

**75<sup>TH</sup> ANNUAL GENERAL MEETING**  
**Proposed Amendments to SKA's Rules and Regulations**  
**Membership Categories**

Rule(s)	Existing Rule(s)	Proposed Amendment(s)	Reasons for Amendment(s)
<b>II. SECTION MEMBERSHIP</b> 1. MEMBERSHIP CATEGORIES Rule A	A. The Association's membership shall consist of the following categories of members as provided hereinafter: a. Sikhs – Life, Junior, Sports, Corporate Life, Corporate b. Non-Sikhs – Associate Life, Associate, Sports, Corporate c. General – Absent	A. The Association's membership shall consist of the following categories of members as provided hereinafter: a. Sikhs – Life, Junior, Sports and Corporate Life b. Non-Sikhs – Associate Life, Associate, Sports and Corporate B. An Individual or Entity can only have a single membership.	<ul style="list-style-type: none"> <li>• To remove 'Corporate' as it is no longer offered to Sikh Institutions which are to be considered as 'Corporate Life' members.</li> <li>• To remove 'General – Absent' as this is not a membership category. It is status of the membership.</li> <li>• To be explicit that an Individual or Entity can only have a single membership. This is also an audit requirement.</li> </ul>
<b>II. SECTION MEMBERSHIP</b> 1. MEMBERSHIP CATEGORIES Rule C	C. All categories of membership of the Association are not transferable.	C. The Life membership is transferable under the following conditions: a. The Transferor's membership status must active (that is, not Absent, Expelled, Deceased, etc.) b. The Transferor's age must be more than 55 years at the next birth or the 1 <sup>st</sup> of January of the prevailing year. c. The Transferee must be the immediate family of the Transferor. d. The Transferee shall be a resident in Singapore at the time of the application and must not be a Life member. e. The Transferee must fulfil the	<ul style="list-style-type: none"> <li>• The proposal is for the SKA Life membership is to be made transferable.</li> <li>• The aim is to encourage young Sikhs to become SKA's members. This is to ensure continuity at the Association.</li> <li>• The spousal transfer is also aimed at enabling incapacitated SKA's members to allow their spouses to enjoy the SKA benefits on their behalf.</li> </ul>

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		<p>eligibility criteria for the SKA Life membership as per Rules &amp; Regulations.</p> <p>f. If the Transferee is a child of the Transferor, the former must not be more than 35 years old at the next birth or the 1<sup>st</sup> of January of the prevailing year.</p> <p>g. If the Transferee is the (legal) spouse, there is no (maximum) age criteria applied and must be aged 21 years and above.</p> <p>h. The Transferor shall pay to the Association a Transfer Fee of 25% of the prevailing Life membership fee.</p> <p>D. All other membership categories of the Association are non-transferable.</p>	
<p><b>II. SECTION MEMBERSHIP</b></p> <p>2. MEMBERSHIP, ELIGIBILITY, RIGHTS AND TENURE</p> <p>B. SPORTS MEMBERS</p>	<p>a. A person selected to represent the Association in a tournament and who is recommended by the Chairman, Sports Committee, and the Convener for that sport shall be eligible to be a Sports member, paying an annual subscription fee. Sports members shall have limited privileges and liabilities, as briefly described in the membership form, and in any event at the sole discretion of the Management Committee. Sports members shall</p>	<p>a. The Sports membership is open to sportspersons who represent the Association in competitive national leagues and tournament. Prospective Sports members must be proposed by Chairman, Sports Committee, and the relevant Sports section Convenor and are to pay an annual subscription. Sports members shall have limited privileges and liabilities, as briefly described in the membership form, and in any event at the sole discretion of the Management Committee. Sports members shall have</p>	<ul style="list-style-type: none"> <li>• This is to provide clarity to the clause.</li> </ul>

Rule(s)	Existing Rule(s)	Proposed Amendment(s)	Reasons for Amendment(s)
	have no voting rights nor be eligible for appointment to the Management Committee.	no voting rights nor be eligible for appointment to the Management Committee.	
<b>II. SECTION MEMBERSHIP</b> 2. MEMBERSHIP, ELIGIBILITY, RIGHTS AND TENURE B. SPORTS MEMBERS	b. A Sports member shall have the option to become a Life member of the Association upon fulfilling the eligibility criteria, and at a discounted rate as specified in paragraph 4 below.	b. The Sports membership shall be limited to those age 35 years and below. To continue to represent the Association in sports, the member may either convert the Sports membership to a Life or Associate Life membership, fulfilling the eligibility for the respective membership criteria, and paying the membership category joining fees at a discounted rate as specified in Paragraph 4 below.	<ul style="list-style-type: none"> <li>• The aim to encourage Sports members reaching 35 years to become Life or Associate Life members at a discounted rate even as they continue to remain actively involved in SKA's sports The proposed change gives individuals the opportunity to convert their Sports membership to a Life or Associate Life membership on attractive terms.</li> <li>• This is also to provide clarity to the clause.</li> </ul>
<b>II. SECTION MEMBERSHIP</b> 2. MEMBERSHIP, ELIGIBILITY, RIGHTS AND TENURE C. JUNIOR MEMBERS	a. A person qualifying to be a Life member and who is under the age of twenty- one (21) years is eligible to be a Junior member, paying an annual subscription fee. Junior members shall have limited privileges and liabilities, as briefly described in the membership form, and in any event at the sole discretion of the Management Committee. Junior members shall have no voting rights nor be eligible for appointment to the Management Committee.	a. A person who is under the age of twenty-one (21) years is eligible to be a Junior member by paying an annual subscription fee. Junior members shall have limited privileges and liabilities, as briefly described in the membership form, and in any event at the sole discretion of the Management Committee. Junior members shall have no voting rights nor be eligible for appointment to the Management Committee.	<ul style="list-style-type: none"> <li>• This is to expand and cater for non-Sikhs to join the Junior membership category and being able to participate in the relevant SKA activities.</li> <li>• This is to also provide clarity to the clause.</li> </ul>

Rule(s)	Existing Rule(s)	Proposed Amendment(s)	Reasons for Amendment(s)
	<p>b. A Junior member shall have the option to become a Life member upon fulfilling the eligibility criteria, and at a discounted rate as specified in paragraph 4 below. However, he will not have voting rights and nor be eligible to be appointed to the Management Committee, until he reaches the age of twenty-one (21) years</p>	<p>b. A Junior member, on reaching the age of twenty-one (21) years, will have Junior membership lapsed automatically. Thereafter, the Junior member can apply for a Life or Associate Life membership, fulfilling the eligibility for the respective membership criteria, by paying the membership category joining fees at a discounted rate as specified in Paragraph 4 below.</p>	
<p><b>II. SECTION MEMBERSHIP</b>  <b>2. MEMBERSHIP, ELIGIBILITY, RIGHTS AND TENURE</b>  <b>D. ASSOCIATE LIFE MEMBERS AND ASSOCIATE MEMBERS</b></p>	<p>b. Associate membership shall be open to persons of age 21 or above and are non-Sikhs, paying an annual subscription fee instead of an entrance fee. Associate members' privileges and liabilities shall be limited to accessing the jackpot room, the use of fruit machines and to avail any discounts at the food and beverage outlets situated at the Association's premises, such discounts to be set at the sole discretion of the Management Committee. Associate members shall have no voting rights nor be eligible for appointment to the Management Committee.</p>	<p>b. Associate membership shall be open to persons of age 21 or above paying an annual subscription fee instead of an entrance fee. Associate members' privileges and liabilities shall be limited to accessing the jackpot room and the use of fruit machines. Associate members shall have no voting rights nor be eligible for appointment to the Management Committee.</p>	<ul style="list-style-type: none"> <li>• Remove non-Sikhs as there are Sikh patrons for the jackpot room who are not members of any membership category.</li> <li>• Also delete "to avail any discounts at the food and beverage outlets situated at the Association's premises, such discounts to be set at the sole discretion of the Management Committee." This to is remove a loophole which may allow individuals patronise the members' lounge and enjoy other benefits by simply being an Associate member.</li> </ul>

Rule(s)	Existing Rule(s)	Proposed Amendment(s)	Reasons for Amendment(s)
<b>NEW MEMBERSHIP CATEGORY</b> SUPPLEMENTARY LIFE	NEW	a. A Supplementary Life membership is open to the legal spouses aged 21 years and above of existing Life members. b. Supplementary members are accorded the same privileges as Life members and subject to SKA’s Rules, Regulations and Byelaws. c. Supplementary Life members will not have voting rights and nor be eligible to be appointed to the Management Committee. d. Supplementary Life members will pay a one-time joining fee of 25% of the prevailing Life fee.	<ul style="list-style-type: none"> <li>• This change is aimed at promoting and enhancing SKA’s personification of being more a family than ‘individual’ club.</li> <li>• This would also allow SKA to organise and promote the relevant events and activities geared to the membership profile.</li> <li>• The aim is to ensure a varied membership at SKA and increase the patronage of the activities and facilities at the Association.</li> </ul>
<b>NEW MEMBERSHIP CATEGORY</b> SILVER LIFE SILVER ASSOCIATE	NEW	a. The Silver Life and Silver Associate membership is open to new members aged 55 years and above. b. Silver Life membership is for individuals who meet the eligibility of a Life member and Silver Associate membership is for other individuals. c. Silver Life and Silver Associate members will not have voting rights and nor be eligible to be appointed to the Management Committee. d. Silver and Silver Associate members will pay a one-time joining fee of 50% of the prevailing Life and Associate Life membership fee respectively.	<ul style="list-style-type: none"> <li>• The aim is to allow senior citizens to also be part of the Association and participate in its activities and sporting events.</li> <li>• This is in line with SKA’s recent emphasis on individuals who are in the “silver” years.</li> <li>• The aim is to increase the patronage of the activities and facilities at the Association.</li> </ul>

Rule(s)	Existing Rule(s)	Proposed Amendment(s)	Reasons for Amendment(s)
<p><b>II. SECTION MEMBERSHIP</b></p> <p>2. MEMBERSHIP, ELIGIBILITY, RIGHTS AND TENURE</p> <p>F. ABSENT MEMBERS</p>	<p>a. Any member leaving Singapore to go abroad for more than 3 months shall notify the General Secretary in writing before his departure and shall not be liable for the payment of any subscription during his absence. On his return he shall pay the usual subscription.</p>	<p>a. Any member leaving Singapore to go abroad for more than 3 months for the membership categories paying monthly subscription shall notify the General Secretary in writing before the member's departure and shall not be liable for the payment of any subscription during the member's absence. Upon return, the member shall continue to pay the usual subscription.</p>	<ul style="list-style-type: none"> <li>• This is to provide clarity to the clause.</li> </ul>
<p><b>4. ENTRANCE FEE &amp; SUBSCRIPTION</b></p> <p>C. SPORTS MEMBERSHIP</p>	<ul style="list-style-type: none"> <li>• A Sports member shall pay a subscription fee of \$35 per year (or \$90 for 3 years), plus taxes.</li> <li>• The Sports member may within 3 months of the expiry of membership, convert the Sports membership to Life membership, if eligible, by paying a discounted entrance fee. The discount shall be computed as ten percent (10%) for each year of Sports membership, subject to a maximum of seventy percent (70%) discount.</li> </ul>	<ul style="list-style-type: none"> <li>• A Sports member shall pay a subscription fee of \$35 per year (or \$90 for 3 years), plus taxes.</li> <li>• The Sports member can convert the Sports membership to Life or Associate Life membership, where eligible, by paying a discounted entrance fee for the respective membership. The discount for entrance fee shall be computed as ten percent (10%) for each <b>preceding year of continuous</b> Sports membership, subject to a maximum of seventy percent (70%) discount. The discount for the conversion of Sports membership to Life or Associate Life membership would be applicable within the 3 months of the expiry of the Sports membership.</li> </ul>	<ul style="list-style-type: none"> <li>• This is to provide clarity to the clause.</li> </ul>

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<p><b>4. ENTRANCE FEE &amp; SUBSCRIPTION</b></p> <p>D. JUNIOR MEMBERSHIP</p>	<ul style="list-style-type: none"> <li>A Junior member shall pay a subscription fee of \$35 per year (or \$90 for three [3] years), plus taxes.</li> <li>A Junior member, upon reaching the age of twenty-one (21) years, shall have his membership lapse automatically. A Junior member may, within twelve (12) months of reaching twenty-one (21) years of age, convert his Junior membership to Life membership by paying a discounted entrance fee. The discount shall be computed as ten (10) percent for each full year as Junior member, subject to a maximum of seventy (70) percent discount.</li> </ul>	<ul style="list-style-type: none"> <li>A Junior member shall pay a subscription fee of \$35 per year (or \$90 for 3 years), plus taxes.</li> <li>On reaching the age of twenty-one (21) years the Junior membership will lapsed automatically for the Junior member. The Junior member may, within 3 months of reaching twenty-one (21) years of age, convert the Junior membership to <b>Life or Associate Life membership</b>, where eligible, by paying a discounted entrance fee for the respective membership. The discount for entrance fee shall be computed as ten percent (10%) for each <b>preceding year of continuous</b> Junior membership, subject to a maximum of seventy percent (70%) discount.</li> </ul>	<ul style="list-style-type: none"> <li>This is to provide clarity to the clause.</li> <li>Expand the Junior membership to include both Sikh and non-Sikh members. To encourage non-Sikh youths to join SKA.</li> <li>Also change the timeline from 12 months to 3 months to be consistent with Sports membership.</li> </ul>
<p><b>XII. MEMBERS' PARTICULARS and GUESTS</b></p> <p>1. MEMBERS' PARTICULARS</p>	<p>A. Every member shall from time to time communicate to the General Secretary any change in his address or other particulars and all notices posted to such address shall be considered as having been duly given on the day following the date of posting.</p>	<p>A. A members' register shall be kept and shall contain the relevant particulars as name, category of membership, address, contact details and such other matters as this may be necessary and useful for the proper and efficient administration of this Constitution.</p> <p>B. Each member shall be responsible of ensuring the Assistant Secretary, Membership, is informed in writing of any change in the member's particulars</p>	<ul style="list-style-type: none"> <li>To provide clarity and coverage for the Register of Members.</li> </ul>

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		<p>as given at the time of application for membership and/or recorded from time to time in the Register.</p> <p>C. All notices posted shall be considered as having been duly given on the day following the date of posting.</p>	



**75<sup>TH</sup> ANNUAL GENERAL MEETING**  
**Proposed Amendments to SKA’s Rules and Regulations**  
**Disciplinary Matters**

Rule No(s)	Existing Rule(s)	Proposed Amendment(s)	Reasons for Amendment(s)
<p><b>II. MEMBERSHIP</b>  <b>6. EXPLUSION</b></p>	<p>A. Any member whose conduct is in the opinion of the Management Committee prejudicial to the interests of the Association may be requested by the Management Committee to resign after investigation at which the member concerned shall have the right to attend and if he does not resign within fourteen (14) days of such request may be expelled by a resolution carried by a majority of two-thirds of the Management Committee present at the meeting at which such resolution is moved.</p> <p>B. Any member so expelled shall have the right to appeal at the next Annual General Meeting and the decision of the Annual General Meeting shall be final.</p>	<p><b>II. MEMBERSHIP</b>  <b>6. DISCIPLINARY COMMITTEE</b></p> <p>A. The Management Committee shall have the power to appoint a Disciplinary Committee for such periods and on such terms as the Management Committee may deem fit for the purpose of disciplinary proceedings against members.</p> <p>B. The Disciplinary Committee shall comprise not less than 3 members of the Association one of whom shall be the Chairman of the Disciplinary Committee.</p> <p>C. All complaints against a member shall be in writing addressed to the General Secretary who shall refer the said complaint to the Disciplinary Committee.</p> <p>D. The Disciplinary Committee shall consider all complaints and may at its discretion dismiss any complaint if it is of the view that the complaint is frivolous, malicious &amp;/or vexatious.</p> <p>E. The Disciplinary Committee should it so</p>	<ul style="list-style-type: none"> <li>• The current disciplinary regime does not have a 2-tier process and burdens the Management Committee to conduct a hearing at 1<sup>st</sup> instance. The preferred option is for a Disciplinary Committee to be appointed and empowered to conduct an inquiry and empowered to dismiss the complaint or impose penalties on the member. The aggrieved member then has an option to lodge an appeal to the Management Committee whose decision will be final. There is therefore no need to have a provision allowing an appeal to the general body.</li> <li>• The option to ask the member to resign is taken away as being unnecessary since the decision for expulsion is arrived at after due inquiry and undermines the seriousness of the findings.</li> <li>• The Management Committee’s power to appoint a Committee of Inquiry is given more details such as</li> </ul>

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		<p>decide will hold a disciplinary hearing to investigate a complaint. The Disciplinary Committee will give notice to the member complained against of not less than fourteen (14) days' Notice of the hearing and the Notice shall include a copy of the written complaint made against the member.</p> <p>F. A member shall be deemed to be served with the Notice of hearing if such Notice be sent by pre-paid registered post to the member's residential address as recorded in the membership register.</p> <p>G. The member shall appear in person at the hearing. At the sole discretion of the Disciplinary Committee, an exception may be made for a member who is medically unfit or incapacitate to attend the hearing via an on-line platform.</p> <p>H. If the member fails to appear at the appointed date and time, the Disciplinary Committee may proceed with the hearing in the absence of the member after satisfying itself that the Notice of hearing was duly sent.</p> <p>I. The Disciplinary Committee shall not be bound by any formal rules of evidence and/or procedure. At the hearing, the</p>	<p>terms of reference and other powers and deadlines for reporting back to the Management Committee. it also provides for the Management Committee disciplinary action if they so require upon reviewing the Committee of Inquiry report.</p>

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		<p>member shall be informed of the case against him and shall be given the opportunity to adduce such evidence as may be appropriate to answer the case against him, including calling his own witnesses and cross-examining the complainant and any witnesses who may give evidence at the hearing.</p> <p>J. After the full hearing into the complaint, the Disciplinary Committee may dismiss the complaint or, if it is of the view that the case against a member is made out, impose any one or more of the following penalties on the members:</p> <ul style="list-style-type: none"> <li>i. censure him;</li> <li>ii. require him to give such undertaking as the Disciplinary Committee deems fit;</li> <li>iii. impose a fine not exceeding S\$1,000;</li> <li>iv. suspend his membership for a period of not more than twelve (12) months; and/or</li> <li>v. expel him from the Association.</li> </ul> <p>K. The decision of the Disciplinary Committee will be conveyed to the member by way of written Notice addressed to his residential address as recorded in the membership register by pre-paid registered post. The</p>	

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		<p>Complainant shall also be similarly notified of the decision of the Disciplinary Committee. The Complainant will have no right of appeal against the decision of the Disciplinary Committee.</p> <p>L. A member whose membership has been suspended, shall continue to be liable for payment of all monthly subscriptions and any such payments levied by the Association on its members during the period of his suspension.</p> <p>M. An expelled member shall not be eligible for re-admission as a member and shall not be a guest of any other member. Should the member wish to attend a private function at the Association, he must seek a written clearance from the Management Committee to do so.</p> <p>N. A member who is dissatisfied with the decision of the Disciplinary Committee imposed on him may appeal to the Management Committee whose decision shall be final.</p> <p>O. All appeals by the member against the decision of the Disciplinary Committee must be made within fourteen (14) days after the date the member is notified of</p>	

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		<p>the decision of the Disciplinary Committee. The Management Committee may at its absolute discretion extend the time within which the member may appeal.</p> <p>P. The appeal to the Management Committee must be in writing, setting out the grounds of the appeal. The Management Committee may, in its absolute discretion, direct the member to appear before the Management Committee for any clarification or explanation. The Management Committee shall not consider any matter not raised by the member at the Disciplinary Hearing before the Disciplinary Committee which could reasonably have been raised before the Disciplinary Committee. If the member fails to appear for the appeal, the Management Committee shall confirm the decision of the Disciplinary Committee.</p> <p>Q. The Management Committee may after considering the appeal either confirm the decision of the Disciplinary Committee or vary the decision on such terms as the Management Committee may decide. The decision shall be made upon a simple majority of the</p>	

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		<p>Management Committee members present at the time when the decision is made.</p> <p>R. There shall be no appeal against the decision of the Management Committee.</p> <p>S. Any penalty imposed by the Disciplinary Committee shall take effect after the expiration of a period of fourteen (14) days after notification by the Disciplinary Committee of its decision to the member. In the event of an appeal, the penalty will take effect immediately after the Management Committee's decision is notified to the member.</p> <p>T. The decision of the Management Committee of any appeal to it shall be conveyed to the member by written notice to his residential address as recorded in the membership register by pre-paid registered post. The Complainant will likewise be notified of the decision of the Management Committee by a written notice to his residential address by pre-paid registered post.</p>	

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<p><b>II. MEMBERSHIP</b> 6. EXPLUSION</p>		<p><b>II. MEMBERSHIP</b> 6A. COMMITTEE OF INQUIRY</p> <p>A. The Management Committee shall have the power to appoint a Committee of Inquiry to inquire into any matter relating to the Association which in the opinion of the Management Committee requires investigation by way of a Committee of Inquiry. It may also seek legal or other experts professionally, where deemed necessary.</p> <p>B. The terms of reference of the Committee of Inquiry will be set out by the Management Committee.</p> <p>C. The Committee of Inquiry will consist of a minimum of 3 members of the association and a maximum of 5 members of the association. The Management Committee will appoint the members of Committee of Inquiry and name one of them as the Chairman.</p> <p>D. The Committee of Inquiry will regulate its own procedure when conducting the inquiry and shall have access to all relevant documents and may interview any members or other persons whom the Committee of Inquiry consider relevant for it to arrive at its findings.</p>	<ul style="list-style-type: none"> <li>•</li> </ul>

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		<p>E. The Committee of Inquiry shall complete its report within four (4) months of its appointment and may seek an extension from the Management Committee to complete its report.</p> <p>F. Any member requested in writing by the Committee of Inquiry to attend the Inquiry and/or provide information or documents requested by the Committee of Inquiry shall co-operate with the Committee of Inquiry and provide all such assistance as may be necessary for the Committee of Inquiry to complete its inquiry.</p> <p>G. Upon receiving the written report from the Committee of Inquiry, the Management Committee shall consider the written report and may seek any clarification if deemed necessary.</p> <p>H. The Management Committee upon considering the written report of the Committee of Inquiry may take such action on the matter as recommended by the written report and/or may take such disciplinary action as may be necessary against any member arising from the report of the Committee of Inquiry.</p>	



Rule No(s)	Existing Rule(s)	Proposed Amendment(s)	Reasons for Amendment(s)
		<p>I. Should the Management Committee decide to take disciplinary action against any member arising out of the findings of the Committee of Inquiry, the Management Committee shall by notice in writing require the member to attend before the Management Committee to answer any charge(s) that may be laid against the member.</p> <p>J. The member shall have the right to attend and present his explanation following which the Management Committee shall decide whether to dismiss the charge(s) against the member or impose any one or more of the following penalties:</p> <ul style="list-style-type: none"> <li>i. censure him;</li> <li>ii. require him to give such undertaking as the Disciplinary Committee deems fit;</li> <li>iii. impose a fine not exceeding S\$1,000;</li> <li>iv. suspend his membership for a period of not more than twelve (12) months; and</li> <li>v. expel him from the Association.</li> </ul> <p>K. If the member fails to appear at the appointed date and time, the Management Committee may proceed with its decision in the absence of the</p>	

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		<p>member after satisfying itself that the Notice of hearing was duly sent.</p> <p>L. The decision of the Management Committee is final and there shall be no appeal from the decision.</p> <p>M. The member will be notified of the decision of the Management Committee by pre-paid registered post to the member's residential address as recorded in the membership register.</p>	
<p><b>X. GRIEVANCE PROCEDURES</b>  1. COMPLAINTS in RESPECT of SUB-COMMITTEE ACTIVITIES</p>	<p>A. Any complaint in respect of any games, sports, cultural functions or other activities of any sub-committee shall be made in writing to the respective Chairman, who shall thereupon convene a meeting of his committee and conduct an inquiry into such complaints.</p> <p>B. The respective committee shall have power to dispose of the matter in such manner as it deems fit, including the power to suspend a member from participating in any game or activity.</p>	<ul style="list-style-type: none"> <li>To delete this clause.</li> </ul>	<ul style="list-style-type: none"> <li>All disciplinary matters now come under one umbrella as stated above. Therefore, there is no need for separate grievance procedure relating to subcommittee activities.</li> </ul>

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	<p>C. Any member dissatisfied with the decision of the respective committee may appeal in writing to the Management Committee within seven days of the date of receipt of such decision. The decision of the Management Committee shall be final.</p>		
<p><b>X. GRIEVANCE PROCEDURES</b> 2. OTHER COMPLAINTS</p>	<p>A. Complaints by members on any matter not provided for herein shall be made in writing to the General Secretary who shall place such complaints before the Management Committee for consideration or action together with a record of the steps if any taken by the General Secretary in relation thereto. The decision of the Management Committee shall be final.</p>	<ul style="list-style-type: none"> <li>To delete this clause.</li> </ul>	<ul style="list-style-type: none"> <li>All disciplinary matters now come under one umbrella as stated above. Therefore, there is no need for separate grievance procedure relating to subcommittee activities.</li> </ul>
<p><b>XV. GENERAL</b></p>	<p>1. In event of a dispute arising amongst the members, they shall attempt to resolve the matter at an Extra Ordinary General Meeting in accordance with this constitution. Should the members fail to resolve the matter, they may bring the matter to a court of law for settlement.</p>	<p>1. In the event that any member of the association desires to institute legal proceedings against the association the member or members concerned shall attempt to resolve the matter within the association by Mediation by a panel of 3 members appointed by the Management committee. If the matter cannot be resolved by such Mediation the matter will then be referred for</p>	<ul style="list-style-type: none"> <li>It is not necessary to refer such matters to the general body for decision. Instead, mediation should be attempted within the Association and not resolve a further mediation by the Singapore Mediation Centre. If mediation fails, only then can the matter be brought to Court by the member.</li> </ul>

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		<p>Mediation by the Singapore Mediation Centre. Thereafter, if the matter is still not resolved. The matter can be referred to a Court of Law in Singapore for determination.</p>	