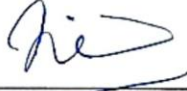
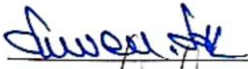

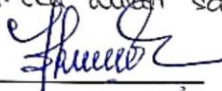




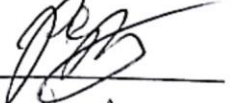




<b>ANNEX B</b>	
<b>TITLE</b>	<b>PROCEDURE FOR DISCIPLINARY ACTION AGAINST AN INDIVIDUAL MEMBER COUNTRY REPRESENTATIVE</b>
<b>DESCRIPTION</b>	Procedure for disciplinary action against an MCR for breaches described in article 28(8) of the SEARADO Constitution.
<b>OBJECTIVE</b>	<p>The purpose of this document is to</p> <ol style="list-style-type: none"> <li>1. Define the reasons for declaring MCR in breach.</li> <li>2. Establish the disciplinary procedure for investigation of the disciplinary breach</li> <li>3. Establish the consequences of the MCR committing a disciplinary breach</li> </ol>
<b>REASONS FOR DECLARING MCR IN BREACH</b>	<p>The member countries of the SEARADO voluntarily and consciously accept the provisions in Article 28(8) of the Constitution describing the conditions which may warrant expulsion of a country's MCR from SEARADO as follows:</p> <ol style="list-style-type: none"> <li>1. Conduct detrimental to the spirit, integrity and interests of SEARADO or calculated to bring disrepute to SEARADO's standing and reputation; or</li> <li>2. Conduct, with reference to this Constitution that warrants expulsion from the SEARADO Board.</li> </ol>
<b>DISCIPLINARY PROCEDURE</b>	<p>Where there is evidence or reasonable grounds to believe that an MCR may have committed one or more breaches described in Article 28(7), an Inquiry Commission (IC) comprising 3 members will be appointed by Chairman SEARADO.</p> <p>The Three member IC shall be independent of the country represented by the MCR being investigated, and shall comprise at least one lawyer affiliated with Anti-Doping from among the member countries</p> <p>The Terms of Reference of the IC are:</p> <ol style="list-style-type: none"> <li>1. To establish facts concerning the alleged breach, including the culpability of the MCR towards the commitment of the breach.</li> <li>2. To make recommendations for or against expulsion.</li> <li>3. To provide rationale for its recommendations In writing.</li> </ol> <p>Administrative support for the DC will be provided by the SEARADO office.</p>
<b>SANCTIONS</b>	<p>Expulsion of the MCR from the board of SEARADO.</p> <p><i>The affected member country will be required to nominate a new MCR in accordance with article 20 of the constitution.</i></p>
<b>FINAL DETERMINATION OF SANCTION BY SEARADO BOARD</b>	<ol style="list-style-type: none"> <li>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 or submissions.</li> <li>2. Where necessary, a special meeting may be convened for this purpose, in accordance with the terms stipulated in article 34.</li> </ol>

3. A decision shall be determined by a simple majority vote of the Member Country Representatives who are present
4. Decisions taken by the Board will be recorded and notification sent to the NADO if applicable, and to the the sport and public authorities (NOC and Government) of the sanctioned MCR's country, communicating the reason for the sanction. if applicable. A copy of the notification will be sent to WADA's RADO Development Program Relations Office.
5. The SEARADO Board's decision shall be final

#### 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	SUKARNA WATIRU	 _____
Cambodia	SORREAN SOE	 _____
Indonesia	Gatot S Dewa Brofo	 Dr. Eka Wulan Sari
Laos	DR SILINTHONE	 _____
Malaysia	AZURA ABYDIN	 _____
Myanmar	Dr. HTET WAJ	 _____
Philippines	DR. ALEJANDRO V. PINEDA, JR	 _____
Timor-Leste	MR FERNANDO DA COSTA	 _____
Singapore	Dr-Praveen Goh Oon Hong	 _____
Thailand	DR HILARY INWOOD	 _____
Vietnam	DR NGUYEN VAN PHU	 _____