

AMATEGEKO YA BCUSA

BCUSA YANDITWE
SOUTH DAKOTA



AMATEGEKO NGENDERWAKO Y'URUNANI RW'ABARUNDI MURI LETA NZUNZUBUMWE ZA AMERIKA

INGINGO YA I

IZINA, IBIRO, AMASHAMI Y'UBUSERUKIZI

Agace ka1: izina ry'ishirahamwe ni "URUNANI RW'ABARUNDI MURI LETE NZUNZE UBUMWE ZA AMERIKA (BCUSA mumfunyafunyo y'icongereza)

Agace ka2: ibiro bikuru: Ishirahamwe rishobora kubana ivyo biro muri canke ahatandukanye no muri leta ya South Dakota, nkuko bishobora kugenwa umwanya wariwo wose biciye mumanama y' Urwego Nshingwabikorwa rw'Abayobozi bishirahamwe (rimwe na rimwe ruzwi nk' **Urwego nyobozi canke Urwego Nshingwabikorwa**) rimwe murizo ishobora kugenwa nk'ibiro bikuru.

Agace ka3 Ibiro nserukizi canke amashami nserukizi. Ishirahamwe rizogumana ibiro nserukizi n'ishami nserukizi muri Leta ya SOUTH DAKOTA. Ibiro bishobora kuba ari naco kibanza c'imirimo. Akaranga naho ishami nserukizi riri bishobora guhinduka umwanya kumwanya mukumenyesha umurwi w'I SOUTH DAKOTA hisunzwe ubryo bw'igikorwa kidaharanira inyungu.

INGINGO YA II

UBUNYWANYI

Agace ka1: Imice y'abanywany: Ishirahamwe rizobana umuce umwe wabanywanyi baja mumatora bakaba bazoriha amahera yokwinjira hamwe nintererano za buri kwezi (amadolari 20 kuwukuze w'imyaka 18 kuduga).

- A. Kuva Gitugutu 2021 gushika itariki imwe kigarama 2021 ntamahera yokwinjira azosabwa, ariko kuva itariki 2 za kigarama umunywany wese mushasha azotanga idorali 20 kuwukuze wimyaka 20 kuduga

Agace ka2: Ibisabwa. Abanywany bavuzwe mugace kambere kiyingingo bategerezwa kuba abamuka mu BURUNDI baba muri USA bafise kuva kumyaka 18 kuduga canke abo bubakanye. Ikindi Abanywany bazokwama bashigikira intumbero yishirahamwe kandi bashire mungiro ibindi bisabwa bizoba vyagenywe n'Inama Nshingwabikorwa umwanya kumwanya. Ikindi kandi Abanywany bazoriha kandi bagume bariha intererano isabwa buri kwezi. Umunywany atazoriha igihe cose ntazokwemererwa gutora.

Agace ka3: Intererano. Inama NNshingwabikorwa irashobora, biciye mwikoraniro ryayo gushinga, guhindura, canke guhinyanyura intererano isabwa kubanywany hatabaye ihindurwa ryamategeko ngenderwako.

Agace ka4: Ukurangiza (uguhagarika) ubunywany.

a) Ukunanirwa gutanga intererano: ubunywany bw' umunywany buzohagarikwa mugihe umunywany adatanze intererano mukiringo c'imisi 90 inyuma yokumenyeshwa irigira kabiri ugatanga intererano canke ibindi bisabwa vy'umunywany.

b) Ukwirukanwa, Uguhagarika, no kurangiza. Umunywany ashobora kwirukanwa, guhagarikwa, canke ukurangirizwa ubunywany bivuye kungeso idahwanye n' intumbero y'ishirahamwe canke ingeso itandukanye n'ingingo zishirahamwe, aya mategeko ngendegwako, canke iyitandukanye n'imigambi y'ishirahamwe canke ukuntu Urwego nshingwabikorwa rukora. Urwego Nshingwabikorwa ruzotunganya urwandiko rwokugabisha kumunywany nimiburiburi imisi cumi nitanu imbere yuko inama yokumwirukana, yokumuhagarika, yemeza ikerekana nimvo. Urwego Nshingwabikorwa ruzotanga akaryo kumunywany kokumvirizwa, munyandiko canke mumvugo, nimiburiburi imisi itanu imbere yitariki nyezina yukwirukanwa. Urwandiko rwose rwokugabisha ruzorungikwa aho umunywany (aderese) aba nkuko vyerekanwa n'ivyegeranyo vy'ishirahamwe.

c) Urupfu: Ubunywany bw'umunywany buzohagarikwa n'urupfu rw'umunywany ubwiwe.

d) Ubunywany bw'umunywany buzohagarikwa bivanye n'urupfu rw'umunywany ubwiwe. Mugabo kuva gitugutu 2021 gushika kigarama 1 2021, mugihe umunywany wa BCUSA apfuye BCUSA izoha amadolari ibihumbi bitanu (\$5000) kumuryango canke uwuserukira umunywany yapfuye kugira yakore ibijanye n'amaziko mugihe uwo munywany yapfuye yakora neza imbere y'urupfu rwiwe. Urwego Nshingwabikorwa ruzosuzuma aka gace kuri 30/11/2021 kubwimpinyanyuro (bongereza canke bagabanure igitigiri ca \$5000).

Agace ka 5: Ukurungikira ubunywany: Umunywany ntashobora kurungikira uwundi ubunywany canke uburusho (uburenganzira) buturuka kubunywany.

Agace ka6: Uburusho bw'ubunywany

a) Ugutora: Umunywany wese atora, abayararishe intererano zose zikenewe, azoba afise ijiwi rimwe mugihe c'amatora iyo ishirahamwe rifise inama irangiza umwaka, canke rimwe narimwe, canke mugihe aba ari inama idasanzwe. Umunywany wese arekuriwe gutora arashobora kugena mugwandiko uwumuhagarikira mwitora kubwishirahamwe.

b) Ubundi burusho. Ubundi burusho bwumunywany harimwo kwitabira ibikorwa bitandukanye, intonde zikorwa, hamwe namamenyekanisha y'ishirahamwe nkuko bizoba bigenywe buri mwanya n'Urwego Nshingwabikorwa.

Agace ka7: Umwaka w'ubunywany. Ubunywany bw'umwaka buzomara amezi 12 guhera kumusi wa mbere wukwezi intererano zirihwemwo.

Agace ka8: Inama zumwaka. Inama yumwaka yabanywany kuntumbero yogutora abayobozi, gutora abatware, abaserukizi, hamwe nokubwibikorwa bindi bishobora kuba imbere y'inama, izohora iba buri mwaka kumwanya nikibanza umukuru wishirahamwe canke komite Nshingwabikorwa canke Urwego Nshingwabikorwa bashobora kigena. Muriyo nama y'abanywany irangiza umwaka hazokwerekana icegeranyo c'ibikorwa vy'ishirahamwe nukuntuu ivyubutunzi (ibijanye namahera) vyifashe. Mugihe naho kubwimvo runaka inama y'umwaka yungurujwe, ishobora guhamagarwa kandi ikabera murico kibanza nyene.

Agace ka9: Izindi nama. Turetse inama irangiza umwaka, hashobora kuba nimiburiburi izindi nama zibiri ziyongerako zabanywany, zibera mukirongo no mukibanza vyagenywe na komite Nshingwabikorwa canke, mugihe atariyo, umukuru wishirahamwe.

Agace ka10: Amanama adasanzwe. Inama zidasanzwe z'abanywany zishobora kuba umwanya wariwo wose mukibanza carico cose kubwimvo yariyo yose, mugihe bitavuzwe n'ubuserukizi bukuru bwa SOUTH DAKOTA, ihamagawe na komite Nshingwabikorwa canke n'umunyamabanga, kandi izohamagarwa n'umunyamabanga biciye murwandiko ruteweke umukono kandi rugashirwako itariki nabatari musi yibice 10 kwijana vyabagize ishira hamwe barekuriwe gutora badondoye imvo imwe canke nyinshi zituma inama igirwa. Inama zizoshirwa kurutonde mumisi miringo ibiri numwe (21) kuva isabwe.

Agace ka11: Imana zungurujwe. Mugihe bidanzwe nubuserukizi bukuru bwa SOUTH DAKOTA iyo inama irangiza umwaka canke inama isanzwe canke inama idasanzwe y'abanywany yungururijwe kuyindi genekerezo, umwanya nikibanza; ntagabisha ry'itariki nshasha, umwanya nikibanza bishasha bikenewe, mugihe iyo tariki, umwanya nikibanza vyatangajwe munama imbere y'iyunguruzwa.

Agace ka12: Ukugabisha n'ihagrikwa ry'ukugabisha.

a) Ukugabisha: Igabisha ry'inama y'abanywany irangiza umwaka rizotangwa, kuburyo bwokuvuga canke munyandiko, kumunywany wese biciye munzira imwe muzavuzwe mungingo ya VI mukiringo kitari musi yimisi mirongwibiri n'umwe (21) kandi ntikirenge imisi mirongitandatu (60) imberE y'igenekerezo ry'inama; birongowe numukuru w'ishirahamwe, umunyamabanga canke uwundi mutware canke abantu bahamagaza inama. Bizomenyeshwa umunyany wese arekuriwe gutora munama nkiyo.

b) Ihagarikwa ryukugabishwa. Ukwitaba inama kw'umunywany kuzoba mubigize ihagarikwa ryigabishwa ryiyo nama, kiretse mugihe umunywany yitavye inama kumvo yihuta igamije ihindugwa ry'igikorwa kubera inama itaba ihamagajwe mumategeko.

Agace ka13: Iyegeranywa ryamatariki y'igabisha. Abanywany b'iyegeranywa kumpera yigikorwa kumusi wigikorwa ukurikirwa numusi w'igabisha bararekuriwe kugabishwa inama yose yabanywany.

Agace ka14: Igitigiri cabagira inama. Ibice mironwitanu nakimwe (51%) vyabanywany bemerewe gutora, batanze ubwabo, nibo bazogira igitigiri cabagira inama kubwugushira mungiro igiokwa kunama yariyo yose yabanywany.

Agace ka15: Uburyo bwogukora: Ntagutuma. Itora ryabanywanyi benshi (ibice mirono itanu kwijana: 50%) bemerewe gutora baserukiwe munama aho igitigiri cabatora batonze ubwabo, niryozobana itegeko ry'abanywanyi, mugihe itegeko ryigitigiri kinini ridasabwe n'ubunyamabanga bukuru bwa SOUTH DAKOTA, ingingo zishirahamwe, canke amatedeko ngenderwako y'ishirahamwe. Nubwo abari musi y'igitigiri cabagira inama caserukiwe munama, ubwinshi bwibice 50% vyabanywanyi baserukiwe barashoboa kunguruzana inama atarindi gabishwa rihabaye. Ugutuma ntikurekuriwe.

Agace ka16: Ukuntu Inama igenda: Umukuru w'ishirahamwe nicegera ciwe atabariho, uwundi wariwe wese ahiswemwo n'abanywanyi batonze azokoresha (azohamgaza) inama yabanywanyi kandi azokora nkumukuru w'inama. Umunyamabanga w'ishirahamwe azokora nk'umwanditsi winama zose zabanywanyi. Mugabo mugihe atawuriho, uwuzobana arongoye inama azogena uwundi muntu akore nkumwanditsi w'inama.

Agace ka17: Igikorwa gikorwa nikarata yitora yanditswe. Turavye igikorwa cose gishoboka kuba munama irangiza umwaka, harimwo amatara yabayobozi n'abatware, umunywanyi ashobora gutora akoresheje ikete canke kubuhinga bwa none kwikarata y'itora canke akoresheje ikarata yitora yatanze kubuhinga bwa none itanze nishirahamwe. Bitari musi y'imisi mirongo 30 imbere yitariki yico gikorwa ishirahamwe rizorungika ikete yukuntu ikarata y'amatora imeze canke irungikire kubuhinga bwa none ivyitonderwa mumatora ku mumwanywi wese arekuriwe gutora ibimuhe kuri adereshe yiwe (aho abasanga) igaragara canke yo kubuhinga bwa none izwi nishirahamwe. Ukwo ikarata imeze kuzogaragaza igikorwa cose casizwe imbere kandi itange akaryo ko kwemeza canke guhakana icyo gikorwa. Igisabo cose c'amatora biciye mwikarata yanditswe (i) kizokwerekana igitigiri c'inyishu zikenewe kugirango bashire mungiro ibisabwa n'igitigiri cabagira inama; (ii) kizovuga ibice vyokwemeza bikenewe kugirango hemezwe ikibazo cose gitandukanye namatora yabayobozi; kandi (iii) kizokwerekana umwanya wogushikana ikarata yitora kw'ishirahamwe kugirango iharurwe, mumwanya utari musi yimisi itatu(3) inyuma y'itariki ishirahamwe rizobana ryayitangiyeko. Inama Nshingwabikorwa ishobora kwongereza umwanya wogushikana kwishirahamwe ikarata yitora mugihe igitigiri c'inyishu kidahwanye nibice 10% bisabwa kubitaba inama.

Agace ka18: Gutora biciye kubuhinga bwa none. Hamaze gutangwa ukugabisha gusabwa mugace kicenda (agace ka9) aho hejuru, ishirahamwe ishobora kwemera amatara mugushikana ikarata yanditswe kubutrye bwamatora bwokubuhinga bwa none yo ikora ibikurikira: a) kwemeza indangamuntu yumnywanyi, b)kwemeza ikiringo citara ryubuhinga bwa none kugirango bashire amazinda ko amajwi atahinduwe mwirungikwa; c)kurungikira icemeza umunywanyi yatoreye kubuhinga bwa none; d)kubika amajwi yokubuhinga bwa none kubwimvo zo gusubiramwo guharura, kugendura nogusubiramwo kuyaraba. Iyo ishirahamwe rikozwe amatara yo kubuhinga bwa none, ritegerezwa gutanga uburyo busobanuritse unyanywi akoreramwo kandi atangiramwo ikarata yitora biciye mubundi buryo

bwo gushikiriza ibintu harimwo ubwo bita “United States Mail Delivery” (uburyo bwogutanga ibintu biciye mwikete bwa Leta zunzwe ubumwe) hamwe nuburyo bwa “Fax Transmission”

Agace ka19: ukwemera. Umunywanyi wishirahamwe yatonze munama yabanywanyi, canke muri komite, aho igikorwa cikibazo rusangi cakozwe azofatwa nkuwemeje ico gikorwa mugihe uguhakana kwiwe kutazotangwa mumwanya w’inama canke mugihe uwo munywanyi atandikiye urwete rwoguhakana ico gikorwa kumwanditsi w’inama imbere yukurangiza inama canke atazorungikira ukwo guhakana biciye mwikete yandikiye umunyamabanga wishirahamwe ubwo nyene inama irangiye. Ubwo burenganzira bwoguhakana ntibuzokora kumunywanyi yatoye ashigikira ico gikorwa.

INGINGO YA III

ABASERUKIZI (Delegates)

Agace ka1: Ubasha rusangi. Hazobaho abaserukizi bokurwego rwa Leta bazokora muguhuza ubunywanyi bwa kira Leta aho ishirahamwe riri namwe n’urwego Nshingwabikorwa rw’ishirahamwe.

Agace ka2: igitigiri nibiranga Umuserukizi.

a) Igitigiri : igitigiri cabaserukizi (umwe canke abaseukizi muri rusangii) kuri kira Leta kizoba cumi (10) bagizwe nabatatu (5) bo muri komite (Urwego) Nshingwabikorwa ya Leta na batatu (5) bo m’Urwego mpanuzwajambo rwigenga. Umuserukizi wese azokora mukiringo catanzwe mugace kagatatu kiyi ngingo.

b) Ibimuranga: Abaserukizi bavuzwe mugace ka2 bazoba igihe cose arabanywanyi bishirahamwe bamuka muburundi baba muri US kandi muma Leta baserukiye. Bategerezwa kuba bafise imyaka 18 nimiburiburi. Umuserukizi wese azoba ari umuntu afise ubuhinga kandi afise ingeso nzinza mumyango wabarundi. Azoshigikiza ibikowa intumbero n’imigambi vyishirahamwe kandi yiteguriye guterera umwanya ninguvu kugirango haramburwe imigabo n’imigambi. Bashobora kandi kuba barangwa nibindi bintu bishobora gushirwaho n’Urwego Nshingwabikorwa biciye mwishirwamungiro n’ihinyanyurwa ryaya mategeko.

Agace ka3 Amatora n’ikiringo

a) Uburyo bwogutanga. Abaserukizi bishirahamwe bazatorwa munama yabanywanyi irangiza umwaka mukibanza gitanzwe nabanywanyi batanga ba Leta bagenywe guserukira.

b) IKiringo cubuserukizi. Abaserukizi bazokora ikiringo cimyaka itatu (3). Abaserukizi bazokorana nimiburiburi kane mumwaka.

Agace ka4: Ukwikura mumabanga. Umuserukizi arashobora kwikura mumabanga mukuzuzura urwete rwokwikura mumabanga rwandikirwa umukuru w'ishirahamwe canke umunyabanga mukuru wishirahamwe. Umuserukizi atazokwitaba igi c'inama zitegekanijwe kukiranga misi c'umwaka azoba akwiye gutaramugwa nubuyobozi.

Agace ka5: Ugukurwamwo: umuserukizi ashobora gukurwa mubuserukizi kumvo canke atamvo vyemejwe nitora ryabanywanyi ba Leta bamutoye, mugihe c'inama isanzwe canke iyidasanzwe ihamagjwe kubwiyo mvo.

Agace ka6: Ibihengeri. Mugihe hagaragaye igihengeri mubuserukizi bwa Leta kumvo zitanduknye, abayobozi basigaye batowe nabanywanyi ba Leta igaragaramwo ico gihengeri barashobora gutora umuserukizi wimfatakibanza kugirango azibire ico gihengeri munama isanzwe canke idasanzwe ihamagarijwe ico gihengeri.

INGINGO YA IV

URWEGO NYOBOZI

Agace ka1 Ububasha rusangi. Ibikorwa vyishirahamwe bizohagarikirwa n'Urwego Nshingwabikorwa rw'abayobozi bishirahamwe hamwe nabo urwo rwego rukoresheje. Urwego nshingwabikorwa rwabayobozi rushobora kwitwa "URWEGO NSHINGWABIKORWA"

Agace ka2 igitigiri n'ibiranga Umuyobozi.

a) Igitigiri: igitigiri cabayobozi (umuyobozi umwumwe canke abayobozi muri rusangi) ntikizoba musu ya cumi nabatnu(15) kandi ntikibe hejuru ya mirongo itanu nabatandatu kandi bazokora ikiringo nkuko biboneka mugace ka3 kiyi ngingo. Ntampinyuro yaya mategeko izogabanura igitiiri cabayobozi ngo kije musu yigitigiri gikenewe nubuserukizi bukuru bwi SOUTH DAKOTA.

b) Ibimuranga. Abayobozi bavurwa mugace ka 2 bazokwama ibihe vyose ari abanywanyi b'ishirahamwe kandi bafise amamuko yo mu BURUNDI baba muri USA bafise nimiburiburi imyaka 18. Kira muyobozi azoba aba muri leta aho ishishirahamwe riri kukivi.kira muyobozi azoba afise uburambe kandi afise izina ryiza mu muryango wabarundi azoba ashigikira imigabo n'imigambi y'ishirahamwe kandi azoba akunda guterera umwanya n'inguvu vyawe kugirango harangurwe iyo migambi.Abayobozi

bazobana ibindi bibaranga nkuko bizoshirwa ahabona n'Urwego Nshingwabikorwa mwishirwa mungiro n'ihinyanyurwa ryaya mategeko ngenderwako.

C) Umukuru n'icegera b'Urwego Nshingwabikorwa. Umukuru w'Urwego Nshingwabikorwa niwe azohamagaza kandi ayobore amanama yose y'Urwego nyobozi. Icegera azokora mugihe ata mukuru w'Urwego canke n'igihe umukuru yapfuye canke umukuru adashoboye canke yanse gukora.

Agace ka3 Amatora nikiringo.

a) Uburyo bwogutora

1⁰) Umuserukizi mukuru yatowe kuri buri Leta azoca agirako aba umwe mubagize Urwego Nyobozi

2⁰) Abazotorwa nkabware bishirahamwe bazoca bagirako baja mubagize Urwego Nyobozi.

b) Ikiringo c'abatware. Abagize Urwego Nshingwabikorwa bazokora ikiringo cimyaka itatu (3). Kira muyobozi wo m'Urwego Nyobozi yakoze ibiringo bibiri bikurikirana ntazoba yemerewe kwitoza kandi mukiringo c'umwaka (1) ukurikira ukurangira kwigice cakabiri. Abagize iyo komite bazogena umukuru w'Urwego Nshingwabikorwa. Urwego Nshingwabikorwa ruzokwama rukorana nimiburiburi gatatu mumwaka.

Agace ka4: Ukwikura mumabanga. Umuyobozi ashobora kwikura mumabanga igihe cose mukwandikira Umukuru canke Umunyamabanga w'ishirahamwe. Umuyobozi ananiwe nokwitaba icakabiri cinema zitegekanijwe mumwaka azoba akwiye gukurwamo.

Agace ka5: Ugukurwamwo

a) Umuyobozi atowe nabanywanyi ba Leta ashobora gukurwamwo n'ubwinshi bwamajwi yabanywanyi bose biyo Leta barekuriwe gutora mubibazo nkivyo.

b) Umuyobozi atowe nabanywanyi ashobora gukurwamwo nabanywanyi munana handitswe urwandiko ruvemeza canke handitswe ikarata yamatora yabanywanyi barekuriwe kuja mumatopra kwiryo kurwamwo. Muguhe ikurwamwo ribaye munama, icegeranyo c'inama kizokwerekana ko imvo canke imwe mumvo ziyo nama ari ikurwamwo ryumuyobozi.

c) Urwego nyobozi (rwabayobozi) rushobora gukurwaho rwose vyemejwe nitora kubice bibiri kuri bitatu (2/3) vyabanywanyi barekuriwe kugutora muri mwene ivyo bibazo.

Agace ka6: Ibihengeri. Mugihe habonetse igihengeri m'Urwego Nshingwabikorwa biturutse kumvo yariyo yose, harimwo niyongerekana nigitigiri cabayobozi, abanywanyi bazotora ubugira kandi umuyobozi mfatakibanza kugirango akore ikiringo cose. Kubwintumbero yoguharura aho ikiringo gihera, ikiringo cumuyobpzi mushasha kizoharurwa guhera kwitariki yatoreweko nabanywanyi.

Agace ka7: Inama irangiza umwaka. Inama y'umwaka y'Urwego Nyobozi izoba kira mwaka kumwanya nomukibanza bizoba vyashizweho n'Urwego Nyobozi kubwimvo zugutora abayobozi nabatware kandi bongere barongore ico gikorwa nkukwishobora kuba imbere yinama. Inama irangiza umwaka ninama yama iba kubwimvo zicicaró gikuru cishirahamwe ca SOUTH DAKOTA. Ishobora kuba atakanama kahabaye, mugihe iba kukibanza numwanya nkuko ishobora tutangwa mw'shingwabikorwa.

Agace ka8: izindi nama zama ziba: Urwego Nshingwabikorwa ruzogira inama nimiburiburi kabiri mumwaka ziyongera kunama irangiza umwaka. Urwego Nshingwabikorwa rushobora gutanga biciye mwishirwamungiro ryibikorwa vyizo nama, ko inama zoba kumwanya no mukibanza, canke hisunzwe ibiri murugwao rwandiko rwivyashitsweko, izo nama zobera kumwanya no mukibanza vyavuzwe atakundi kugabishwa kuhabaye kiretse urwo rwandiko rwivyashitsweko.

Agace ka9: Inama zidasanzwe. Inama zidasanzwe z'Urwego Nshingwabikorwa zishobora kuba kumwanya nomukibanza kubwimvo zarizo zose, iyo atakundi vyerkanywe nicicaró gikuru ci SOUTH DAKOTA, zihamagajwe numukuru wishirahamwe canke umunyamabanga, kandi izohamagarwa numunyamabanga biciye mugisabo cannditswe c'ubwinshi bwabayobozi(ibice 51%).

Agace ka 10. Amanama kuri terefone canke kubundi buhinga bwo gutumatumanko.

- a) Uwariwe wese canke Abayobozi bose bashobora kuba munama yama iba canke iyidasanzwe canke munama ya komite y'Urwego Nshingwabikorwa akoresheje uburyo bwa terefone canke ubundi buryo bwogutumatumanko aho abayobozi bose bari muriyo nama bashobora kwumvirizanya.
- b) Mugihe inama ibaye biciye muburyo bwavuzwe mugace (a), abayobozi bose bitabira iyo nama bazomenyeshwa kwinama igiye kuba aho igikorwa kidasanzwe gishobora gukorwa. Umuyobozi azoba munama akoresheje uburyo bwavuzwe mugace (a) azofatwa nkuwatonze munama.

Agace ka11: Ukugabisha nihagarikwa ryukugabisha.

- a) Ukumenysha, umwanya nikibanza vy'inama yariyo yose bizatangwa murwandiko ruhawe umuyobozi wese nimiburiburi imsi cumi nitanu (15) itaraba. Uko kumenyeshwa gushobora guca munzira imwe muzivugwa mugace (b) aho hepfo. Imvo yigikorwa kizokorwa munama idasanzwe y'Urwego Nshingwabikorwa ntikenewe kuvugwa mwigabisha ryinama canke imenyshwa ryiyo nama. Igikorwa cose c'Urwego Nshingwabikorwa cogukura umuyobozi canke kwemeza ikibazo gisabako abanywanyi, mugihe ishira hamwe ribafise, bacemeze ntabwo ico gikorwa cemerwa mugihe umuyobozi wese atahawe mumisi ibiri icanditswe kimumenyeshwa ico gikorwa kizokorerwa matora muriyo nama canke mugihe bitamenyeshwejwe hisunzwe ubuserukizi bukuru bwi SOUTH DAKOTA.
- b) Uburyo bwokugabisha (ukumenyeshwa): Ukugabisha inama yose idasanzwe y'abayobozi canke ukundi kugabisha kwose gukenewe gutangwa hisunzwe aya mategeko ngenderwako canke Ubuserukizi bukuru bw'I SOUTH DAKOTA; bishobora kubwirwa umuntu, canke kwiterfone, canke kubuhinga bwa "Facsimile", canke kubuhinga bwogutumanatumanako, canke biciye mwikete canke muburyo bwibanga.
- Uburyo bwokuvuga nubwiza mugihe bivuzwe. Uburyo bwicanditse ni bwiza kubera ibi bikurikira: (i) mugihe bwakiwe, (ii) imisi itanu(5) inyuma yitangwa muri US mail, mugihe ryarungitswe ririhwe, (iii) kwitariki yerekanywe mwisubizwa ryiyakirwa risinyweko nuwu rirungikiwe. Igabishwa ritanzwe kubuhinga bwa none ni bwiza mugihe kuri aderesi yokubuhinga bwa none iri mugitabo cyvegeranyo.

c)Ukumenyeshwa igabishwa: Igihe cose ukugabisha gukenewe gutangwa hisunzwe amubuserukizi bukuru bwi SOUTH DAKOTA, ingingo zishira hamwe, canke aya mategeko ngenderwako yishira hamwe, ukumenyeshwa kuzonganywa nitangwa ryukugabisha. Ukumenyeshwa kuzoba kwanditswe kandi guteweke urukumu numuyobozi ari kuriryo gabisha, canke biciye mubuhinga ngurukanabumenyi (email) kandi yujujwe nivyavugiwe numana canke ivyegeranyo vyishira hamwe. Ugutonda munama kumuyobozi kuhagarika igabisha ryose rikenewe kumuyobozi winama kiretse umuyobozi yanse ikorwa ryinama canke igikorwa cose cinema kandi ntatore yemeza igikorwa cigwa munama. Iyo abikora agishits canke kuntango yinama.

Agace ka12: Igitigiri. Ubwinshi bwabayobozi (ibice 50%) bomubuyobozi nibwo buzoba igitigiri nkenerwa kugirango harangurwe igikorwa munama yUrwego Nshingwabikorwa. Iyo ico gitigiri ariho bari mugihe inama yicaye, bazofatwa nkabatonze gushika inama irangiye, nubwo umwe cenke abayobozi bogenda. Muguhe hatonze abari musi yigitigiri gisabwaiyo inama yicaye, benshi mubatomze bashibora kunguruza inama kuwundi mwanya hatabayeho ukugabisha kundi.

Agace ka13: Ukugene bikorwa: Ntagutuma. Ingingo y'ubwinshi bwabayobozi batonze niyo ingingo yUrwego nyobozi, kiretse ingingo yigitigiri kinini isabwe nubuserukizi bukuru bwi SOUTH DAKOTA, canke ingingo zishirahamwe canke amategeko ngenderwako yishirahamwe. Ugutuma ntikurekuriwe.

Agace ka14: Igikorwa cemejwe nurwandiko rwuruhusha rwabayobozi. Igikowa gisabwe ngingo zishirahamwe canke amategeko ngenderwako, canke ibisabwa vyose nubuserukizi bukuru bwa SOUTH DAKOTA vyogukorerwa munama, canke ikindi gikorwa cose gishobora gukorerwa munama, gishobora gukorwa atanama iyo urwo rwandiko rusinyweko nabayobozi barekuriwe gotora hisunzwe ico gikorwa nyezina. Urwo ruhusha ruzoba rufise ubushobozi ningaruka bingana nitora ryahuriweko nabayobozi bari munama.

Agace ka15: Ukwemeza. Umuyobozi wishirahamwe yitavye inama yUrwego Nyobozi, canke komite yabo, aho igikorwa cishirahamwe cigwa, azofatwa nkuwemeje ico gikorwa (ingingo) mugihe atazobihakanisha urwandiko mumwanya winama acanje mugihe uwo muyobozi atazokwandikira urwete rwoguhakana, yandikire umwanditsi winama imbere yuko inama irangiraa canke azorungike urwandiko rwoguhakana abicishije mwikete arungikire Umunyamabanga wishirahamwe ubwo nyene inama irangiye. Ukwo guhakana ntikuzokwemezwa kumuyobozi yatoye yemeza ico gikorwa.

Agace ka16: Ikete ryubuhinga bwa none: igikorwa cose gishobora kurangurwa, canke gikeneye kurangurwa, murizo nyandiko zaya mategeko ngenderwako canke ubuserukizi bukuru bwi SOUTH DAKOTA, harimwo ukwemeze inyandiko zuguha, kizokwemezwa mugihe kirungitswe kandi kikakirwa biciye mubuhinnga bwa none (email).

Agace ka17: Inama (umubonano) Nshingwabikorwa. Urwego Nshingwabikorwa rushobora kuja munama Nshingwabikorwa kandi bagaheraheza kukigabane c'Urwego Nshingwabikorwa mugihe harabwe ibibazo bikurikira: (a) akazi, abakozi, canke ibibazo vyamagara; (b) impanuro ziciye mumatekeko kubwUrwego Nshingwabikorwa; (c).....; (d) ikindi kibazo comwibanga, aho kubishira ahabobna bitandukanye namategeko, kizohanarirwako ivyiyumviro.

Agace ka18: ukudahuriza kumuyobozi. Mugihe amatora yUrwego Nshingwabikorwa athurijweko, mugabo bisabwe numwe mubayobozi murwandiko rurungikiwe umunyamabanga, Urwego Nshingwabikorwa mukiringo cimisi mirongo itatu (30) bakiriye ico gisabo, ico kibazo cUrwego nyobozi rutahurujweko bazogishikiriza banywanyi kugirango habe amatora. Ingingo yabanywanyi izoba izoba ntabanduka y'ishirahamwe nokumuyobozi wese.

Agace ka 19: Inshumbusho. Abatware bishirahamwe, nabandi bomubutware bagize Urwego, ntibazoshumbushwa kugukora nkabatware, mugabo bashobora gushumbushwa kubwibindi bikorwa biba bikenewe mugushira mungiro imigambi yishirahamwe. Ikindi kandi, abatware bashobora gusubizwa uburyo bakoresheje mubijanye nibibazo vyishirahamwe, bivanye nuko iryo subizwa rirekurirwa n'Urwego nyobozi. Ingingi zijanye ninshumbusho hamwe nisubizwa r'yuburyo rizokwisunga politike y'ishirahamwe ijejwe amatati afatiye kunyungu hamwe ma politike ijejwe ivyingingo nugasubizwa uburyo bwakoze.

INGINGO YA IV

AMAKOMITE

Agace ka1: Amakomite yUrwego Nyobozi. Mwishirwa mungiro ry'ibikorwa, Urwego Nshingwabikorwa rushobora gushiraho komite imwe canke nyinshi yamaho canke yakanya gato iba ifise ububasha irekurirwa nicicaro gikuru ca SOUTH DAKOTA kandi bikadondorwa neza muriryo shirwamungiro. Komite ishobora kuba igizwe nabayobozi babiri canke barenga bishirahamwe.

- a) Ubushobozi bugenewe Urwego Nyobozi. Komite yose, nkuko izoba yerekanywe mubikorwa vyUrwego Nyobozi, izoba ifise kandi ikoresha bumwe mubushobozi nububasha bw'Urwego Nyobozi. Mugabo nta komite nimwe izobana ubushobozi nububasha bwogukora ibi bikurikira: (i) ukwuzuzwa ibihengeri m'Urwego Nyobozi canke muri komite bakoresheje ububasha bahabwa nUrwego nyobozi; (ii) Ugushiramwo, uguhinyanyura canke kwanka aya mategeko ngenderwako; (iii) ugushinga inshumbusho yabayobozi; (iv) uguhinyanyura canke uguhakana igikorwa c'Urwego Nyobozi; canke (v) igikorwa kubibazo vyega amategeko ngenderwako canke ibikorwa vy'Urwego Nyobozi kuyindi komite y'Urwego Nyobozi.
- b) Komite Ndongorabikorwa Yigenga. Hazobaho komite ndongorabikorwa yigenga izoba ijejwe gukemura ibihari vyabanywanyi. Komite ndongorabikorwa ijejwe gukemura ibihari munzira yamahoro hamwe no gushira mungiro ibisabwa namategeko ngenderwako, amabwirizwa namategeko. Komite ndongorabikorwa yigenga izoba igizwe nabantu batanu (5) bagenywe na komite Nshingwabikorwa.
- c) Komite ijejwe amatora. Hazobaho komite yamatora yitwa kandi "UMUGWI UJEJWE AMATORA". Umugwi wamatora uzoba ugizwe nabantu batanu (5) bagenywe na komite Nshingwabikorwa.

Komite Nshingwabikorwa izogena kandi umwe mubagize umurwi wamatora gukora nkumukuru wumurwi wamatora. Umurwi wamatora uzoba uhurikiwemwo abanywanyi bavuye muma Leta atanu (5) atandukanye aho BCUSA ikorera. Abagize umugwi wamatora ntibazokwitoza m'Urwego narumwe rwa BCUSA. Ukwezi kumwe imbere yamatora, Urwego Nyobozi ruhari ruzoshiraho umugwi wamatora ugizwe nabanywanyi batanu (5) bavuye muma Leta atanu (5) atandukanye bigaragako arabanywanyi beza aba BCUSA. Umugwi wamatora uzoca ugena abandi banywanyi batanu (5) bari musi yabo bazoba bari kurugezo rwa Leta. Ivyavuye mumatora bizatangazwa n'umukuru wumurwi wamatora. Mugihe ivyavuye mumatira bihakanywe, amakenga azoshikirizwa umurwi wamatora murwandiko mumisi mirongo itatu (30) inyuma yogutangaza ivyavuye mumatora. Mugihe habaye ukutanyugwa, hazoba kwitura komite yubutungane ijewe gutatura indyane zabanywanyi, izishirwamungiro ryaya mabwirizwa nayandi mategeko; kugirango ifate ingingo.

- d) Ukuba muri komite utari umuyobozi. Uwutari umuyobozi ashobora kugenwa kuba muri komite yariyo yose y'Urwego Nshingwabikorwa kiretse m'Urwego Nshingwabikorwa, mugihe uwo muntu atri umuyobozi nttazogira uburenganzira bwo gutora kukibazo cose gishiraho ibwirizwa ntabanduka ryishirahamwe.
- e) Ukwaka ububasha bw'Urwego Nshingwabikorwa. Urwego Nshingwabikorwa rurashobora gukura uwugize komite canke rugakuraho iyo komite yose, umwanya wose, hariho canke atampamvu. Igikorwa cose ca komite, harimwo ibikorwa vyose vya komite Nshingwabikorwa, gishobora gusubirwamwo, guhindurwa canke kwankwa munama irangiza umwaka ikurikira canke muzindi nama z'Urwego Nshingwabikorwa.
- f) Ikiringo: kiretse amakomite ayo Urwego Nshingwabikorwa rushobora kuba rwashiriyeho amategeko biciye mwishirwa mungiro ryibikorwa, uwugize komite azobandanya gushia kuyindi nama irangiza umwaka yishirahamwe mugihe Urwego Nshingwabikorwa rudakuyeho uwugize komite canke ngo rukureho komite yose. Abagize komite bashobora gukora ibiringo bikurikirana atarubibe.
- g) Amategeko ya komite: Amakomite azokwirikiza igabishwa, igitigiri cabagira inama, hamwe namateko agenga amatora yega Urwego Nshingwabikorwa mwigabisha ryimisi itari musi yitatu.

Agace ka2: komite mpanuzwajambo. Urwego Nshingwabikorwa rushobora gushiraho komite imwe canke nyinshi mpanuzwajambo. Kira komite mwenyi ishobora kuba irimwo umunywanyi wese atari umuyobozi kandi wo Urwego Nyobozi rushimye yokora muriyo komite. Urwego Nshingwabikorwa rushobora kwongezako uwugize iyo komite umwanya kumwanya. Uwugize iyo komite azokora akorera Urwego Nshingwabikorwa. Iyo komite mpanuzwajambo Iyo komite mpanuzwajambo izohanura yongere ifashe abatware nabayobozi b'ishirahamwe mubibazo vyose bajewe n'Urwego Nshingwabikorwa. Komite yose, bavyemerewe n'Urwego Nshingwabikorwa, barashobora gutunganya amategeko namabwirizwa yo guhamagaza nokugira inama za komite nibindi bibazo bijanye nuko bakora.

INGINGO YA V

AMATATI AFATIYE KUNYUNGU

Agace ka1: Ivyamatati afatiye kunyungu. Umuyobozi wese, umutware, umukozi hamwe nuwuri mubagize komite canke uwufasha abagize komite y'Urwego Nshingwabikorwa bafise ububasha bahabwa n'Urwego Nshingwabikorwa azokwigenza kuburyo buhwanye na politiki yishirahamwe yamatati afatiye kunyungu nkuko ishobora guhinyanyurwa n'Urwego Nshingwabikorwa uwanya kumwanya.

Agace ka2: Ukurangiza amatati. Umuyobozi wese, umutware wese, umukozi, canke uwufasha (icegera) uwugize komite Nshingwabikorwa bafise ububasha bahabwa n'Urwego Nshingwabikorwa, bazoheraheza kira mwaka kandi bazosinya urwete rwemeza politike ijejwe amatati afatiye kunyungu.

INGING YA VI

ABATWARE

Agace ka1: Igitigiri. Amutware Bukuru Bishirahamwe bazoba Umukuru wishirahamwe, icegera ciwe, Umunyamabanga n'icegera ciwe, hamwe numwe canke abanyakigega babiri, umwe wese murabo azotorwa nabagize ishishirahamwe kiretse icegera cumukuru w'ishishirahamwe azogenwa n'umukuru w'ishishirahamwe yatowe. Abo bantu nyene bazoshobora gufata icarimwe ubutware burengeye bumwe kandi bazoca bongera kuba abagize Urwego Nshingwabikorwa (Abayobozi).

Agace ka2: Amtora n'ikiringo c'ubutware. Abatware bishirahamwe bazotorwa n'abanywanyi bishirahamwe mugihe cinama irangiza umwaka. Mugihe amatora yabatware atabaye muri mweniyo nama, ayo matora azoca aba vuba inyuma ahazoba horoherezanya. Umutware wese azoba mumabanga guhera kumpera yinama yumwaka muikiringo cimyaka itatu (3) canke kugeza uwukwiriye kumukurikira atowe bivanye nukurangira kwikiringo cuwo mutware, canke gushika uwo mutware yikuye mumabanga canke akuwemwo muburyo bwerekanywe.

Agace ka3: Ikurwamwo. Umutware wese atowe ashobora gukurwaho n'ubwinshi bwabanywanyi b'ishishirahamwe mugihe c'inama irangiza umwaka canke inama idasanzwe yabanywanyi.

Agace ka4: Igihengeri. Igihengeri mubutware bwose gitewe nurupfu, ukwikura mumabanga, ugukurwamwo, ukuba utakibereye canke izindi mpamvu, gishobora kwuzuzwa n'Urwego Nshingwabikorwa kukiringo kanaka.

Agace ka5: Umukuru wishirahamwe. Umukuru wishirahamwe, ari musi yubugenduzi bw'Urwego Nshingwabikorwa, azogendura kandi yerekeze ibikorwa vyose vyishirahamwe umusi kumusi. Umukuru wishirahamwe azogira ububasha; ari musi yukuntu amahera azokora vyemejwe n'Urwego Nshingwabikorwa, itunganywa ryibikorwa, politike yububasha bwo gusinya, hamwe nayandi mabwirizwa ningendo zerekanwa n'Urwego Nshingwabikorwa; kugena abakozi nabaserukizi bishirahamwe nkuko bazoba bakenewe, kwerekana ubushobozi bwabo, inshingano n'inshumbusho, kandi yongere abahe ububasha, bigakorwa hisunzwe ama politike nukugene ibantu bikorwa vyemejwe n'Urwego Nshingwabikorwa. Uwo muserukizi canke umukozi azoba mubutware kwibangira ry'Umukuru wishirahamwe. Muri rusangi, umukuru wishirahamwe azorangura inshingano zose zivuye kurubwo butware, nizindi nshingano nkuko zizokwerekana n'Urwego Nshingwabikorwa umwanya kumwanya. Umukuru wishirahamwe azogena icegera ciwe.

Agace ka6: Umunyamabanga nicegera ciwe. Umunyamabanga : a) azokora ibishoboka vyose kugirango ibibera mumanama yabanywanyi canke y'Urwego Nshingwabikorwa vyegeranywe kandi bibikwe mubitabo canke mugitabo canke kubuhinga bwa none bwabigenewe; b) azorabako amagabisha yose yatanzwe kumwanya hisunzwe aya mategeko ngenderwako hamwe nubuserukizi bukuru bwa SOUTH DAKOTA; c) azoba umubitsi wamabanga yishirahamwe; d) muri rusangi azokora inshingano zose zumunyamabanga hamwe nibindi ashobora kugenwamwo numukuru wishirahamwe canke nUrwego Nshingwabikorwa. Icegera ciwe azomufasha nkuko bisabwa kandi azokora mugihe umunyamabanga afatiwe (ataraho) canke mugihe umunyamabanga yapfuye, canke atagishoboye canke umunyamabang yanse gukora.

Agace ka7: Umunyakigega nicegera ciwe. Umunyakigwga : a)azogenzura iterambere nikurikiranwa rya polotike yubutunzi yishirahamwe, ugutunganya amahera azokora, gutanga icegeranyo k'Urwego Nshingwabikorwa kandi azoba umukuru wa komite ijejwe ubutunzi ; b) kandi muri rusangi azokora inshingano zose z'umunyabigega hamwe nizindi nshingano ashobora kugenwamwo numukuru wishirahamwe canke Urwego Nshingwabikorwa. Icegera cumunyabigega azofasha umunyabigega azokora kandi mugishingo cumunyabigega atwuriho, canke umunyabigega yapfuye canke atagishoboye gukora canke yanse gukora.

Agace ka8. Abandi bafasha nabafasha batware. Umukuru w'ishirahamwe , arikumwe na komite yiwe, azoba afise ububasha bwo kugena umuntu wariwe wese ashobore gukora nkuwufasha umutware kanaka, canke akore inshingano zumutware mugihe bigaragayeko bidashoboka ko uwo mutware akora kugatwe kiwe(wenyene), kandi uwo mufasha agenywe numukuru wishirahamwe azobana ubushobozi bwogukora inshingano zuwo mutware yagenyweko gufasha, kiretseko ubwo bushobozi bushobora gutomorwa canke guhagarikwa numukuru wishirahamwe canke Urwego Nshingwabikorwa.

Agace ka9: Abatware binyongera. Umutware wese yongeweko wese yongeweko atavuzwe ngaho haruguru azogira ububasha, inshingano hamw nivyo ajejwe nkuko bizoba vyemejwe neza kandi bigenywe nUrwego Nshingwabikorwa.

Agace ka10: Ishumbusho. Abatware bishirahamwe, nabandi bomubutware bagize Urwego, ntibazoshumbushwa kugukora nkabatware, mugabo bashobora gushumbushwa kubwibindi bikorwa biba bikenewe mugushira mungiro imigambi yishirahamwe. Ikindi kandi, abatware bashobora gusubizwa uburyo bakoresheje mubijanye nibibazo vyishirahamwe, bivanye nuko iryi subizwa rirekurirwa nUrwego Nyobozi, Ingingi zijanye ninshumbusho hamwe nisubizwa ryuburyo rizoba ryisunze.

INGINGO YA VII

Agace ka1

Agace ka2

INGINGO YA VIII

UTUNTU NUTUNDI

Agace ka1 Umwaka wugutorezako uburyo. Uwo umwaka wishirahamwe uzohera itariki mirongo itatu nimwe kigarama kira mwaka (31/12).

Agace ka2. Ibitabo nivyegeranyo. Ishirahamwe rizobika kubiro bikuru canke kwishami Ingingo zose namategeko yose yishirahanwe, ivyegeranyo bimeze neza vyubutunzi; ivyavuzwe munama yUrwego Nshingwabikorwa, nibindi vyavuzwe munama bishobora kugumanwa na komite yUrwego Nshingwabikorwa; amazina na aderse ya kira muyobozi na kira mutware, nibindi vyegeranyo vyose nkuko vyoba bikenewe canke bisabwa.

Agace ka3. Ibiro vyishirahamwe. Umukuru wishirahamwe azogira ububasha bwogusinya , gushira mungiro nokwemeza mugishingo cishirahamwe ibikorwa vyose, ingurane, imyenda, impapuro zerekana umutayi(uruhara) rwumutu mwishirahamwe, amasezerano, ugukora, ivyegeranyo, hamwe nizindi nzandiko canke ibikoresho bikenewe gushirwa mungiro mubikorwa vyaburi mwanya vyishirahamwe, canke bizoba birekuriwe nishirwamungiro ryUrwego Nshingwabikorwa. Kiretseko bisabwe kundi nubuserukizi bukuru bwa SOUTH DAKOTA canke biyobowe nUrwego Nshingwabikorwa, umukuru wishirahamwe ashobora kurekirira, biciye murwandiko, umutware canke umuserukizi (umukozi) wishirahamwe gusinya, gushira mungiro no kwemza inzandiko hamwe nibikoresho mugishingo ciwe. Umumnyamabanga wishirahamwe arekuriwe kandi arahabwa ububasha bwo gusinya nukwemeza inzandiko zose, nokwemeza no gutanga urwete rwizo nzandiko nugwishira mungiro ryagizwe nUrwego Nshingwabikorwa rwishirahamwe, mugihe, ariko, ico yemeza ridakenewe muguha ububasha urwo rwandiko bwo kuba igikorwa cishirahamwe.

Agace ka4: Ingurane. Nta mahera azoguranywa kubwishirahamw kandi ntavyemeza vyiyi ngurane bizokwemerwa mwizina kiretse vyemejwe nishira mungiro ryUrwego Nshingwabikorwa. Ubwo bubasha buzoba rusangi canke bwibihe kanaka.

Agace ka4. Ukubitsa. Uburyo bwose bwishirahamwe, budakoreshjwe ukundi, buzoshirwa, umwanya kumwanya, muri konte yububiko yishirahamwe, canke mumashirahamwe yugushiramwo imitayi cane ubundi bubiko nkuko Urwego Nshingwabikorwa bashobora gucagura.

Agace ka6. Ivyavuye munama; nuburebganzira bwo kugenzura. Urwandiko rwivyavuye munama yigikorwa cabaye munama yUrwego Nshingwabikorwa ruzobikwa kandi rugumizwe mubiro bikuru vyishirahamwe, vygururiwe kugenzurwa numuyobozi wariwe wese mugihe bikenewe. Ishirahamwe rizoshiraho uburyo bwo gukurikirana ivyemejwe nibihakanywe vyUrwego nshingwabikorwa; kandi rizoha Urwego Nshingwabikorwa igikoresho cokwemeza ibikorwa namapolitike akwirikira (ya kazoya) yavuye mungingo z'Urwego Nshingwabikorwa.

INGINGO YA IX

AMAHINYANYURWA

Agace ka1: Igisabo c'Urwego Nshingwabikorwa. Urwego Nshingwabikorwa rushobora gusaba ihinyanyurwa canke amahinyanyurwa yaya mategeko ngenderwako abanywanyi. Kugirango ihinyanyurwa ryemerwe (ryemezwe) hategerezwa kuba ibikurikira:

- a) Urwego nshingwabikorwa ruzosaba ihinyanyurwa kubanywanyiiyo mugihe Urwego Nshingwabikorwa ruterekanyeko kubera ukuniganira inyungu canke ibindi bihe bidasanze rutokwigera rugira igisabo kandi rwerekane ishingiro ryiyo yemezwa kubanywanyi hamwe nihinyanyurwa; kandi
- b) Abanywanyi barekuriwe gutora iryo hinyanyurwa bazokwemeza ihinyanyurwa nkuko bivugwa mugace ka2 kiyi ngingo.

Agace ka2. Ukwemeza kwabanywanyi. Kugirango Ihinyanyurwa rishirwe mungiro rizokwemezwa nibice mirongo itanandatu kwijana (60%) canke bitatu vya bitanu (3/5) vyamajwi yigitigiri cabatora catonze.

Vyemejwe ko ari Amategeko Ngenderwako yo kandi yukuri yemejwe kuwa 20/11/2021 nUrwego Nshingwabikorwa rwabayobozi mfatkibanza ba BCUSA:

Martin N. umukuru wishirahamwe:

HABIYAMBERE S.S: Icegera cumukuru wishirahamwe:

Zachariah: Umuyobozi/ umunyabigega:

SINZINKAYO Eli: Umyobozi/ ajejwe amategeko

Nickson: Umuyobozi/ Umunyamabanga

Pascal M: Umuyobozi/ Umuvugizi.

