

2017/18

REGLEMENT F

REGULATION F

JUKSKEI SA

TRANSFORMASIE MANIFES

TRANSFORMATION MANIFES



INHOUD / INDEX

NR	ARTIKELBESKRYWING	ARTICLE DESCRIPTION	
	AGTERGROND VAN PROSES	PROCESS BACKGROUND	3
1	VOORWOORD	PREAMBLE	3
2	VERBINTENIS	COMMITMENT	3
2.1	’n Ingefaseerde beskouing van transformasie	A phased view on transformation	4
2.2	Dringendheid van die regstellingsfase	Urgency of the redress phase	5
3	DOEL VAN MANIFES	AIM OF CHARTER	5
4	WAARDES	VALUES	6
4.1	Vryheid en outonomie	Freedom and autonomy	6
4.2	Uitnemendheid en gehalte	Excellence and quality	6
4.3	Billikheid	Fairness	7
4.4	Diens	Service	7
4.5	Integriteit	Integrity	8
5	KONSTITUTIEWE BEGINSELS VAN ’N HOËGHEALTE, BILLIKE, NIE-RASSIGE EN NIE-SEKSISTIESE FEDERASIE	CONSTITUTIVE PRINCIPALS OF A HIGH-QUALITY, EQUITABLE, NON-RACIAL AND NON-SEXIST FEDERATION	9
5.1	Verbandhoudend met die intrinsieke aard van die Federasie	Relating to the intrinsic nature of the Federation	9
5.2	Verbandhoudend met Jukskeikultuur en gehalte	Relating to Jukskei culture and quality	9
5.3	Verbandhoudend met diversiteit en die sosiale konteks	Relating to diversity and social context	10
5.4	Verbandhoudend met werksomgewing	Relating to the work environment	11
5.5	Verbandhoudend met atleetlewe	Relating to athlete life	11
5.6	Verbandhoudend met beheer en bestuur	Relating to governance and management	11
6	WYSIGINGS	AMENDMENTS	12

	KONTEKSTUALISERING	CONTEXTUALIZATION
	<p>Agtergrond van die proses Hierdie Transformasie Manifes is onder andere die resultaat van 'n taakspan wat deur die Direksie van Jukskei SA saamgestel is.</p>	<p>Process background This Transformation Charter results from a task team appointed by the Board of Directors of Jukskei SA.</p>
1	VOORWOORD	PREAMBLE
	Jukskei Suid-Afrika is 'n Sport Federasie wat verbind is tot sy Visie:	Jukskei South Africa is a Sport Federation committed to its vision:
	Suid-Afrika se presisie gooi-sport vir almal.	South Africa's precision throwing sport for all.
	En sy Missie: Om volhoubare groei van die sport Jukskei te promoveer deur die verbreding van die deelnemerbasis en deur ontwikkeling.	And its mission: To promote sustainable growth of the sport Jukskei, through the broadening of the participation base and development.
	Om die Visie en die Missie te ondersteun het Jukskei SA die volgende waardes daargestel:	To achieve the Vision and Mission Jukskei SA set the following values:
	a) Uitnemende sportbeleving;	a) Excellent sporting experience;
	b) Respek vir diversiteit;	b) Respect for diversity;
	c) Bied geleentheid vir groei;	c) Offer opportunity for growth;
	d) Moedig innovering aan;	d) Encourage innovation;
	e) Motivering tot uitstekende prestasie.	e) Motivation to excellent performance.
	Om ons doelstellings te bereik, is 'n kultuur nodig wat kritiese ondersoek en vrye uitdrukking bevorder, uitnemendheid en gehalte koester, 'n omgewing bevorderlik vir die groei en ontwikkeling van die individu daarstel, op respek en waardering van diversiteit gebaseer is en die beleving dat Jukskei Suid-Afrika 'n tuiste vir alle lede van die Federasie bied, sal stimuleer.	Essential to the achievement of our objectives is a culture which embraces critical inquiry and free expression, fosters excellence and quality, establishes an enabling environment for the growth and development of the individual is based on respect for and appreciation of diversity and that Jukskei South Africa promotes a sense of belonging for all members of the Federation.
	Ons heg waarde aan, bevestig en verbind onself tot die ondersteuning van die Grondwet van die Republiek van Suid-Afrika en sy Verklaring van Regte, veral binne die sportkonteks van 'n Federasie.	We value, affirm and commit ourselves to upholding the Constitution of the Republic of South Africa and its Bill of Rights, especially as realized within the context of sport.
	Ons erken en bevestig die Statuut van die Federasie, soos goedgekeur deur die Algemene Jaarvergadering van Jukskei Suid-Afrika.	We recognise and affirm the Statute of the Federation, as approved by the Annual General Meeting of Jukskei South Africa.
2	VERBINTENIS	COMMITMENT
	Ons, die lede van die Jukskei Suid-Afrika, erken dat ons geskiedenis, sedert 1734, op verskeie wyses bygedra het tot die ontwikkeling en geskiedenis van hierdie land en hierdie vasteland en dit weerspieël.	We, the members of the Jukskei South Africa, acknowledge that our past history, since 1734, in various ways contributed to and reflects the development and history of this country and this continent.
	Ons erken dat ons land se geskiedenis die mense van Suid-Afrika verdeel het en swartmense, vroue en mense met gestremdhede gemarginaliseer het wat	We acknowledge that our country's history divided the peoples of South Africa and marginalized black people, women and people with disabilities and developmental

	betref ontwikkelingsgeleenthede ook binne die sportgemeenskap.	opportunities, also within the sporting fraternity.
	Ons erken dat Jukskei Suid-Afrika, in sy onlangse verlede, hom verbind het tot transformasie en sy fokus verander het om alle gemeenskappe te dien, veral deur sy deure vir alle rasse oop te stel, deur toeganklikheidsprogramme en die instelling van 'n progressiewe parallel-mediumtaal-beleid.	We recognize that in its recent history Jukskei South Africa committed itself to transformation and redirected its focus to serving all communities, in particular by opening its doors to all races, through access programs and the introduction of a progressive parallel-medium language policy.
	Ons heg waarde aan, bevestig en verbind onself om die ryk diversiteit van Suid-Afrika se mense aan te gryp en die uitlewering daarvan aan te moedig, 'n diversiteit wat onder andere in taal, kultuur, godsdiens, sosiale en ekonomiese status en nasionaliteit manifesteer.	We value, affirm and commit ourselves to embrace and celebrate the rich diversity of South African peoples, a diversity that manifests itself, among others, in language, sport, culture, religion, social and economic status, and nationality.
	Ons verbind ons daartoe om aan die uitdagings van 'n transformerende samelewing en 'n transformerende sportfederasie in 'n ontwikkelende samelewing te aanvaar, veral wat betref die uitdagings van nasiebou, versoening, regstelling, nie-rassigheid en nie-seksisme – en uiteindelik normalisering – binne 'n sportgemeenskap.	We commit ourselves to meeting the challenges of a transforming society and a transforming sport Federation in a developing society, in particular the challenges of nation building, reconciliation, redress, non-racialism and non-sexism – and ultimately normalization – within the sporting fraternity.
	Ons verbind ons tot die volgehoue bou en versterking van die kernbevoegdhede en -vermoëns van hierdie Federasie, en streef daarna om 'n robuuste Federasie daar te stel wat sal voortgaan om die samelewing te dien deur hoë gehalte programme aan huidige en toekomstige geslagte te verskaf.	We commit ourselves to continuously building and strengthening the core competencies and capabilities of this Federation, striving to ensure a robust Federation that will continue to serve society by providing high-quality Jukskei programs to current and future generations.
2.1	'n Ingefaseerde beskouing van transformasie	A phased view of transformation
	Ons erken die teenwoordigheid van polariteite, teenstrydighede en botsende kragte en doelwitte in die huidige regstellingsfase van ons transformasie. Dit is onder meer as gevolg van die las van ons verlede en sy onderskeie geskiedenis, die ingewikkeldheid van huidige pogings wat nodig is om die ongelykhede van hierdie verlede reg te stel, asook talryke samelewings-eise op sport .	We recognize, in the current redress phase of our transformation, the presence of polarities, contradictions and conflicting forces and objectives. These are due, inter alia, to the burden of our past and its various histories, the complexity of current efforts that are necessary to redress the inequities of this past, as well as numerous societal demands on sport.
	Ons erken dat hierdie aangeleenthede bestuur moet word en in 'n staat van balans gebring en geharmonieer moet word indien ons 'n hoë gehalte-, billike, nie-rassige, nie-seksistiese, multikulturele, veeltalige Federasie wat genormaliseer is daar wil stel.	We recognize that these have to be managed and brought into a state of balance and be harmonized if we are to produce – a high quality, equitable, non-racial, non-sexist, multicultural and multilingual Federation which has been normalized.
	Ons sien dat hierdie tussentydse resultaat die strukturele voorwaardes openbaar vir	We see this intermediate outcome as displaying the structural conditions for an

	<p>'n 'ruimte' waarbinne sowel vrese as aspirasies/verwagtings getemper word, waarbinne konflik tussen doelstellings verminder kan word, en wat gekenmerk word deur 'n <i>prinsipiële balans en simmetrie</i> tussen doelwitte, kragte, belange en belangegroepes. Dit is waarskynlik dat sodanige strukturele voorwaardes 'n benaderde balans in die samestelling van administrateurs en atlete sal insluit.</p>	<p>institutional 'space' within which both fears and aspirations/expectations are moderated, within which conflict between objectives can be moderated, and which is characterized by a <i>principled balance and symmetry</i> between objectives, forces, interests and interest groups. It is likely that such structural conditions will include an approximate balance in the composition of the administrative structures and athletes.</p>
	<p>Ons oogmerk is dat 'n koesterende en vrugbare omgewing vir die uiteindelige fase sal verskaf, teweete die ontwikkeling van 'n genormaliseerde Jukskeigemeenskap, gekenmerk deur ware nie-rassige, nie-seksistiese en nie-diskriminerende paradigmas en gedrag onder al die mense van die Federasie - 'n stand van sake waar ou paradigmas, verdelings, pyne, konflikte en spanning te bowe gegaan word en waar ras en geslag nie langer beslissende faktore in die bepaling van die gedrag, houdings en denke van individue of groepe by die Federasie is nie.</p>	<p>We intend to provide a nurturing and fertile environment for the ultimate phase, i.e. the development of a normalized Federation characterized by truly non-racial, non-sexist and non-discriminatory paradigms and behaviors amongst all the athletes of the Federation – a state of affairs where old paradigms, divisions, pains, conflicts and tensions will be transcended, and where race and gender will have ceased to be decisive factors in determining the behavior, attitudes and thinking of individuals or groups at the Federation.</p>
2.2	Dringendheid van die regstellingsfase	Urgency of the redress phase
	<p>Ons erken dat ons, in baie opsigte tekort skiet wat die verlangde stand van sake betref, vernaamlik met betrekking tot geslags gelykheid en regstelling van die administrateurs-samestelling, asook ons Federasie se kultuur (insluitend die kwessie dat alle administrateurs en atlete nie 'n 'gevoel van tuishoort' ervaar nie).</p>	<p>We recognize that we fall short of the desired state of affairs in many respects, notably with regard to the dimension of gender equity and redress within the management composition, as well as the nature of our Federations culture (which includes the issue of a 'sense of belonging' that is not experienced by all management members and athletes).</p>
	<p>Ons verbind ons daartoe om die nodige transformasieplanne en -prosesse in te stel en om die nodige bestaande of nuwe strukture te bemagtig, om Jukskei Suid-Afrika in staat te stel om vinnig en selfversekerd op die pad van transformasie te beweeg binne die parameters en riglyne verskaf deur hierdie Manifes.</p>	<p>We commit ourselves to institute the necessary transformation plans and processes, and to empower the necessary existing or new structures, to enable Jukskei South Africa to move briskly and assuredly on the road of transformations, within the parameters and guidelines provided by this Charter.</p>
3	DOEL VAN DIE MANIFES	AIM OF THE CHARTER
	<p>Hierdie Transformasie Manifes poog om die oorhoofse proses van omvattende transformasie, te onderskraag binne die konteks van 'n Federasie wat verbind is tot Sport uitnemendheid, billikheid en innovasie.</p>	<p>This Transformation Charter seeks to underpin the overall process of comprehensive transformation, within the context of a Federation committed to Sport excellence, equity and innovation.</p>
	<p>Die uitgangspunt is dat indien 'n prinsipiële raamwerk en visie van die tipe toekomstige Federasie <i>waarheen</i> ons transformeer, verskaf word, die dinamika van die</p>	<p>It is believed that, by providing a principled framework and vision of what kind of future Federation we are transforming <i>towards</i>, the dynamics of the</p>

	transformasieproses meer versoenbaar sal wees met hoëgehalte, energieke, goed gerigte en beginselvaste transformasie, eerder as om belemmer te word deur teenproduktiewe dwarsstrome.	transformation process will be better aligned towards high-quality, energetic, well-directed and principled transformation rather than getting impeded by counter-productive cross-currents.
	Benewens 'n verklaring van oorkoepelende waardes wat deur die Federasie en sy mense ondersteun word, beskryf hierdie Transformasie Manifes die breë trekke en <i>konstitutiewe (of grondleggende) beginsels</i> , asook die parameters vir die proses om suksesvol na hierdie mikpunt te beweeg.	In addition to a statement of overarching values espoused by the Federation and its athletes, this Transformation Charter describes the outlines and ' <i>constitutive principles</i> ', as well as the parameters for the process of moving successfully towards Transformation.
	Die waardes en talle van die beginsels en parameters is egter duidelik ewe noodsaaklik en belangrik vir die uiteindelijke fase van transformasie tot volledige nie-rassigheid en nie-seksisme en 'n genormaliseerde Federasie.	However, clearly the values and many of the principles and parameters are equally constitutive and important for the ultimate phases of transformation towards full non-racialism and non-sexism and a normalized Federation.
	Saam beskou, is die waardes en wesenlike beginsels bedoel om 'n inkubator-omgewing te verskaf waarbinne die regstellingsfase voltooi kan word en waarbinne die toekomstige Jukskei Suid-Afrika gekonstitueer kan word.	Seen together, the values and constitutive principles are intended to provide an incubating environment within which the redress phase can be completed and within which the future Jukskei South Africa can be constituted.
4	WAARDES	VALUES
4.1	Vryheid en outonomie	Freedom and autonomy
	As 'n Federasie ondersteun ons die blywende belangrikheid van sportvryheid en ons outonomie as 'n Sportfederasie en verbind ons ons om:	As a sport Federation we uphold the abiding importance of sporting freedom and our autonomy as a Sport Federation and commit ourselves to:
4.1.1	kritiese ondersoek te ondersteun en te bevorder.	support and promote critical inquiry.
4.1.2	vryheid van denke aan te moedig.	encourage freedom of thought.
4.1.3	die reg van almal tot vryheid van spraak te respekteer.	respect the right of all to freedom of speech.
4.1.4	'n kultuur van oop, verantwoordelike debat en kritiese diskoers te koester.	foster a culture of open, responsible debate and critical discourse.
4.1.5	die diversiteit van beskouings na waarde te ag en verdraagsaam daarteenoor te wees.	appreciate and be tolerant of the diversity of views.
4.1.6	die integriteit van die Federasie te beskerm.	protect the integrity of the Federation.
4.2	Uitnemendheid en gehalte	Excellence and quality
	As 'n Federasie verbind ons ons tot die doel van uitnemendheid in alle opsigte van die bestaan van die Federasie, in die bestuursfeer, in sport, kultuur en in ons menslike interaksie en sal ons in besonder:	As a Federation we commit ourselves to the goal of all-round excellence in the life of the Federation, in the participating sphere, in the administrative sphere, in culture, and in our human interaction. In particular we shall:
4.2.1	gehalte sport in alle aspekte van die sportomgewing nastreef.	pursue sport quality in all aspects of the sporting environment.
4.2.2	die hoogste professionele standaarde in	practice the highest professional standards

	beide die ontwikkeling en opleiding beoefen.	in both development and training.
4.2.3	innovasie, nuwe idees en 'n gees van inisiatief koester.	nurture innovation, new ideas and a spirit of initiative.
4.2.4	prestasies en suksesse in die Jukseikekonteks erken en vier.	acknowledge and celebrate achievements and successes in the sporting context.
4.2.5	'n federasie wees wat uit foute leer, nasionale en internasionale normbepaling gebruik en individuele groei en ontwikkeling versterk.	be a Federation that learns from mistakes, uses national and international benchmarking and ensures individual growth and development.
4.2.6	streef om horisonne te verbreed van ons federasie as deel van die konfederasie van internasionale sportwêreld.	seek to broaden the horizons of our Federation as a part of the globalised sport world.
4.2.7	Streef tot uitmuntendheid in Transformasie	pursue excellence in Transformation.
4.3	Billikheid	Fairness
	As 'n Federasie erken ons die behoefte om 'n instelling te skep wat verbind is tot geregtigheid in alle aspekte en aktiwiteite wat insluit om onregverdigte beperkings van die verlede te transendeer. Daarom verbind ons ons om:	As a Federation we recognize the need to be committed to justice in all respects and activities, which includes transcending unfair limitations of the past. We therefore commit ourselves to:
4.3.1	na geregtigheid en billikheid in alle aspekte en aktiwiteite van ons Federasie te streef.	strive towards justice and equity in all aspects and activities of our Federation.
4.3.2	enige diskriminerende praktyke gebaseer op rassisme, seksisme asook ander vorme van diskriminerende en onregverdigte uitsluiting, teen te staan.	oppose and eliminate any discriminatory practices based on racism, sexism as well as other forms of discrimination and unfair exclusion.
4.3.3	billike toegang vir daardie atlete te skep wat as gevolg van ras, klas, geslag, taal, gestremdheid, ensovoorts benadeel is.	create equitable access for those athletes who have been disadvantaged by race, class, gender, language, disability, etc.
4.3.4	billike toegang vir administrateurs te skep wat as gevolg van ras, klas, geslag, taal, gestremdheid, ensovoorts benadeel is, asook vir 'n nuwe geslag jongmense.	create equitable access for administrators who have been disadvantaged by race, class, gender, language, disability etc and likewise for a new generation of young people.
4.3.5	'n inklusiewe en deelnemende Federasie daar te stel.	establish an inclusive and participatory Federation.
4.3.6	ons regte en daaruitspruitende verantwoord-delikhede op 'n billike en verantwoordelike wyse binne die Federasiekonteks te beoefen.	exercise our rights and concomitant responsibilities in an equitable and responsible manner within the sport context.
4.3.7	veeltaligheid op 'n billike wyse te respekteer en te bevorder om versoening te verseker.	respect and promote multilingualism equitably to ensure reconciliation.
4.3.8	diversiteit op 'n billike wyse te respekteer en te bestuur.	respect and manage diversity equitably.
4.3.9	as 'n Federasie daarna te streef om tot sosiale geregtigheid en billikheid in die samelewing in die algemeen by te dra.	strive to contribute, as a Federation, to social justice and equity in society at large.
4.4	Diens	Service
	As 'n Federasie erken ons ons verpligting om 'n Federasie te skep wat Jukseikebehoefes van atlete en ander belanghebbendes effektief en doeltreffend	As a Federation, we recognize our obligation to create a Federation that effectively and efficiently services the Jukseike needs of athletes and other

	van diens te wees.	stakeholders.
	Ons is ook bewus daarvan dat ons nie in isolasie van die res van die samelewing bestaan nie en dat ons as 'n Federasie, betrokke moet wees ten opsigte van die samelewing se uitdagings.	We are also aware that we do not exist in isolation from the rest of society and that, as a Federation, we need to be responsive to society's challenges.
	Ons verbind ons daarom om:	We therefore commit ourselves to:
4.4.1	'n dienskultuur binne die konteks van 'n sportfederasie daar te stel en energiek te projekteer	establish and energetically project a service culture within the context of a sport Federation.
4.4.2	aan ons verantwoordelikheid om atlete te lewer wat afgerond, intellektueel ontwikkel en krities-ingestelde burgers is te voldoen.	comply with our responsibility to produce athletes that are well-rounded, intellectually developed and critical citizens.
4.4.3	vir andere om te gee in 'n gees van menslikheid en <i>botho/ubuntu</i> .	care for others in a spirit of humanness and <i>botho/ubuntu</i> .
4.4.4	deernis vir atlete, kollegas en diegene in nood te toon.	show compassion for athletes, colleagues and those in need.
4.4.5	die geleenthede en hulpbronne van die Federasie aan te wend tot voordeel van al die lede van die Federasie en ander relevante belanghebbendes.	utilize the opportunities and resources of the Federation for the benefit of all the members of the Federation and other relevant stakeholders.
4.4.6	as 'n sport Federasie by ons breër samelewing betrokke te raak in 'n poging om die uitdagings van die samelewing aan te spreek.	engage with our broader society as a sport Federation in an effort to address society's challenges.
4.4.7	op 'n wyse op te tree wat die status van die Federasie en van die sportgemeenskap sal verhoog.	act in a way that will enhance the stature of the Federation and of the sporting fraternity.
4.5	Integriteit	Integrity
	As 'n Federasie glo ons dat die sukses van die instelling in alle ondernemings, sportgewys en andersins, afhanklik is van die integriteit van sy mense, administrateurs en atlete. In hierdie verband verbind ons ons tot:	As a sporting fraternity we believe that the success of the Federation in all endeavors, sporting and otherwise, is dependent on the integrity of its administrators and athletes. In this regard we commit ourselves to:
4.5.1	die hoogste professionele en etiese standaarde.	the highest professional and ethical standards.
4.5.2	persoonlike en professionele integriteit in ons werk en handelwyses met andere.	personal and professional integrity in our work and dealings with others.
4.5.3	eerlikheid en getrouheid aan onself.	be honest and true to ourselves and each other as human beings.
4.5.4	selfrespek en wedersydse respek.	self-respect and mutual respect.
4.5.5	broederskap en wedersydse verdraagsaamheid	fellowship and mutual tolerance.
4.5.6	'n kultuur van intellektuele eerlikheid.	a culture of intellectual honesty.
4.5.7	'n kultuur waarin 'n gees van selfgeregtigheid nie aanwesig is nie.	a culture where a spirit of entitlement is not present.
4.5.8	respek vir openbare en gemene reg in al hul onderafdelings.	respect for public law and common law in all their subdivisions.
4.5.9	beskerming van Federasie bates en eiendom.	protect Jukskei assets and property.
4.5.10	die bevordering van volhoubaarheid deur Federasiebronne op 'n effektiewe, doel-	promoting sustainability by using Jukskei resources effectively, efficiently and

	treffende en spaarsamige wyse in 'n gees van rentmeesterskap te gebruik.	frugally in a spirit of stewardship.
4.5.11	deursigtigheid en aanspreeklikheid in beheer en bestuur.	transparency and accountability in governance and management.
4.5.12	die benadering en hantering van konflik op 'n beginselvaste wyse.	approach and address conflicts in a principled manner.
4.5.13	respek vir die omgewing.	respect for the environment.
5	KONSTITUTIEWE BEGINSELS VAN 'N HOË GEHALTE, BILLIKE, NIE-RASSIGE EN NIE-SEKSITIESE FEDERASIE	CONSTITUTIVE PRINCIPLES OF A HIGH-QUALITY, EQUITABLE, NON-RACIAL AND NON-SEXIST FEDERATION
	Ons as lede van Jukskei Suid-Afrika verbind ons tot die bou van 'n Federasie binne die bestek van die Suid-Afrikaanse Grondwet en sy Verklaring van Regte, geanker in die volgende konstitutiewe beginsels:	We, members of the Jukskei South Africa, commit ourselves to building a Federation within the ambit of the South African Constitution and its Bill of Rights, anchored in the following constitutive principles:
5.1	Verbandhoudend met die intrinsieke aard van die Federasie:	Relating to the intrinsic nature of the Federation:
5.1.1	Om die die intrinsieke aard van die Federasie as 'n tuiste van ontwikkeling en opleiding in stand te hou te midde van volgehoue verandering en aanpassing by nuwe omstandighede en uitdagings.	Maintaining the intrinsic nature of the Federation as a place of development and training, amidst continual change and adaptation to new circumstances and challenges.
5.1.2	Die essensie van die Federasie as die ontwikkeling, integrasie, toepassing en oordrag van Jukskei kennis, metodes en bevoegdhede.	The essence of the Federation as the generation, integration, application and transmission of Jukskei knowledge, methods and competencies.
5.1.3	Dat die intrinsieke aard van die Federasie vereis dat alle ontwikkeling, opleiding en samelewingsdiens vakkundigheid gebaseerd moet wees.	The intrinsic nature of the Federation requires all development, training, research and community service to be scholarly.
5.1.4	Dat nie-kern- of aanvullende Federasietake, wat nie direk ontstaan uit die sportgrondslag en kernbevoegdhede van die Federasie nie, in buitengewone tye as 'n vorm van nie-geïntegreerde samelewingsdiens onderneem kan word.	Non-core or supplemental Federation tasks, which do not directly derive from sport and core competencies of the Federation, and which may be performed as a form of non-integrated community service in extraordinary times.
5.1.5	Dat kontinuïteit as 'n robuuste Federasie 'n ingeburgerde gewoonte van verandering en volgehoue tydig henuwing, gebou op kritiese selfbesinning, vereis.	Continuity as a robust Federation requires an ingrained habit of change and continual timeous renewal built on critical self-reflection.
5.1.6	Volhoubaarheid ten opsigte van administratiewe en finansiële en ander hulpbronne, menslike en werkverhoudinge, en die omgewing.	Sustainability relating to administrative and financial and other resources, human and work relations and the environment.
5.2	Verbandhoudend met Jukskeikultuur en gehalte:	Relating to Jukskei culture and quality:
5.2.1	'n Positiewe verband tussen ontwikkeling en opleiding, wat beteken dat gehalte 'n balans en wedersydse verryking tussen beide werksareas vereis.	A positive nexus/relationship between development and training, with quality requiring a balance and mutual enrichment between both areas of work.
5.2.2	Gehalte deur diversiteit van dissiplines, benaderings en mense.	Quality through diversity of disciplines, approaches and people.
5.2.3	Gehalte deur innovasie en volgehoue	Quality through innovation and continuous

	verbetering.	improvement.
5.2.4	Gehalte deur nasionale en internasionale skakeling, samewerking en normbepaling	Quality through national and international liaison, co-operation and benchmarking.
5.2.5	Jukskeigehalte gebou op uitnemende steundienste.	Jukskei quality on the basis of excellence in support services.
5.2.6	Billikheid, geregtigheid en regverdigheid in Jukskei aktiwiteite.	Equity, justice and fairness in Jukskei activities.
5.3	Verbandhoudend met diversiteit en die sosiale konteks:	Relating to diversity and social context:
5.3.1	Billikheid, geregtigheid en regverdigheid in die hantering van diversiteit.	Equity, justice and fairness in dealing with diversity.
5.3.2	Vindingrykheid in die nastrewing van billikheid en geregtigheid.	Innovativeness in the pursuit of equity and justice.
5.3.3	'n 'Gevoel van tuishoort' vir alle atlete van die Federasie – alle rasse, manlik en vroulik, ongeag taal, kultuur of ekonomiese agtergrond asook mense met gestremdhede.	A sense of belonging for all athletes – all races, male and female, of whatever language, cultural or economic background, as well as people with disabilities.
5.3.4	Voldoende diversiteit van simbole en artefakte om die diversiteit van geskiedenis en kulture ondubbelsinnig en op 'n gebalanseerde, respekvolle wyse te weerspieël.	Sufficient diversity of symbols and artifacts to reflect the diversity of histories and cultures unambiguously and in a balanced, respectful manner.
5.3.5	Wesentliche en voldoende veeltaligheid (wat betref die hoof- en ander tale) in administrasie en steundiensaktiwiteite, soos beskryf deur die Taalbeleid.	Substantive and sufficient multilingualism (in terms of the main and other languages) in administrative and support activities, as described by the Language Policy.
5.3.6	Wesentliche multikulturaliteit en die omarming van die diversiteit van kulture binne die konteks van 'n oop sportgemeenskap.	Substantive multiculturalism and embracement of the diversity of cultures within the context of an open sport community.
5.3.7	Nie-oorheersing te midde van diversiteit, dws om die oorheersing van enige groep oor andere te verhoed.	Non-dominance amongst diversity, i.e. preventing the dominance of any group over others
5.3.8	Nie-marginalisering, respek vir minderhede en waardering vir menslike diversiteit in persoonlikhede, individuele voorkeure, menslike vaardighede en werksvaardighede.	Non-marginalization, respect for minorities and appreciation for human diversity in personalities, individual preferences, human skills and work skills.
5.3.9	Verwerklikende en samewerkende bemagtiging, dws om mense in staat te stel om betekenisvolle 'mag te hê om' en 'mag te hê saam met' – eerder as oorheersende bemagtiging – binne hul afdelings en die Federasie.	Enabling and co-operative empowerment, i.e. enabling people to have meaningful 'power to' and 'power with' – rather than dominating empowerment – within their divisions and in the Federation.
5.3.10	Balans tussen botsende doelwitte deur die eksplisiete en innoverende nastrewing van die moeilike kompromieë wat nodig mag wees.	Balance between conflicting objectives by explicitly and innovatively pursuing the difficult trade-offs that may be necessary.
5.3.11	Voldoende diversiteit van opleiers met betrekking tot professionele taalvaardighede om in die bedryfsbehoefte van veeltalige ontwikkeling en onderrig in die hooftale te voldoen.	Sufficient diversity of trainers with regard to professional language skills to meet the operational needs of multilingual development and training in the main languages.

5.4	Verbandhoudend met die werksomgewing:	Relating to the work environment:
5.4.1	'n Bevredigende werksomgewing en belowende geleenthede om 'n werkgewer van voorkeur vir die beste administrateurs te wees: swart en wit, vroulik en manlik, hetsy Engels, Afrikaans of Mosotho ens ongeag werksouderdom.	A rewarding work environment and promising opportunities in order to be an employer of preference for the best available administrators: black and white, female and male, whether English, Afrikaans or Mosotho etc, of whatever working age.
5.4.2	Die werwing, aanstelling en ontwikkeling van administrateurs met die beste vaardighede en talente sowel as die potensiaal om te ontwikkel, binne die konteks van die oorkoming van historiese beperkinge van beskikbare vaardighede, talente en mense met potensiaal, binne die konteks van bedryfsvereistes en die nastrewing van gehalte en billikheid.	Recruiting, appointing and developing administrators with the best skills and talents as well as potential to develop, within the context of seeking to overcome the historical limitations of available skills, talents and people with potential, within the context of operational requirements and the pursuit of quality and equity.
5.4.3	Die skepping van betekenisvolle ontwikkelingsgeleenthede binne die voorskrifte van die wet, terwyl onregverdige diskriminasie- en/of werkspraktyke, binne die konteks van die Verklaring van Regte en die relevante wetgewing vermy word.	Creating meaningful developmental opportunities within the prescripts of the law whilst avoiding unfair discrimination and/or employment practices, within the context of the Bill of Rights and the relevant legislation.
5.4.4	Die verwerking van veeltaligheid deur die bemagtiging van al ons lede om te funksioneer, ofskoon dalk op verskillende vlakke, in beide hoofte van die Federasie, terwyl seker gemaak word dat die hoofte van Jukskei Suid-Afrika gelyk behandel word binne die konteks van die Taalbeleid.	Embracing multilingualism by empowering all our members to function, albeit perhaps at different levels, in both main languages of the Federation whilst ensuring that the main languages of the Jukskei South Africa are treated equally, within the context of the Language Policy.
5.5	Verbandhoudend met atleetlewe:	Relating to athlete life:
5.5.1	Die hoogste standaard van ontwikkeling, opleidingsuitmuntendheid, en kritiese denke.	The highest standards of development, training excellence and critical inquiry.
5.5.2	'n Diepgaande Jukskeikultuur en intellektueel stimulerende omgewing.	An all-pervasive Jukskei culture and intellectually stimulating environment.
5.5.3	'n Kultuur van diens en samelewingsbetrok-kenheid in sowel sport as nie-sportsfere van atletelewe.	A culture of service and community engagement in both sport and non-sport spheres of athlete life.
5.5.4	Die handhawing van voldoende diversiteit in die Atleet kommissie vir beide jong ou atlete.	Maintaining sufficient diversity in the Athlete's commission, for both young and old athletes.
5.6	Verbandhoudend met beheer en bestuur	Relating to governance and management
5.6.1	Die wesenlike teenwoordigheid van verskillende bevolkingsgroepe en geslagte in beheer-, bestuurs- en besluitnemingsliggame.	Substantive presence of different population groups and genders in governance, management and decision-making bodies.
5.6.2	Funksionering op 'n nie-burokratiese en nie-outoritêre wyse in al die werksaamhede van die Federasie	Functioning in a non-bureaucratic and non-authoritarian manner in all the operations of the Federation.
5.6.3	Gehalte in besluitneming deur 'n verskeidenheid sienings, benaderings en mense te betrek	Quality in decision making through utilizing a diversity of views, approaches and people.

5.6.4	Om alle komitees en strukture van die Federasie te respekteer en te bemagtig om 'n betekenisvolle en konstruktiewe rol in die lewe van die Federasie te speel.	Respecting and empowering all committees and structures of the Federation to play a meaningful and constructive role in the life of the Federation.
5.6.5	Besluitneming gebaseer op deursigtigheid, inklusiwiteit en deelname, en wat volg op oop en nie-oorheersende kommunikasie en diskoers.	Decision-making based on transparency, inclusivity and participation, and following open and non-dominating communication and discourse.
5.6.6	Om die meerderheidstem in vergaderings te respekteer, maar konsensus of ander verenigende besluitnemings- of dispuutresolusiemeganismes te gebruik wanneer toepaslik.	Respecting the majority vote in meetings, but using consensus or other unifying decision-making or dispute resolution mechanisms when appropriate.
5.6.7	'n Samewerkende, vertrouende en respekvolle verhouding tussen atlete en administrateurs in die algemene belang van Jukskei en al sy administrateurs en atlete.	A co-operative, trustful and respectful relationship between Athletes's Commission and administrators in the common interest of Jukskei and all its administrators and athletes.
5.6.8	Voldoening aan die hoogste nasionale en internasionale norme en standaarde ten opsigte van korporatiewe beheer	Abiding by the highest national and international norms and standards regarding corporate governance.
6		
6	WYSIGINGS	AMENDMENTS
6.1	Wysigings tot hierdie Reglement word deur middel van 'n Beskrywingspunt voor 'n datum soos bepaal deur die UB van Jukskei SA by die Direkteur Administrasie ingedien sodat die voorstel op die Sakelys van die Algemene Jaarvergadering geplaas kan word.	Amendments to this Regulation shall be submitted through a Motion before a date set by the EC of Jukskei SA to the Director of Administration so that the proposal can be placed on the Agenda of the Annual General Meeting.
6.2	Na aanvaarding deur die AJV sal die wysigings geïmplementeer word.	After acceptance by the AGM the changes will be implemented.
6.3	Hierdie Reglement is aanvaar op die Algemene Jaarvergadering van Jukskei SA soos gehou op 22 July 2017 te Kroonstad.	This Code was adopted at the Annual General Meeting of Jukskei SA that was held in Kroonstad on 22 July 2017 .

JN NEL
PRESIDENT JSA

D SMIT
DIREKTEUR/DIRECTOR
ADMINISTRASIE/ADMINISTRATION