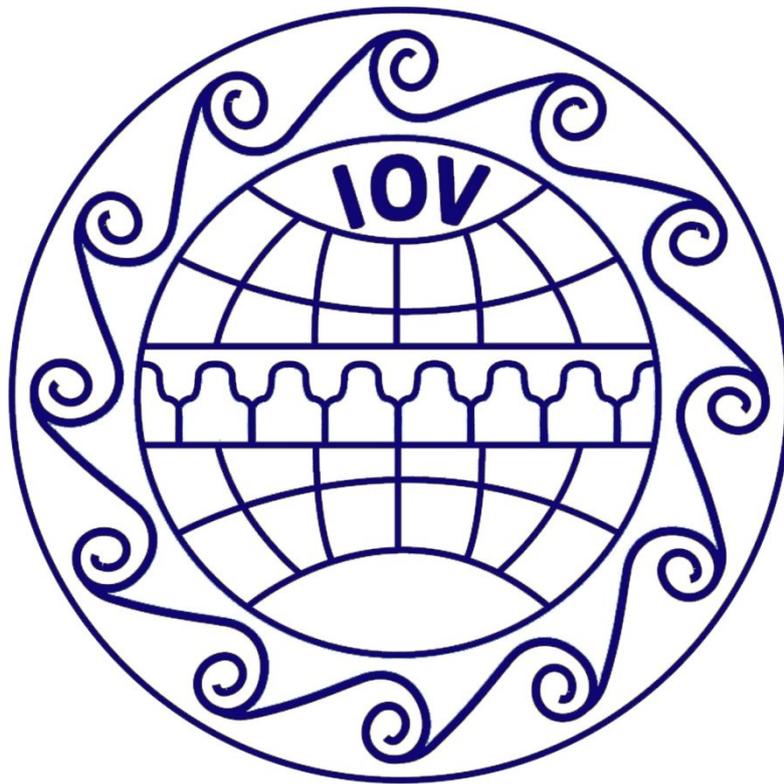


Bylaws

International Organization of Folk Art (IOV)



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Bylaws

Of

The International Organization Of Folk Art (IOV)

Article I Offices

Section 1.1 Business Offices. The Board of Directors shall set the location of the principal office or Secretariat.

Section 1.2 Registered Office. The registered office of the organization shall be in Austria, under the rules for international organizations of the European Union (EU).

Article II Language

The working language of the organization is English.

Article III Mission

The mission of IOV is to protect, preserve and promote all forms of folk art and folk culture as elements of the intangible cultural heritage; in order to facilitate understanding and appreciation of cultural diversity among all peoples, and thereby enhance the prospects for world peace.

Article IV Means to Accomplish the Mission

IOV may engage in all legal activities in order to accomplish its goals and objectives, including, but not limited to the following:

- a. Organizing conferences, scientific colloquia, seminars, symposia and other meetings of its members and collaborators on topics of folk art and folk culture; tangible and intangible cultural heritage
- b. Researching, documenting and publishing information on all aspects of folk art and folk culture, both tangible and intangible;
- c. Organizing events, including exhibitions, festivals, craft fairs and cultural exchanges to increase awareness and appreciation of folk art and folk culture;
- d. Establishing commissions to support the work of researchers, scientists, educators and enthusiasts;
- e. Creating programs to encourage the participation of youth; and
- f. Cooperating with other competent and reputable NGOs working in the same or complimentary areas in order to conserve resources and reduce duplication.

Article V
Use of the IOV Mark

Section 5.1 Legal Protection. The name and logo of the organization are registered trademarks.

Section 5.2 Duty to Protect. It is the responsibility of the Board of Directors to ensure that the IOV name and logo are protected as the trademarks of IOV.

Section 5.3 Board of Directors Sets Conditions. The conditions of use of the trademark are defined by the Board of Directors.

Section 5.4 Use by Members. All IOV members in good standing are permitted to use the IOV name and logo on business cards and organizations and institutions are permitted to use the IOV name and logo on banners programs and other printed materials and advertising and are encouraged to do so.

Section 5.5 Conditional Use. The IOV Board of Directors shall set the requirements and standards for festivals and other events wishing to use the IOV name and logo. Such permission may be withdrawn at any time.

Section 5.6 Conflicts. The terms and conditions for use of the IOV mark are determined by the laws of the jurisdiction where the mark is registered and by the policies and procedures of IOV. In cases where the two may be in conflict, the laws shall take priority over the IOV policies and procedures.

Article VI
Administrative Organizational Structure

Article 6.1 Levels. The structure of the administrative branch of IOV is organized on three levels: world, regional and national.

Article 6.2 Structure. The structure of IOV includes the following:

- a. The World General Assembly, which includes all IOV members;
- b. The Executive Committee of the Board of Directors;
- c. The Board of Directors;
- d. Commissions;
- e. Committees;
- f. Regional organizations;
- g. National Sections;
- h. Honorary Members club, Donors club, and any additional club.

Article VII
Members

Section 7.1 Eligibility. IOV is a membership organization open to individuals, groups, associations and institutions.

Section 7.2 Categories of Membership. Categories of membership, with their accompanying rights and responsibilities, including membership fees are defined by the Board of Directors.

Section 7.3 Procedure for Joining IOV. To become a member of IOV, an applicant shall complete and sign an IOV membership application, pay the annual membership fee and agree to follow the policies and procedures governing membership as set by the Board of Directors.

Section 7.4 Nondiscrimination Policy for New Members. Membership in IOV shall be granted to all persons without regard to sex, age, race, color, religion, creed, national origin, marital status, disability or sexual orientation and may not be denied anyone who

is willing to help further the mission of IOV. Classes of membership may be designated by the Board of Directors.

Section 7.5 Rights and Duties of the Members. Membership in IOV is accompanied by certain rights and responsibilities, including:

- a. The right to participate in a national section;
- b. The right to vote for national section leaders;
- c. The right to participate in the IOV World General Assembly;
- d. The right to notice and hearing before revocation of membership;
- e. The right to participate in intranet on the IOV website;
- f. The responsibility to actively contribute to the fulfilment of the IOV mission;
- g. The responsibility to support IOV projects and programs.

Article VIII Termination of Membership

Section 8.1 Resignation of Membership. A member may resign his or her membership at any time and for any reason by submitting written notification to the Secretariat.

Section 8.2 Automatic Termination. Membership is terminated automatically by failure to pay the membership fee after four sequential years or the last WGA.

Section 8.3 Termination During First Year. The Board of Directors may, by a 2/3 majority vote, revoke a person's membership without cause during the first year by informing the member in writing.

Section 8.4 Termination After First Year. After the first year, the Board of Directors may, by a 2/3 majority vote, revoke membership for cause after notice and an opportunity for hearing have been given. The Board of Directors will notify the member in writing of the grounds for the termination and inform the member of the right to be heard.

Section 8.5 Grounds for Termination. The grounds for revoking membership, and the process for appealing it, if any, shall be determined by the Board of Directors.

Article IX General Assembly

Section 9.1 Composition. The World General Assembly (WGA) is composed of all duly-accredited members in good standing.

Section 9.2 Voting in accordance with the Internal Rules. For each meeting except for the World General Assembly, the principle is: one person one vote. During the elective WGA session is voted by country, in accordance with the Internal Rules (IR) of the organization (See Art. XXVI). Every four year, the World General Assembly will confirm the existing Internal Rules.

Section 9.3 Frequency of Meetings. The elective World General Assembly is convened every four year by the Board of Directors, Mid Term WGA can be convened.

Section 9.4 Quorum. A quorum is established by those present who are eligible to vote, after proper notice has been given.

Section 9.5 Means of Voting. Voting is by secret ballot, unless changed by unanimous consent, and takes place in person or by electronic conference (providing the members voting are able to hear each other and speak to each other).

Section 9.6 Majority. A simple majority vote is required to approve matters of business, resolutions and elections of members of the board of directors.

Section 9.7 Extraordinary Sessions. An extraordinary session of World General Assembly shall be convened when demanded by a majority of the Board of Directors, the Executive Committee, or 1/10th of the regular members in good standing.

Section 9.10 Committees advise. The committees will be consulted in the preparation of any World general Assembly, both in normal and in an extraordinary session.

Article X Responsibilities of the World General Assembly (WGA)

Section 10.1 Exclusive Authority. The World General Assembly has exclusive power in the following areas: (a) to change the name of the organization (by 2/3 majority vote); (b) to dissolve the organization (by 2/3 majority vote); and (c) give final approval of the annual and financial reports covering the period from the last World General Assembly (by simple majority vote).

Section 10.2 Elections. Every four year, the World General Assembly elects all positions in the organizational chart. These people of the organizational chart, constitute the Board of Directors:

- (a) The Executive Committee of maximum 6 people: 1 President, 2 Vice-Presidents, 1 Secretary-General, 1 Treasurer and 1 Secretary.
- (b) The chairs of not less of 5 commissions, one older meritorious person.
- (c) The Regional Executive Directors (RED), at least one from each continent or more.
- (d) Two persons may be co-opted as substitutes
- (e) The permanent representative(s) to UNESCO, ECOSOC, the Conference of Nongovernmental Organizations in Consultative Relations with the United Nations (CONGO), if such are named, shall also be voting members of the Board of Directors

If not all functions can be completed during the World General Assembly, the Board of Directors may appoint members in these functions until the next World General Assembly, on proposal of the Executive Committee.

Article XI Executive Committee

Section 11.1 Executive Committee Defined. The Executive Committee (**6 members**) includes: President (chair), two vice-Presidents, secretary, Financial Director ~~Treasurer~~, and a Secretary-General. The Board of Directors may also appoint one non-voting assistant secretary and one non-voting Financial Director ~~assistant~~ named Treasurer. One person may not hold more than one office at a time. Members of the Executive Committee are officers of the organization. All officers must be at least eighteen years old.

Section 11.2 Election and Term of Office. The Executive Committee or officers of the organization shall be elected by the World General Assembly. Officers shall hold office for four year terms, or until the next World General Assembly.

Section 11.2(a) Limitation of Terms. There shall be no limit to the terms an officer may serve, except that they may serve no more than two (2) consecutive terms of 4 year in the same position plus one more additional term approved by WGA.

Section 11.3 Removal. Any officer may be removed by a 2/3 majority vote of the Board of Directors whenever in its judgment the best interests of the organization will be served thereby, after notice and an opportunity for hearing have been given, and after a proposal of the EC.

Section 11.4 Vacancies. Any officer may resign at any time, subject to any rights or obligations under any existing contracts between the officer and the organization, by

giving written notice to the chair of the Board of Directors. An officer's resignation shall take effect at the time specified in such notice, and unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective. A vacancy in any office, however occurring, may be filled by the Board of Directors for the unexpired portion of the term.

Section 11.5 Authority and Duties of Officers. The officers of the organization shall have the authority and shall exercise the powers and perform the duties specified below and as may be additionally specified by the chair, or by the Board of Directors, except that in any event each officer shall exercise such powers and perform such duties as may be required by law.

(a) **President (chair).** The chair shall (i) preside at all meetings of the Board of Directors, Executive Committee and World General Assembly; (ii) see that all orders and resolutions of the Board of Directors are carried into effect; (iii) sign with the Secretary-General all legally binding contracts and other obligations made on behalf of the organization; (iv) represent the organization in public, at official events and in relations with other organizations; and, (v) perform all other duties incident to the office of chair and as from time to time may be assigned to him/her by the Board of Directors.

(b) **Vice-Presidents (vice-chairs).** The vice-chairs shall assist the chair and shall perform such duties as may be assigned to them by the chair or by the Board of Directors. The vice-chairs shall, at the request of the chair, or in his/her absence or inability or refusal to act, perform the duties of the chair and when so acting shall have all the powers of and be subject to all the restrictions upon the chair.

(c) **Secretary-General.** The Secretary-General shall (i) keep the minutes of the proceedings of the Board of Directors and manage the day-to-day affairs of the organization, supervise employees, and manage volunteers; (ii) carry on official correspondence, file reports as necessary with UNESCO, ECOSOC and other agencies; (iii) seek the advice of the President and Board of Directors in setting the agenda for meetings; (iv) coordinate with the Board of Directors the appointments of interim national section chairs and regional executive directors; (v) perform all other duties incident to the office as from time to time may be assigned to him/her by the Board of Directors.

(c) **Secretary.** The secretary shall: (i) assist the Secretary-General; (ii) see that all notices are duly given in accordance with the provisions of these bylaws or as required by law; (iii) be custodian of the corporate records and of the seal of the organization; and (iv) in general perform all duties incident to the office of secretary.

(d) **Financial Director.** The Financial Director shall: (i) be the principal financial officer of the organization in accordance with the instructions of the Board of Directors; (ii) receive and give receipts and a quittance for monies paid on account of the organization; (iii) be the principal accounting officer of the organization and as such prescribe and maintain the methods and systems of accounting to be followed, keep complete books and records of account; (iv) prepare and file all local and national tax documents; (v) maintain an adequate system of internal audit; (vi) prepare and furnish to the Board of Directors statements of account showing the financial position of the organization; and (vii) perform all other duties incident to the office of Financial Director.

Article XII
Board of Directors

Section 12.1 Composition. The Board of Directors is composed of the six members of the Executive Committee (officers), the chairs of commissions, one older meritorious person, the regional executive directors and (possibly) two co-opted members. The permanent representative(s) to UNESCO, ECOSOC, the Conference of Nongovernmental Organizations in Consultative Relations with the United Nations (CONGO), if such are named, shall also be voting members of the Board of Directors. The chairs of the committees (Legal, Elections, Internal Audit and Dispute Resolution) shall have no voting rights in the EC or BD, but he/she may be invited to attend the meetings of the EC or BD.

Section 12.2 Meetings. The Board of Directors shall meet at least once every 6 months.

Section 12.3 Power to Appoint. The Board of Directors can propose interim appointments to the executive committee, in case of resignation or permanent disability of a member.

Article XIII Responsibilities of the Board of Directors

Section 13.1 General Powers. The board is responsible for the overall policy and direction of the organization. All corporate powers shall be exercised by or under the direction of the Board of Directors.

Section 13.2 Number, Election and Qualifications. The number of directors of the organization shall be fixed by the World General Assembly, but in no event shall be less than three and no more than thirty.

Section 13.3 Term of Office. Directors of the organization shall hold office for a term of four years.

Section 13.4 Duties. Directors must be participating members of the organization, pay all dues and meet other obligations to the organization.

Section 13.5 Vacancies. Any director may resign at any time by giving written notice to the chair of the Board of Directors. Such resignation shall take effect at the time specified therein. Any vacancy occurring in the Board of Directors may be filled by the affirmative vote of a majority of the remaining directors. A director elected to fill a vacancy shall be elected for the unexpired term of his/her predecessor in office.

Section 13.6 Regular Meetings. Meetings in person or electronically are specified in the internal rules.

Section 13.7 Special Meetings. Special meetings of the Board of Directors may be called by or at the request of the chair or by a majority of the Board of Directors.

Section 13.8 Notice. Notice and frequency of board meetings are specified in the internal rules.

Section 13.9 Quorum and Voting. After proper notice has been given, a quorum shall consist of the number of directors in attendance, but in no case shall that number be less than three. No director may vote or act by proxy at any meeting of directors.

Section 13.10 Meetings by Telephone. Members of the Board of Directors, or a committee thereof, may participate in a meeting of the board or committee by means of conference telephone or similar communications equipment which allows all participants to hear each other and join discussions of agenda items. Such participation shall constitute presence at the meeting.

Section 13.13 Compensation. Directors shall not receive compensation for their services as such, although the reasonable expenses of attendance at board meetings may be paid or reimbursed by the organization.

Article XIV Commissions

Section 14.1 In general.

- a) The Board of Directors provide **the commissions numbers**, these are those currently in service: Performances and Practices, Science and Research, Communication and Publications, Special Projects, Youth, Childhood & Pedagogic and Financial Support. If between two World General Assemblies, there would be need for a new commission, it can be filled by the Board of Directors with a new commission which will be confirmed at the first useful WGA.
- b) The Board of Directors on a proposal of the EC appoints and dismisses the commissions members (at least 1 for each Regions).
- c) Commissions elect their own chair, on proposal of the EC or the BD. The chairs will be experts in the subject matter of the commission.
- d) The chair of a commission is shall have no voting rights in the Executive Committee (EC), but he/she may be invited to attend the meetings of the EC. The chair of a commission is a member of Board of Directors, shall have voting rights in the Board of Directors (BD).
- e) The Commission Chairs may organize a commission in each of the continents in agreement with the Regional Executive Directors. At the regional or national level, "sub-commissions" may be formed around topics such as dance, music, architecture, medicine, handicrafts, and so on.

Section 14.2 The Youth Commission. The youth commission represents the interests of young people up to 35 years and report thereon to the Executive Committee and the Board of Directors. The youth committee can among others, make proposals on youth conferences.

Section 14.3 Selection of Commission Members. Membership on the commissions will be open to any member of IOV in accordance with the IOV Policy of Nondiscrimination.

Section 14.4 Annually meetings and reports. The chair of a commission organizes a meeting of the commission at least once annually, presents a report of the commission's activities at least annually to the Executive Committee, and maintains a current list of commission members.

Article XV Committees

Section 15.1 In general.

- a) The bylaws provide in **four committees**: Internal Audit Committee, Dispute Resolution Committee, Elections Committee and Legal Committee.
- b) The World General Assembly appoints and dismisses the three members of each committee. Between two WGA's, the board will accomplish this task, acting on a proposal of the EC.
- c) Committees elect their own chair.
- d) The Chair of a Committee shall have no voting rights in the Executive Committee (EC) nor in the Board of Directors (BD), but he/she may be invited to attend the meetings of the EC or BD.

Section 15.2 The Internal Audit Committee. The auditors review all account information, financial records, receipts, and all other documents in order to certify whether IOV funds have been used in a lawful manner and in conformity with IOV policies. A professional

audit may be conducted not more than once annually at the request of the Executive Committee or more frequently if requested by 2/3 of the members of the Board of Directors.

Section 15.3 Dispute Resolution Committee. Controversies between members and bodies of the organization shall be submitted to the arbitration committee for resolution before other legal action is initiated.

Section 15.4 The Elections Committee. The election committee conducts the election, counts the votes and certifies the results; and then submits the results to the World General Assembly.

Section 15.5 The Legal Committee. Members of the legal committee need not to be lawyers, and shall include, insofar as possible, individuals who have expertise in law, rules of procedure, nonprofit structure, and parliamentary procedure. The legal committee assists the Secretary-General, President and Executive Committee in matters relating to the legal standing of IOV. When advice of an attorney or lawyer is desirable, the committee shall seek such advice and shall not itself give advice on matters in which it lacks competence and qualifications.

Article XVI National Sections

It is the goal of IOV to establish a national Section in each country of the world. A national section may have legal personality or not, but IOV encourages national sections to become legal personality.

Section 16.1 National Sections with Legal Personality. A national with legal personality is registered under the laws for non-profit organizations of the country in which it is located. It provides proof at the World General Assembly by submitting certification from the governmental entity responsible for maintaining such records. It adopts statutes, which must not conflict with the statutes of the IOV World and shall reflect the mission, goals, and spirit of IOV.

Section 16.2 National sections with or without Legal Personality.

- a) They both provide annual activity report and financial report to the Secretary-General. The SG will report to BOD abstract of NS activity.
- b) They must hold democratic elections of officers and directors at least once every four year, and choose the person who will be authorized to cast the Section's vote at the World General Assembly.
- c) The National section will elect a National Board of Directors from among its members composed of at least 1 President, 1 Secretary, 1 Treasurer and 2 Directors.
- d) They shall collect and forward the agreed portion of the membership fees to the treasurer in the second quarter of each year.

Section 16.3 Persons, whether or not in countries where national sections are active. Individual persons can be direct members of IOV world. They pay the full membership fee directly to IOV World. The secretariat office will inform the National section Chair of the collection of fees from the new member.

The new member will be required from the following year to pay the fee through the National Section.

16.4 INACTIVE SECTION. If National Section is named inactive by failure to provide annual activity report and financial report to the Secretary-General after two sequential years, SG will make an order to the NSC to provide the annual activity reports, the minutes of constitution of the national section and the minutes of a national assembly every year. will wait 3 months. and in case of no reply, it will send a communication to

RED and to all the paying members of that nation asking to call a meeting to reactivate the section.

In the event of no activity by NSC, the SG may appoint, in agreement with RED, an acting National Chair or an extraordinary national commissioner based on the circumstances, the appointment will be valid for a maximum period of 2 years, during the ACTING NSC will have to convene a national assembly and provide activity reports, in case of lack of activity the appointment will automatically lapse after 2 years. ..

Article XVII

Honorary Members Club, Donors Club, and any additional club.

Section 17.1 Honorary Members. Honorary membership may be granted to individuals and institutions which have shown extraordinary support for IOV. The Board of Directors will define the requirements.

Section 17.2 Donors Clubs. Donors clubs can be created by the Board of Directors and are composed of individuals who have made a financial contribution to support the work of IOV.

Section 17.3 Any additional club. Any additional club can be created by the Board of Directors and are composed of individuals who have special meaning in the work of IOV.

Section 17.4 Members confirmed by the World General Assembly. Every four year the World General Assembly confirms the list of the members of the Honorary Members Club, Donors Club and any additional club.

Article XVIII

Miscellaneous

Section 18.1 Accounts, Books, Minutes, etc. The organization shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its Executive Committees, Board of Directors, commissions and committees meetings. Any director or his accredited agent or attorney may inspect all books and records of the organization, for any proper purpose at any reasonable time.

Section 18.2 Fiscal Year. The fiscal year of the organization shall operate on the calendar year: January 1 to December 31.

ARTICLE XIX

Conflicts of Interest

Section 19.1 Use of IOV Contacts. Information obtained as a result of one's affiliation as an IOV officer or director shall not be used for any personal or business purpose. This includes use of contact information, membership lists, or other information about any IOV member, donor or person association with IOV in any capacity.

Section 19.2 Loans to Directors and Officers Prohibited. No loans shall be made by the organization to any of its directors or officers.

Section 19.3 Amendments. The power to alter, amend or repeal these bylaws and adopt new bylaws shall be vested in the World General Assembly.

Section 19.4 Agreement. IOV officers, directors, committee and commission members and chairs, and all regional and national section chairs, board members shall sign a statement agreeing to abide by IOV policies and bylaws, and to avoid any prohibited transactions or conflicts of interest.

Article XX Confidentiality

Section 20.1 Duty of Confidentiality. It is the policy of IOV that directors and employees of IOV not disclose, divulge, or make accessible confidential information belonging to, or obtained through their affiliation with IOV to any person, including relatives, friends, and business and professional associates, other than to persons who have a legitimate need for such information and to whom IOV has authorized disclosure. Directors and employees shall use confidential information solely for the purpose of performing services as a director or employee for IOV. This policy is not intended to prevent disclosure where disclosure is required by law.

Section 20.2 Duty to Return Records. At the end of a director's term in office, or upon the termination of an employee's, volunteer's or contractor's relationship with IOV, he or she shall return all records, files, notes and other documents containing confidential or personal information about anyone, obtained in his or her capacity as director.

Article XXI Financial Accountability and Transparency

Section 21.1 Annual Budget. An annual budget will be prepared by the Secretary-General and the Treasurer and sent to the Board of Directors, which has the authority to approve, modify, or reject the budget.

Section 21.2 Reimbursements. Expense reimbursement requests shall be approved by the Treasurer. Officers and committee chairs may be reimbursed for the cost of attending official meetings required, only when other funding priorities of IOV have been met. All requests for reimbursement shall be submitted to the Board of Directors and must be accompanied by receipts and a travel expense reimbursement request form.

Section 21.3 Telephone Expenses. All officers, directors and employees can maintain telephone logs to account for all long-distance and other toll telephone calls placed on behalf of IOV only (not personal calls).

Section 21.4 Endowments. Endowments shall be used for the purpose specified by the donor and shall be added together and shown on the IOV statement of financial position. A separate statement of activity for endowments will be included with the financial statements.

Section 21.5 Annual Financial Report. An annual financial report will be prepared by the Treasurer and sent to the Board of Directors for approval. The report will include the statement of financial position and the statement of changes in net assets.

Article XXII Financial and Fee Sharing

Section 22.1 Objectives Served. The IOV Financial and Fee Sharing policy is implemented to achieve the following goals:

- a) decentralize IOV by putting responsibility on regional and national levels;
- b) strengthen existing national sections and finance the development of new ones.

Section 22.2 Countries with National Sections, with or without legal personality.

- a) All membership fees of the members of a national section will be collected in the national sections.
- b) National sections will retain their share of the membership fees. What remains will be sent to the IOV treasurer (bank charges and transaction costs payable by the national section) in the second quarter of the year.
- c) If members, for any reason, do not want to pay to a national section, members can pay directly to IOV world (bank charges and transaction costs payable by the member). These fees are 100 percent for IOV world.

Section 22.3 Countries Without a National Section:

Members send their membership fee directly to IOV world (bank charges and transaction costs payable by the member).

Section 22.4 Exceptions.

- a) New members joining from the IOV World web site: first year fees go 100 percent to head office. The new members are recommended by the Treasurer, to pay in the future to the National Section, if there is one.
- b) IOV Senators: the contributions go to the head office.
- c) Extra fundraising organized by national sections: goes to the national section.

Section 22.5 Budget and Reports. National financial budgets and reports are filed annually.

Article XXIII
Nondiscrimination Policy

IOV is committed to equal opportunity for all persons without regard to sex, age, race, color, religion, creed, national origin, marital status, disability, gender identity, sexual orientation, or other protected class. It is the policy of IOV to comply with all national and local laws and regulations in the country of incorporation and in each member country and regarding equal opportunity. In keeping with that policy, IOV is committed to maintaining a work environment that is free of unlawful discrimination and harassment. Accordingly, IOV will not tolerate unlawful discrimination against or harassment of any of the employees or others present at any IOV facilities by anyone, including any supervisor, co-worker, vendor, client, or customer of IOV.

Article XXIV
Unlawful Discrimination and Harassment

Section 24.1 Unlawful Discrimination Defined. Unlawful discrimination includes treating someone less well in opportunities for work, promotions, shifts, overtime or other conditions of employment because of his or her race, national origin, sex, age, religion, disability or other protected attribute. Harassment consists of unwelcome or unwanted conduct, whether verbal, physical or visual, that is based upon a person's protected status. Examples of unlawful harassment include words, gestures, stories, jokes or nicknames that are derogatory, demeaning or insulting to a person based upon his or her race, national origin, sex, disability, age, religion or other protected attribute.

Section 24.2 Sexual Harassment Defined. Sexual harassment consists of unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, or offensive work environment.

Section 24.3 Prohibited Conduct. Sexual harassment includes, but is not limited to, the following conduct by any employee, whether male or female: unwanted sexual advances or propositions, offering employment benefits in exchange for sexual favors, making or threatening reprisals after a negative response to sexual advances, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing," jokes about gender-specific traits, making sexual gestures or comments, displaying sexually suggestive objects, pictures, cartoons or postures, impeding or blocking another's movement, physical contact, such as patting, pinching, or brushing against another's body, and continued requests for a date after a rejection.

Article XXV
Expulsion of Members

Section 25.1 Expulsion. A member may be expelled from IOV, with cause, by a 2/3 majority vote of the Board of Directors after notice of at least 15 days has been given. The notice shall contain the grounds for expulsion and the time and place of the meeting where expulsion shall be considered. The member(s) named in the expulsion petition are allowed to present written arguments in defense of their membership.

Section 25.2 Grounds for Expulsion. Grounds for expulsion include failure to abide by IOV bylaws, statutes, policies and procedures; disavowal through words or action of support for IOV and/or UNESCO, words or actions which are detrimental to the furtherance of the IOV mission; words or actions which undermine the IOV mission, its programs and/or its democratically elected leaders, and for behavior that is "unbecoming a member of IOV" as determined by the IOV Board of Directors.

Section 25.3 Criticism not Grounds for Expulsion. Taking an unpopular or controversial position on an issue or matter of importance to IOV and/or UNESCO does not constitute grounds for expulsion, nor is openly expressing criticism of IOV, its officers, directors, members, policies and programs in order to bring about positive change. It is every member's duty to seek to further the mission of IOV within the confines of law, ethics and generally recognized principles of decency.

Section 25.4 Decision of Board Final. An expelled member shall be reinstated upon appeal by a 2/3 majority vote of the Board of Directors. The board's failure to reach a 2/3 majority shall be construed as a vote in support of expulsion, and shall be final with no further right to appeal.

Article XXVI
Internal Rules

The internal Rules (IR) clarifies matters arising from the bylaws. Under no circumstances can the IR contradict or overrule the bylaws. Adaptation and amendment of the IR are within the competence of the Board of Directors. Every four year, the World General Assembly will confirm the existing Internal Rules.

ARTICLE XXVII
Dissolution

Upon the dissolution (by 2/3 majority vote) of the organization, assets shall be distributed for one or more non-profit organization with a similar purpose as IOV, following the laws and rules on non-profit organizations in Austria and the European Union.

END OF BYLAWS

These Bylaws are approved by the World General Assembly in Sharjah UAE, March 09th 2023.

Signed

Secretary General

Fabrizio Cattaneo

President

Ali Abdulla Khalifa