**Thespis Constitution**

**Adopted in April 2008**

**Amended March 29th 2012 by the**

**Thespis Executive**

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**Article Zero: Preamble**

1.1 The use of the Feminine gender in this document includes the masculine.

**Article One: The Association**

1.1 The name of the Theatre Students’ Association is THESPIS and will be referred as

THESPIS for the remainder of this document.

1.2. A member of THESPIS, for the virtue of this document, is referring to a member

of the executive of THESPIS. A student refers to any member of THESPIS, as

defined by section 1.5.

1.3 By virtue of this constitution, THESPIS is the representative, decision-making

body for the students of the Department of Theatre (from now on referred to as

‘the Department’) of the University of Ottawa (from now on referred to as ‘U of

O’).

1.4 THESPIS is a Member Association of the Students’ Association of the Faculty of

Arts (from now on referred to as ‘ARTS’) of the U of O, which is a federated

body of the Student Federation of the U of O (from now on referred to as the

‘SFUO’).

1.5 A member of THESPIS is any student studying in the Department of Theatre at

the University of Ottawa with a Specialization, Major, or Minor in Theatre.

**Article Two: General Objectives**

2.1 THESPIS’ mandate is to:

2.1.1 represent the students before different student and academic bodies and

provide them with a forum to discuss ways to improve the Department, as

well as other subjects that concern them.

2.1.2 instill in the students a sense of belonging to THESPIS and to the

Department.

2.1.3 offer information to the students on their program of study and how the

Department functions.

2.1.4 stimulate dialogue and co-operation between students and professors from the

Department.

2.1.5 promote issues of a general interest in co-operation with ARTS, the SFUO and

other associations at the U of O.

2.1.6 encourage Department authorities to provide and maintain a proper working

environment for members of THESPIS.

2.1.7 provide opportunities for students to expand their full artistic potential.

2.1.8 promote the intermingling of Francophones and Anglophones in social and artistic

endeavours.

**Article Three: Executive Duties**

**General**

3.1 The executive of THESPIS is comprised of nine members, the President, the Vice-

President of Internal Affairs, the Vice-President of University Affairs, one Anglophone

Vice-President of Communications, one Francophone Vice-President of Communications,

the Vice-President of External Affairs, the Vice-President of Finance and the Vice-

President of Social Affairs.

3.1.1 All executive members must hold a minimum 90 minutes of office hours per

week and attend the weekly executive meeting.

3.1.2 All executive mandates shall be from the first day of May to the last day of April,

with the exception of a position left vacant at the time of Election and Article

3.1.2.1

3.1.2.1 The Vice-President of Finances will be given the option of a second term

if she is willing to undertake it and the Current Executive evaluates her

work throughout the year as exemplary.

3.1.3 All executive members must create a transition report for the incoming

executive member corresponding to their position.

3.1.3.1 By the second meeting of the winter semester, each executive

member must present, in writing, a draft of their transition report.

3.1.3.2 By the second last meeting of the winter semester, each executive

member must present, in writing, a final draft of their transition report.

**President**

3.2 The President is responsible for:

3.2.1 acting as the official spokesperson of THESPIS

3.2.2 overseeing THESPIS activities and ensuring that the organization is

efficient and dynamic.

3.2.3 planning, with the Vice-President of Finance, a budget for Thespis and cosigning

all cheques.

3.2.4 assisting Vice-Presidents in their duties and meeting with these Vice-

Presidents on a regular basis.

3.2.5 consulting with professors from the Department regularly.

3.2.6 attending departmental assemblies and Presidents’ Roundtables and

relaying the information back to THESPIS.

3.2.7 ensuring the smooth running of THESPIS and respect for the

constitutional procedures.

3.2.8 undertaking projects deemed appropriate in furthering the objectives of

THESPIS.

3.2.9 assuming the duties of any Vice-President unable to fulfill them until such

time as they are able or a suitable replacement can be found.

3.2.10 The current President is responsible for collecting and distributing

finalized transition reports to the incoming executive.

3.2.11 being fully bilingual.

**Vice President of Finance**

3.3 The Vice President of Finance is responsible for:

3.3.1 the sound management of THESPIS funds.

3.3.2 preparing and presenting a THESPIS financial statement when there has

been sufficient activity with the Thespis funds to show a movement from

the past budget statement to the present.

3.3.3 planning, with the President, the THESPIS budget and co-signing all

cheques.

3.3.4 assuring that the financial impacts of decisions are considered when

expenses are discussed at executive meetings.

3.3.5 presenting estimated costs of Thespis projects and demonstrating the

financial constraints of Thespis when necessary during executive

meetings.

3.3.6 when contracts are being signed by other executive members, assuring that

all clauses have been read and that legal and financial implications have

been carefully considered.

3.3.7 meeting with each member of the executive in order to inquire about the

funds needed for their projects.

3.3.8 abiding by ARTS’s deadlines for the required audits and other financial

statements required from Thespis by submitting everything required in an

orderly and timely fashion.

3.3.9 ensuring that THESPIS is never in a position of financial deficit and

ensuring to leave a sufficient amount of funds for the following THESPIS

executive.

3.3.9.1. This sufficient amount will be determined by the President

and the Vice-President of Finances when they are drafting the

budget and should be included in the final version of the budget in

order for the executive to vote on it.

3.3.10 being fully bilingual.

**Vice President of University Affairs**

3.4 The Vice President of University Affairs is responsible for:

3.4.1 assisting students in the resolution of their academic problems.

3.4.2 promoting the improvement and development of the academic program of

the Department.

3.4.3 promoting the creation of courses which respond to the new demands of

the job market and the students

3.4.4 consulting with students about the quality of courses, teaching and the

administration of the Department.

3.4.5 working towards providing cost effective study material for students of the

department.

3.4.6 attending all necessary departmental and/or faculty meetings which

correspond with her mandate and reporting the information back to

THESPIS.

3.4.7 knowing the services offered by the University and the SFUO, as well as

student-related issues and problems of University students in order to

report that information to the students in the department so that they know

what is going on, and what is available to them in the rest of the campus.

3.4.8 being fully bilingual.

**Vice President of Internal Affairs**

3.5 The Vice President of Internal Affairs is responsible for:

3.5.1 acting as the official Vice-President of THESPIS and undertaking the

President’s duties in her absence.

3.5.1.1 This therefore entails this member to be familiar with all of the

President’s duties and the knowledge she must have in order to

carry out those duties (ex: precise knowledge of the constitution).

3.5.2 taking care of Article 2.1.6

3.5.3 attending all necessary departmental and/or faculty meetings which

correspond with her mandate and reporting the information back to

THESPIS.

3.5.4 co-signing cheques only in the event of a prolonged absence by the

President or Vice-President of Finance.

3.5.5 being fully bilingual.

**Vice President of External Affairs**

3.6 The Vice President of External Affairs is responsible for:

3.6.1 making external resources, whether that be outside of the Department or

outside of U of O entirely, available or accessible to the students.

3.6.2 creating a network of correspondence with other student associations at the

U of O and other universities or colleges around the area in order to offer

the most available resources to the students.

3.6.3 attending all necessary departmental and/or faculty meetings which

correspond with her mandate and reporting the information back to

THESPIS.

3.6.4 creating contacts with other theatre student associations in order to

exchange information and ideas.

3.6.5 with the assistance of the Vice-President of University Affairs, organizing at least

one conference and/or workshops per semester (fall and winter) on subjects and/or

issues which would benefit the students with their ambitions and/or interests.

3.6.6 being fully bilingual.

**Anglophone Vice President of Communication**

3.7 The Anglophone Vice-President of Communications is responsible for, (with the

exception of Article 10.2):

3.7.1 the circulation of information between THESPIS and the students.

3.7.2 preparing publicity campaigns for all Thespis projects in order to

encourage and facilitate participation.

3..7 finding innovative and ‘up-to-date’ ways to communicate information to

the students and the public (ie: implementing a web site).

3.7.4 assuring, in collaboration with the francophone vice-president of communication, that minutes are available in both English and french

3.7.5 ensuring that the THESPIS website is functional and updated regularly.

3.7.6 ensuring that all documents released by Thespis are perfectly bilingual and

adapted to cultural differences.

3.7.7 having a working knowledge of French in order to work efficiently with

the Francophone Vice-President of Communications.

**Francophone Vice President of Communication**

3.8 The Francophone Vice-President of Communications is responsible for: (with the

exception of Article 10.2):

3.8.1 Responsible for all duties listed in 3.7.1, 3.7.2, 3.7.3, 3.7.4, 3.7.4.1, 3.7.5,

3.7.6

3.8.2 having a working knowledge of English in order to work efficiently with

the Anglophone Vice-President of Communications.

**Vice President of Social Affairs**

3.9 The Vice-President of Social Activities and Social Events Co-ordinator are

responsible for:

3.9.1 creating a sense of belonging among the members toward their

Department by organizing events to encourage their social integration into

the Department.

3.9.2 organizing and ensuring the proper functioning of 101 Week activities.

3.9.3 striving to include Department professors in student social activities.

3.9.4 giving appropriate notification to the executive and the students for

upcoming events she plans to organize.

3.9.5 if necessary, creating committees and project coordinators to help organize

the events in question.

3.9.6 elaborating, in collaboration with the Vice-President of Communications,

a marketing strategy to stimulate member participation in Thespis

activities.

3.9.10 being fully bilingual.

**Secretary**

* 1. The Secretary of Thespis is responsible for:
     1. Taking minutes at all Thespis executive meetings and forwarding each month’s minutes to SAFA
        1. Minutes may be taken in either language, but must be translated upon request. It is the Secretary’s duty to translate the minutes or send the minutes to Translation services for translation
     2. responsible for posting Thespis’ office hours, general meetings and executive meetings
     3. collaborating with Vice President of Finance to rent lockers to keep a record of who holds rights to and has paid for locker rental
     4. being fully bilingual

**Article Four: Commissioner and Non-Voting Position Duties**

**General**

4.1 The current executive is responsible for filling the commissioner and other nonvoting

executive positions.

4.1.1 The current executive is responsible to ensure that the position of First

Year Class Representative is filled by one student from each of the THE

1100 and THE 1500 classes in both the fall and winter semesters.

4.1.2 The current executive is responsible for determining whether or not the

positions of Social Commissioner, Communications Commissioner, and

Alumni Commissioner need to be filled in order to best fulfil Article Two

in the given year.

**First Year Class Representative**

4.2 The First Year Class Representatives will be non-voting members of the THESPIS

executive.

**Responsibilities**

4.2.1 The First Year Class Representatives are responsible for:

4.2.1.1 representing the general and particular interests of their members

to the executive. They are invited to offer advice on projects

presented by the executive and to make suggestions on any other

relevant subject.

4.2.1.2 transmitting relevant information from the meetings they attended

to their respective first year classes.

4.2.1.3 regularly consulting with the students in their classes in order to

remain up to date regarding their interests and concerns.

**Elections**

4.2.2 The First Year Class Representatives are elected by the members of the

class that they represent.

4.2.2.1 The First Year Class Representative must be appointed within the

first three weeks of class.

4.2.2.2 Two members of THESPIS must be present at the time of the

election.

4.2.2.3 Any student in the class is welcome to present themselves for the

position.

4.2.2.4 Each student will be given an opportunity to speak to the class

prior to the vote.

4.2.2.4 The student who receives the most votes in the public vote

conducted by THESPIS will become the First Year Class

Representative.

**Removal**

4.2.3 A First Year Class Representative may be removed if she does not fulfil

her duties and the voting executive members vote one hundred percent in

favour of her removal.

4.2.3.1 A by-election may be conducted to replace a removed First Year

Class Representative if the executive determines it is beneficial to the

organization.

**Social Commissioner**

4.3 The Social Commissioner will be a non-voting member of the THESPIS

executive.

4.3.1 The Social Commissioner will be responsible for assisting the Vice-

President of Social Affairs in her duties.

4.3.2 The Social Commissioner must be appointed by a fifty percent plus one

vote at an executive meeting.

4.3.3 The Social Commissioner may be removed if she does not fulfil her duties

and the voting executive members vote one hundred percent in favour of

her removal.

**Communications Commissioner**

4.4 The Communications Commissioner will be a non-voting member of the

THESPIS executive.

4.4.1 The Communications Commissioner will be responsible for assisting the

Vice-President of Communications Anglo in her duties, and the Vice-

President of Communications Franco in her duties.

4.4.2 The Communications Commissioner must be appointed by a fifty percent

plus one vote at an executive meeting.

4.4.3 The Communications Commissioner may be removed if she does not

fulfill her duties and the voting executive members vote one hundred

percent in favour of her removal.

**Alumni Commissioner**

4.5 The Alumni Commissioner will be a non-voting member of the THESPIS

executive.

4.5.1 The Alumni Commissioner will be responsible for assisting the entire

executive by providing knowledge of the organization from previous

years.

4.5.2 The Alumni Commissioner must be appointed by a fifty percent plus one

vote at an executive meeting.

4.5.3 The Alumni Commissioner must have served on the previous years

executive.

4.5.4 The Alumni Commissioner may be removed if she does not fulfil her

duties and the voting executive members vote one hundred percent in

favour of her removal.

**Members of the Board of Directors**

4.6 The current executive is responsible for holding an internal election in order

to appoint two voting members of the Thespis executive committee to represent

Thespis at the monthly Board of Directors’ meetings (BODs).

4.6.1 This election should be held before the first BOD meeting of the current

executive’s term.

4.6.2 Each voting member has an equal right to present themselves for election.

4.6.3 The vote(s) will be conducted by means of a concealed ballot. Those

members putting themselves forth for consideration may not vote.

4.6.3.1 If more than two members present themselves, the two members

who receive the greatest and second greatest number of votes will be

elected.

4.6.3.2 If only two members present themselves, a yes/no vote will be

conducted for each candidate. A candidate must receive a minimum of 2/3

“yes” votes to be elected.

4.6.3.3 If only one member presents herself, a yes/no vote will be

conducted (in accordance with 4.6.3.2). The president will be responsible

for fulfilling the second position on the BOD.

4.6.3.4 If no members present themselves, the President and the Vice

President of University Affairs are responsible for representing Thespis as

voting members at the BOD meetings.

4.6.3.5 In the case that the elected or constitutionally appointed members

cannot attend a BOD meeting, a proxy must be sent in their place. The

position of proxy must be confirmed in a letter signed by the BOD

member who was unable to attend.

4.6.3.6 Any elected or constitutionally appointed member of the BOD

must read- in its entirety- the SAFA constitution, prior to attending the

first BOD meeting.

**Article Five: Executive Meetings**

**General**

5.1 The executive meetings shall be run in accordance with the following regulations.

5.1.1 Meetings of the executive are held once a week during the fall and winter

sessions. However, the executive reserves the right to meet as often as it

deems necessary and in the manner it deems appropriate.

5.1.1.1 During the summer period, all executive members must keep an

open line of communication with the others and may be required to

attend a meeting if possible.

5.1.1.2 A member of Thespis can miss a maximum of three (3) meetings in

each of the autumn and winter semesters. Failure to present

adequate reasons for absences is justification for impeachment.

5.1.2 Quorum at executive meetings is half of the executive plus one.

5.1.3 To the extent that it is feasible, executive meetings are to be held on a set

day.

5.1.4. Executive meetings are public and all students from the Department have

the right to attend.

5.1.4.1 The executive may meet in camera in order to discuss matters of a

sensitive nature.

5.1.4.2 The chair of the meeting may expel a non-executive member if this

member is inhibiting the progress of the meeting.

5.1.5 Each member of the executive has an equal vote.

5.1.6 Votes at executive meetings are taken by a show of hands and are decided

by a simple majority, that is to say 50% of the members present and voting

+ 1, notwithstanding Articles 6.2.3 & 9.1.

5.1.7 Each executive member is responsible (individually or with the help of

other members if deemed necessary) for implementing executive decisions

and duties assigned to her at those meetings.

5.1.8 The right to speak is given to members of the executive in priority, but

may, at the discretion of the executive, be extended to a non-elected

individual attending the meeting.

5.1.9 The agenda for the meetings is submitted by the Chairpersoj and any

additions may be subjected to a vote at the request of a member of the

executive.

5.1.10 Thespis must make the minutes of all its executive meetings and its

financial statements available to students.

5.1.11 Anyone intervening at an executive meeting may do so in English or in

French and may ask that any verbal intervention or written document

presented at the meeting be explained to them.

5.1.12 Executive meetings are conducted according to the Robert’s Rules of

Order.

**Chairperson**

5.2 The chairperson will preside over all executive meetings for a one year period.

5.2.1 The chairperson is to be elected by the executive members at the first

meeting of an executive.

5.2.1.1 All students are eligible to be the chairperson. (Whether an

executive member or not.)

5.2.1.2 The executive is responsible for nominating interested individuals

who they feel would be best at accomplishing 5.2.2

5.2.1.3 The chairperson must be elected by a fifty percent plus one vote.

5.2.2 The chairperson is responsible for:

5.2.2.1 Ensuring section 5.1 is maintained.

5.2.2.2 Presiding over any general assemblies.

**Article Six: Impeachment Procedures**

6.1 Motives allowing the instigation of impeachment procedures against a member of

the executive must be among the following:

6.1.1 mismanagement of an important amount of THESPIS funds.

6.1.2 failure to fulfill constitutional duties without valid reasons.

6.1.3 failure to carry out specific directives adopted at an official executive

meeting without valid reasons.

6.1.4 abuse of power

6.2 Impeachment procedures are instigated by:

6.2.1 the submission of a petition signed by 30 students. This petition must

include the student number of each signatory and must be submitted to the

executive and the parties involved in the complaint.

6.2.2 a vote of two-thirds of those present at a General Assembly. This

Assembly must be called within seven days of the receipt of the petition,

notwithstanding Article 8.3

6.2.3 the full consensus of the remaining THESPIS members

6.2.3.1 If the members cannot reach a conclusion to arrive to full

consensus because of a single member opposing the motion but the

rest of the conditions for impeachment have been reached, the

motion is to be passed without the approval of that sole member.

This clause is only valid if it is only a single member opposing the

motion, once more than one member opposes the motion, this

clause is no longer applicable.

6.3 Any petition and any resolution of a General Assembly whose purpose is to

instigate impeachment procedures must specify the motive or motives of the

impeachment and the precise events or activities justifying such impeachment.

6.3.1 The member in question will be able to speak on her behalf at the meeting

in question.

6.4 Each member may appeal the decision to the Student Arbitration Committee

according to the provisions set out in the SFUO Constitution.

**Article Seven: Elections**

**General**

7.1 The election of a new THESPIS executive will be held in March of each year in a

democratic fashion regulated by a Chief Electoral Officer.

**Chief Electoral Officer**

7.2 The Chief Electoral Officer will be the individual in charge of one year worth of

THESPIS executive elections.

7.2.1 The Chief Electoral Officer will be appointed by the executive a minimum

of one month in advance of the earliest possible election date.

7.2.1.1 The Chief Electoral Officer must not be a candidate in the election, or

present any other conflict of interest.

7.2.2 The Chief Electoral Officer is responsible for:

7.2.2.1 presenting to the executive a set of elections rules for approval

prior to the beginning of the nomination period.

7.2.2.1.1 The rules must not be in conflict with Article 7 of

this document

7.2.2.2 enforcing the rules of the election passed by the executive

throughout the elections period as well as the rules stated in this

document.

**Candidates**

7.3 Only students are eligible to be candidates in the elections

7.3.1 All candidates must submit their candidacies on an official THESPIS

nomination form. Every nomination form must:

7.3.1.1 indicate the position sought.

7.3.1.2 be signed by at least ten students.

7.3.1.3 be signed by the candidates and indicate that she accepts the

nomination.

7.3.1.4 be submitted by the prescribed date.

7.3.2 A candidate cannot sign the nomination sheet of another candidate running

for the same position.

7.3.3 Candidates cannot run for more than one position on the executive with

the exception of 7.3.3.1

7.3.3.1 If the Vice-President of Finance wishes to run for another position

and does not win the election and no one else has presented their

candidacy for the Vice-President of Finances; she is entitled to choose at

that point whether or not she would like to continue as Vice-President of

Finance. (In accordance with Article 3.1.2.1)

7.3.4 Candidates cannot form teams or slates, nor my they combine resources or

technical aids. This includes sharing labour or costs.

7.3.5 A penalty will be attributed to any candidate who makes or publishes any

false statement of fact in relation to the personal character or conduct of a

candidate. A penalty will be attributed to any candidate in the event that a

recognized member of her campaign makes such a statement.

**Regulations**

7.4 The following regulations must be followed in any THESPIS executive election.

7.4.1 All information for candidates and/or students must be bilingual.

7.4.2 Candidates cannot obtain any material or technical aid of any kind from

THESPIS for their campaign.

7.4.3 The THESPIS executive must be neutral and therefore cannot under any

circumstances openly support any candidate running for a position on the

THESPIS executive or participate in any campaign unless it is their own.

7.4.4 In the case that there is only one candidate for a particular position, a yes

or no vote will occur.

7.4.4.1 The candidate must receive a minimum of two thirds “yes” votes

to be elected to the executive.

7.4.5 In the case that there is more than one candidate for a particular position, a

vote between candidates will be held.

7.4.5.1 A candidate must receive more votes than any other candidate to

be elected to the executive

7.4.6 A polling station must be in place for a minimum of two week days, with a

minimum of six hours a day to vote.

7.4.7 All students must be given the opportunity to vote one time.

7.4.8 No student is permitted more than one vote per position for a single

THESPIS executive election.

7.4.9 In the case that no bilingual student has been nominated for an executive

position, any uni-lingual student may be nominated for said position.

**Special Cases**

7.5 The following are situational regulation that must be enforced by the Chief

Electoral Officer.

7.5.1 See Article 3.1.2.1

7.5.2 Once a student has been voted in as an executive member, if the member

were to suddenly lose their standing as a student in the Department

(meaning it was not known at the time of the elections) and the person in

question is willing to carry out their duties despite this occurrence, and

has, up to that point, fulfilled the necessary responsibilities of her position;

the executive is entitled to decide (by voting), with the best interest of the

Department and Thespis in mind, if the member is aloud to carry out the

course of their position for the duration of their mandate.

7.5.3 If a member of the current executive wishes to present themselves as a

candidate for the position of President and they are able to fulfill all

requirements in 3.2 then the position will first be open to them.

7.5.3.1 In the case that a single individual fulfills 7.5.3 then they will be

the only candidate for that position and subject to 7.4.4 and 7.4.4.1

7.5.3.2 In the case that multiple individuals fulfill 7.5.3 then they will be

the candidates for that position and subject to 7.4.5 and 7.4.5.1

7.5.3.3 If no individual fulfills 7.5.3 then no special case shall occur and

the position shall be open to all students.

7.5.4 If no student presents themselves who is able to fulfill all requirements in

Article Three for their positions, then the position shall be open to any

student.

7.5.4.1 Once elected, the clause which they were at the time of election

unable to fulfill cannot be used as grounds for impeachment.

**Article Eight: General Assemblies**

8.1 The General Assembly of students and members is run according to the Robert’s

Rules of Order.

8.2 The General assembly must be announced at least 7 days in advance, unless it is

being called with respect to article 6.2.2.

8.2.1 As long as the students from the Department had proper notice, any and all

decisions can be made with respect to Articles 5.2 and 5.6.

8.3 There shall be at least two General Assembly called per year.

8.4 As a precondition for the General Assembly to be held, there must be at least two

voting members of the exec and one non-voting student of the Department

present.

8.5 All students are entitled to one equal vote at the general assembly. No individual

is permitted to vote as a proxy for a student.

**Article Nine: Constitutional Amendments**

9.1 The adoption of a completely new constitution must be adopted during a General

Assembly.

9.2 Any changes to the Thespis constitution can be done by way of a General

Assembly or by full consensus of the executive.

9.3 Any amendments to this document done by way of a General Assembly are

passed by a simple majority vote, meaning 50% of members present plus 1 (see

Article 8).

9.4 Any student of the Department gaining 25 signatures of fellow students can

propose an amendment for the approval of the executive.

**Article Ten: General Points**

10.1 Each executive member is responsible for the use of Thespis funds and for the use

of Thespis office equipment.

10.2 Executive positions which have the same mandate but are split into two positions

for language reasons (an Anglophone position and a Francophone position), can

decide amongst themselves to share the responsibility of their duties in such a

way that each member has an equal workload and both are working towards their

shared mandate. This entails that the two members might be actively working on

the same task, or that the tasks are divided up equally between the two members

in order for them to individually concentrate on their own tasks.

10.3 Both the French version and the English version of this document have equal

value. In the event that the two do not concur, the Student Arbitration Committee

shall decide which version best corresponds with the original intent of the clause

in question.

10.4 If a member’s position requires her to be bilingual and she is not, appropriate measures

must be taken by the bilingual members of the executive in order to fulfill the duties of

the person in question that she cannot completely fulfill due to a lack of knowledge in

one of the two languages.

10.5 In matters pertaining to THESPIS, this document, in case of conflict, shall take

precedence over the constitution of SAFA and that of the SFUO.