



Membership Policy

Reviewed and Adopted by the Board of Directors on October 14th, 2020.

POLICY STATEMENT

Fierté Sudbury Pride strives to be representative of the community it serves and, as such, depends on the engagement of its members.

SCOPE

The present policy shall apply to the organization's members.

DEFINITIONS

A member, as defined by the organization's By-laws:

- Identifies as a member or an ally of the 2SLGBTQ+ community; and
- Supports the objects and activities, including the Mission, of Fierté Sudbury Pride; and
- Has been approved for membership by the Board.

RESPONSIBILITIES

The organization's Board of Directors shall endeavour to review applications for membership in the spirit of equity and inclusion and shall provide a response to the postulant within a reasonable delay.

The members shall agree to abide by the organization's By-laws and policies.

Should a member request access to financial or administrative records to which they are privy, the Secretary shall provide them with access. A member may also request access to a document in French, which the organization must also provide, though a reasonable delay on account of translation may be expected.

No member shall use the access to information they are granted by virtue of their membership to publicly denigrate or attack the organization, though this does not exclude healthy or constructive criticism.

Those who are subject to the present policy must acknowledge the present policy prior to assuming a role and responsibilities within the organization and agree to abide by its content.

COMPLAINTS

A complaint may be filed by contacting the organization's Chair. The complaint may be verbal or in writing. If the complaint is made verbally, the Chair will record the details provided by the complainant. The complainant should be prepared to provide details such as what happened; when it happened; where it happened; how often and who else was present (if applicable). Complaints should be made as soon as possible, taking into consideration any circumstances preventing the complainant from doing so.

The Chair will tell the person that the complaint has been made against, in writing, that a complaint has been filed. The letter will also provide details of the allegations that have been made against them. Should the matter be time sensitive, unilateral action by the Chair or their designate shall be permitted, though such action is subject to review by the Board.

Every effort will be made to resolve complaints in a timely manner. Should it be the case, the Chair shall advise both parties of the reasons why this is not possible. If either party to a harassment complaint believes that the complaint is not being handled in accordance with this policy, they should contact the Vice-Chair of the organization.

Should a complaint concern the Chair, the Vice-Chair or their designate shall assume responsibility over the complaint. Should both the Chair and the Vice-Chair be implicated in a filed complaint, all other members of the Board of Directors shall, amongst themselves, designate a lead person for that complaint.

REMEDIES

Remedies for any complaint should be proportional to the concerned behavior, though it shall always consider the safety and well-being of all parties involved or affected.

The Board, in its sole discretion, reserves the right to bar any individual, member, or director from attending the organization's events and meetings, using any of its services, or participating in any way in any or all of its programs, projects, or initiatives.

A breach of the present policy deemed by the Board, in its sole discretion, to be severe enough, may trigger the processes for the removal of directorship and/or membership:

- i. Such members may be removed by resolution of a majority of the Board of Directors.
- ii. The loss of membership shall result in the loss of any and all privileges it normally confers.
- iii. Those whose membership has been revoked will be notified of the decision taken by the Board.
- iv. Should the motive for dismissal be deemed to be serious enough, further measures beyond the removal of privileges, in accordance with the organization's By-laws and other policies, shall be taken at the discretion of the Board.
- v. The Chair or their designate reserves the right to act unilaterally if a matter is time sensitive or if there is the reasonable recognition of a clear and present danger or threat to the health, safety, and/or wellbeing of others. This decision must be ratified or overturned by a subsequent majority vote by the Board.

vi. If a designate of the organization becomes aware of another member's or designate's problematic conduct during the course of an event or activity during which they are acting as representatives of Fierté Sudbury Pride, the conduct must be reported to the Board within a reasonable delay.

vii. Those whose membership has been terminated are deemed to have been barred from the organization indefinitely, unless otherwise stated. They may petition the Board for reinstatement of their membership no sooner than 18 months after notice of their removal was issued by the Board.

REVIEW

Fierté Sudbury Pride shall review this policy and procedures on an annual basis, or as required, and will make necessary adjustments to ensure that it meets the needs of all concerned.

ENQUIRIES

Enquiries about this policy and related procedures can be made to the Chair or the Secretary.