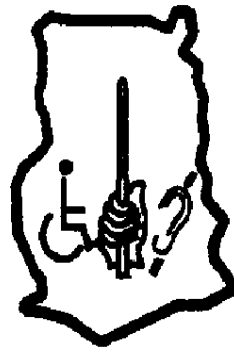


GHANA FEDERATION OF THE DISABLED

REVISED CONSTITUTION (2008)



PREAMBLE

Recalling the charter of the United Nations and the International Bill of Human Rights and various relevant International instruments and conventions, especially, the convention on the Rights of Persons with Disabilities,

Reaffirming the importance of access to the physical, social, economic and cultural environment, to health, education, employment, transportation, and to information and communication for persons with Disabilities to fully enjoy the Human Rights and the fundamental freedoms enshrined in the 1992 Constitution, the laws of the Republic of Ghana, especially the Persons with Disability Act, 2006 (Act 715) and the National Disability Policy,

Mindful of the need to promote the realization of the objectives of the said constitution, laws and policy,

Emphasizing the need to incorporate a gender perspective in all efforts to promote the full enjoyment of Human Rights and Fundamental freedoms by persons with disabilities,

Acknowledging that discrimination against any person on the basis of disability is a violation of the inherent dignity and worth of the Human person,

Emphasizing the importance of mainstreaming of disability issues as an integral part of sustainable national Development,

Considering that persons with Disabilities should have the opportunity to be actively involved in decision making processes about policies and programs, including those directly concerning them,

Recognizing that persons with disabilities are as diverse as their needs, problems and concerns,

Bearing in mind the need for persons with disabilities to unite, coordinate their activities and speak with one voice on all issues concerning the disability movement,

The Organizations of Persons with Disabilities under the non-political and non-profit making umbrella of the Ghana Federation of the Disabled hereby adopts this constitution.

ARTICLE 1: NAME & MOTTO

1.1 The name of the Federation shall be: Ghana Federation of the Disabled and the acronym shall be – GFD.

1.2 The motto of the Federation shall be: “Strength in Unity”.

ARTICLE 2: AIMS & OBJECTIVES

The aims and objectives of the federation shall be:

- (A) To promote the principles set forth in the preamble to this constitution;
- (B) To advance the common interest of persons with disabilities;
- (C) To promote the training, education, and employment of PWDs through OPWDs;
- (D) To co-operate with other organizations having similar or corresponding interests or objectives;
- (E) To serve as a pressure group on all matters affecting PWDs;
- (F) To promote gender equality and the human rights of persons with disabilities including children with disabilities, as enshrined in the constitution and the laws of Ghana, including the right to employment, education, transportation and health services and
- (G) To promote access to services, activities, information and documentation.

ARTICLE 3: MEMBERSHIP

3.1 Membership of the Federation shall comprise the following founding members – The Ghana Association of the Blind (GAB), Ghana National Association of the Deaf (GNAD), and the Ghana Society of the Physically Disabled (GSPD), who shall

continue to retain their autonomous individual disability grouping and any other legally constituted and registered organizations of PWDs in the country.

3.2 Associate Membership to this Federation shall be extended to organizations for and with interest in disability issues, but shall not have voting rights.

3.3 There shall be a registration fee for new members. This shall be determined by the Delegates Assembly.

3.4 The criteria for admission of new members of the Federation shall include;

- a. Geographical character
- b. Numerical strength
- c. A democratic structure (constitution)
- d. Evidence of membership
- e. Period of existence and such other conditions as may be prescribed by the Federation.
- f. Evidence of Registration with the appropriate national and public institutions such as the registrar general and the department of social welfare.

ARTICLE 4: MATTERS FOR THE FEDERATION AND MEMBER ORGANIZATIONS

4.1 The Federation shall deal with matters that are common, general or cross cutting in relation to the disability movement.

4.2 The member organizations of the Federation shall deal with matters and aspects of matters that are peculiar to their members.

ARTICLE 5 : FUNDING

5.1 All member organizations of this Federation shall pay an annual subscription to be determined by the Delegates Assembly.

5.2 Associate members shall actively support programmes and activities of the Federation.

5.3 The Federation shall solicit, receive and accept gifts, bequests or legacies of any description for the achievement of the objectives of the Federation.

ARTICLE 6: DELEGATES ASSEMBLY AND ITS BUSINESS

6.1 The Delegates Assembly shall comprise the Executive Board members and ten (10) delegates each from the member Organizations of the Federation, except that a member organization that is not national in character shall be represented in proportion to its size.

6.2 Not less than forty (40) percent of the number of delegates at the delegate assembly shall be made up of women.

6.3 Each member shall exercise a single vote on any issue discussed at the Assembly.

6.4 In case of equality of votes the president shall have a casting vote.

6.5 The Delegate Assembly shall consider and adopt:

- a. The report of the Executive Director;
- b. The report of each member organization;
- c. The audited accounts of the Federation and the
- d. the work plan and budget of the Federation.

6.6. The Delegate Assembly shall review:

- a. membership registration fees and
- b. membership subscription dues.

6.7 The Delegate Assembly shall :

- a. Ratify the admission of new members;
- b. appoint the executive board and
- c. consider any other matter concerning the federation and its member organizations.

ARTICLE 7 : THE EXECUTIVE BOARD: COMPOSITION, TENURE AND FUNCTIONS

7.1 The Executive Board shall comprise:

- a) The substantive Presidents of the member Organisations of Persons with Disabilities (OPWDs);
- b) The Presidents of the women's Wings of the organizations.
- c) Any other member nominated by each of the member organizations.
- d) One nominated member of the disability network.
- e) The Executive Director of the GFD as ex-officio member.

7.2 The Office Bearers shall be;

- a. President
- b. First Vice President
- c. Second Vice President
- d. Seven appointed members
- e. Executive Director as Board Secretary

7.3 (a).The tenure of office of the President and the executive board shall be two (2) years.

- (b) The positions of the Presidents shall rotate among the member organizations.

7.4 (a) The Executive Board shall have general supervision of the affairs of the Federation between its Delegates Assemblies.

- (b) Shall make recommendations to the Organizations of Persons with Disabilities, the Secretariat and the Delegates Assembly.
- (c) Shall perform such other duties as are specified in the Constitution.
- (d) The Board shall implement the decisions of the Delegates Assembly.
- (e) The Board shall be responsible for the true accounts of all monies received or expended and of all assets and liabilities of the Federation.
- (f) The Executive Board shall reserve the right to appoint committees to deal with specific issues.
- (g) 1. The Board shall submit the accounts of the outgoing fiscal year to the auditors not later than three months after the close of the year.
2. The Board shall submit to the Annual delegates Assembly of the Federation the final account as the close of the previous year.

ARTICLE 8: POWERS AND DUTIES OF THE OFFICE BEARERS

8.1 President Shall:

- a. convene all meetings of the Board;
- b. supervise the activities of the Federation;
- c. implement the decisions of the Delegates Assembly and the Executive Board;
- d. be co-signatory to the Federation's Accounts.
- d. represent the Federation at Forums.

8.2 (a) The First vice President shall:

- a. assist the President in the performance of his functions and duties;
- b. be co-signatory to the Federation's Bank Account and
- c. act as President in the absence of the president.

8.3 The second Vice President shall:

- a. act as first Vice President when the first vice president acts as president;
- b. be co-signatory to the Federation's bank account and
- c. act as president in the absence of both the president and the second vice-president.

ARTICLE 9: MEETINGS

9.1 The Delegates Assembly shall be held every two years.

9.2 Executive Board shall meet quarterly (four times in a year).

9.3 (a) Notice concerning Delegates Assembly shall be served at least two (2) months in advance.

(b) Notice concerning Executive Board meeting shall be served at least one (1) month in advance.

9.4 The quorum for meetings shall:

- (a). in the case of the Delegate Assembly be two-thirds of the delegates expected to attend;
- (b). In the case of the Executive Board two-thirds of the number of the members.

9.5 Emergency Meetings shall be held as and when necessary.

9.6 All decisions on important matters shall be taken by consensus or by a two-thirds majority of those present and voting.

ARTICLE 10 : THE SECRETARIAT

10.1 There is established by this constitution a Secretariat which shall:
be accessible to all members.

10.2 There shall be an Executive Director of the Secretariat who shall be appointed by
the Executive Board, and he/she shall perform the following functions.

- (a) Shall convene meetings in consultation with the President
- (b) Shall keep minutes of all meetings.
- (c) Shall conduct general correspondence of the Federation and keep necessary records.
- (d) Shall carry out the supervision of the day to day activities of the Secretariat.
- (e) Shall be responsible for the implementation of the decisions taken by the Delegates Assembly and by the Executive Board.
- (f) Shall prepare reports of the Federation in consultation with the President.
- (g) Shall appoint other junior administrative staff as and when necessary
- (f) Shall be co-signatory to the Federation's Accounts

10.3 Other Staff: The Executive Board shall appoint such other senior administrative staff as it may deem necessary

ARTICLE 11: FINANCIAL ADMINISTRATION

11.1 Money not to be directly used for the day to day administration/activities of the Federation shall be deposited in such bank or banks as may be approved by the Executive Board.

11.2 Bonds, Securities, or other capital assets shall be kept in a safe way as advised by the Auditors of the Federation.

11.3 The books of accounts shall be kept at the Federation's Secretariat.

11.4 The accounts shall be inspected by an external auditor at the end of the fiscal or financial year.

11.5 The auditing shall be concluded within three months from the date the accounts are received by the auditors.

11.6 The auditors shall be authorized to inspect and report on the affairs of the Federation and its accounts annually.

11.7 The President of the GFD and any two of the (4) signatories to the accounts are authorized to issue and draw Cheques on behalf of the Federation.

ARTICLE 12: REGISTRATION

12.1 The Federation shall be registered at the Registrar-General's Department as an Association Limited by Guarantee and at the Department of Social Welfare as a voluntary organization.

12.2 The Federation shall be affiliated to other similar International and Local bodies.

Article 13: JOINT Committees of Organization of Persons with disabilities.

13.1 The Federation may establish branches and joint committees of Organization of Persons with Disabilities in each region and districts,

13.2 The Federation shall inform the national secretariats of member organizations sufficiently, of its dealings with the joint committees of organizations of persons with disabilities.

ARTICLE 14: AMENDMENTS

14.1 Amendments to this Constitution shall be approved by consensus at a Delegates Assembly.

14.2 Any proposed Amendment shall be communicated to member organizations and the executive board among member organizations and the Executive board not less than 4 months prior to the Delegates Assembly at which it is intended to be considered.

14.3 The decision to recommend a proposed constitutional amendment for the consideration of the Delegate assembly shall be made by the votes of a two- thirds majority of the executive board.

ARTICLE 15: DISSOLUTION

15.1 The dissolution of the Federation shall require decisions by two-thirds (2/3) vote at two (2) consecutive delegates Assemblies.

15.2 In the event of the dissolution of the Federation, all funds, assets and liabilities shall be equally shared among the member Organizations of the Federation.

15.3 Any resolution to dissolve the Federation should be involve the participation and consent of all member organizations.

ARTICLE 16: CONFLICT RESOLUTION

16.1 The member organizations of the federations shall attempt in good faith to negotiate a settlement to any dispute or difference that may arise.

16.2 If the dispute or difference is not resolved by negotiation the member organizations shall refer it to mediation.

16.3 If the member organizations fail to resolve the dispute or difference within 30 days of the commencement of mediation, the dispute or difference shall be referred to arbitration in accordance with the arbitration act, 1951 (Act 38).

ARTICLE 17 SANCTIONABLE CONDUCTS

17.1 The following shall constitute grounds for sanctions;

(a) Any conduct likely to bring the name or image of the federation into disrepute, public ridicule or contempt;

(b) Any conduct involving criminality, illegality, fraud or moral turpitude and

(c) Incompetence, negligence, mismanagement or inability to perform the functions or duties of one's office.

17.2 Upon receipt of a complaint in relation to any matter which constitute a ground for sanctions from an individual who is a member of any of the organizations which form the federation, the executive board shall set up a committee of not more than five persons to enquire into the matter.

17.3 The committee which shall sit in-camera shall submit a report together with its recommendations to the executive board within two weeks.

17.4 The executive board shall consider the report of the committee and take actions upon it as it deems appropriate.

17.5 Where a vacancy occurs as a result of the removal or suspension of an officer by the executive board, the member organization to which the officer belongs shall nominate an individual to fill the vacancy for the remainder of the term of the officer removed or suspended.

Article 18 : STANDING ORDERS

18.1 The Federation shall have power to:

- a) Establish committees as and when necessary,
- b) Appoint Patrons or a Board of Trustees.

18.2 The criteria for the appointment of members to the board of patrons or trustees will be determined by the executive board and ratified by the Delegate Assembly.

18.3 Considerations regarding eligibility for nomination or appointment to the bodies or organs of the federation shall include sensitivity to gender and disability.

18.4 Any issue relating to the interpretation of this constitution shall be determined or clarified by the board or a relevant committee with the assistance of a legal resource person.

18.5 This constitution shall be interpreted in accordance with the 1992 constitution of the republic of Ghana and in case of conflict the latter shall prevail.

Promulgated 1987

