



# Constitution South African National Editors' Forum

**Amended  
22 August 2020, 25th June 2022  
And  
28 June 2025**

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# THE CONSTITUTION

AMMENDED AND APPROVED 28 JUNE 2025

## 1. PREAMBLE

1.1 South Africa's senior print, magazine, broadcast, and online media journalists responsible for editorial decisions as well as media educators, have formed an association to be known as the South African National Editors' Forum ("the Forum"), and this association and the members thereof commit themselves to a programme of action to defend and promote media freedom and editorial and journalistic independence. This document comprises the constitution of the Forum.

1.2 The Forum is founded on the belief and understanding that:

1.2.1 Public and media scrutiny of the exercise of political and economic power is essential;

1.2.2 Laws relating to the operation of media should be consistent with South Africa's Bill of Rights in protecting freedom of expression;

1.2.3 Journalists and media owners must work to the highest professional standards and ethics;

1.2.4 Journalists and media educators embrace a learning culture by committing to ongoing education and training.

## 2. NAME OF THE FORUM

The Forum shall be known as the South African National Editors' Forum ("THE FORUM").

### **3. LEGAL PERSONALITY AND STATUS**

The Forum shall be a juristic person with perpetual succession, notwithstanding changes in the composition of its membership or office bearers. It shall be capable of acquiring and disposing of rights (including the right to moveable and immovable property), of incurring obligations, of entering legal transactions and of suing and being sued in its name, and for all purposes to have an identity and existence distinct from its members or office bearers. The Forum shall be a non-profit entity in that it is not being formed to personally enrich any of its members or office bearers, and its members or office bearers shall have no rights in the property or other assets of the organisation solely by virtue of their being members or office bearers. The organisation's income and property are not distributable to its members or office bearers except as reasonable compensation for services rendered.

### **4. OBJECTIVES OF THE FORUM**

**4.1** The sole object of the Forum will be to carry on in a non-profit manner and with an altruistic or philanthropic intent one or more public benefit activities as contemplated in Part 1 of the Ninth Schedule to the Income Tax Act (Act 58 of 1962), and in particular:

4.1.1 The promotion of access to and dissemination of information in the media and a free, independent, and pluralistic press; and

4.1.2 The promotion or advocacy of human rights and democracy.

**4.2** The ancillary objectives of the Forum and how it will seek to achieve its objectives will be –

4.2.1 To serve as a forum to promote the common interests of its members (as contemplated in clause 6.1) in respect of its sole object;

4.2.2 To nurture and deepen media freedom as a democratic value in all our communities and at all levels of our society;

4.2.3 To foster solidarity among journalists and to promote cooperation in all matters of common concern among the print and electronic media;

4.2.4 To address and redress racial and gender imbalances prevalent in journalism and organisations in South Africa;

4.2.5 To encourage the equitable spread of media ownership in South Africa.

4.2.6 To promote media diversity in the interests of fostering maximum expression of opinion;

- 4.2.7 To help aspirant and practicing journalists acquire or develop new skills and enhance professionalism through media education programmes;
  - 4.2.8 To promote rules and regulations guaranteeing professional freedom and independence in broadcast media and all media funded by public authorities;
  - 4.2.9 To encourage the government to ensure transparency and openness in its administration and to pass laws ensuring maximum freedom of information;
  - 4.2.10 To defend media freedom through all available institutions, including the Constitutional Court.
- 4.3** The objectives of the Forum may be promoted by any means authorised in this constitution but will specifically exclude –
- 4.3.1 Any trading or other profit-making activities, save to the extent permitted by Section 30(3)(b)(iv) of the Income Tax Act, as set out in clause 8.2 below;
  - 4.3.2 The provision to any of its members of financial assistance or any premises or continuous services or facilities to carry on any private business, profession or occupation.

## **5. POWERS OF THE FORUM**

To achieve the objects as set out in clause 4 above, the Forum shall be empowered to:

- 5.1** Encourage programmes for corrective action and a transformation of culture within organisations as a whole;
- 5.2** Compile and circulate regular progress reports and establish an information database;
- 5.3** Investigate, contribute to, and recommend industry guidelines and targets;
- 5.4** Conduct media education and training programmes;
- 5.5** Make education and training integral to corrective action;
- 5.6** Encourage liaison between industry and teaching institutions and promote industry commitment to these institutions;
- 5.7** Research and report on journalism education and training needs and teaching activities concerning the quality and relevance of trainers, materials, infrastructure, and students;
- 5.8** Monitor and/or contribute to the process of accreditation of journalism programmes;
- 5.9** Hold periodic conferences, meetings, and seminars on issues relating to the objects

set out in clause 4 above;

- 5.10** Publish media of various kinds in the furtherance of the objectives;
- 5.11** Engage in research into various issues affecting the media;
- 5.12** Monitor legislative and judicial activities and take steps to intervene or to attempt to bring about changes where it is deemed by the Forum to be in the interests of furthering the objectives of the Forum. In this regard, the Forum shall be empowered to provide practical assistance in litigation on matters affecting the objectives as set out above;
- 5.13** Cooperate with national and international organisations whose objectives are like those set out in clause 4 above or with any organisation with whom cooperation could further the objectives of the Forum; and
- 5.14** Do all things incidental to the above-mentioned powers that are desirable and necessary to achieve the objectives of the Forum.

## **6. MEMBERSHIP**

Click here to download the membership form ([provide link](#))

### **6.1 MEMBERSHIP CATEGORIES**

There are three categories of membership of the Forum:

- 6.1.1** Ordinary Membership is open to any natural person who resides in South Africa or is a South African citizen and who is a senior journalist with editorial decision-making experience in the print, electronic, and digital media, such as newspapers, magazines, radio, television, online, and current affairs media, community media as well as people of similar status in journalism education.
- 6.1.2** Founding Membership is open to delegates who attended the founding meetings of the Forum in October 1996 and in January 1998 and who are listed in Annexure C to this Constitution (which annexure can be updated to include founding members not captured therein at an AGM, provided this is confirmed by two existing founding members). Founding members are automatically deemed to be ordinary members on payment of the annual membership fee.
- 6.1.3** Associate Membership is open to any journalist, media student, or person with media expertise. Except for the Management Committee constituted under clause 7 of this Constitution (Mancom), an Associate Member is eligible to attend and participate in (although not vote at) any meeting or the structure of the Forum.

However, an Associate Member cannot be elected to a position on the SANEF Council constituted under clause 7 of this Constitution (the Council).

- 6.1.4 Senior freelancers with editorial decision-making experience and/or expertise will be treated as ordinary members with voting rights and are eligible to be elected to the Council.

## **6.2 MEMBERSHIP PROCEDURES**

The Council has the sole discretion to determine the procedure for applications for admission of new members, provided that all prospective ordinary members (excluding Founding members) and associate members shall be proposed and seconded by a Forum member in good standing.

## **6.3 ORDINARY MEMBERSHIP**

Ordinary Membership shall be at the discretion of the Mancom after consultation with the relevant Regional Convener.

## **6.4 MEMBERSHIP ELIGIBILITY AND OBLIGATIONS**

- 6.4.1 Membership shall be voluntary, and members shall belong to the Forum in their capacities, even where media organisations have institutional membership.
- 6.4.2 The members will pay annual membership fees. The amount to be paid and when it will be paid will be determined by the Council from time to time.
- 6.4.3 If any member fails to pay the appropriate membership fee for six months after it has fallen due, the membership shall automatically lapse without prejudice to the member's right to apply for re-admission on payment of the membership fee.
- 6.4.4 Any member may resign at any time in writing.
- 6.4.5 The liability of any member for the obligations of the Forum shall be limited to the amount of any membership fee that may be due and owing at the time that the obligation of the Forum arose, and the members shall not become liable for any of the obligations or liabilities of the Forum solely by their status as members of the organisation.
- 6.4.6 Membership of an ordinary member who is not a Founding member shall terminate if such ordinary member ceases to be a media educator or senior journalist with editorial responsibilities within the scope of 6.1.1 above.

## **6.5 TERMINATION OF MEMBERSHIP**

Termination of membership in any category of membership shall be a decision at the discretion of two-thirds of the membership of the Council, based on misconduct that:

6.4.1 constitutes a serious violation of one of the Codes referred to in Clause 6.1 and/or

6.4.2 brings the Forum or the practice of journalism into disrepute.

6.4.3 The Council may decide, instead of termination of membership, to issue a reprimand, a reminder, or a warning to the member(s) concerned to suspend membership or certain privileges of membership for a defined period and/or to issue a public statement concerning the matter. The nature of the transgression will determine the sanction as the review committee will recommend it.

## **6.6 RIGHT TO APPEAL**

6.6.1 A member whose membership has been terminated in terms of clause 6.4 has the right to appeal the decision to a Special General Meeting of the Forum constituted for that purpose.

Sanef shall adopt a Code of Conduct and Complaint-handling Procedures to guide the processes mentioned in 6.5 and 6.6. (See Annexure A and Annexure B)

## **7. STRUCTURE**

The primary decision-making body of the Forum shall be the annual general meeting (AGM). The structures of the Forum, as set out below, shall implement policies and decisions made at any AGM per the powers set out below.

### **7.1 THE COUNCIL**

7.1.1 The overall management of the Forum shall be vested in the Council, which shall consist of a minimum of fifteen and a maximum of twenty-five Ordinary and/or Founding members, of whom at least three shall be persons who are not connected persons, as defined in section 1 of the Income Tax Act, 1962, in relation to each other.

7.1.2 The Council will be elected from ordinary and founding members at an

AGM of the Forum. The members elected to the Council shall hold office for two years and shall be eligible for re-election.

- 7.1.3 The Council shall meet at least four times per year, including the AGM. The quorum for any meeting of the Council shall be one-half of the Council members.
- 7.1.4 Meetings of the Council shall be summoned by the Chairperson, who shall convene additional or special Council meetings if any five members of the Council request such a meeting in writing.
- 7.1.5 The Council shall elect from among its members a Management Committee (Mancom) consisting of a Chairperson, a Deputy Chairperson, a Secretary General, a Treasurer, and any other person to fulfil a role as determined by the Forum's Council, none of whom shall be connected persons in relation to each other, as contemplated in clause 7.1.1 above. The members of Mancom are appointed for a two-year term and may serve in the same position for a maximum of two consecutive terms. However, a member of Mancom may serve in different positions for a maximum of five consecutive terms.
- 7.1.6 The Council shall be empowered to appoint individuals or an advisory committee, which may include non-members or associate members of the Forum, to advise it on various matters. Such parties may be invited to attend and participate in Council meetings but shall have no voting rights.
- 7.1.7 The Council shall appoint an Executive Director.
- 7.1.8 The Council shall, subject to the foregoing, retain the right to delegate any of its powers to such persons or bodies as it may decide, including, without limitation, the right to represent the Forum on any structure or at any meeting of a media self-regulatory body.
- 7.1.9 The Council shall not distribute any of the Forum's income or gains other than to achieve the objects for which it has been established.
- 7.1.10 The Council shall ensure that the activities of the Forum are wholly or mainly directed to the furtherance of its principal objects.
- 7.1.11 The Council shall have the power to dismiss or discipline any employees of the Forum and may delegate this power to the Executive Director.
- 7.1.12 The Council shall and is hereby given the right to open bank accounts in the name of the Forum. All the Forum's financial transactions shall be conducted through the said banking accounts. The Council is empowered to appoint signatories to the banking accounts, not necessarily limited to the members of the Council.

- 7.1.13 The Council shall cause proper accounting records to be kept as are necessary fairly to present the state of affairs and business of the Forum and to explain the transactions and the financial position of the business of the Forum. The accounting records shall be kept at the main place of business of the Forum or at such other place or places as the Council thinks fit.
- 7.1.14 The Council shall elect from among its members Chairs for various Committees, none of whom shall be connected persons in relation to each other, as contemplated in clause 7.1.1 above. Committee Chairs are appointed for a two-year term and may serve in the same position, preferably for a maximum of two consecutive terms. However, Committee Chairs may serve in different positions for a maximum of five consecutive terms.
- 7.1.15 The Council shall elect co-conveners for regions and deputy chairs for Committees, and the deputy chairs shall be co-opted to the Council.
- 7.1.16 Mancom can appoint a Committee to respond to the needs of the Forum and the changing landscape.
- 7.1.17 Members of the Council must serve in at least one of the Committees or regional structures, except for Management Committee members, and preferably include members. Members may, however, serve on more than one Committee if they so choose.

## **7.2 MANAGEMENT COMMITTEE**

- 7.2.1 The Management Committee will be responsible for the implementation of policies, decisions, and programmes determined by the Forum, and for the administration of the Forum, including the decision to institute and/or defend legal proceedings and the decision as to who is to be the signatory in respect of such proceedings. In performing its administrative and implementation functions, the Management Committee may co-opt additional members, including ordinary and associate members, to perform other tasks whenever necessary. Such co-option must be ratified by the Council and is subject to the provisions regarding terms limits on roles as are provided for in clause 7.1.5 above.
- 7.2.2 The Management Committee shall report on the activities and financial

and other affairs of the Forum at Council meetings and the Forum's AGM. The roles of the office bearers shall be:

7.2.2.1 The Chairperson leads the forum and has overall oversight responsibility for the affairs of the Forum as determined by the Council. The chairperson is the official spokesperson, chairs the Forum's meetings, has a casting vote in the case of a voting deadlock, and represents the Forum at regional and continental general meetings of Editors' Forums.

7.2.2.2 The Deputy Chairperson shall deputise for the chairperson.

7.2.2.3 The Secretary-General oversees the ordinary business of the Forum and the work of its employees, including issues of membership and record-keeping.

7.2.2.4 The Treasurer oversees the financial administration of the Forum, its annual budget and audits, presents financial statements, and directs fundraising activities.

7.2.3 The Management Committee is responsible for managing the employment relationship of the Executive Director.

### **7.3 COMMITTEES**

7.3.1 The Council shall approve the constitution of Committees and elect chairpersons and deputy chairpersons in line with Clause 7.1.14 and 7.1.15 from its ordinary members to drive and report on projects as determined by the Forum from time to time.

7.3.2 The committees shall include Access to Information and Media Policy, Education and Training, Media Freedom, Diversity and Ethics and Safety and Wellness, Community Media, and any other committee that the Forum may deem necessary.

7.3.3 The chairpersons of the committees shall convene meetings as determined jointly with their members and shall submit reports to the Forum's Secretary General on activities and programmes for presentation to the meetings of the Council and AGM as part of the organisational report.

7.3.4 The Committees shall:

7.3.4.1 Convene meetings and implement decisions and programmes as determined by the Mancom, Council, and AGM.

7.3.4.2 Meet at agreed intervals to consider a set agenda as determined by the Chair in conjunction with members of the committee.

7.3.4.3 Ensure that half the number of committee members is present to constitute a quorum for meetings.

7.3.4.4 Submit activity reports to the Secretary-General for inclusion in the organisational report to be tabled at Council meetings or AGMs or any additional or special meetings whenever necessary.

7.3.4.5 Voluntarily allocate responsibilities to members to carry out specific projects and programmes.

## **7.4 COMMITTEE MANDATES**

### **7.4.1 MEDIA FREEDOM COMMITTEE**

Understanding South Africa's history of media suppression, the Media Freedom Committee's core mandate is to:

7.4.1.1 Safeguard the independence of South Africa's media, recognising its vital role in upholding democracy.

7.4.1.2 Serve as both a watchdog and mediator, addressing threats to media freedom, from government interference to corporate pressure.

7.4.1.3 Actively advocate against oppressive policies, harassment, and intimidation of journalists.

7.4.1.4 Underscore SANEF's ongoing commitment to preserving the hard-won right to freedom of expression.

7.4.1.5 Ensure that the media remains free to inform the public without fear or censorship, even in challenging political climates.

### **7.4.2 DIVERSITY AND ETHICS COMMITTEE**

The purpose of the Diversity and Ethics Committee is to:

- 7.4.2.1 Promote excellence in journalism by fostering diversity and adherence to ethical standards.
- 7.4.2.2 Ensure that journalists from varied backgrounds, including different genders and political philosophies, are equipped with versatile skills and share a common understanding of media ethics.
- 7.4.2.3 Contribute through policy submissions, research, and training programmes aimed at upholding these standards.
- 7.4.2.4 Advocate for an inclusive media landscape, the Committee helps maintain the integrity of journalism in South Africa, encouraging ethical, fair, and diverse reporting practices across the industry.

### **7.4.3 ACCESS TO INFORMATION AND MEDIA POLICY COMMITTEE**

The Access to Information and Media Policy Committee derives its mandate from the constitution of the Forum. Its mandate is to give effect to the following clauses in the constitution:

*4.1.1 The promotion of access to and dissemination of information in the media and a free, independent, and pluralistic press;*

*4.1.2 The promotion or advocacy of human rights and democracy.*

### **7.4.4 EDUCATION AND TRAINING COMMITTEE**

The purpose of the Education and Training Committee is to develop programmes aimed at ensuring that members in the media sector are sufficiently equipped with the relevant skills and knowledge necessary to perform their journalistic and editorial duties in the rapidly evolving news landscape. The core responsibilities of the committee are to:

- 7.4.4.1 Develop an annual plan of education and training activities and projects in line with the Forum's objective
- 7.4.4.2 Recruit members from diverse areas of focus in the news sector, such as trainers, academics, and researchers, to ensure a

broad coverage of issues relevant to the functioning of the sector.

7.4.4.3 Work with relevant Sectoral Education and Training Authorities on matters relating to occupation-specific qualifications.

7.4.4.4 Source funds from the relevant SETAs for education and training projects in conjunction with the Forum's treasury.

7.4.4.5 Coordinate training initiatives for newsrooms in conjunction with the Forum's office.

7.4.4.6 Provide inputs into projects and programmes aimed at fulfilling the Forum's objectives.

7.4.4.7 Work with other committees on matters of common interest in furtherance of the Forum's objectives

#### **7.4.5 SAFETY AND WELLNESS COMMITTEE**

The purpose of the Safety and Wellness Committee is to:

7.4.5.1 Safeguard the physical and mental well-being of journalists, particularly those reporting in hostile environments or covering distressing events such as pandemics.

7.4.5.2 Address the growing threats of online harassment, especially against female journalists, and the intimidation tactics used to silence media professionals. The Committee seeks to

7.4.5.3 Provide support through collaboration with local and international organisations offering wellness counselling and resources to enhance journalists' resilience and ensure their safety while upholding press freedom.

#### **7.4.6 COMMUNITY MEDIA COMMITTEE**

The purpose of the Community and Freelance Media Committee is to:

- 7.4.6.1 Advises the Council on diverse community media issues and advocates for its sustainability.
- 7.4.6.2 Promote collaboration between the community and mainstream media, believing this partnership strengthens the entire industry.
- 7.4.6.3 Foster better communication and transfer of knowledge between media groups.
- 7.4.6.4 Address challenges such as combating disinformation in the news at the community level, improving training opportunities, and tackling the lack of funding and resources essential to the survival of community media outlets, ensuring their critical role in fostering local journalism continues.

## **7.5 REGIONAL CONVENERS**

The Council shall appoint Regional Conveners from among its ordinary members to:

- 7.5.1 Act as liaison between the regions and the Management Committee.
- 7.5.2 Initiate relevant and timely projects, workshops, or seminars important to each specific region's needs in conjunction with relevant committees and Mancom.
- 7.5.3 The Regional Conveners shall establish a support network of ordinary and associate members in each media house and journalism training institution in the region to carry out the Forum activities.

## **7.6 EXECUTIVE DIRECTOR**

The Executive Director is a paid position. The Executive Director manages the day-to-day operations and fundraising activities of the Forum and is an *ex officio* member of the Management Committee and of the Council. Authority on daily operational matters is vested in the Executive Director in consultation with the Management Committee.

## **8. INCOME TAX ACT AND PUBLIC BENEFIT ORGANISATIONS**

For compliance with subsection (3)(b) of section 30 of the Income Tax Act and for so long as the Forum shall be approved as a public benefit organization, the following requirements of that section shall apply (including any amendments to the Act unless they are varied by subsequent amendments to this Constitution):

8.1 Any funds of the Forum not required for immediate use for its objectives may be invested, provided they are invested: -

8.1.1 with a financial institution as defined in section 1 of the Financial Services Board Act, 1990;

8.1.2 in any listed financial instrument of a company contemplated in paragraph (a) of the definition of "listed company" in section 1 of the Income Tax Act and/or

8.1.3 in such other prudent investments in financial instruments and assets as the Commissioner for the South African Revenue Service may determine.

8.2 The Forum may not carry on any business undertaking or trading activity, otherwise than to the extent that –

8.2.1 the undertaking or activity is –

8.2.1.1 integral and directly related to the sole object of the Forum and

8.2.1.2 carried out or conducted on a basis substantially the whole of which is directed towards the recovery of cost and which would not result in unfair competition in relation to any taxable entities; or

8.2.1.3 the gross income derived from all such business undertakings or trading activities does not exceed the greater of –

(i) 15 percent of the gross receipts of the Forum; or

(ii) R25 000.00;

8.2.2 the undertaking or activity, if not integral and directly related to the sole object of the Forum as contemplated in 8.2.1, is occasional and undertaken substantially with assistance voluntarily without compensation; or

8.2.3 the undertaking or activity is approved by the Minister of Finance by notice in the Gazette.

8.3 The Forum may not accept any donation that is revocable at the instance of the donor for reasons other than a material failure to conform to the designated purposes and conditions of such donation. No donation may be accepted that is subject to conditions that are designed to enable the donor, or any connected person to the donor (other than an approved public benefit organisation), to derive any direct or indirect benefit from the application of the donation.

8.4 A copy of any amendment to this constitution shall be submitted to the Commissioner for the

South African Revenue Service.

## 9. MEETINGS

9.1 The general meeting of the Forum shall be held annually at a date and place determined by the Council and shall be open only to members in good standing AGM annual general meeting.

9.2 The business of the AGM shall be to:

9.2.1 Receive the annual report of the Management Committee;

9.2.2 Approve and adopt the financial statements;

9.2.3 Appoint or confirm auditors for the following financial year;

9.2.4 Elect the ordinary members' representatives to the Council for the following term, as contemplated in clause 7.1.2, and

9.2.5 Deal with any other relevant business.

9.3 Special general meetings shall be convened if the Chairperson of the Council is requested by not less than 20% of the members of the Forum to convene such a meeting. In this event, the Chairperson shall direct the Secretary-General to convene a special general meeting by giving members not less than three weeks' notice in writing of the meeting and the business to be dealt with. The Council shall have the power to convene a special general meeting at any time on the same notice as set out in this clause.

9.4 The quorum for an AGM or a special general meeting shall be 10% of the ordinary membership. If such a meeting fails to meet the quorum, the Chairperson may re-convene the meeting upon another date, and the re-convened meeting, if it so decides, may proceed to consider the Forum's business even if the requisite quorum is not met.

9.5 Members shall endeavour to reach decisions by consensus, but if this is not possible, decisions shall be taken by vote.

9.6 Only paid-up ordinary members of the Forum shall be entitled to vote.

9.7 Voting shall take place by show of hands unless an ordinary member who is entitled to vote requests a secret ballot, in which case the Chairperson shall order a poll by secret ballot. The reasonableness of such a request shall be determined by the Chairperson.

9.8 Each ordinary paid-up member shall have one vote, and decisions, other than as otherwise provided for in this Constitution, shall be taken by way of a simple majority.

9.9 A notice shall be deemed to have been sufficiently dispatched and forwarded in writing to a member at the last electronic address as provided by such member to the Secretary-General.

9.10 The Secretary-General will record the minutes of meetings of the Council, Management Committee, AGM, and Special General Council.

9.11 In any meeting of the Forum, whether an Annual or Special General Meeting, a meeting of the Council, the Management Committee, or any subordinate committee, no member may take part in a decision if they have a conflict of interest. In such a case, the member(s) must recuse themselves, and the remaining voting members at the meeting must make the necessary decision(s) without that member's participation.

## **10. AMENDMENTS TO THE CONSTITUTION**

Any clause of the constitution may be amended by a resolution passed by a two-thirds majority of voting members present in person at the AGM or a special general meeting, provided that at least three weeks' notice of the meeting specifying the proposed constitutional changes is given to members. In addition, the Council shall be entitled to effect such amendments to the Constitution as may be required to enable the Constitution to comply with any laws or to enable effect to be given by the Council to the intentions of this Constitution. If an amendment is effected by the Council, such amendment shall be deemed to have been ratified as required in terms of this Constitution unless such amendment is opposed by a two-thirds majority of voting members within ten days of notification to such members of the change in question.

## **11. FINANCIAL YEAR-END**

The Forum's financial year end shall be the last day of February of each year.

## **12. DISSOLUTION**

12.1 The Forum may be dissolved by a resolution of two-thirds of voting members present at an AGM or special Forum meeting, provided that notice of the proposed resolution is given to members no less than three weeks before the meeting date.

The Chairperson shall forthwith, upon receipt of the notice, advise all members of the proposed resolution.

- 12.2 If a resolution is duly passed for the dissolution of the Forum, or if for any reason the Forum ceases to exist, its assets remaining after the payment of its debts shall be transferred to one or more similar public benefit organisations, approved in terms of section 30 of the Income Tax Act, as may be decided by the Editor's Council.

This Constitution was amended and approved at the AGM on 28 June 2025 in Johannesburg.

Following amendments at the AGM, it is hereby signed by the SANEF Management Committee, duly elected in Johannesburg.

### **13. OFFICE BEARERS**

Name & Surname	Designation	Signature
<b>Mr Makhudu Sefara</b>	Chair	
<b>Mr Tshamano Makhadi</b>	Deputy Chair	
<b>Dr Glenda Daniels</b>	Secretary General	
<b>Mr Sibusiso Ngalwa</b>	Treasurer General	

# ANNEXURE A: SANEF COMPLAINT-HANDLING PROCEDURES

## 1. PARAMETERS

- 1.1 Scope:** This process does not cover cases where members seek SANEF action on systemic issues such as industry ethics, nor does it apply to purely editorial and journalistic judgments of editors.
- 1.2 Applicability:** This procedure concerns complaints about current SANEF members made by other current SANEF members, where actions are deemed to have violated the Forum's constitution.
- 1.3 Preconditions:** Complaints will only be considered if direct, bilateral, and bona fide communications among the parties have not resolved the dispute.
- 1.4 Submission:** Any member making a formal complaint must submit it in writing to the SANEF Mancom using a template that aligns with these provisions.
- 1.5 Identity disclosure:** The complainant must disclose their identity to Mancom but may request anonymity. Mancom has the discretion to grant or deny this request. Regardless, the complaint itself must be transparent to SANEF Council members.
- 1.6 Constitutional relevance:** All complaints must reference relevant clauses in the Constitution.
- 1.7 Detailed motivation:** The complaint must provide detailed motivation, substantiating the grievance and documenting efforts made to resolve the matter bilaterally.
- 1.8 Redress sought:** The complaint should clearly outline the redress being sought from SANEF.

## 2. PRELIMINARY PROCESS: REVIEW COMMITTEE

- 2.1 Appointment:** Upon receipt of a complaint, SANEF Mancom appoints an independent Review Committee consisting of at least two eminent members of the industry after consultation with the parties.
- 2.2 Assessment:** The Review Committee assesses whether the complaint should be dismissed or warrants further attention and if the latter determines the appropriate level for further attention.
- 2.3 Evaluation criteria:** In reaching its conclusions, the Review Committee evaluates the issue based on:

- 2.3.1 Serious violation threshold:** Clear breach of member obligations and responsibilities as per the SANEF constitution, including the scale and frequency of the alleged violations, inferred intentions, and the likely impact on society and media.
- 2.3.2 Reputation impact:** The extent to which the Forum or journalism practice has been brought into disrepute, including explicit implications of the Forum, scale, and frequency of alleged violations, inferred intentions, and the impact on society and media.
- 2.3.3 Programmatic priorities:** Alignment with SANEF's agreed priorities.
- 2.3.4 Evidence feasibility:** The likelihood of finding sufficient evidence.
- 2.3.5 Budgetary implications:** Potential costs of any investigation.
- 2.3.6 Timetable:** An optimal timeline if further process is envisioned.
- 2.4 Reporting:** The Review Committee presents a report on its assessment along with recommendations to SANEF's Mancom.
- 2.5 Decision reporting:** Mancom's decisions on the next steps must be included in its report to the next Council meeting.
- 2.6 Council involvement:** Mancom may defer decision-making to a scheduled or extraordinary meeting of the Council.

### **3. INVESTIGATIVE PANEL**

- 3.1 Decision on further process:** Depending on the decisions deemed appropriate by Mancom (or Council, as the case may be), the complaint may be dropped or referred for further process.
- 3.2 Terms of reference:** In the event of further process, Mancom must draw up a set of terms of reference and budget for an Investigative Panel and identify respected individuals with known integrity and no conflicts of interest (from inside or outside SANEF membership) to constitute this panel.
- 3.3 Convenor selection:** The Panel members will choose a convenor to liaise with Mancom.
- 3.4 Investigation method:** The Panel will decide on the method of its investigation, considering budgetary and evidentiary factors, and whether it will solicit submissions, conduct interviews, and/or convene hearings.
- 3.5 Confidential participation:** The Panel may decide to entertain confidential participation in its investigation. In such cases, the decision and the reasons must be recorded in the Panel's report. The Panel should regard any confidential testimony with caution.

- 3.6 Response opportunity:** The Panel must afford the accused SANEF member or their appointed representative an opportunity to respond in writing to the complaint, and this response must be included in the Panel's report.
- 3.7 Findings and recommendations:** The Panel must make a finding on the complaint and any mitigating or exacerbating circumstances and recommend corresponding action (or not) in terms of the SANEF constitution (as amended above).
- 3.8 Council consideration:** This recommendation by the Panel will be for the consideration of the Council, which will then take a final decision as per the SANEF constitution (as amended above).
- 3.9 Right of appeal:** As per the Constitution, a member whose membership has been terminated in terms of clause 6.4 has the right to appeal the decision to the next scheduled Council meeting or the AGM or a Special General Meeting of the Forum, constituted for that purpose – whatever comes first.
- 3.10 Legal authority:** SANEF does not have the legal authority to stand in the way of any member's private pursuit of litigation, although the Forum encourages members to use its internal processes and to accept the decisions of the Council.

## **ANNEXURE B: SANEF CODE OF CONDUCT**

## ANNEXURE C: FOUNDING MEMBERS

1. Tyrone August	21. Raymond Louw <i>(deceased)</i>	41. Don Pinnock
2. John Battersby	22. Aggrey Klaaste <i>(deceased)</i>	42. Brian Pottinger
3. Arrie de Beer <i>(deceased)</i>	23. Simphiwe Magoda	43. Ramesh Ramlal
4. Guy Berger	24. Robert Magwaza	44. Judy Sandison
5. Sunil Bramdaw <i>(deceased)</i>	25. Arthur Maimane <i>(deceased)</i>	45. Jane Raphaely
6. Nigel Bruce	26. Len Maseko	46. Jimmy Seepe <i>(deceased)</i>
7. Sarah Crowe	27. Thami Mazwai	47. Mike Siluma
8. Dennis Cruywagen <i>(deceased)</i>	28. Mike Mills	48. Gavin Stewart <i>(deceased)</i>
9. Ebbe Dommissie	29. Molefi Mika	49. Peter Sullivan
10. Tim du Plessis	30. Izak Minnaar	50. Joe Thloloe
11. Ryland Fisher	31. Latiefa Mobara	51. Mike Tissong
12. Derek Forbes	32. Phil Molefe	52. Xolani Tiyalana
13. Amina Frense-Kasrils	33. Wendy Morgenrood	53. Mathatha Tsedu
14. Anthea Garman	34. Sbu Mngadi	54. Jeffrey Mzukisi Twala
15. Pippa Green	35. Lebona Mosia	55. Yves van der Haegen
16. Anton Harber	36. Mtolephi Mthimkhulu <i>(deceased)</i>	56. Mark van der Velden
17. Shaun Johnson <i>(deceased)</i>	37. Tim Noakes	57. David Wightman
18. Jim Jones <i>(deceased)</i>	38. Siphon Ngcobo	58. Moegsien Williams
19. Ida Jooste	39. Debora Patta	59. Ric Wilson
20. Mike Loewe	40. Mary Papayya	60. Muriel Hau Yoon