

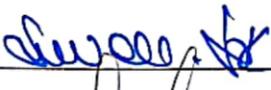
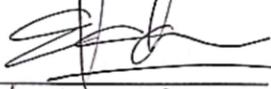
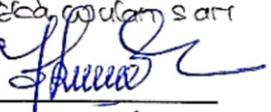
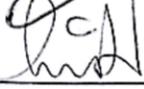
ANNEX A	
TITLE	PROCEDURE FOR DISCIPLINARY ACTION AGAINST A MEMBER COUNTRY
DESCRIPTION	Procedure for disciplinary action against a member country of SEARADO for breaches described in article 16 of the SEARADO Constitution.
OBJECTIVE	<p>The purpose of this document is to</p> <ol style="list-style-type: none"> 1. Define the reasons for declaring member countries in breach. 2. Establish the disciplinary procedure for investigation of the breach 3. Establish the consequences for a member country committing a breach 4. Establish processes for the reinstatement and readmission of member countries.
REASONS FOR DECLARING MEMBER COUNTRIES IN BREACH	<p>The member countries of the SEARADO voluntarily and consciously accept the provisions in Article 16 of the Constitution describing the conditions which may warrant sanctions, including suspension or expulsion, as follows:</p> <p>Countries</p> <ol style="list-style-type: none"> 1. whose conduct is detrimental to the spirit, integrity, and interests of SEARADO or is calculated to bring disrepute to SEARADO's standing and reputation; or 2. whose suspension or expulsion has been recommended by WADA based on a declaration of non-compliance of the Code or any other reason; or 3. whose conduct, with reference to this Constitution warrants sanction; or 4. whose actions display a clear lack of commitment to comply with the regulations, technical and operational aspects of SEARADO's mission and objectives¹. <p><i>¹Lack of commitment may be demonstrable through (but not limited to) the following examples: 1. The lack of the nomination of a representative of the member country. 2. The lack of, or withdrawal of budget dedicated to the Member Countries' Anti-Doping Program. 3. Administrative silence of the member country (absence of physical or electronic response, despite reasonable attempts by SEARADO to communicate with the Member country). 4. Gross non-fulfilment, or non-action by a member country towards the objectives set out in the Annual Operational Plan</i></p>
DISCIPLINARY PROCEDURE	<p>Where there is evidence or reasonable grounds to believe that a member country may have committed one or more of the breaches described in Article 16, an Inquiry Commission (IC) comprising three members will be appointed by Chairman SEARADO.</p> <p>The Three member IC shall be independent of the member country being investigated and shall comprise at least one lawyer affiliated with Anti-Doping from among the member countries.</p> <p>The Terms of Reference for the IC are:</p>

	<ol style="list-style-type: none"> 1. To establish facts concerning the alleged breach, including the culpability of the member country's anti-doping organisation towards the commitment of the breach. 2. To make recommendations on appropriate and proportional sanctions, based on the range set out in the "Sanctions" section of this document. 3. In cases of temporary suspension, the IC should also recommend the duration and extent of consequences to be applied during the period of suspension, and the conditions attached, if any. 4. To provide in writing the rationale for its recommendations. <p>Administrative support for the IC will be provided by the SEARADO office.</p>
SANCTIONS	<p>Sanctions range from an official warning, to permanent expulsion of a member country. The sanctions are:</p> <ol style="list-style-type: none"> 1. Official written warning; or 2. Suspension of specified funding, grants or privileges administered or facilitated through SEARADO for a period not exceeding 24 months; or 3. Temporary membership suspension for an unspecified period with specified conditions for re-instatement. If a period of suspension exceeds 24 months without fulfillment of specified reinstatement conditions, review will be undertaken by the SEARADO board to determine if further suspension or expulsion is warranted. 4. Expulsion from SEARADO <p>In cases of temporary membership suspension, the following list of privileges shall be withdrawn for the duration of suspension:</p> <ol style="list-style-type: none"> 1. The right to attend and vote at SEARADO board meetings¹ 2. Attendance at SEARADO organized events, including its training sessions². 3. Funding, grants or privileges administered or facilitated through SEARADO regardless of the origin of the funds, which may include WADA, UNESCO and other sources. 4. Participation in International Cooperation Projects as part of SEARADO 5. Support, including advise, expertise, and coordination provided by SEARADO office, other than that which may be necessary, as determined by the SEARADO office, to assist in reinstatement efforts of the member country. 6. Any other privileges deemed necessary by the SEARADO Board to be withdrawn for the period of suspension. <p>¹ Chairman SEARADO may, at his/her discretion, invite a suspended member country's MCR to attend a board meeting during a period of suspension as an observer without voting rights. Such attendance at the meeting may be virtual or in-person without any funding support from SEARADO.</p> <p>² Some discretion by the SEARADO office is possible in allowing a suspended country to attend an organized event if the event assists in a rehabilitative or reinstatement effort</p>

	<p><i>of the suspended member country, and if no additional organizational costs to SEARADO are incurred through the country's participation. If the event is co-organised, or co-funded with another agency, the co-organising or co-funding agency's permission must also be sought.</i></p>
<p>FINAL DETERMINATION OF SANCTION BY SEARADO BOARD</p>	<ol style="list-style-type: none"> 1. The SEARADO board shall make a final determination of sanctions with due consideration to the IC's findings and recommendations, and any other relevant inputs, including WADA's statutes or inputs. 2. A special meeting may be convened for this purpose, in accordance with the terms stipulated in article 34. 3. All sanctions shall be determined by a simple majority vote of the Member Country Representatives present, with the exception of expulsion for which a supermajority vote of Member Country Representatives present is required. 4. Decisions taken by the Board will be recorded and notification sent to the NADO if applicable, and to the sport and public authorities (NOC and Government) of the sanctioned country, communicating the reason for the sanction, its consequences and the requirements for reinstatement, if applicable. A copy of the notification will be sent to WADA's RADO Development Program Relations Office. 5. The decision of the SEARADO Board shall be final.
<p>PROCEDURE FOR REINSTATEMENT OR RE-ADMISSION TO SEARADO</p>	<p>Temporary membership suspensions:</p> <ol style="list-style-type: none"> 1. Reinstatement of a sanctioned member country will be automatic upon completion of the sanction period where a fixed period sanction was imposed with no conditions for reinstatement stipulated. 2. Where condition(s) for reinstatement were stipulated, the sanctioned member country would be required to submit proof that the stipulated conditions were met before re-instatement is considered. 3. The SEARADO board shall make the final decision on reinstatement based on a simple majority vote with due consideration to the submissions that stipulated conditions for re-instatement have been met 4. Upon confirmation of reinstatement, SEARADO office will communicate acceptance of reinstatement to the country's sport and public authorities (NOC and Government) with a copy sent to WADA's RADO Development Program Relations Office. <p>Expulsion:</p> <ol style="list-style-type: none"> 1. If a country seeks to be re-admitted to SEARADO after expulsion, a fresh application to SEARADO is required. In addition to meeting the conditions for admission stipulated in article 14 of the Constitution, evidence of actions taken to address the reasons for expulsion must be provided before the admission request can be considered. <p>The decision to re-admit a previously expelled member country will be made by the SEARADO board based on a supermajority.</p>

AGREEMENT BY SEARADO BOARD

We, representing our respective National Anti-Doping Organisations, having duly considered the contents of this Constitution Annex version 1.2, fully and unequivocally accept and accede to this Constitution Annex which was deliberated on 4th April 2023 in Phnom Penh, Cambodia.

COUNTRY	NAME	SIGNATURE/DATE
Brunei Darussalam	SULWATI KANTORI	
Cambodia	SAROEUN SOK	
Indonesia	Gatot S Dewa Broto	 dr. Eka, Endang Sari
Laos	DR SILINTHANE	
Malaysia	MS AZURA ABIDIN	
Myanmar	DR. HTET VVAI	
Philippines	DR. ALEJANDRO V. PINEDA, JR	
Timor-Leste	MR FERNANDO DA COSTA	
Singapore	Dr. PATRICK GERT OON HOON	
Thailand	DR HILARY FARWOOD	
Vietnam	DR NGUYEN VAN PHU	