

## **(Excerpt From Our 'Rules Of Association')**

### **Dispute Resolution Process**

15.17 If there is a dispute between a member or a Coordinating Committee member and:

- i. one or more members, and
- ii. one or more Coordinating Committee members

the parties (the people who disagree) involved must first attempt to resolve the dispute between themselves within a period of at least 14 days from the date the dispute is known to all parties involved.

15.18 If the dispute cannot be resolved between the people involved, the Coordinating Committee must be notified, and a dispute resolution process must be put in place by the Coordinating Committee. The Coordinating Committee may develop a policy regarding dispute resolution.

15.19 A dispute resolution process must allow each party a reasonable opportunity to be heard and/or submit arguments in writing, and should first attempt to resolve the dispute by the parties reaching agreement. If agreement cannot be reached, the Coordinating Committee may appoint an unbiased person to decide the outcome of the dispute. The unbiased person may be a member, non-member or professional mediator who is not connected with the dispute or the people involved in it.

### **Disciplining Members**

15.20 The Coordinating Committee can take disciplinary action against a member of the Anti-Poverty Network SA if it considers the member has breached these rules or if the member's behaviour is causing (or has caused) damage or harm to the organisation. The Coordinating Committee must follow a disciplinary process in accordance with rule 15.23. The Coordinating Committee may choose to adopt a more detailed discipline policy, dealing with issues such as rights to appeal.

15.21 Disciplinary action can include warning a member, or suspending or cancelling the member's membership. It cannot include a fine. Membership cannot be suspended for more than 12 months.

15.22 The Coordinating Committee must write to the member to tell them why they propose to take disciplinary action.

15.23 The Coordinating Committee must arrange a disciplinary procedure that meets these requirements:

- i. the outcome must be determined by an unbiased decision-maker,
- ii. the member must have an opportunity to explain or defend themselves, and
- iii. the disciplinary procedure must be completed as soon as reasonably practicable.

- 15.24 The Coordinating Committee must notify the member of the outcome of the disciplinary procedure as soon as reasonably practicable.
- 15.25 There will be no liability for any loss or injury suffered by a member as a result of any decision made in good faith (fairly and honestly) under rule 15.23.