CONSTITUTION OF THE ECONOMICS & MANAGEMENT STUDENTS'ASSOCIATION OF THE UNIVERSITY OF THE GAMBIA 2018



The first review of the Constitution of the University of the Gambia Economic & Management Students' Association. Adopted on the: $21^{\rm st}$ day of February, 2018.

PREPARED UNDER THE AUTHORITY OF THE 14TH EXECUTIVE BODY OF THE ECONOMICS AND MANAGEMENT STUDENTS' ASSOCIATION, UNDER THE LEADERSHIP OF SHEIKH HYDARA.

BY

MR. ALAGIE JARJU, LEGAL ADVISER 16TH EXECUTIVE COUNCIL UTGSU.

PREAMBLE

We the students of Economics and Management Students' Association, which embodies Accountancy, Tourism and hospitality management, Marketing, Human resources management, public administration, Banking and Finance, Management and Economics of the, University of The Gambia hereby have a common purpose, objective and aspiration to form an Association (herein after Economics & Management Students' Association, ECOMANSA). This is to be governed in the spirit of the provisions of this Constitution as provided herein. The aims and objectives of the Association as provided in this Constitution are to protect and promote the interest of its members. The Association shall endeavor to make strong ties amongst its members and the administration, to achieve its common goal towards national development. The Association is established by virtue of our constitutional right, (freedom of association) as provided for in the 1997 Constitution of the Gambia. We recognized that the University is an assemblage of scholars, endeavoring to broaden their scope in all spheres of human dimension. Therefore we join in that drive, by recognizing ourselves through the conceptualization and creation of an association. In the above secret spirit, we pledge our firm allegiance in nation building to contribute our quota. We pray, the great God of nations keeps us all ever true.

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PART 1: PRELIMINARY

SECTION 1: Citation

This Constitution shall be cited as Constitution of the Economics and Management Students' Association.

SECTION 2: Interpretation

In this Constitution, except where the context otherwise requires-

- ➤ **Academic Year** means the two semesters in accordance with the University Calendar.
- ➤ **Association** means Economic and Management Students 'Association.
- ➤ Constitution means Constitution of the Economic and Management Students' Association 2018.
- ➤ **Member** means a student enrolled in the department of Business and Public Administration of The University of the Gambia.
- ➤ **Dues** mean any monetary sum to be paid by each member to the Association.
- ➤ **Upper Class means** 3rd year to 4th year of any undergraduate Program within the school of Business and Public Administration.
- ➤ **Electoral Commission** means the body responsible for conducting students' elections within the department.
- ➤ **General Students' Body** means the entire student body of the school of Business and Public Administration.
- ➤ Executive Body means the members of the Executive of the Economics and Management Students' Association.

SECTION 3: Motto

(1) The motto of the association shall be "IN SERVICE WE UNITE"

SECTION 4: Name and Address

(1) The Association shall be called the Economics and Management Students' Association (ECOMANSA)

PART 2: MEMBERSHIP AND ORGANS

SECTION 5: Membership

- (1) Every student duly admitted or enrolled to the school of business and public administration, in the University of the Gambia shall be deemed to be a member of the Association.
- (2) Subject to sub (1) membership shall be bonafide upon regular payment of membership dues as enshrine in this constitution.

SECTION 6: Rights and Duties of Members

- (1) The rights and duties of the members are;
- (a)To attend meetings regularly including general and Extraordinary Meetings.
- (b)To work towards the achievement of the aims and objectives of the Association.
- (c)To comply with the Constitution and any other rules enacted thereto.
- (d)To preserve the interest of the Association.
- (e)To pay student dues regularly at the time of registration of courses.
- (f)To monitor the manner in which the Executive Body exercises its functions in accordance with this Constitution.
- (g) To comply with any directives issued by the executive body in the interest of the association.

SECTION7: Cessation of Membership

- (1) A person shall cease to be a member of the association if;
- (a) He/she completes his/her University of the Gambia program.
- (b) He/she ceases to be a student of the University on account of transfer to another school within the University or to another University or expulsion from the University.

SECTION 8: Neutrality and Non-Discrimination

- (1) The Association shall be neutral in matters of politics and religion.
- (2) All forms of political, religious, sexual, ethnic, or racial discrimination are prohibited by the Association and members shall desist from any act that would ridicule the name of the Association

SECTION 9: Aims and Objectives

- (1) To promote the welfare of members of ECOMANSA And engage in academic and social research.
 - (2) To promote the interest of the students in the department, through consultation and dialoguewith relevant authorities in Faculty.
 - (3) To establish the culture of academic and social research to increased scientific knowledge.
 - (4) To encourage the publication of academic of academic magazines, booklets and pamphlets.
 - (5) Seek to foster a close working relationship with public enterprises and private sector.
 - (6) To explore opportunities for internship for its members.
 - (7) To seek employment opportunities for its graduating students.
 - (8) To foster close links and cordial relationship with sister club/association in the Universityand other Universities.

SECTION 10: Organs of the Association

- (1) The organs of the Association shall be as follows:
 - (a) Executive Body;
 - (b) The General Assembly
- (c) The Advisory Body

PART 3: EXECUTIVE BODY

SECTION11: Establishment of the Executive Body

- (1) There shall be an Executive Body of the Association to be elected by the Economic and Management Students to serve a term of one academic year.
- (2) The executive powers of the Association shall be vested in the President and shall be exercised by him/her directly or through the Vice President or other executive members.
- (3) Notwithstanding subsection (2), the powers vested in the President shall be exercised subject to the provisions of this Constitution.
- (4) The Executive Body shall meet the Administration at least twice every semester to discuss matters affecting the interest of the students.
- (5) The executive body may time to time embark on Academic and social Research.
- (6) Organizing public lecturers, debates, exhibition, symposia, training & workshops etc.
- (7) To engage in exchange visit programmes.
- (8) Involve in the sensitization and awareness campaign on matters of Economics, Marketing& Finance, Business & Commerce, and Tourism & Trade and other issue of national development.
- (9) To offer social service to the communities.

SECTION 12: Composition of the Executive Body

- (1) The executive body shall be comprise of:
- (a) President
- (b) Vice President
- (c) Secretary General
- (d) Information minister
- (e) Finance Minister
- (f) Academic, Research and Development Minister
- (g) Social and Welfare Minister
- (h) Auditor
- (i) Logistics minister
- (j) Sport Minister
- (k) Assistant Secretary General
- (1) Assistance Academic, research and Development minister
- (2) There shall be assistant positions for all the portfolios established by this constitution, whose functions shall be principal assistant as with respect to the portfolio concerned.

SECTION13: Functions of the President

- (1) The President shall chair all executive meetings and any other meeting of the Association unless absent in which case the vice President shall chair.
- (2) The President shall enforce due observation of the Constitution, Bye-Laws, Policies and Standing Resolutions of the Association and undertake all presidential duties and obligations described therein.
- (3) The President shall be a signatory to the accounts of the association.
- (4) He/she shall have the final say over voting matters in the event there is a tie in the executive.
- (5) The President shall have the power to appoint executive member(s) in case(s) where the position(s) are vacant in consultation with the executive Body.
- (6) He/she shall represent the ECOMANSA students at the departmental Board meetings.

SECTION14: Functions of the Vice President

- (1) He/she shall deputize the President in the exercise of his/her functions.
- (2) He/she shall preside over all meetings of the Association in the absence of the President.
- (3) He/she shall serve as the chairperson of the Organizing Committee.
- (4) He\she in consultation with Department office shall be responsible for ECOMANSA's orientation for new students into the Department.
- (5) The Vice President in consultation with the Secretary General should facilitate the Preparation of all Executive and General Assembly.

SECTION15: Functions of the Secretary General

- (1) He/she shall be the principal communications officer of the Association.
- (2) He/she shall be responsible for preparing the agenda for all meetings in consultation with the President.
- (3) He/she shall record minutes of all meetings of the Association.
- (4) He/she shall maintain custody of all minutes of meetings of the Association and produce same when required by the Executive or the General Students' Body.
- (5) He/she shall prepare and deliver a comprehensive activity report of the Association to the congress.
- (6) He/she shall be a signatory to the accounts of the Association

SECTION 16: Functions information minister

(1) He/she shall be responsible for the communication of all matters regarding the Association.

(2) He/she shall perform such other functions as the Executive Body may assign.

SECTION 17: Functions of the Finance minister

- (1) He/she shall keep the books of accounts and maintain accurate records of all income and expenditures.
- (2) He/she shall co-ordinate with the Auditor in the maintenance of books of accounts.
- (3) He/she shall prepare and present the semester audited accounts to the assembly.
- (4) He/she shall prepare and present a draft semester budget to the Executive for approval.
- (5) He/she shall be a signatory to the accounts of the Association.
- (6) He/she shall be responsible for the collection of all Association dues in collaboration with the administrative office of the department.

SECTION 18: Functions of the Academic Research and Development Minister

- (1) He / she shall be responsible for conducting all academic and social researches.
- (2) He /she shall be responsible for organizing debates, assay competitions symposia, workshops and seminars, lectures etc., in the department.
- (3) He /she shall be responsible for consultation and dialogue with the relevant authorities on all academic related issues.
- (4) He /she shall be the Chairperson of the Academic, Research and development Committee.

SECTION19: Functions of the social and welfare Minister

- (1) He/she shall be responsible for organizing all fund raising activities for the association.
- (2) He/she shall be responsible for matter relating to the general welfare of the association's members and its guests in consultation with the Vice President.
- (3) He/she shall be responsible for arrangement all excursions, tour celebrations and exhibitions activities to be undertaken by the association.

(4) He/she shall seek donation for the association on the directives of the Executive Council.

SECTION 20: Functions of the Auditor

- (1) He /she shall account the association's books and report to the Executive and the General Assembly at least once in every three (3) months.
- (2) He /she shall be mandated to have unrestricted access to any officer's file upon request for scrutiny incidental to his/her functions.
- (3) He /she shall be independent in the execution of his /her duties
- (4) He/she shall advice all officers of the association on financial matters, and as well cautions any member of the Executive council upon discovery of inefficiency and brings the notice of the Executive body for corrective action.
- (5) He /she shall give a report of his audit criteria

Section 21: Functions of Technical and Logistics Ministers

- (1) He or she shall be responsible for transport arrangements and any other arrangement incidental there to;
- (2) He or she shall facilitate travel and transportation means for all activities of the Association;
- (3) He or she shall carry out any functions given by the executive.

SECTION 22: Functions of the Sport Minister

- (1) Shall be responsible for organizing and coordinating all sporting activities of ECOMANSA.
- (2) Shall be responsible for liaising with other sporting related bodies in the country and beyond.
- (3) Shall be chairperson of the Sport Committee.
- (4) Shall prepare sporting budget for the Executive approval.
- (5) Shall help in identifying the best sports men/women of ECOMANSA for award(s).

SECTION 23: Functions of the Assistance Secretary General

- (1) He/she shall assist the Secretary General in the discharge of the duties of the office.
- (2) Shall perform other functions as may be assigned by the Executive body.
- (3) Shall become the acting Secretary General when the secretary General is absent, suspended or otherwise before the decision is taken by the Executive body.

SECTION 24: Functions of the Assistant Academic, Research and Development Minister

- (1) Shall assist the Academy, Research and development minister in the execution of his/her duties.
- (2) Shall become the acting minister of the Academic, Research and development Minister is absent, suspended or otherwise before the decision is taken by the Executive?

SECTION25: Congress

- (1) The Association shall hold two congresses before the end of every academic year.
- (2) The congress shall be open to all members who shall have the right to attend, speak and vote, subject to the rules of the congress.
- (3) The congress shall be called by the Executive Body by a notice published on the department notice board and any other social media outlet.

- (4) The notice shall contain the agenda which shall be prepared by the Executive, and must contain the time and venue of the meeting which shall be published at least seven days before the date proposed for the meeting.
- (5) Notwithstanding subsection (4), a member shall have the right to formulate an issue to be part of the agenda for the Meeting.
- (6) The Congress shall:
- (a) Receive the report of the President, the report of the Treasurer on the audited accounts of the Association and the report of the Secretary General.
 - (b) Consider any matter affecting the interest of the Association.
 - (c) Review and provide guidelines or work plans for the Association.
 - (d) Transact any other business as may be necessary

SECTION 26: Extra Ordinary Congress

- (1) Upon a requisition signed by not less than Fifty (50) members of the Association comprising of different class of, shall within seven days of the filing of such requisition with the Secretary General of the Association summon an Extraordinary Meeting of the Association.
- (2) Notwithstanding subsection (1), the Executive may convene an Extraordinary assembly by giving shorter notice in the event of extreme urgency.
- (3) Every requisition for every Extraordinary Meeting shall specify the nature of the business for which the meeting is summoned.
- (4) Upon receiving the requisition as provided under subsection (1), the Executive shall dwell on the matter with urgency.

SECTION 27: Quorum

- (1) At any general meeting the quorum shall be 50 members of the association.
- (2) At any extraordinary assembly the quorum shall be any number that is in attendance for the meeting.
- (3) If no quorum is met at the expiration of one hour from the time appointed for the commencement of any general meeting, the meeting shall be deemed to be adjourned to the next appointed day.
- (4) At the next adjourned date, the provision of subsection (1) does not apply.

SECTION N 28: Functions of the Congress

- (1) All non-confidential major executive decision shall be subject to congress
- (2) Endorsement except matters that require urgent attention.
- (3) The congress shall be the final supreme decision making body.
- (4) Issues brought forward by the Executive body shall be finalized by congress.
- (5) The general assembly shall be the final arbiter in all cases of conflict and constitutional violations.
- (6) All budgetary estimates by the Executive body shall be subjected to approval by the congress.
- (7) The congress shall have the power to impeach the President or remove any other executive member in the case(s) of abuse of office or violation of the constitution.
- (8) The congress shall have the power to pass or declare a motion of no confidence on the Executive member or any member approved by a congressional majority of two-third (2/3).
- (9) The congress shall ratify the appointment of nominees of the Executive Council to the committees and commissions.
- (10) The general assembly shall appoint the Electoral Commission and their mandate shall be in accordance with this constitution.

(11) Subject to the provisions of this constitution, decisions at congress shall be by simple majority.

SECTION 29: Establishment of Committees

- (1) All committee members shall be nominated by the related department(s) subject to Executive approvals.
- (2) All committee shall be established with precise term of reference (TOR)
- (3) Except otherwise, all committee shall dissolve when such committee(s) is/are seen inefficient in the execution of its duties

SECTION 30: Tenure of Executive Body

- (1) The Executive Body shall hold office for a period of one academic year.
- (2) The term of the Executive shall not be extended beyond the academic year.
- (3) An Executive member shall not hold any other position during the tenure of their office

SECTION31: Disclosures of Interest

- (1) An Executive Member who has an interest in an issue shall disclose the nature of his or her interest to the meeting before the commencement of the meeting.
- (2) A member shall not vote in any matter or issue in which he or she has interest in respect of the matter for determination

SECTION 32: Removal of Executive Member

- (1) A Member of the Executive may be removed from office by the General Body if he or she is;
- (A) Unable to perform his or her functions.

- (B) Fails to attend meetings of the Executive for more than 3 consecutive times without any reasonable excuse.
- (C) Engage in any activity detrimental to the interest of the Association

SECTION33: Resignation of Executive Member

- (1) A member may resign from his or her office on giving at least two (2) weeks' notice of his or her intention to resign in writing to the President or Secretary General.
- (2) In case of the President his or her resignation shall be submitted to the Secretary General.
- (3) A notice of resignation shall contain reason(s) for resignation.
- (4) Resignation of an Executive member does not need to be tabled before any congress for decision

SECTION34: Dissolution of the Executive Body

(1) The General Student Body shall have the right to dissolve the Executive by two third of the members of the Association, when it is in the prime interest of the Association and call for a re-election of a new Executive.

SECTION 35: Attending Conferences in the Name of ECOMANSA

- (1) All international conferences or competitions in the name of ECOMANSA are open to all students of the department.
- (2) The Competition or conference shall be made public and accessible to every student of the department.
- (3) A student can only be disqualified from participating in any competition or conference where it is expressly provided in the terms and conditions.

(4) In case of a competition, there shall be a preliminary to select the best student(s) to represent the department.

SECTION 36: Establishment of Advisory Committee

- (1) There shall be an advisory Committee to be set-up by congress.
- (2) The body shall comprise of seven (7) members, whose activities are independent of the Executive body.
- (3) The advisory body shall render sound advice to the Executive body as to matters pertaining to the smooth running association.
- (4) The advisory body shall advise the Executive Council on sensitive, academic and administrative issues.

PART4: ELECTORAL MATTERS

SECTION 37: Establishment of the Electoral Commission

- (1) There shall be an Electoral Commission of ECOMANSA which shall conduct all student elections within the department.
 - (2) The members of the commission shall consist of a chairperson and three (3) other members.
 - (3) Members of the Electoral Commission shall be appointed by the General Student Body at congress one (1) month before the election.
 - (4) A Chairperson appointed under subsection (3) shall be a final year student and other three members shall be from the following classes -
 - (a) One from the 3rd year
 - (b) One from 2nd year
- (c) One from the 1st year of.
- (5) A person shall not be qualified for appointment as a member of the Electoral Commission if he or she is a member of the Executive Body.

SECTION 38: Functions of the Electoral Commission

- (1) The Electoral Commission shall be responsible for-
- (a) The conduct and the supervision of all students' election within the school.
 - (b) The registration of voters.
- (c) The conduct of bye-election for any vacant position(s) before the next election.

SECTION39: Rules of Election

(1) The Electoral Commission shall make rules of election in accordance with this Constitution within three (3) months after the coming into force of this Constitution.

SECTION 40: General Elections

- (1) There shall be a general election for all Executive positions before the end of the second semester of the academic year.
- (2) Notwithstanding subsection (1), the Assistant positions shall not be open to any election.
- (3) If a position is unopposed after the closing date of nomination, the nominated candidate shall be declared as the duly elected person for that position.
- (4) In the exercise of its functions under this Constitution, the Commission shall not be subjected to the direction or control of any other person or Authority.

SECTION41:Term of Office

- (1) The Chairperson of the Electoral Commission shall serve for the period of one academic year. The remaining members shall serve for another academic year for the due functioning of the Commission.
- (2) In case where a position is not contested during the election, the President elect shall nominate a candidate from the General Students' Body to occupy the position in consultation with the Executive members.

- (3) The date of the election shall be determined by the Electoral Commission but the election shall be held not later than the first week May.
- (4). The election shall be held on such date when all the years are having classes.

SECTION42: Qualifications for Election

- (1) A person shall be qualified for election as President, Vice President, Secretary General, and Treasurer, if-
- (a)He/she is permanently resident in The Gambia.
- (b)He/she has a Cumulative Quality Point Average of 2.7 or above.
- (c)He/she manifests evidence of good character to the Electoral Commission at the time of the nomination.
- (d) He/she is from the Upper Class of his study
- (2) Subject to subsection (1), the other positions of the Executive shall be open to all students of the Association.
 - (3) A candidate for election to the Executive Body shall complete and duly sign the nomination form issued by the Electoral Commission and deliver same to the Chairman on or before the appointed date for close of nomination.
- (4) No person shall be accepted as a candidate for election to the office of the Executive unless his/her nomination form is endorsed by a minimum of fifty (80) students from different classes.

SECTION43: Withdrawals of Candidate

- (1) A candidate may withdraw from his or her candidature by notice in writing signed by him or her and delivered to the Chairman of the Electoral Commission not later than Four O' clock (4:00pm) in the afternoon before the date of the election.
- (2) Upon receiving the notice, the chairman shall acknowledge receipt of the notice and declare the withdrawal of the candidate.

SECTION44: Challenge of Election Result

- (1) A Candidate may file a petition to the Electoral Review Commission to challenge the election result within seven (7) days after the date of the declaration of the result of the Election.
- (2) Within 14 days after the filing of the petition under subsection (1), the Electoral Review Commission shall hear and determine the petition.
- (3) Any decision made by the Electoral Review Commission shall be final.

SECTION45: Establishment of the Electoral Review Commission

- (1) There shall be an Electoral Review Commission responsible for the hearing and determination of election petitions.
- (2) The Electoral Review Commission shall consist of a chairperson and two members.(3) All members of the commission shall be appointed by the General Student Body through an extra ordinary congress.

SECTION 46: Procedures in Determining Election Petition

- (1) In determining an election result, the Commission shall urge parties to file any documents that support their Petition.
- (2) The Commission may summon witness to clarify any doubts that arose during the proceeding of the petition matter.

SECTION 47: REGISTRATIONS

- (1) Upon gaining admission in to the school of business and public administration students are required to register.
- (2) Subject to Section 31 (1) the form as such must be submit to the Secretary General of ECOMANSA before considered aconfide member.
 - (3) Semester subscription shall be payable by every member upon registration.

(4) Registration fee of D50 shall be the amount payable by every member upon registration.

PART 5: FINANCIAL PROVISIONS

Section 48: Source of Funding

- (1) The Association shall derive its funds from the following:
 - (a) Subscription from students as spell out by this constitution
 - (b) Fund raising ventures (shows, exhibitions etc.)
 - (c) Grants, Gifts and Donations
 - (d)Membership registration fees
 - (e) Department subventions
 - (f) Research
 - (g) Any other lawful means of acquiring money.
 - (2) All funds shall be used in the best interest of the Association.

SECTION 49: Signatory

- (1) There shall be three 3 signatories to the Bank Accounts of the Association namely, the President, Finance minister and the Secretary General.
- (2) The Signatories of the accounts as provided under Subsection (1) shall not be changed or substituted without the approval of the General Student Body.

SECTION50: Annual Financial Statements

- (1) The Finance Manger shall present an Annual Statement of Accounts to the Executive Body before the end of every semester.
- (2) Upon receiving the report under subsection (1), the Executive Body shall table the Statement of Account before the General Student Body for approval before the end of the semester.
 - (3) In cases where the Financial Statement is not tabled pursuant to Subsection (2), the report shall be deemed as rejected and can be a ground for removal of the Finance minister and the President.

SECTION 51: Financial Regulations

- (1) The inflow and outflow of all monies of ECOMANSA shall be closely monitored by finance Minister.
- (2) The Finance minister shall operate both the club account and pretty cash book to ensure consistent liquidity.
- (3) The Finance Minister must take no expenditure without the Executive approval or notice.
- (4) All expenditures and income must be justified and supported by correct legal documentary evidence(s).
- (5) No one office shall be allowed to take more than the maximum stipulated amount that can be given at any one time except otherwise.
- (6) The Auditor must audit and approve all books of accounts for verification before report on financial matters be made to the General Assembly.

PART 6: MISCELLANEOUS

SECTION52: Correspondences in the Name of ECOMANSA

(1) No member of the Association shall correspond in the name of the ECOMANSA by any form using the name of Association without the approval of the Executive Body.

SECTION53: Code of Conduct of the Executive Body

- (1) The executive may come up with a code of conduct which shall be within the spirit and letters of this constitution.
- (2) All members of the Association shall adhere to this code of conduct

SECTION 54: Amendment Procedure of the Constitution

- (1) Subject to the provisions of this Constitution, the General Student Body shall have the power to amend any provisions of this Constitution.
- (2) Notwithstanding subsection (1) a member may pass a proposal for amendment of a provision(s) of this Constitution which is subject to approval by the General Student Body.
- (3) Any proposal for an amendment of this constitution shall be submitted in writing with an object or reason(s) to the General Student Body.
- (4) A proposal submitted by a member is valid provided it has been supported in writing by at least (20) members from different classes of the ECOMANSA.
- (5) For a vote on an amendment to this constitution to be valid, an absolute majority of the members eligible to vote must be present.

- (6) A proposal for an amendment to this Constitution shall be adopted
- Only if two third (2/3) of the members present vote in agreement to it.
 - (5) An amendment proposal shall not be entertained in a Congress or Extraordinary Congress unless it is accompanied by an explanatory memorandum setting out in detail the reason(s) for the amendment.

SECTION 55: Commencement of this Constitution

- (1) This Constitution shall come into effect once it has been adopted by two third (2/3) of the General Student Body.
- (2) Upon the adoption of this Constitution, the "Constitution of the University of the Gambia ECOMANSA" shall cease to apply.

SECTION 56: Constitutional Review

- (1) This Constitution shall not be reviewed within the period of two years (2) after its coming into force.
 - (2) The review process shall be initiated by the Executive Body of the Association.
 - (3) The Executive Body shall appoint a committee responsible for law review.

SCHEDULE 1

The citation of pledge of commitment shall be recited by every elected and/or nominated member of the Executive Body and the Electoral Commission.

THE PLEDGE

1	having been
elect	ed/nominated asof the
ECO	MANSA Students' Association do hereby pledge that: -
I sha	ll uphold and defend the constitution of the ECOMANSA
Stud	ents' Association of the University of The Gambia 2018.
I sha	ll seek to defend and respect the democratic rights and
liber	ties of all members of the Association.
I sha	ll execute my duties with due diligence and competence
with	out fear or favor, hate or hindrance, and without personal
biase	es. I shall serve all members equally irrespective of race;
creed	d, color, gender or tribe and I shall not compromise the rights
and j	privileges of any member. I hereby do swear that, with full
knov	wledge of my responsibilities and bind myself to the same.
So h	elp me God
Signed	by at
•••	on thisday of20
\mathbf{B}	efore me.