

SOUTH AFRICAN BASS ANGLING ASSOCIATION

BY LAW M TO THE CONSTITUTION



PROVINCIAL COLOURS REGULATION

COMPILED AUGUST 2016

Revised January 2017

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1. INTRODUCTION

- 1.1. In a professional sporting environment, a Provincial Team cannot only concentrate on team performance, but also need to give attention too professional behaviour and appearances. It is not the achievement a team, nor their manners, nor the clothes that make them professional, but rather all of those things together. The way an anglers' dresses make a statement about the way the anglers see the world and his or her place in it. Clothing has symbolic as well as practical value.
- 1.2. Many anglers believe in their individual right to freedom of expression and that discriminatory regulations in a Dress Code will restrict their rights. If a dress code is carefully drafted and based on the anglers needs and is applied uniformly, it generally will not violate angler's rights.
- 1.3. The same principles regarding professional behaviour, image and appearances shall also be applicable on the General Meetings and other official events. It is therefore also important setting a dress code to which delegates must comply.

2. FAIR SELECTION PROCESS

- 2.1. For the purposes of awarding provincial colours, a selection process shall only be deemed fair, if trials with an approved selection process were held to select such team's and that reasonable, fair and equal opportunities were provided for every eligible angler that qualified to participate in such trials.
- 2.2. A selection process shall be deemed unfair and inequitable if:
 - 2.2.1. an eligible angler is excluded from such team on the basis of them being a POC with limited resources. This provisions shall not be construed as creating a financial obligation of any sort whatsoever on the part of Association/Union to finance or find funding for any team, any trials, any member of any team; and
 - 2.2.2. an eligible angler is excluded from such team because of negative discrimination, which grounds for discrimination may include religious, gender, colour, sexual orientation, etc.

3. REQUIREMENT FOR PROVINCIAL COLOURS

Provincial colours may only be considered for a team who can submit proof that he or she is of a South African nationality, i.e. they must be in possession

of a valid South African passport and Identity document. Members with South African resident permits are eligible.

4. PARTICIPATION REQUIREMENT FOR COLOURS

4.1. Provincial Colours may be awarded specifically to:

- 4.1.1. an angler who actually participates as a member of a representative team; and
- 4.1.2. the official reserves of such a team, if merited and as determined by the technical rules and regulations of the NA/NF;
- 4.1.3. the Managers and Captain of such a team.

4.2. Office bearers of the Association/Union Management Committee.

4.3. The authority to award colours to any individual vests with the Management Committee, acting in consultation with the Executive Council.

4.4. Notwithstanding this regulation, the Executive Council have a duty to ensure the prestige of provincial colours and to protect the latter against abuse and/or misuse.

5. COLOURS

5.1. The Association/Union shall be entitled to use its own colours, emblems and insignia that it awards and uses in its sole discretion. Provided that member colours should be used for honorary / long service awards and when competing against other provinces during National Championships in the following categories:

- 5.1.1. Seniors.
- 5.1.2. Ladies.
- 5.1.3. Juniors.
- 5.1.4. Masters.
- 5.1.5. Veterans.

5.2. A club shall not be allowed to use the provincial colours as its colours.

6. SPORTING CODE SPECIFICATION ON THE BADGE

A members' colours must clearly indicate the relevant code that will appear on the badge and the words captain and/or manager must, if applicable, appear under the badge as the case may be.

7. STEP OUT DRESS CODE

7.1. Senior & Junior Ladies (step outs):

- 7.1.1. _____ Blazer
- 7.1.2. _____ Skirt and or _____ Pants
- 7.1.3. White blouse
- 7.1.4. _____ Jersey
- 7.1.5. Black Shoes with silk stockings

7.2. Senior and Junior Men (step outs):

- 7.2.1. _____ Blazer
- 7.2.2. _____ trousers
- 7.2.3. White shirt
- 7.2.4. _____ Tie
- 7.2.5. _____ Jersey
- 7.2.6. Black shoes with grey socks

7.3. The colour description of the trousers/shirt and pants is described by the official clothing supplier.

8. COMPETITION DRESS CODE

8.1. The competition dress is sport specific and consists out of the following;

- 8.1.1. _____ Pants/Shorts.
- 8.1.2. _____ Shirt.
- 8.1.3. _____ Tracksuit.
- 8.1.4. _____ Raincoat.
- 8.1.5. _____ Hat.

8.2. Team Managers / Captains should ensure that participants are appropriately dressed, where the nature of the sport demands specific and safety-attire. This can apply to situations where severe cold or heat might endanger the participants.

9. CASUAL CLOTHING

- 9.1. Even casual dress policies should specify what clothing is inappropriate and any special requirements for anglers who deal with the public.
- 9.2. The angler's appearance is a mirror that reflects the angler's personal style in the context of the team's culture. What an angler wears reflects his personality.
- 9.3. Items prohibited by the dress code include:
 - 9.3.1. Tank tops, halter tops, baggy t-shirts or muscle shirts,
 - 9.3.2. clothing with foul language or obscene images,
 - 9.3.3. torn clothing,
 - 9.3.4. sweat pants or sweat suits.

10. OTHER DRESS CODE RELATED ITEMS (GUIDELINES)

- 10.1. Hair - Hair should be clean and neat.
- 10.2. Nails - Nails must be neat and kept at a length that will not interfere with the participant's duties as team member.
- 10.3. Skirts/Dresses – Skirt length shall be appropriate.
- 10.4. Pants/Slacks - Pants shall be tailor made (not tight fitting).
- 10.5. Pants must be worn properly at the hips. No-one should dress in a way that his/her underwear is partially or totally exposed.
- 10.6. Shoes - Shoes must be clean and in good condition. Ladies shoes shall be formal type with the formal attire.
- 10.7. Head gear - Headgear worn for religious purposes is permissible.
- 10.8. Misuse of alcohol and smoking prohibited substances is prohibited in any dress.

11. ENFORCING THE DRESS CODE

- 11.1. Communication on the dress code. Team managers are responsible to alert anglers of policy, any revisions, and the penalties for non-compliance.

- 11.2. Team managers must explain the dress code policy to team members.
- 11.3. The Executive Council is responsible to ensure the applying of the dress code policy uniformly by all teams.
- 11.4. The Executive Council may make reasonable accommodation when the situation requires an exception. Be prepared to accommodate requests for religious practices and disabilities, such as head coverings and facial hair.
- 11.5. The Executive Council with the support of the team managers must apply consistent discipline for dress code violations. When disciplining violators, point out why their attire does not comply with the code and what they can do to comply.
- 11.6. Keep in mind that many of the anglers will object to rules that require them to completely revamp existing clothing. It is not a team member's choice whether he/she wants to acquire new apparel or not. It is the Association/Union decision and all the anglers will adhere to changes.
- 11.7. The Executive Council must seek members input as well as management's viewpoint. If anglers play a part in creation of the dress code, implementation of the code will be a much more positive experience.
- 11.8. The Executive Council must be flexible and realistic. Recognize that what is appropriate dress for the anglers.

12. GENERAL MEETING DRESS CODE

The following Dress Code shall be applicable on delegates attending the Association/Union attending official Meetings:

- 12.1. General Meetings & Special General Meetings – Informal (Smart Casual Dress).
- 12.2. Annual General Meetings: Colour and Tie (Step Out Dress).

13. CONTRAVENTIONS

Any person who contravenes or fails to comply with any provision of the policy shall be subjected to the appropriate action as determined by the Executive Council.