

# **CONSTITUTION AND BY-LAWS OF THE SIERRA LEONE ENTERTAINMENT INDUSTRY UAE (SLEIU-UAE).**

We, the members of the Sierra Leone Entertainment Industry UAE (SLEIU-UAE), comprising Musical Artists, DJs, MCs, Promoters, Producers, Sound Engineers, Content Creators, Models, Footballers, Dancers, Actors, Comedians, Media Personalities, Event Organizers, Influencers, and all Sierra Leonean entertainment and sports stakeholders residing in the United Arab Emirates, hereby establish this Constitution and Bylaws to promote unity, professionalism, discipline, accountability, welfare, creativity, and development within the entertainment and sports industry.

This Constitution shall serve as the supreme governing document of SLEIU-UAE.

## **ARTICLE 1: NAME, MOTTO & HEAD OFFICE**

### **Section 1: Name**

The organization shall be officially known as the Sierra Leone Entertainment Industry UAE (SLEIU-UAE), hereinafter referred to as "the Union."

### **Section 2: Motto**

The motto of the Union shall be: "Unity, Talent, and Progress."

### **Section 3: Head Office**

The official headquarters and secretariat of SLEIU-UAE shall be situated within the United Arab Emirates.

## **ARTICLE 2: AIMS AND OBJECTIVES**

The core objectives of SLEIU-UAE shall be:

- To unite all Sierra Leonean entertainers and sports personalities operating within the UAE.
- To promote strict professionalism, discipline, and artistic creativity.
- To protect and advocate for members' legal rights, professional interests, and general welfare.
- To create sustainable opportunities for entertainment and sports development.
- To showcase and promote Sierra Leonean culture and heritage internationally.
- To resolve professional and personal conflicts peacefully among members through mediation.
- To discover, mentor, and support upcoming Sierra Leonean talents in the UAE.
- To collaborate with international corporate organizations, sponsors, the Sierra Leone Embassy, and UAE government institutions.
- To regulate, endorse, and standardize entertainment and sports activities operating under the Union.
- To maintain order, mutual respect, and financial accountability within the industry.

## **ARTICLE 3: MEMBERSHIP & FINANCIAL OBLIGATIONS**

### **Section 1: Eligibility**

Membership shall be strictly open to Sierra Leonean citizens residing in the United Arab Emirates who are actively involved in the following sectors:

Music, DJ Services, and MC/Event Hosting

Football, Athletics, and General Sports

Modelling, Fashion Design, and Entertainment Business

Comedy, Acting, Dancing, and Scriptwriting

Content Creation, Social Media Influencing, and Bloggers

Media, Broadcasting, Photography, and Videography

Event Promotion, Sound Engineering, and Music Production

Talent Management and any other recognized entertainment/sports profession.

## **Section 2: Membership Registration & Dues**

**A. Individual Membership Fee:** Every individual applicant shall pay a non-refundable registration fee of 50 AED annually to maintain active status.

**B. Entertainment Group Registration:** Every entertainment group, movement, team, record label, or sub-association operating under the umbrella of SLEIU-UAE shall pay a non-refundable registration fee of 500 AED annually.

**C. Monthly Contributions:** In addition to the annual registration, every registered member must contribute a mandatory monthly due of 10 AED. This fee fuels the Union's operational costs and welfare funds.

**D. Non-Refundable Clause:** All monies paid to the Union—including annual registration fees, group registration fees, monthly dues, and forms—are strictly non-refundable under any circumstances, including resignation, suspension, or expulsion.

## **Section 3: Membership Rights & Identification**

Every fully financial and registered member shall have the right to:

1. Participate in all official Union activities, general meetings, and events.
2. Attend, speak, and vote during general assemblies.
3. Be treated fairly, equally, and respectfully by leadership and peers without tribal, religious, or gender bias.
4. Receive official Union welfare support during verified emergencies.
5. Official Identification Card: Upon successful registration and payment, every member shall be issued an official SLEIU-UAE Membership ID Card. This card remains the property of the Union, serves as proof of active affiliation, and must be presented to access Union benefits or entry to regulated events.

## **Section 4: Membership Responsibilities**

1. Members shall:
2. Respect, protect, and uphold this Constitution and its leadership structures.
3. Maintain high standards of discipline, ethics, and professionalism both online and offline.
4. Avoid any criminal, reckless, or defamatory actions that bring public disrepute to SLEIU-UAE or the Republic of Sierra Leone.
5. Pay all monthly dues and annual registration fees promptly.
6. Actively support Union programs, assignments, and structural decisions.

## **ARTICLE 4: MEMBERSHIP DISCIPLINE, TERMINATION, AND RESIGNATION**

### **Section 1: Inactive Status and Replacement**

Any member who fails to pay their monthly dues for three consecutive months, or remains absent from Union activities without a valid, written excuse, shall be deemed "Inactive."

The Secretariat will issue a formal written notice giving the member 15 days to comply and clear their backlogs.

If the member fails to comply or respond after the 15-day grace period, they will forfeit their benefits, and if they hold an executive or committee position, they will be permanently replaced.

## **Section 2: Resignation Procedure**

Any member or executive wishing to exit the Union must follow a strict, formal process:

**Notice Period:** The member must submit a formal, written resignation letter to the Executive Council at least two (2) months in advance.

**Asset Handover:** Before the resignation can be processed, the member must return all Union properties, documents, and ID cards, and clear any outstanding financial balances or monies owed to SLEIU-UAE.

**Approval:** The member must wait for official written approval from the Executive Council acknowledging the exit. Until approved, the member remains bound by the code of conduct.

## **Section 3: Demise (Death) of a Member**

In the tragic event of the passing of a registered member:

1. The Union shall enter an official period of mourning to honour their memory and contribution.
2. The Welfare Officer shall coordinate with the family regarding funeral, repatriation, or memorial support as outlined in the welfare bylaws.
3. If the deceased held an executive position, the office shall be kept vacant or handled in an interim capacity out of respect. The position will be formally filled or replaced after forty-five (45) days from the date of passing.

## **ARTICLE 5: GOVERNMENT STRUCTURE & TENURE**

### **Section 1: Executive Council Structure**

The Executive Council shall serve as the administrative arm of the Union and shall consist of the following portfolios:

- President
- Vice President
- Secretary General & Assistant Secretary
- Financial Secretary & Treasurer
- Public Relations Officer (PRO) & Organizing Secretary
- Entertainment Director
- Event Coordinator
- Welfare Officer & Legal Adviser
- Media Coordinator
- Show Promoters Representative
- Auditor
- Disciplinary Committee
- Youth, Women's, and Sports Coordinators
- Section 2: Tenure of Government

The term of office for all elected and appointed executive officials, including the President and Vice President, shall be strictly capped at one (1) year from the date of swearing-in. No administration shall exceed 12 calendar months without a fresh electoral process or stakeholder review.

### **Section 3: Powers of the President**

The President is the supreme executive head of SLEIU-UAE and shall have the authority to:

- Appoint executive committee members, administrators, and sub-sector leads.

- Hire and dismiss (fire) appointed officials who fail to deliver on their duties or breach the code of conduct, subject to Executive Council consultation.
- Supervise and coordinate all entertainment sectors, sports tournaments, and public activities.
- Approve and sign off on all official projects, financial expenditures, and public programs.
- Enforce constitutional mandates and direct disciplinary reviews.
- Represent the Union as the primary diplomat to embassies, corporate entities, and the public.

#### **Section 4: Acceptance of Appointment**

Any person appointed by the President into an executive or administrative office shall be given five (5) days from the date of receiving their appointment letter to formally accept or reject the position in writing. After five days, an unexcused silence or sudden rejection will not be accepted, except under extreme, valid grounds vetted by the President and Executive Council.

#### **Section 5: Nature of Service**

All executive and administrative roles within SLEIU-UAE are strictly voluntary. No official shall demand a salary, wage, or fixed allowance unless explicitly voted upon, approved, and authorized in writing by the Stakeholder Board and Executive Council for specific project-based roles.

### **ARTICLE 6: ELECTORAL PROCEDURE & ELIGIBILITY**

#### **Section 1: Supervision**

All elections for the positions of President and Vice President, the president of the day shall appoint independent body to supervised, verified, and certified by a designated Member Council and Stakeholder Board, or an independently appointed Electoral Committee. This body holds the sole right to organize logistics, vet candidates, and declare winners.

#### **Section 2: Strict Eligibility Criteria for President and Vice President**

To run for the office of the President or Vice President of SLEIU-UAE, an aspirant must meet all the following stringent requirements:

1. **Nationality:** Must be a legally verified citizen of Sierra Leone.
2. **SLeNA Registration:** Must be fully registered with the Sierra Leone National (SLeNA) or its recognized parent body.
3. **SLEIU Affiliation:** Must be a registered, card-carrying member of SLEIU-UAE.
4. **Industry Status:** Must be a highly active, verifiable practitioner within the entertainment or sports ecosystem in the UAE.
5. **Financial Standing:** Must have an unblemished financial record, with all monthly dues and registration fees fully paid up to date.
6. **Legal & Security Clearance:** Must provide an authentic, clean Police Clearance Certificate from UAE authorities proving a lack of criminal record.
7. **Nomination Form:** Must purchase the official Presidential/VP nomination form for a non-refundable fee of 500 AED.
8. **Residency Requirements:** Must possess a valid UAE Emirates ID with at least six (6) months of validity remaining from the date of the election, ensuring legal stability during their tenure.

### **ARTICLE 7: SUB-SECTOR EXECUTIVES**

#### **Section 1: Sub-Sectors**

Sub-sector executive guilds may be established to look after the specific needs of: Musical Artists, DJs, MCs, Footballers, Models, Content Creators, Producers/Engineers, Promoters, Dancers, Actors/Comedians, and Media Personalities.

#### **Section 2: Chain of Command**

All sub-sector executives report directly to the central Executive Council and serve under the supervision of the President.

### **Section 3: Operational Limits & Electoral Framework**

While sectors have the independence to organize internal meetings, workshops, and niche talent events, all major projects, financial collections, and structural shakeups must be approved in writing by the main SLEIU-UAE leadership.

Furthermore, any electoral process or selection process within these sub-sectors must first be communicated formally to, and await written approval from, the President and Executive Council. The entire process of sub-sector elections or selections shall be strictly supervised by the President and Executive Council to ensure integrity and alignment with Union standards.

## **ARTICLE 8: MEETINGS**

### **Section 1: General Meetings**

General Assemblies involving all registered members shall take place quarterly (every 3 months) to update the general body on finances, upcoming events, and welfare status.

### **Section 2: Executive Meetings**

The Executive Council shall meet monthly to manage operational logistics and address sector reports.

### **Section 3: Emergency Meetings**

The President, or a two-thirds majority of the Executive Council, reserves the right to call an emergency meeting at any time to handle critical incidents, security issues, or sudden crises.

## **ARTICLE 9: FINANCE & ACCOUNTABILITY**

### **Section 1: Income Pipelines**

Union funds are safely generated through annual membership fees, group registrations, 10 AED monthly dues, corporate sponsorships, event ticket proceeds, and public fundraising.

### **Section 2: Financial Integrity**

Every single dirham collected must be recorded transparently by the Financial Secretary and deposited with the Treasurer.

### **Section 3: Auditing & Reporting Cycles**

Every financial statement and internal expense must be thoroughly reviewed and audited after every three (3) months. These audited statements will be brought forward and openly discussed during the quarterly General Assemblies. Additionally, to ensure transparency and proper record-keeping, the exact numbers of active individual entertainers and registered entertainment groups will be updated and officially published every three (3) months to guarantee complete clarity and accountability within the SLEIU-UAE membership.

### **Section 4: Embezzlement & Misappropriation**

Any executive or member found guilty of misappropriating, delaying, or stealing Union funds will face immediate removal from office, absolute expulsion from the Union, and legal prosecution via UAE law enforcement.

## **ARTICLE 10: DISCIPLINE, ETHICS, AND FAIR HEARING**

### **Section 1: Acts of Misconduct**

Actions that draw immediate disciplinary review include: open sabotage of Union objectives, spreading fake news/disinformation, public disrespect or cyberbullying directed at leadership, financial corruption, physically violent behaviour, unauthorized use of the SLEIU logo/name, and inciting tribal or divisive factions.

## **Section 2: Sanctions Matrix**

Penalties shall be applied progressively depending on severity:

- Verbal warning.
- Written warning.
- Apply the UAE law standards.

## **Section 3: Right to Fair Hearing**

No member shall be penalized blindly. The accused will always be summoned before the Disciplinary Committee, presented with the evidence against them, and granted an equal, fair opportunity to defend themselves before a final verdict is reached.

## **ARTICLE 11: AMENDMENT AND DISSOLUTION**

### **Section 1: Constitutional Amendments**

Any proposed changes, additions, or removals of clauses within this Constitution must be submitted in writing to the Executive Council. Amendments require a two-thirds (2/3) majority vote of approval from registered financial members during a General Assembly.

### **Section 2: Dissolution Protocol**

SLEIU-UAE can only be permanently dissolved if it faces insurmountable legal issues or structural collapse. Dissolution requires a special resolution backed by a three-fourths (3/4) absolute majority vote of all registered financial members in the UAE.

## **BY-LAWS OF SLEIU-UAE**

**Active vs Inactive Status:** Membership cards and operational rights are only valid if the member's annual registration is renewed and monthly 10 AED dues are cleared.

**Unregistered Crews:** Any entertainment crew, group, or football team operating in the UAE without a valid 500 AED registration shall not be permitted to use the SLEIU-UAE name, protect their events under the Union, or seek welfare assistance.

**Public Decorum:** Defamation, hate speech, online call-out videos, or WhatsApp group insults targeting fellow industry stakeholders are strictly prohibited. Disputes must go through the Welfare Officer / Disciplinary Committee.

**Media Silo:** No member, except the PRO, the Media Coordinator, or the President, is permitted to issue official press releases, flyers, or media statements representing SLEIU-UAE to the public.

**Event Sanitization:** Any public entertainment event or tournament seeking the official stamp or safety endorsement of SLEIU-UAE must file a project overview with the Organizing Secretary and Event Coordinator at least 3 weeks before execution.

**Meeting Attendance Rule:** Any executive who fails to attend three (3) consecutive executive meetings without submitting a valid medical or professional written excuse shall face immediate disciplinary review by the Disciplinary Committee and potential replacement.

**Anti-Discrimination:** SLEIU-UAE is built on the principle of absolute equality. Zero tolerance is maintained for any discrimination based on tribe, region of origin, religion, gender, or artistic standing.

## **ADOPTION & SIGN-OFF**

Adopted this \_\_\_ day of \_\_\_, 20 by the general body and executive steering committee of the Sierra Leone Entertainment Industry UAE (SLEIU-UAE).

SIGNED:

President

Vice President

Secretary General

Financial Secretary

Official Union Stamp / Seal