III – ORGANISATIONAL STRUCTURE

1. THE GENERAL BODY

- a. The General Body is the highest authority in the organisation and shall have the right to make amendments to the objectives and constitution and rules of the GOIS. Any such amendment or change shall be valid if it is supported by two thirds of the members at a General Meeting.
- b. The General Body shall comprise all the members of GOIS who have fulfilled the membership requirements, paid membership dues and been issued a membership card. It creates structures that are given the mandate to manage the affairs of the organisation. These structures are run by officers who are democratically elected by the General Body to constitute the Executive Committee and shall, prior to taking office, swear to or affirm and sign the GOIS Oath of Office.
- c. The General Body may formulate general policies and programmes and may provide specific directions to the Executive Committee in conformity with the Constitution and rules and regulations of the organisation for its day-to-day functioning.
- d. The Annual General Meeting shall ordinarily be held on the second Saturday of March every year and shall be organised by the Executive Committee. At the Annual General Meeting, the Secretary shall present the annual report and the Treasurer shall present the audited financial statement for the preceding year.
- e. The Executive Committee may also call General Body meetings as and when necessary. In addition, any ten members of the society may requisition a meeting of the General Body stating the business to be transacted. It shall be obligatory on the Secretary to call the requisitioned meeting of the General Body within 30 days of the receipt of the notice.

2. THE EXECUTIVE COMMITTEE

- a. The Executive Committee has the responsibility of setting and maintaining the vision, mission and values of GOIS, managing the affairs of the organisation, developing the direction, strategy and planning of the organisation, and has the mandate to create structures, committees etc. and provide resources to ensure the implementation of the organisation's goals and functions. It is the executive and administrative organ of the organisation. The Executive Committee shall:
- b. Be elected at the Annual General Meeting in March every year to serve for a period of one year. Any member of the Executive Committee may seek re-election at the following year's elections and may be re-elected to any position with the executive for a period of one year.
- c. Establish systems for reporting and monitoring of financial and other activities, manage risk and ensure compliance and accountability with the GOIS Constitution, external regulators and Swedish law and ensure that the financial affairs of the organisation are conducted properly and are accurately reported.

- d. Collectively have the ultimate responsibility for the running of GOIS, for its assets and properties, for its financial policies and procedures, staff and volunteers.
- e. Ultimately be held legally responsible in equal proportion for its decisions and acts as a collective. If the members engage in deliberate acts of negligence, sabotage, collusion, mismanagement, conflicts of interest etc. that result in financial and other loss to GOIS, damage to its assets and properties etc., they shall be held legally liable. This shall be grounds to report the Committee to Swedish authorities and for their prosecution.
- f. If a member of the Executive Committee discovers behavior, decisions or acts of individual members or the Committee as a collective that may result in financial loss, damage to the organization's properties and assets, he / she is required to raise concern with the Auditor who shall include it in his / her Auditor Report. If the concern is that such action can result in serious loss or damage to GOIS and its assets and properties, the Auditor must call a General Meeting to inform the General Body and a decision regarding a course of action shall be taken at the meeting.
- g. If a member of the Executive Committee disagrees with a decision or act that might be the result of deliberate acts of negligence, sabotage, collusion, mismanagement, conflicts of interest etc. and that might result in financial loss or damage to GOIS and its assets and properties, he / she shall not participate in the decision or act and shall write a letter addressed to the Chairman, General Secretary and the Auditor to show disagreement and non-participation in the decision or act. He / she shall tender his / her resignation and refusal to be connected to the decision or act.
- h. A member of the Executive Committee can delegate some of his / her authority to another Executive Committee member or a member of the General Body but can never delegate his / her responsibility. He / she must resign from his / her position if he / she is unable to carry out his / her functions.
- i. A member of the Executive Committee must voluntarily seek to be a member of the executive and must be competent to carry out the functions of his / her office and shall do so without fear or favour to the best of his / her ability and in the best interests of GOIS.
- j. A member of the Executive Committee shall only be elected to serve in the committee for a consecutive period of two years. If he / she is elected for a term of one year and is re-elected the following year, he / she shall not be eligible to stand in elections to the Executive Committee for the following period of two years. If after the expiry of that period he / she wishes to be elected to the Executive Committee, he / she shall do so if he / she meets the conditions attached to running for Executive Committee office.
- k. The Executive Committee is entitled to deliberate and take decisions on all matters except those that fall within the purview of the General Body. It shall:
 - l. Ensure that the operations and acts of GOIS are in accordance with Swedish law.
 - m. Be answerable for all its activities to the General Body.
 - n. Have full control of the funds of GOIS and is entitled to use them responsibly for any purpose which, in the opinion of the Executive Committee and after approval by the Financial Committee and presentation to the General Body, is in conformity with the aims and objectives of the organization.
 - o. Have the power to approve all receipts and expenditure and to frame rules for the proper maintenance of the accounts of the organisation.

- p. The Executive Committee, the General Body, individual members and groups of GOIS members shall not have the authority to gift, transfer or hand over in whole or significant part the financial, monetary, physical or intellectual property of GOIS to another organization or organizations. It shall not have the authority to facilitate such transfer and shall be held legally responsible and liable to replace all assets plus all costs incurred by GOIS in attempts to recover such. It shall have the authority to pay membership fees to organizations the General Body has approved for GOIS to join and these fees shall not threaten the financial stability of GOIS and shall be fees equal in sum to fees other members of such organisations pay.
- q. The Executive Committee, the General Body or individual members or groups of GOIS members shall not have the authority to enter into agreements and engage in acts that allow executives or members of other organizations to run the affairs of GOIS. They shall not have the authority to subjugate GOIS to the control of other organizations where such control involves loss of control and independence in running GOIS it's own affairs.
- r. The Executive Committee shall not have the authority to offer loans to or facilitate loans on behalf of other organizations and individuals. Any such act shall be illegal and ultra vires and must forthwith be reported to the General Body and Swedish law enforcement. The individual or group facilitating such loans shall have full responsibility to repay any losses arising from their acts plus any costs GOIS may incur.
- s. The Executive Committee shall within one month of being elected and assuming office:
1. Convene a General Meeting and present it's Plan of Operation (Verksamhetsplan) for it's one-year term. The Plan of Operation shall include the activities it plans to carry out, the budget for such activities approved by the Financial Committee and all necessary information related to the Plan. The Plan of Operation shall not only be limited to cultural activities such as the annual Cultural Week but shall include educational activities, activities for women, youth and children that enhance and promote their understanding of and inclusion in Swedish society, activities that address the social, economic, psychological and other issues faced by the Gambian community in Sweden, activities that include meetings, symposia, conferences etc. with relevant Swedish authorities and organizations that inform the Gambian community of their rights, responsibilities and opportunities in Sweden and that open up employment, social and other opportunities and any other activity that the Executive Committee deems fit and that is in line with the laws, aims and objectives of GOIS. The General Meeting shall approve the Plan of Operation and the Executive Committee shall then have the mandate to execute the Plan.
 2. Organise the following educational activities that shall be attended by all members of the Executive Committee: a) An explanation and study of the GOIS Constitution to help Executive Committee members understand the laws and guidelines that govern the organization. b) A course / tutorial in Conflict Resolution to help the Executive Committee members prepare for and be better able to effectively deal with any potential conflict should it arise. c) a course / tutorial in how voluntary organisations function in Swedish society.
 3. Organise a General Meeting (this can be the General Meeting referred to in section 311 above) in which it shall solicit advice, suggestions and other information deemed necessary and helpful to it's effective carrying out of it's functions. These advice, suggestions and information may be offered by past Executive Committee members or any competent or interested party. The Executive Committee shall thank the contributors. It shall however not be obligated to adopt or implement any of the advice, suggestions and information given. It shall only use those that it deems fit or those that are necessary for the implementation of it's Plan of Operation and it's duties.

- t. The Executive Committee may meet as often as necessary to transact its business but it must meet at least once a month to ensure the smooth and effective running of the organisation.
- u. All meetings of the Executive Committee shall be convened by the General Secretary with the approval of the Chairman of the Executive Committee within ten days of receipt of a requisition with agenda items for such meeting signed by a minimum of one-third of the total members.
- v. If, in the opinion of the Executive Committee, any member of GOIS has acted against its aims and objectives or in a manner detrimental to the interests of the organization, it may, after giving him an opportunity to be heard, remove such member from the membership of the organisation in conformity with the provisions laid out in the Administrative Rules E 38, 38 and 39.
- w. In the absence of both the President, and the Vice-President at a meeting, a member of the Executive Committee shall be voted to chair the meeting.
- x. In the event of absence of both the General Secretary and Assistant General Secretary of the organisation at a meeting of the Executive Committee, the President may designate another member of the Executive Committee to take their place and discharge their functions.
- y. In the event of a vacancy occurring in any of the offices or membership of the Executive Committee during its tenure, the Executive Committee shall organize elections to fill such vacancy, subject to its confirmation by the General Body at its next meeting.
- z. The Executive Committee may also, for specified reasons, invite other members of the GOIS General Body or any other individual or group to offer expert advice or any necessary information to the Executive Committee meetings as occasion may require. However, such invited members will not have any voting rights. Any decision reached with non-executive members voting in the process shall be deemed null and void.
- aa. Members of the GOIS Executive Committees for the six years immediately preceding 2016 and those who were part of the problems shall not be eligible to run for elections due to the conflicts and the paralysis that left GOIS inoperative since.
- bb. The Executive Committee must organise a General Meeting at least once every three months to report to the General Body the state of the organisation and its operations and attend to any necessary business or enquiry or concern from members of GOIS.
- cc. No person or group of people who are not members of the Executive Committee shall be present or able to partake in a meeting of the Executive Committee unless expressly invited in writing to attend the meeting and offer expert or pertinent information necessary for the running of the organisation. The Secretary shall keep a record of such an invitation. It is the duty of the Chairperson of the meeting to ensure that non-executive committee members are not present and may if necessary, suspend or cancel the meeting to ensure the expulsion of non-members and if necessary, call law enforcement to ensure expulsion. The Chairperson of the meeting shall be deemed to have committed a breach of GOIS law if he / she allows a non-executive committee member to be present or to partake in an Executive Committee meeting without a justified written invitation.
- dd. The Chairperson must ensure that the GOIS Executive Committee applies for grants and funding that it is eligible to apply for and follows the procedures and rules guiding such grants and funds and must apply on time. The Executive Committee must ensure that it applies for the grants and funds so that the Executive Committee elected in March can use the funding and grants to carry out their Operational Plan during their year of tenure.

- ee. No two members of the same family shall be in the GOIS Executive Committee. Family is herein defined as spouses, siblings and parents and children.
- ff. No member of the Executive Committee shall engage in nepotism, favouritism, tribalism, religious discrimination in the execution of his / her duties. All members of the Executive Committee shall behave with a high level of respect and professionalism and treat GOIS members with the highest level of respect and decorum.
- gg. No member of the Executive Committee shall be disruptive and disrespectful at meetings and GOIS activities and / or refuse to co-operate with other members of the Executive Committee. Such action is grounds for removal from the GOIS Executive Committee according to procedures in the GOIS Constitution.
- hh. The Executive Committee shall also exercise the following powers and functions:
 - a. The duty to hear and approve all reports.
 - b. Supervise the enforcement of the Constitution.
 - c. Direct all plans and activities of the organization.
 - d. Prepare the budget of the organization
 - e. Report to the General Body, the state of implementation of the organisation's objectives.
 - f. Is accountable to the General Body and can be replaced by it.
 - g. Organise, plan and implement fundraising activities for the organization.
 - h. Secure all necessary permits and licences related to events organised by GOIS and ensure compliance with the requirements of such.

The following officers elected by the general body constitute the Executive Committee.

1. The Chairperson and the Vice Chairperson.
2. The General Secretary and the Vice General Secretary.
3. The Treasurer and the Vice Treasurer.
4. The Cultural Secretary and the Vice Cultural Secretary.
5. The Social Secretary and the Vice Social Secretary.
6. The Women's Affairs Secretary and the Vice Women's Affairs Secretary.
7. The Children's Affairs Secretary and the Vice Children's Affairs Secretary.
8. The Sports Secretary and the Vice Sports Secretary.
9. Deputies to all the officers shall assume the officers' functions in case the officers cannot perform their duties.
10. Where it is not possible to get enough people to fill the vice positions, the Elections Committee in consultation with the Executive Committee may cancel the election of the vice positions and the Executive Committee shall after the elections and in the running of the organisation, delegate some of the functions of the position to other members of the Executive Committee in the event that the position holder is temporarily unable to carry out his / her functions.
11. An Auditor, Deputy Auditor and Finance Committee shall be elected and shall stand outside the Executive Committee.

SECTION IV – FUNCTIONS (DUTIES) OF THE EXECUTIVE

1. THE CHAIRPERSON

- a. Directs and co-ordinates the activities of the members of the Executive Committee, participates in the preparation of the agenda for meetings and ensures that meetings are called and held in accordance with the organizations' mandate or by-laws.
- b. Plans, presides over and conducts all meetings in an orderly manner or delegates meetings.
- c. Provides liaison between the Executive Committee and the General Body.
- d. Represents the organization in external commitments.
- e. Oversees all transactions involving the properties, economic or otherwise, and documents of the organization.
- f. Shall together with the Executive Committee and within one month of taking office prepare and present to the General Body, a Plan of Operation. This Plan of Operation shall detail the Chairman's and Executive Committee's plans for the organization during their mandate period and shall detail how they plan to realize those plans.
- g. Ensures the implementation of all decisions taken by the organization both at the Executive and General Body meetings.
- h. Ensures that all necessary information is made available to committee members.
- i. Provides leadership and ensures that committee members are aware of their obligations and that the committee complies with its responsibilities within the confines of the GOIS Constitution and Swedish law.
- j. Ensures that discussions on the agenda items are relevant, on topic, productive, professional and conducted in a respectful, open environment free from abuse and intimidation and that members have the opportunity to speak their minds and vote on issues independently.
- k. Ensures that minutes are complete and accurate, retained, included and reviewed at the next meeting.

2. THE VICE CHAIRPERSON

- a. Assists the Chairperson and acts on his / her behalf when delegated to do so.
- b. Assumes on a temporary basis, the role of the Chairperson in his / her absence.

3. THE GENERAL SECRETARY

- a. Assumes responsibility for the internal and external correspondence of the organization.
- b. Consults with the Chairperson in the preparation of agenda for meetings.
- c. Receives agenda items from committee members
- d. Keeps minutes and records of meetings of both the Executive Committee and General Body.
- e. Keeps an up-to-date register of all correspondence with the organization and maintains effective records and administration.
- f. Keeps an up-to-date register of the organisation's archives.
- g. Keeps an up-to-date register of members of the organization and record of contact details (i.e. names, addresses telephone numbers and email addresses).
- h. Checks that agreed actions at Executive Committee and General Body levels are carried out.
- i. Compiles lists of names and addresses that are useful to the organisation, including those of appropriate officials or officers of voluntary and other relevant organizations, municipal and national government agencies.
- j. Checks that a quorum is present at meetings.
- k. Ensures that elections are in line with stipulated procedures.

- l. Files all committee correspondence received and copies of replies sent.
- m. Keeps a record of any of the organization's publications.
- n. Reports the activities of the organization and its programmes to members, the press and the public.

4. THE VICE GENERAL SECRETARY

- a. Assists the Secretary and acts on his / her behalf when delegated to do so.
- b. Assumes on a temporary basis, the role of the Secretary in his / her absence.

5. THE TREASURER

- a. Keeps, controls and accounts for all finances and valuables of the organization.
- b. Gives a financial report and state of condition of the valuable assets of the organization at the Executive Committee and Annual General Meeting.
- c. Acts as one of the signatories to the GOIS bank account together with one member of the Finance Committee and ensures that all transactions he / she is involved in follow stipulated procedures and are properly approved by the Executive Committee, the Finance Committee and at other stipulated and committee instances.
- d. Prepares, oversees and presents the annual budget of GOIS, accounts and financial statements when necessary.
- e. Ensures that appropriate financial systems and controls and reporting systems are in place to ensure proper, transparent and responsible use of GOIS finances.
- f. Liaises with the various committees and officers about financial matters.
- g. Monitors income and expenditure against GOIS' annual budget.
- c. Gives a complete financial report at every quarterly meeting.
- d. Issues receipts for all transactions and keep accurate and up-to-date records of transactions, and shall be a counter signatory to all banking transactions.
- e. Liaises with the Auditor and / or external financial examiners for the annual or other necessary review of accounts.
- f. Liaises with other committees about financial matters.
- g. Ensures that record-keeping and accounts meet the conditions of funders or statutory bodies.
- h. Together with the Chairperson, be responsible for applications for financial assistance and shall also be responsible for making sure that such applications are filed with the right authorities and on time.
- i. Ensures that the use of GOIS grants and funds comply with conditions set by funding bodies.
- j. Ensures GOIS financial compliance with relevant Swedish legislation.
- k. Advises the Executive Council on financial implications of strategic and operational plans.
- l. Presents revised financial forecasts based on actual spending.
- m. Ensures that everyone handling GOIS finances keeps proper records and documentation.

6. THE VICE TREASURER

- a. Assists the Treasurer and acts on his / her behalf when delegated to do so.
- b. Assumes on a temporary basis, the role of the Treasurer in his / her absence.

7. THE SOCIAL SECRETARY

- a. Acts as the Public Relations Officer (P.R.O.) of GOIS.
- b. Is responsible for the successful execution of all social programmes.

- c. Is responsible for the maintenance of security at all premises where social activities are held.
- d. Is responsible for the proper and orderly maintenance of any premises (“lokal”) acquired and controlled by the organization.
- e. Facilitates and is responsible for the creation and maintenance of the organization’s social media outlets such as it's website, Facebook, YouTube, Twitter and other media. Where he / she lacks the technical know-how, he / she ensures that competent people are engaged.
- f. Is responsible for ensuring that up-to-date information is provided on the organization’s social media outlets.
- g. Works with the Chairman and relevant officers and committees to plan social events that will fit with the overall aims and objectives of GOIS.
- h. Plans a variety of events including doing the risk assessments for them and working with the Treasurer to write event budgets.
- i. Ensures that all events are effectively publicised to GOIS members and the general public.
- j. Acts as the GOIS representative at all social events, conducting himself / herself in a manner that ensures the safety and enjoyment of all attendees.
- k. Books venues, culturally-appropriate catering and entertainment as required.
- l. Is responsible for organizing conferences, seminars, tutorials and other information events that raise the awareness of GOIS members and help in enhancing their inclusion and that of the Gambian community in Swedish society.
- m. Is responsible for creating and maintaining contact with various Swedish authorities and organizations and working with them to create educational, networking and social events.

8. THE CULTURAL SECRETARY

- a. Spearheads the organizing of all cultural activities.
- b. Takes responsibility for correspondence with other organization with which the organization maintains links.
- c. Takes initiatives for the establishment of cultural ties with Swedish organizations and other immigrant organizations in Sweden in particular, and in Scandinavia in general.
- d. In collaboration with the General Secretary, inform members about cultural activities.
- e. Is responsible for the maintenance of security at all premises where cultural activities are held.
- f. Works with the Treasurer, Chairman and relevant officers and committees in planning the annual budget in line with the yearly GOIS Gambian Cultural Week and other programmes.
- g. Works with the Chairman and relevant officers and committees to plan cultural events that will fit with the overall aims and objectives of GOIS.

9. THE VICE CULTURAL SECRETARY

- a. Assists the Cultural Secretary and acts on his / her behalf when delegated to do so.
- b. Assumes on a temporary basis the role of the Cultural Secretary in his / her absence.

10. THE WOMEN’S AFFAIRS SECRETARY

- a. Spearheads the organizing of all activities that concern the leading participation of women.
- b. Takes responsibility in carrying out necessary correspondence to create links and contacts with other women’s organizations.
- c. Shall be charged with the peaceful resolution of women’s problems.
- d. Creates collaborative programs pertaining to women and their issues.
- e. Attends and is visible / present in events / programs that are relevant to women and their issues.

- f. Works closely with relevant officers, committees, organizations, authorities and other women's resources that help to enhance the status of the women of the organization and Gambian women in general.
- g. Promote women's leadership and their participation in GOIS especially with regards to increasing their numbers and influence in GOIS decision-making processes and organs.
- h. Engages authorities and organizations that work with spousal abuse and other forms of domestic violence etc. and organises seminars, workshops and other educational activities to raise awareness and work toward preventing such.
- i. Engages Social Services and related organizations to foster dialogue and create better understanding of issues and problems that affect Gambian women in Swedish society.
- j. Conduct research regarding opportunities for women in Swedish society and create links between actors and GOIS and Gambian women to create and encourage their participation in such opportunities.
- k. Works with the Treasurer, Chairman and relevant officers and committees to create budgets for events related to women.

11. THE VICE WOMEN'S AFFAIRS SECRETARY

- a. Assists the Women's Affairs Secretary and acts on his / her behalf when delegated to do so.
- b. Assumes on a temporary basis the role of the Women's Affairs Secretary in his / her absence.

12. THE CHILDREN'S AFFAIRS SECRETARY

- a. Spearheads the organizing of all activities that concern the leading participation of children and youth.
- b. Takes responsibility in carrying out necessary correspondence to create links and contacts with other children and youth organizations.
- c. Shall be charged with the peaceful resolution of children and youth issues and problems.
- d. Works with the Treasurer, Chairman and relevant officers and committees to create budgets for children and youth events.
- e. Works to engage and involve children and youth in Gambian cultural activities and engagements.
- f. Works to bring Gambian children and youth together to foster friendship and better understanding between them.
- g. Works to create better understanding between Gambian children and youth and their parents and older relatives to bring about harmony and better understanding between them.
- h. Organises seminars, conferences and other information meetings to create dialogue between Gambian children and youth and older members of the Gambian community to enable them to understand the dynamics of raising children in Swedish society.
- i. Engages authorities and organizations that work with children and youth matters to discuss issues and provide solutions to issues affecting children and youth of Gambian and immigrant descent.
- j. Engages authorities that work with alcohol, drug abuse and peddling to prevent such vices from affecting Gambian children and youth and work to help those who have fallen victim to such.
- k. Engages authorities that work with criminality and gangs to organise seminars and educational activities to prevent Gambian children and youth engaging in such.
- l. Engages Social Services and related organizations to foster dialogue and create better understanding of issues and problems and help prevent Gambian children being forcefully taken from their parents and relatives.

- m. Engages authorities and organizations that work with child abuse, domestic violence etc. and organises seminars, workshops and other educational activities to raise awareness and work toward preventing such.

13. THE VICE CHILDREN'S AFFAIRS SECRETARY

- a. Assists the Children's Affairs Secretary and acts on his / her behalf when delegated to do so.
- b. Assumes on a temporary basis the role of the Children's Affairs Secretary in his / her absence.

14. THE SPORTS SECRETARY

- a. Co-ordinates and spearheads all sporting activities.
- b. Initiates correspondence with groups and organizations for the creation of sporting links.
- c. Informs members of all sporting activities the organization is involved in.
- d. Works with the Chairman and relevant officers and committees to plan sporting events that will fit with the overall aims and objectives of GOIS.
- e. Works with the Treasurer, Chairman and relevant officers and committees to create budgets for sporting events.
- f. Works to inform and engage the Gambian community in activities that encourage sports and healthy lifestyles.

15. THE VICE SPORTS SECRETARY

- a. Assists the Sports Secretary and acts on his / her behalf when delegated to do so.
- b. Assumes on a temporary basis the role of the Sports Secretary in his / her absence.

16. THE AUDITOR

- a. Is responsible for control and supervision within the organization.
- b. Acts as a watchdog between the Executive Committee and the General Body.
- c. Ensures that the Executive Committee follows the organisation's statutes.
- d. Ensures that the Executive Committee puts into action decisions taken at general body meetings.
- e. Ensures that the organisation's book-keeping and accounting systems are suitable and that they work. This means controlling that all in and out transactions are accounted for by receipts, that all the sums in the receipts are correctly entered in the accounts, that the Treasurer balances all the accounts and that all the financial reports and statements are correct.
- f. Ensures that the organization does not breach Swedish law and Swedish society rules.
- g. Provides a written report of his/her control of the organisation's accounts at the annual general meeting. This report shall be called Auditors Report.
- h. Scrutinises the organization's activities through the examination of minutes, attending meetings, letter and all other documents received by the organization.
- i. Scrutinises the accounts to see whether there is a suspicion of wrong doing or not.
- j. States any objection to the Executive Committee's mode of operation in the Auditor's Report. The Auditor shall also advise the General Body as to whether they should approve the Executive Committee's work during the past year or not.
- k. Evaluates and understands the organisation's internal control systems.
- l. Performs analytical procedures on expected or unexpected variances in account balances or classes of transactions.
- m. Tests documentation supporting account balances or classes of transactions.

- n. Observes the physical inventory count to ensure up-to-date status of GOIS' assets.
- o. Confirms accounts receivable and other accounts with third parties.
- p. Offers objective advice for improving financial reporting and internal controls to maximise the organization's performance and efficiency.
- q. Ensures that operating procedures are being performed consistently and efficiently.
- r. Promotes ethics and helps identify and report improper or criminal conduct to the Executive Committee, General Body and the relevant Swedish authorities.
- s. Investigates fraud and suspicion of the misuse or misappropriation of GOIS funds and assets and communicates the findings and recommendations to the Executive Committee, General Body and the relevant Swedish authorities.

17. THE VICE AUDITOR

- a. Assists the Auditor and acts on his / her behalf when delegated to do so.
- b. Assumes on a temporary basis the role of the Auditor in his / her absence.

18. THE FINANCE COMMITTEE

A Finance Committee shall be elected with a composition of three members. The Finance Committee shall be outside the Executive Committee and shall have the following functions:

- a. Scrutinise and approve all budgets and financial expenditures of GOIS.
- b. Offer alternatives to planned expenditures when such alternatives deliver similar quality at a lower cost to GOIS.
- c. Act as a check on the spending of the Executive Committee and ensures that all spending is related to budgets approved by the General Body.
- d. Elects one member to be part of the signatories to the GOIS bank account.
- e. Ensures that those requesting finances have the authority to do so.
- f. Ensures that receipts and other documents are provided for all approved expenditure it approves.
- g. Provides copies of receipts and documents for all approved expenditure to the Auditor and the Chairperson.
- h. Prepares a Financial Report to be presented at quarterly General Meetings and the Annual General Meeting. This Report shall detail all approved expenditures, supporting documents, receipts and a testament as to whether the disbursed finances have been used for the purposes required.

SECTION V – RULES AND REGULATIONS

A. ADMINISTRATIVE RULES

1. The general body shall constitute an Elections Committee comprising 3 members that, after consultations with members, presents candidates to executive positions at general elections. It shall create an electoral register based on GOIS members who have met the requirements for the right to vote and this register shall be confirmed and closed latest 11.59 p.m. the night before the day of elections and voting cards and voting ballots based on the electoral register and reflecting the candidates and the positions they seek shall be prepared and given to the eligible voters on the day of the elections and a record shall be kept.
2. The elections shall be by secret ballot.

3. All candidates to the Executive Committee elections shall be nominated or declare their candidature to the Elections Committee latest 48 hours before the elections. The nomination or candidature of candidates shall close latest 48 hours before the day of the elections. The candidates shall then be presented to the general membership latest 11.59 p.m. the night before the day of elections.
4. If a candidate withdraws from an election on the day of the election, the elections for the post he / she was registered to contest shall be cancelled and a period of at least 14 days shall elapse before the election for that position is held.
5. The Elections Committee shall present to the membership through social media and other forms of communication, the candidates seeking election to the Executive Committee latest 11.59 p.m. the night before the day of elections.
6. All members of the Executive Committee, the Auditor, Vice Auditor and the Finance Committee must seek an electoral mandate from the General Body every year at Annual General Meeting in March every year to serve for a period of one year. Any member of the Executive Committee may seek re-election at the following year's elections and may be re-elected to any position with the executive for a period of one year. If any officer or the entire Executive Committee fails for any reason whatsoever, to seek re-election and be re-elected at the stipulated time given in this Constitution and through the stipulated procedures, they shall by virtue of that failure have been relieved of their posts. The organization will thus be without an Executive Committee.
7. Where the entire Executive Committee fails to or refuses to carry out its functions or is engaged in conflict that paralyses the Committee and GOIS and renders it unable to carry out its functions, the Auditor, the Finance Committee or any member of the General Body in that order may seek the support of at least ten members or one quarter of the entire membership of GOIS and call a General Meeting with a public notice period of at least 14 days.

A Mediation Committee of at least five competent, impartial and respected members of the Gambian community will be appointed to mediate in the conflict to find a practical, workable solution. If after one month of mediation a solution is not found, the Mediation Committee will ask the member who called the initial meeting to call another meeting where they will report their mediation efforts and their failure to find a solution. Members of the Executive Committee will be declared as having been relieved of their functions and all related duties, privileges and signatory duties to the GOIS bank account and all other signatory responsibilities will be suspended. The Elections Committee (Valberedningen) (and where is absent or inactive, a new one will be created) will be asked to start the process of electing a Temporary Executive Committee to carry the organization through to the next stipulated elections at the Annual General Meeting. This Temporary Executive Committee will not have the mandate and power to make long-term plans and significant financial expenditures.

The arrangements to elect the Temporary Executive Committee must therefore urgently and as soon as possible be set in motion. This can be done by the hierarchy of members mentioned above provided he / she informs the members of the organization at least 21 days before the date and through at least three methods of communication such as email, Facebook, WhatsApp, SMS, telephone and other forms of popular and effective means of communication and at least one third of the members are present and approve the elections through signatures.

8. The official languages of the organization shall be English and Swedish. Members and any other persons reserve the right to address the floor in any language of their choice. Where there are members who do not understand languages being spoken and request translation to languages they understand, the Chairperson of the meeting shall try his / her best to provide

translation from members present at the meeting and if necessary, co-ordinate with members to get the translation through telephone and other means. If it is not possible to provide translation after trying his / her best, the Chairperson shall inform the members requesting translation of the impossibility of providing the translation and the meeting shall proceed without translation.

9. Members of the Executive Committee are bound to fulfil all their duties. Failure to do so without tangible and reasonable reasons may lead to a vote of no confidence. Where a member of the Executive Committee, the Auditor and members of the Finance Committee deliberately refuse to carry out their functions, the Auditor or any member of the Executive and Finance Committees may through the approved procedures, call a General Meeting and give 14 days' notice and move that the member be relieved of his / her portfolio. This procedure shall only take place after the Executive Committee, the Auditor or any member of the Finance Committee writes to the concerned officer at least three times regarding his / her failure to carry out the functions of his / her office and informing him / her of the risk of removal with an interval of at least one week between the letters and copies the letters to the Executive Committee, the Auditor, the Secretary and the Finance Committee. Where the failure is that of one those mentioned, the letter will be copied to the others mentioned.
10. The Annual General Meeting shall be held on the second Saturday of March every year on a date to be fixed by the Executive Committee. A written notice to members regarding the date, time and venue of the meeting shall be sent by email, SMS and public announcement on social media such as Facebook, WhatsApp etc. earliest one month and latest 14 days before. Voting on any issue shall be decided by a simple majority. In case of a deadlock, the meeting's chairperson shall cast the deciding vote except in the case of elections in which case it shall be decided by lottery.
11. A simple majority shall define victory at all GOIS elections. Candidates who stand unopposed in the election contest for any office shall be deemed to duly elected.
12. A member can only vote on behalf of his / her spouse or common law partner provided that he / she has written permission, his / her GOIS membership card and must prove the relationship. A member can vote on behalf of no more than one person.
13. Any member wishing to include any topic in the Annual General Meeting's agenda must submit a written request to the Executive Committee latest one month before the meeting.
14. The following shall be dealt with at the annual general meeting:
 - a. Election of meeting chairperson.
 - b. Election of meeting secretary.
 - c. Election of adjuster
 - d. Confirmation of the electoral register.
 - e. Question of whether notice has been given according to the rules.
 - f. Executive Committee's annual report together with the auditor's report.
 - g. Eventual remunerations to Executive Committee members, deputies and auditors.
 - h. Determination of eventual yearly membership contributions.
 - i. Review of the organisation's accounts and determination of profit and loss for the organisation.
 - j. Determination of whether Executive Committee has liability.
 - k. Election of Executive Committee members.
 - l. Adoption of budget for the coming year.
 - m. AOB
 - n. Conclusion of Annual General Meeting.

15. The Executive Committee shall whenever it deems it necessary call extra meetings. Notice shall then be given at least 14 days before. The Executive Committee has an obligation to call an extra meeting if the auditor or at least one tenth of the paid members request a meeting. An extra meeting can be held up to a month after a request has been made.
16. The Executive Committee shall be dissolved on the second Saturday in the month of March every other year. The election of a new Executive Committee naturally follows.
17. Any officer intending to resign from his / her post must give a notice of at least one month addressed to the Chairman as well as tender proper handing over notes.
18. An officer in this organization must not serve as an officer in any organization whose interests, it can beyond reasonable doubt be established, are hostile to those of this organization.
19. All members are obliged to attend meetings.
20. Every member can only address the chair during meetings.
21. A high standard of conduct, respect, and discipline must be observed by all members during meetings and all organizational sittings failing which he / she might be subjected to a fine or removal from the meeting.
22. The Constitution of GOIS is supreme and shall be the basis of rights and responsibilities of all officers and members, and shall therefore, be obeyed at all times.
23. A violation of any part thereof, shall be deemed null and void (ultra-vires), and therefore subject to reprimand and sanctions, depending upon, and commensurate with, the particular violation. In case of a constitutional crisis, the problem should be subjected to arbitration by a competent authority. A constitutional crisis is hereby defined to be a problem within the Executive Committee that cannot be solved and that affects the smooth, proper and effective running of the organisation.
24. Any officer serving as officer in another organization whose interests are judged to be hostile to those of this organization by the Executive Committee will be given a period of one month to choose which organization to serve. Failing to act, the Executive Committee will end this person's tenure of office, but not his / her membership in the organization, on account of this matter alone.

B. PROPERTY AND FINANCIAL REGULATIONS

1. An inventory of all items, articles, and properties (moveable or immovable) belonging to the organization - awarded, purchased including donations and gifts (with value added), must be kept and protected by the Treasurer and copies provided to the Auditor. All members are duty-bound to protect such properties. The Treasurer may appoint an Assets Recovery Committee to recover any and all assets of the organization held by any individual or organization.
2. All records and books (accounts kept) shall, with due notice, be accessible to all members for verification at all times.
3. All income and expenditure shall be properly accounted for by every individual making such receipts and/or disbursements, as promptly as possible.

4. The Finance Committee must scrutinise and approve in writing, all budgets and financial expenditures of GOIS before funds are disbursed.
5. All financial transactions of GOIS must to the extent possible be made through electronic means to leave a paper trail to enable easy and proper accounting. These can be through bank account transfers, Swish and other electronic payment systems.
6. All donations from organisations, patrons at GOIS events etc. must be paid to the organisation through bank transfers, Swish payments or other electronic payment systems. Cash donations must not be accepted.
7. All expenditures related to GOIS events must be made by bank transfer and Swish or other electronic payment systems. Cash payments must be avoided.
8. Any officer that makes false accounting and/or embezzles any sum of money belonging to the organization, shall be barred from holding office within the organization for a period of at least five years, and, shall be requested to refund the sum willingly, or, through the course of legal justice.
9. All outgoing Executive Committee members shall with immediate effect surrender all properties and documents belonging to the organization.
10. Elected officers are answerable to queries from the members where such queries are founded and relate to the properties of the organization. Where due notice is given, queries may be answered at quarterly General Meetings.

C. REGULATIONS RELATING TO VOLUNTARY WORK FOR THE ORGANISATION

1. Any member voluntarily working for the organization will be assisted in case of injury and shall be compensated for justified property loss or damage while at work.
2. Workers will be protected against physical attacks and insults everywhere, by warnings and bans, and if need be, by resort to Swedish law.
3. While at work, like on duty at premises (lokal), committee meetings, cultural performances, etc., workers will be entitled to one measure of refreshment.
4. Workers can refer complaints, especially work-related, to an empowered task-committee, the Executive Committee, or the General Body and be entitled to appeal against an unfavourable decision within a month's time.
5. A "Thank you Haware" shall be organised to honour the courage, commitment, and sacrifice of the voluntary workers of the organization after a successful Cultural Week event on a date to be determined by the Executive Committee. This shall be a small event and must not cost more than five thousand Swedish Crowns adjusted by the addition of one hundred Swedish Crowns per year.

D. REGULATIONS RELATING TO PREMISES BELONGING TO THE ORGANISATION

1. The organization will lend it's premises (lokal) to members on occasions of naming ceremonies, funerals, marriage and wedding ceremonies, during periods of no 'bantaba' activities at half the normal cost of the premises.
2. Persons who have not paid their membership fees and hence, non-members can borrow the local, but only at a cost and at a time determined by the Executive Committee.
3. Any person who disturbs the peace by fighting or provoking a fight in the organisation's premises will be prohibited from entering the premises or any other premises owned or hired by the organization for a period of one year from the date of the incident.
4. All members are duty-bound to protect the organisation's premises from any form of damage, and to help maintain it in a clean and tidy state.

E. MEMBERSHIP RIGHTS AND DUTIES.

1. DEFINITION: A member is anyone who owns a membership card either as an individual or as part of a family that possesses a family membership card. A family membership card is herein defined as applying to parents and children under the age of eighteen. A family membership card entitles the holder to two votes at an GOIS election and discounts at GOIS events as may be decided by the Executive Committee plus any other privileges that may be decided by the Executive Committee.

One remains a member by accepting the Constitution of the organization, obeying it's rules and regulations, promoting it's interests and objectives, and maintaining a free spirit of open discussion and mutual respect. A non-member who comes to create disorder at meetings shall be immediately reported to the police.

2. The following rights, privileges and responsibilities shall apply to members of GOIS.

1. The membership of the GOIS shall be open all Gambians and friends of The Gambia who subscribe to it's aims and objectives. Membership shall be effective upon a member's application to join GOIS, payment of prescribed fees and the issuance of an GOIS membership card. Application to join GOIS can be either written or oral. The membership fee shall be valid for one year and shall be determined by the Executive Committee.

2. Members of GOIS shall be entitled to the following rights and privileges:
 - a) To be present and to vote in all General Body Meetings.
 - b) To recommend candidates for membership of GOIS and the Executive Committee..
 - c) To fill any office of GOIS upon meeting the stipulated requirements and on being duly elected.
 - d) To be member of any of the sub-committees which may be constituted by the General Body Meeting or the Executive Committee.
 - e) To enjoy all rights and privileges bestowed upon members of GOIS.

3. The organization shall give moral support and economic assistance to it's members on occasions where it is deemed necessary. Any request for financial assistance will be judged by the Executive Committee on the basis of serious need, availability of funds, standing relationship with the organization (suspended, new or old member), activeness of individual, and sum request, i.e. such judgement should be based on individual merit. It should, however, be noted that all members will be treated equally.

5. A member can request help for protection of rights granted under Swedish law. It may relate to information, lawyers, or contacts with state departments or private support groups but shall not cost the organization.
6. The organization will render moral and token financial support when a member dies. It shall co-operate with the member's family to organize a funeral service, as judged appropriate by the Executive Committee. The organization will co-operate in organizing a funeral service for a member who loses a relative in Sweden (only nuclear relatives).
7. The organization will give small gifts to members for naming and marriage ceremonies not exceeding three hundred Swedish Crowns, and the same gesture shall be extended to those who get seriously ill or are imprisoned.
8. Help can be requested by any Gambian, member or not, only that it will be judged according to the rules of the organization.
9. Any member has the right to responsible free expression, to elect representatives and to be eligible for election.
10. A member has the right to make suggestions to and be heard by either the Executive Committee or General Body.
11. Any member may initiate a petition to recall an elected person before yearly elections are due by first submitting a list of members representing one-third of the Executive Committee, and second, requesting that a General Meeting be held in one-and-a half months' time to discuss, and if necessary, re-elect a replacement.
12. Everyone, member or not, has right to express an opinion without being insulted or threatened in any way; while an organisational decision reached by a simple majority is binding on both those who voted for and against it.
13. A member has the right to appeal decisions by the Executive Committee within one month; first, to the latter, and, second, if still dissatisfied, to the General Body, whose decision will be final.
14. Everyone, member or not, Gambian or not, reserves the right to participate fully in programmes or advisory committees set up to better organizational work and provide a forum for the broadest possible involvement in the life of the organization.
15. The Constitution of the organization will be freely available to all Gambians and others who may request it.
16. Every member will receive a free copy of GOIS information publications and related information as will supporting Swedish authorities and the Gambia National Library.
17. A member has the right to information about programmes and meetings no later than two weeks before the event, unless circumstances dictate otherwise.
18. Any member or officer found to obstruct the democratic process on any important issue will be criticized and a fine of up to 100 SEK imposed. With the second offence, such a person will receive a warning letter; the third, a suspension for one month; and on the fourth offence, an expulsion.
19. Anyone who negligently loses any property of the organization, with proof, will be sanctioned and made to pay for it's equivalent.

20. Any person banned from the organisation's premises on two occasions, will on the third time receive a six-month ban; and on the fourth offence, a year's ban and an equally long suspension of membership and withdrawal of the person's membership card.
21. Insulting workers, ordinary members or guests constitutes an act of incitement to violence, which will be answered with a warning letter. Repeated offences will however, be penalized according to Administrative Rules E 38, 38 and 39.
22. The membership card of a suspended member will be immediately withdrawn and can only be regained if the victim pays a fine of 1000 SEK.
23. Serious offences, which disrupt the democratic and peaceful conduct of the affairs of the organization, whether relating to drugs, alcohol, violence, or sabotage will be answered with equally severe, and prompt measures, including long-term suspension or expulsion or reference to the Swedish law-enforcement agencies.
24. A member of GOIS shall lose his / her membership if the Executive Committee finds that he / she has been acting against the aims and objectives of the organisation. This shall include but shall not be limited to theft of the financial and other assets of the organization, physically assaulting another member during the course of that member carrying out his / her responsibilities as a member, gross misrepresentation of or bringing disrepute to GOIS, engaging in acts of conflict of interests that financially or otherwise disadvantages or results in financial and other losses for the organization etc.
25. Before the Executive Committee can make such a decision, the GOIS member shall be given a written notice detailing what he / she is deemed to have done to warrant dismissal from the organization and be given the chance to defend himself / herself. The member shall have the right to call witnesses and tender evidence to defend his / her case and shall respond to the written notice within seven days of receiving it.
26. A member of GOIS who is dismissed, penalized or unfavourably affected by any decision shall have the right to appeal his / her dismissal from the organization. If the Executive Committee still sticks by its decision to dismiss, the member shall have the right to present his / her case to the General Body. The Executive Committee shall be obliged to call a General Meeting where both the Committee and the dismissed member shall present their cases. The General Body shall then make a decision. The decision shall be final and shall serve as the last last resort in this issue.

F. PROCEDURE AT MEETINGS

1. The chairperson of each meeting of GOIS shall ensure the fullest participation of all its members in the discussions. He/she shall list all those who put their hands as they do so and call upon them to speak in the order of their indication. This rule shall be followed at all meetings: annual, council, committees and any sub-committees that may be formed by the committees.
2. The quorum at any meeting of GOIS (Annual General Meeting, Executive Committee and General Body), shall be thirty- three percent of the members.
3. Decisions of the Annual General Meeting shall be in the form of resolutions, declarations or statements. They shall formally be moved by way of motions which shall be seconded before

they can be debated. A vote on each motion shall be taken until a decision is taken. A majority vote shall mean fifty-one percent of those present and voting.

4. Discussions on any matter shall not be interrupted except on a point of order which will take precedence only if it raises a point of procedure that has not been followed. Points of information may also be taken if the person being interrupted accepts it. Points of clarification may be made to clarify what had been said if this is under attack. Points of clarification shall also be made to correct any wrong information which may be given by a speaker.
5. Any member may move a motion of adjournment if he/she feels that the discussion should be adjourned to provide room for rest or consultation. The chairperson of any meeting has in any case the power to move such a motion if he/she thinks it proper. In the event of this being done, the motion shall state the time and venue of the next meeting.

G. THE GOIS OATH OF OFFICE



GAMBIAN ORGANISATION IN SWEDEN (GOIS) OATH OF OFFICE

"I, _____, do solemnly swear (or affirm) that I will honestly and faithfully discharge the duties of the office of _____, which I am about to enter, to the best of my ability. I further swear (affirm) that I accept the Constitution of the Organisation of Gambians in Sweden (GOIS) as the organisation's supreme law and as such as the basis of all rights and responsibilities. I will support, obey and defend all its provisions to the best of my ability.

I understand and accept that:

1 - any act, omission or provision on my part, or contract entered into or executed on behalf of GOIS, that contravenes the provisions of the GOIS Constitution or that has not been approved and sanctioned by the GOIS Executive Committee shall be deemed null and void and non-binding on GOIS.

2 - GOIS is required by law to conform to and abide by Swedish law. I take full responsibility and therefore absolve GOIS for any act or omission on my part, during the execution of my duties, that contravenes Swedish law.

3 - I shall not engage in nepotism, favouritism, tribalism, religious discrimination in the execution of my duties and I shall behave and treat GOIS members with the highest manner of respect and decorum.

4. I shall represent GOIS to the best of my ability and with the highest manner of respect and decorum.

5 - I am required to enhance the financial machinery of GOIS. In this regard, I am required to provide proper accounting in the form of receipts or other documents for all transactions entered into on behalf of the organisation.

6 - it is a crime to embezzle, falsify documents or in any way engage in fraudulent financial and other activities detrimental to the financial and other interests of GOIS. I accept that in the event of my engaging in such activities resulting in loss to the organization, GOIS reserves the right to either demand full compensation for loss incurred as a result of my activities plus all related costs or seek recourse through the law and that I shall be liable for all additional costs.

7 - I am required to maintain and take utmost care of any property belonging to GOIS in my possession. I agree to repair or pay appropriate compensation as determined by the GOIS Executive Committee for any damage to or loss of GOIS property resulting from my negligent handling of the property.

8 - I am required to hand over to the Chairperson or Vice Chairperson or any other member of Executive Committee delegated the task and receive proof of my handing over as soon as practicable but not more than two weeks from the date of my resignation from my office, all and any documents, property etc. belonging to GOIS.

9 - I have as a member of the GOIS Executive Committee, ultimate collective responsibility and shall be held legally responsible in equal proportion for decisions and acts of the Committee.

10 - I accept that a violation of any of these undertakings, failing / refusing to carry out my functions, being disruptive and disrespectful at meetings and GOIS activities and refusing to cooperate with other members of the Executive Committee and GOIS members is grounds for my removal from the GOIS Executive Committee according to procedures in the GOIS Constitution.

11 - I accept to be legally bound by all the above undertakings, the GOIS Constitution, Swedish and all applicable laws and shall immediately upon signing this document assume the office detailed above and legally become a member of the GOIS Executive Committee with all inherent rights, privileges and responsibilities.

Date:

Signature:

Full Names:

Address:

Telephone:

Email:

Witness:

H. AMENDMENTS AND THE DISSOLUTION OF THE ORGANIZATION

1. The provisions of this document may be amended only by the Annual General Meeting. Any member wishing to make an amendment shall submit the proposal to the general body, at least one month in advance except in the extraordinary circumstance mentioned in H2 below. The Chairperson shall submit such proposals to all constituent members who have paid their dues. Amendments shall be carried by a two-thirds majority of members present.
2. The 8th. February 2020 Annual General Meeting shall have the authority to make temporary injunctions and provisions that may set aside some provisions of this Constitution. These provisions shall be binding and legal and shall form part of this Constitution or be the basis of decisions taken during the meeting. This is due to the absence of an Executive Committee for the past several years and the breakdown of the GOIS operational systems. These provisions include changes to the GOIS Constitution and its adoption and changes to procedures and provisions established in this Constitution. Changes to provisions of this Constitution shall be decided by democratic means in the form of voting where a simple majority of eligible members amends or in the form of new provisions, validates the provision. This includes a provision that no agreement or business transaction made by any individual member or group in the name of GOIS shall be binding on the Executive Committee that shall be elected on the 22nd. February 2020. Any such agreement or business transaction shall be deemed illegal and ultra vires and shall be rejected.
3. No member shall have the right to bring an end to the Organization of Gambians in Sweden. All members have an obligation to preserve the existence of the organization.

I. SUPREMACY OF THIS CONSTITUTION

The adoption and coming into force of this Constitution shall nullify all previous Constitutions and by-laws of the Organization of Gambians in Sweden. Any law or rule made after the adoption of this Constitution that does not conform to the provisions of this Constitution shall be null and void.

This Constitution is adopted on the 22nd. Day of February 2020.

Place: Husby, Stockholm, Sweden.

Signed:

Signed:

This Constitution was revised and prepared by Buharry Gassama. February 2020.