

**INDUSTRIAL WORKERS OF THE WORLD  
CYPRUS REGIONAL ORGANISING COMMITTEE  
(IWW-CYROC)**

# **CONSTITUTION & INTERNAL REGULATIONS**



**2025**



# PREAMBLE

The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of the working people and the few, who make up the employing class, have all the good things of life.

Between these two classes a struggle must go on until the workers of the world organise as a class, take possession of the means of production, abolish the wage system, and live in harmony with the earth.

We find that the centering of the management of industries into fewer and fewer hands makes the trade unions unable to cope with the ever-growing power of the employing class. The trade unions foster a state of affairs which allows one set of workers to be pitted against another set of workers in the same industry, thereby helping defeat one another in wage wars. Moreover, the trade unions aid the employing class to mislead the workers into the belief that the working class have interests in common with their employers.

These conditions can be changed and the interest of the working class upheld only by an organisation formed in such a way that all its members in any one industry, or in all industries if necessary, cease work whenever a strike or lockout is on in any department thereof, thus making an injury to one an injury to all.

Instead of the conservative motto, "A fair day's wage for a fair day's work," we must inscribe on our banner the revolutionary watchword, "Abolition of the wage system."

It is the historic mission of the working class to do away with capitalism. The army of production must be organised, not only for everyday struggle with capitalists, but also to carry on production when capitalism shall have been overthrown. By organizing industrially we are forming the structure of the new society within the shell of the old.

Knowing, therefore, that such an organisation is absolutely necessary for emancipation, we unite under the following guiding principles and rules:

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## **ARTICLE 1 — NAME AND PURPOSE**

1.1 This organisation shall be known as THE INDUSTRIAL WORKERS OF THE WORLD.

1.2 The purpose of this organisation is to carry on the struggle for the emancipation of the working class and to build through its industrial organisations an administrative structure for the continuation of production after the abolition of capitalism.

## **ARTICLE 2 — MEMBERSHIP**

2.1 None but actual wage workers shall be members of the IWW, except as provided for in the governing documents of the Regional Administrations. Regional Administrations and their subordinate bodies may define further the eligibility of their own membership, provided they are not conflict with the provisions of this document.

2.2 No worker shall be excluded from the IWW because of race, ethnicity, gender, nationality, creed, disability, sexual orientation, or any other non-economic criterion other than overt action that is harmful to solidarity or inconsistent with the goals and principles of the IWW.

2.3 No member of the Industrial Workers of the World shall be an officer of a political party or a union that does not call for the abolition of the wage system, except in certain extraordinary circumstances as provided for in the governing documents of the Regional Administrations.

2.4 All membership applicants shall agree to abide by the rules of the IWW and diligently study its principles and make themselves

acquainted with its purpose. This obligation shall be clearly stated on all membership applications.

### **ARTICLE 3 — STRUCTURE**

3.1 The IWW shall be composed of wage workers brought together in an organisation of Regional Administrations, Regional Organizing Committees, and the constituent bodies defined by the governing documents of the Regional Administrations.

#### **Regional Administrations (RAs)**

3.2 A Region's geographic area is a geographic area negotiated with the other existing Regional Administrations.

3.3 A Regional Administration will act as a clearinghouse for organizing activities, membership information, funds, and administration within its jurisdiction.

3.4 A Regional Administration shall elect an executive body, define a dues system that puts no financial barrier that prevents any worker from joining, and issue membership supplies.

3.5 (a) Regional Administrations shall have the power to enact such rules for their government as they may deem necessary, provided they do not conflict with this document. Any rule enacted by any body of the IWW that contradicts this document shall be considered null and void. (b) Regional Administrations shall adopt The Preamble to this document, in its exact wording, or a precise translation into the local language(s) of the region.

3.6 (a) Members residing and/or working within the territorial jurisdiction of a Regional Administration shall be governed by the rules of that Administration.

(b) Members-at-large who reside outside the territorial jurisdiction of any Regional Administration or Regional Organizing Committee shall affiliate to the nearest Regional Administration or Regional Organizing Committee.

(c) Members-at-large may affiliate to a Regional Administration or Regional Organizing Committee of their choosing upon approval of the executive bodies of the nearest Regional Administration and the Regional Administration chosen by the member.

3.7 Regional Administrations shall be recognized as such by other Regional Administrations at such a time as the following criteria can be officially verified by two other Regional Administrations:

(a) An executive governing body, responsible for administering the day-to day administrative affairs of the Region

(b) A region-wide system of balloting membership

(c) A dues collection system

(d) A set of official rules

(e) An internal organizing bulletin or other method of internal discussion accessible to members to ensure democratic practice and organisational transparency.

(f) A system for liaising with other RAs, to facilitate communication and coordination of their activities.

(g) 200 IWW members in good standing.

3.8 A Regional Administration shall publish its rules and distribute them to all of its members.

3.9 ( a ) There shall be a free interchange of membership between all Regional Administrations. Any Regional Administrations shall accept the membership standing of any other Regional Administration.



(b) Each Regional Administration shall enact rules governing the registration of transfers of membership between Regional Administrations.

3.10 Regional Administrations shall extend solidarity and support to one another upon request, consistent with their respective resources and circumstances.

3.11 In the event that a Regional Administration's membership falls below 50, or if criteria A-F listed in Article 3.7 are no longer met, as determined by either the Regional Administration's own membership or the executive bodies of two other Regional Administrations, the delinquent Regional Administration shall automatically revert to a Regional Organizing Committee, under the jurisdiction of the nearest Regional Administration.

3.12 In the event that a Regional Administration chooses to dissolve instead of reverting to a Regional Organizing Committee, all current assets of the Regional Administration shall be liquidated and divided equally among the remaining Regional Administrations. The nearest Regional Administration shall be responsible for overseeing this process.

### **Regional Organising Committees (ROCs)**

3.13 Regional Organizing Committees are subordinate regional sections of the IWW who have not yet met the criteria for recognition as a Regional Administration.

3.14 (a) 10 or more members in a Region may petition the executive of the nearest Regional Administration to form a Regional Organizing Committee.

(b) In the event of uncertainty or dispute about which Regional Administration is nearest, the Regional Administration who first

received the petition shall have jurisdiction until jurisdiction is clarified.

3.15 A Regional Organizing Committee may affiliate to a Regional Administration of its choosing, upon approval of the executive bodies of the nearest Regional Administration and the Regional Administration chosen by the Regional Organizing Committee.

3.16 (a) Regional Organizing Committees may set their dues structure, elect officers, and produce membership materials in the local language(s).

(b) Assistance provided to individual Regional Organizing Committees and any dues per capita shall be negotiated between the Regional Organizing Committee and Regional Administration with jurisdiction.

3.17 All Regional Organizing Committees shall set up a method of internal discussion, accessible to members within that Regional Organizing Committee.

3.18 (a) The Regional Administration with jurisdiction shall provide a report to the Regional Organizing Committee on a monthly basis.

(b) The Regional Organizing Committee shall provide a report to the Regional Administration on a regularly scheduled basis to be set by the Regional Administration.

### **Industrial Unions (IUs)**

3.19 Regional Administrations shall adopt rules and policies for the organizing of unions on the basis of industry, rather than craft or locality. Industrial Unions shall be composed of workers in a given industry organized as the particular requirements of that industry may render necessary.

## **ARTICLE 4 — UNION DEMOCRACY**

To preserve democratic practice, and control by the rank-and-file over internal union affairs, all Regional Administrations shall adopt rules to ensure the following:

- (a) Workers at a workplace have exclusive rights to collectively engage in decision making related to that workplace.
- (b) All IWW members who are not currently serving as central officers of their Regional Administration shall have equal rights to decision making procedures, in proportion to the degree they are affected by the decisions.
- (c) Central officers shall be subject to strict limits on consecutive terms.
- (d) All IWW officers shall be subject to recall procedures, accessible by the members they represent.
- (e) The compensation of all IWW officers and employees, including benefits and perquisites of office, shall not exceed that of their highest-paid members.
- (f) No officer or member of the union may seek a private interview with an employer in the event of a strike or during contract negotiations.

## **ARTICLE 5 — DUES**

5.1 (a) The Regional Administrations shall have autonomous right to set their own initiation fees, dues and assessments.

(b) Dues for members in regions without an Regional Administration or Regional Organizing Committee shall be set, in local currency, by the nearest Regional Administration in consultation with members in those regions.

## **ARTICLE 6 — AGREEMENTS**

6.1 No new agreement made by any component part of the IWW shall provide for any of the following:

- (a) Handling of union dues by the employer.
- (b) Obligations on members to do work that would aid in breaking any strike.
- (c) Any prohibition barring members from engaging in a work stoppage of any kind.

## **ARTICLE 7 — UNIVERSAL LABEL**

7.1 (a) There shall be a universal label or emblem for the entire organisation. It shall be of a crimson color and always the same in design.

(b) The use of the universal label or emblem shall never be delegated to employers, but shall be vested entirely in our organisation.

## **ARTICLE 8 — POLITICAL ALLIANCES**

8.1 The IWW refuses all alliances, direct or indirect, with any political parties or anti political sects, and disclaims responsibility for any individual opinion or act which may be at variance with the purposes herein expressed.

## **ARTICLE 9 — EXPELLED MEMBERS**

9.1 Any member expelled by any Regional Administration or Regional Organizing Committee shall be expelled from the entire organisation.

**ARTICLE 10 — INTERNATIONAL BODIES**

10.1 Regional Administrations shall introduce systems in the following areas to avoid redundant work across Regions:

(a) Coordination of international solidarity among all IWW administrations, unions, and sub-bodies (subject to the provisions of Article 10.5)

(b) Coordination of translation work

(c) Coordination of literature and merchandise production and distribution

(d) Coordination of IT maintenance and projects

(e) Coordination of any regional bodies seeking to address specific issues of race, ethnicity, gender, sexual orientation, disability, and other areas of oppression.

10.2 Members may develop new structures to organize across Regional boundaries as needed, provided that no inter-regional body shall be granted authority over any Regional Administration. Any such forms of inter-regional organisation shall require its own rules, policies and procedures to make such organisation possible within the global organisational framework of the IWW.

10.3 Industrial Unions shall establish direct lines of communication across Regional boundaries, and shall continually work towards greater cooperation and solidarity, up to and including the formation of inter-regional Industrial Unions.

10.4 ( a) Any Regional Administration or Regional Organizing Committee may send representatives to region-wide conventions or other gatherings of other Regional Administrations.

(b) These representatives shall have voice but no vote in the proceedings.

(c) Regional Administrations retain the right to set an upper limit on visiting representatives from outside the Region.

10.5 (a) The IWW shall take concrete action to extend solidarity to the working class across the globe.

(b) Any Regional Administration may create bodies and/or officers to handle the work of its international solidarity efforts. These bodies and/or officers may not issue statements or take any action on behalf of the IWW as a whole, but may do so on behalf of their own Regional Administration, according to the rules and policies of that Regional Administration.

(c) These bodies and/or officers shall make a reasonable effort to coordinate their work with the corresponding bodies and/or officers of the other Regional Administrations doing international solidarity work.

## **ARTICLE 11— INTERNATIONAL CONVENTION**

11.1 An International Convention may be called by the executive bodies of at least one third of the Regional Administrations but no fewer than two (2).

11.2 International Conventions shall be called no more frequently than every three years.

11.3 The Convention may have the power to do no more than the following:

(a) Facilitate communication among Regions

(b) Adjust jurisdictional disputes that cannot be otherwise negotiated

(c) Ensure adherence to the principles of the Preamble and the rules of this document.

(d) Propose amendments to this document; however, any amendments proposed shall be submitted directly to general

referendum in each Regional Administration according to the rules and schedule of each Regional Administration, but not sooner than ninety days after final adjournment of the Convention.

(e) Hear complaints brought forward as per Article 12.2 (e).

11.4 Each Regional Administration shall be allotted three delegates to the Convention, each with a single vote. Administrations are encouraged to represent the diversity of viewpoints of their memberships.

## **ARTICLE 12 — RESOLUTION OF DISPUTES**

12.1 (a) In the event of a charge or complaint between members in different Regions, the process for resolution of the dispute shall be governed according to the rules of the Regional Administration to which the accused member belongs.

(b) Such disputes may not be referred or appealed to the International Convention.

12.2 (a) Should a Regional Administration challenge the actions or policies of another Regional Administration as contradicting this document or the core principles of the IWW, a temporary International Conciliation Committee may be formed, composed of five IWW members, trained in mediation, from Regions not party to the dispute, as agreed upon by the parties in dispute.

(b) The International Conciliation Committee shall use mediation to resolve the dispute, but shall not issue any binding decision on the matter.

(c) The costs of mediation shall be shared equally by all parties.

(d) If the International Conciliation Committee cannot resolve the dispute through mediation, the Committee shall be dissolved after compiling a summary of the results.

(e) the parties may then refer the matter to the International Convention who shall have the final authority to conduct a hearing and issue a binding decision.

12.3 (a) In the event that all Regional Administrations are a party to the dispute, a temporary International Conciliation Committee may be formed, composed of an equal number of representatives from all Regions together with (an) independent mediator(s) from outside the IWW.

(b) The costs of mediation shall be shared equally by all parties.

(c) If the International Conciliation Committee cannot resolve the dispute through mediation, the Committee shall be dissolved and the mediator(s) shall compile a summary of the results.

(d) The dispute may not be appealed to any other IWW body for resolution, but the mediator(s) shall send the report to each Regional Administration for consideration.

## **ARTICLE 13 — AMENDMENTS**

13.1 Regional Administrations and Regional Organizing Committees may each select one delegate to a standing International Reform Committee. This committee shall be responsible for coordinating the process for all amendments to this document.

13.2 For an amendment to be initially submitted by the International Reform Committee, it must be proposed by a Regional Administration, via its executive body, convention, or through referendum.

13.3 The Regional Administration proposing the amendment shall be responsible for ensuring the translation of the amendment into the language(s) of the other Regions.



13.4 The amendment text shall include the text of the proposed amendment, clearly indicating the portion or portions of this document to be amended, setting forth any existing language that is to be deleted or replaced. Proposed new articles or sections shall be identified as such.

13.5 The International Reform Committee will be responsible for submitting the proposed amendment to all Regional Administrations, who will each distribute the language of the amendment to their membership.

13.6 The membership of all Regional Administrations shall have 180 days from the day their Regional Administration received the amendment to submit any proposed changes to the amendment back to the International Reform Committee, at which time the International Reform Committee will forward all proposed changes to the Regional Administration who proposed the initial amendment.

13.7 The Regional Administration who proposed the initial amendment, may then adopt the final language of the amendment, by decision of their convention or by referendum, and submit it to the International Reform Committee, who shall send the amendment to all Regional Administrations.

13.8 The amendment shall be voted on by the full membership of all Regional Administrations, via referendum, according to the rules and schedule of each Regional Administration, but not sooner than 90 days after the final amendment language was received.

13.9 The International Reform Committee is responsible for gathering the results of the referendums, publishing the result of each referendum individually as well as the cumulative result of all votes, and making the applicable modifications to this document.

13.10 An amendment shall require a two-thirds majority of the total votes cast to pass.

13.11 If the final language of an amendment is not adopted by the Regional Administration proposing the amendment within three years of the date it was first submitted to the International Reform Committee, it shall be considered to have expired.

13.12 The International Reform Committee shall have the power to send amendments directly to referendum, for up to three years after the adoption of this document, at which point, this section shall be deleted.

# INTERNAL REGULATIONS

The goal of the IWW is to build global working class solidarity. As such, the IWW actively opposes bigotry and discrimination on and off the job. No wage or salary worker shall be barred from the IWW or barred from holding union office because of race, ethnic origin, sex, nationality, religion, disability, sexual orientation, beliefs and/or criminal history.

We are a labour union and not a network of activists/militants. However, no unemployed or retired worker, no student of the working class, no apprentice, no worker of reproductive labor, no prisoner, no solo self-employed person and no unpaid volunteer in a project initiated by the IWW or any subsidiary body thereof shall be excluded from membership on the grounds that they are not currently receiving a salary. Also, workers employed in cooperatives run democratically by their employees are welcome to become members. However, no employer or employee with direct and effective hiring and firing power (management), no government-certified law enforcement officer, and no prison guard may be a member of the IWW, and any member who becomes such shall be immediately expelled.

We reaffirm our commitment to whatever tactics/strategies our bodies choose to use, including seeking official recognition from the state and employers, as well as encouraging our members to become members of other unions. We are developing a model of organising that will draw from both organisational trade unionism and service trade unionism in our struggle to empower and develop the model of Solidarity Trade Unionism, as we believe that organized workers and their collective power are the only hope for our class. Our priority was and will remain the organisation of the disorganised, the abandoned, and the betrayed.

In order to safeguard the principles and aspirations of the organisation, and to achieve the highest possible quality of the internal organisational functioning of the union with democracy, transparency, accountability, participation and collective control from the base, we apply the following Internal Regulations:

**Obligations of Members and Bodies** **19**

**Electoral Regulation** **36**

**Regulation on Internal Disputes Resolution** **43**

## **OBLIGATIONS OF MEMBERS AND BODIES**

### **ARTICLES**

- I. Introduction**
  
- II. Members**
  
- III. General Assembly**
  
- IV. General Secretary/Treasurer**
  
- V. Executive Board**
  
- VI. Internal Relations and Gender Equity Committee**
  
- VII. Department of Studies Education and Training**

### **ANNEX: Procedure for Establishing Branches and Their Obligations**

## **I. Introduction**

1.1. The regulation that follows defines the obligations of the members and bodies of the Cyprus Regional Organising Committee (henceforth, CYROC), so as to ensure the democratic separation of responsibilities, the orderly functioning of the organisation and the necessary division of work and responsibilities.

1.2. Also, the regulation includes an annex that defines the procedure for establishing branches, and their obligations towards CYROC.

1.3. For the procedures for adding or removing a body, for the procedures for staffing the bodies, and for the procedures for amending this regulation, see the Electoral Regulation. The process of permanentizing a new body by an Electoral Convention includes the addition of its obligations to this regulation.

1.4. For the purposes of this Regulation and in general, "bodies" are all the bodies of the union together with the General Assembly, "organs" are all the bodies of the union apart from the General Assembly, "officers" are the members who hold a position in an organ.

## **II. Members**

2.1. The Industrial Workers of the World (IWW) is a solidarity union. Solidarity Unionism is a specific approach to trade union organisation that involves the identification of members with their union. The union does not exist outside, above and/or beyond its members, it is their united and organized force, that is, the form they take when they all come together and act organised and coordinated. The members, that is, the base, are the organisation itself, and its most important fundamental element.

2.2. It is the basic obligation of each member to comply with the conditions included in the Constitution and the Regulations, as well as not to violate the decisions of the General Assembly. It must also not interfere in any unfair way with the functioning of CYROC's bodies.

2.3. It is the basic exclusive obligation of each member to see to it that they pay their dues on time. Dues for each month are paid within the first calendar week of the month in question (1st - 7th day). Dues can be prepaid, with a deadline

of the next Electoral Convention. A member who owes any dues for more than three months is considered in bad standing. Members in bad standing are deprived of rights within the organisation, are suspended from any position they hold, and can participate in the proceedings only as observers. A member who remains in bad standing for more than nine months is temporarily expelled. They cannot participate in the proceedings of the organisation even as an observer, but they are not obliged to pay dues as long as they remain expelled; they can only regain membership if they pay their debt to the organisation, in which case they immediately become a member in good standing with full rights.

2.4. Dues are defined as follows:

- i. for members with a monthly net salary of more than €1500.00 -> €15
- ii. for members with a monthly net salary between €1000.00 -€1500.00 -> €10
- iii. for members with a monthly net salary between €500 - €999.00 -> €5
- iv. for members with a monthly net salary below €500 -> €2
- v. for unemployed or self-employed members -> €1

New members are encouraged to make a voluntary contribution of €5 to cover registration costs.

### **III. General Assembly**

3.1. The General Assembly is the collective voice of the members of the organisation, the space and time in which they express their opinion, co-shape the course the organisation will follow and co-decide the immediate goals for the near future; it is the body that makes all the important final decisions, and judges the work of the other bodies. In this regard, it is the most important body of the union.

3.2. In the General Assembly, the (General) Secretary/Treasurer has the role of coordinator and minutes secretary, unless they assign these duties to another member/members, as defined by the provisions on the duties of the (General) Secretary/Treasurer. The agenda of the General Assembly is announced in good time under the responsibility of the (General) Secretary/Treasurer, and must include any issues left open from the previous General Assembly, and any issues submitted by members before the agenda is announced; any issues submitted after the announcement or during the General Assembly, are transferred to the next one, unless the (General) Secretary/Treasurer decides that they can and

should be discussed at this assembly. The minutes of the General Assembly are included in the union's monthly newsletter.

3.3. During the General Assembly, the consumption of alcohol and alcoholic beverages is prohibited. Also, if possible, the General Assembly is held without the presence of mobile phones.

3.4. All in good standing members of the organisation have the right to participate in the General Assembly with full rights, unless it has been decided otherwise in the context of a dispute resolution process and/or a relevant disciplinary measure. All in bad standing members of the organisation have the right to participate in the General Assembly as observers, unless it has been decided otherwise in the context of a dispute resolution process and/or a relevant disciplinary measure. No person outside the organisation has the right to attend a General Assembly, unless deemed necessary by the (General) Secretary/Treasurer, for the constructive discussion of an issue and/or resolution of an issue.

3.5. It is the basic duty of the coordinator to examine and to make sure (or ensure) that the rules governing the General Assembly are applied, as well as to as well as to guarantee its collegial and democratic conduct. In the event that it is deemed to be obvious that a person present is obstructing the process of the General Assembly in any way, it is at the discretion of the coordinator to propose to the General Assembly their removal from the process.

3.6. Decisions taken at a General Assembly in which all the rules governing the General Assembly were not observed are not considered invalid, unless this is decided at the next General Assembly. Otherwise, all the decisions of the General Assembly are binding for the entire organisation, with no exceptions.

3.7. The General Assembly is held regularly, on a date decided and announced in good time, at least once every three months; the maximum effort must be made so that the General Assemblies have content and meaning that goes beyond simply informing the members, and that they are as short as possible, to respect the limited non-working time of the members.

3.8. One General Assembly per year must take on the character of an Electoral Convention, and be governed by the procedures defined in the Electoral Regulations. The General Assembly, which will have this character, must take



place no earlier than 11 months and no later than 13 months from the previous Electoral Convention.

3.9. The main role of the General Assembly is to make decisions, formulate strategies and choose tactics regarding the Union's campaigns. These campaigns can generally concern the local working class, and/or be limited to specific industries or businesses. The primary and permanent goal of these campaigns is to organise a mass, dynamic, assertive, militant, solidarity and radical labour movement, ideally through membership in the IWW and/or other unions with identical means, structures and goals. This role prominently includes guiding and supporting members in their efforts to organise their workplaces or industries.

3.10. Decisions are ideally made by co-formed unanimity, and necessarily after all members present have been given time and opportunity to make their positions clear; in the event that unanimity is not reached while time and opportunity for seconds has been given, decisions are made by absolute majority vote. In the event of a tie, the final decision (which may include the reconsideration of the issue at the next General Assembly) is taken by the (General) Secretary/Treasurer, unless the issue primarily concerns another body, in which case the officers who staff it and will be called upon to implement the specific decision have the final say.

3.11. Those defined in the terms of the Regulations and/or the Constitution are the basic obligations of the General Assembly.

3.12. The decisions of the General Assembly cannot violate in any way the Constitution and/or the Regulations of CYROC.

#### **IV. (General) Secretary/Treasurer**

4.1. The post of (General) Secretary/Treasurer of CYROC is the only one necessary for the existence of the organisation, and the duties of the post include those duties that no independent organ has been formed to administer. If an existing organ is dissolved, its duties automatically pass to the (General) Secretary/Treasurer. If no member is available to fill this position, CYROC is dissolved. In this regard, it is the most important organ of the union.

4.2. It is the basic obligation of the (General) Secretary/Treasurer to manage the organisation's finances, to collect members' dues, to have the fund under their sole responsibility, to inform members about the financial situation, income and CYROC expenses, and to keep a record of receipts to pass on to the next member who assumes this position. The finances of the organisation can be used to implement decisions of the General Assembly, and/or those decisions of the bodies of CYROC that serve the interests of the organisation. The final decision on the investment of resources and the amount thereof, for the organisation of events and/or the issuance of publications/announcements by the other bodies, is up to their discretion.

4.3. It is the basic obligation of the (General) Secretary/Treasurer to prepare and share a monthly newsletter with all members. This must include the minutes of the proceedings that preceded it, the financial situation, income and expenses of the organisation, reports from the organs of the organisation, reports from the IWW headquarters, the establishment/abolition of branches, and the number of regular and non-regular members. The bulletin is communicated in the middle of each month, and the information it contains must be up to date by the 7th day of the month in question.

4.4. It is the basic obligation of the (General) Secretary/Treasurer to act as a coordinator and keep the minutes in any process deemed necessary. These duties may be delegated to other members, under the responsibility of the (General) Secretary/Treasurer, but in this case it is the responsibility of such members to communicate the minutes to the (General) Secretary/Treasurer as soon as possible.

4.5. The basic obligations of the (General) Secretary/Treasurer are those defined in the terms of the Regulations and/or the Constitution.

4.6. It is the basic obligation of the (General) Secretary/Treasurer to manage the communication with the Regional Administration and the central bodies of the IWW, in accordance with the relevant terms of the Constitution.

4.7. It is the responsibility of the (General) Secretary/Treasurer to manage the official internal communication of the organisation (e-mail lists, official chat group, etc.). It is the responsibility of the (General) Secretary/Treasurer to manage the external communication of the organisation (e-mail, messages on social media, etc.), including the role of Press Representative. These duties may

be temporarily delegated to other members under the responsibility of the (General) Secretary/Treasurer.

4.8. It is the duty of the (General) Secretary/Treasurer to register new members and delete members (when they request it or when required by the terms of the Regulations and/or the Constitution), and to keep a record of all members and whether they are in good standing or bad. The registration of new members includes the registration of their details, including name, telephone, e-mail address, date of registration, occupation, dues amount, etc. in a related file.

4.9. It is the duty of the (General) Secretary/Treasurer to coordinate the participation of members in actions organised or supported by CYROC when this is deemed necessary, so as to ensure the easiest and safest possible participation of members in them. Also, when requested, it is the duty of the (General) Secretary/Treasurer to propose legal support for issues concerning the action of CYROC.

4.10. The position of (General) Secretary/Treasurer is unpaid, with the exception of covering any expenses arising from the duties of the position, given that receipts for these expenses have been filed in the file.

4.11. The decisions of the (General) Secretary/Treasurer cannot in any way violate the Constitution, the Regulations and the decisions of the General Assembly.

4.12. The title of "General" is automatically assigned to the CYROC Secretary/Treasurer upon establishment of branches and for as long as branches operate under the supervision of CYROC.

## **V. Executive Board**

5.1. The Executive Board is the organ responsible for making decisions between General Assemblies. The Executive Board is the highest organ of the organisation after the General Assembly, and it is in essence the supervisor of the (General) Secretary/Treasurer. The members who staff it hold the helm of the organisation, and have the formidable responsibility of keeping it steady in terms of jointly decided goals, while at the same time having the reflexes to react promptly and decisively to often unpredictable developments. In this regard, it is the most important organ of the union.

5.2. The decisions of the Executive Board cannot in any way violate the Constitution, the Regulations and the decisions of the General Assembly.

5.3. The Executive Board consists of at least three officers, and necessarily an odd number of officers. The (General) Secretary/Treasurer cannot be a member of the Executive Board.

5.4. The main obligation of the Executive Board is to decide which actions and/or campaigns organised by other collectives the union will support. This function is inextricably linked both to the creation of allied relations with other organised groups, and to the image that the union promotes to the outside. When deemed necessary, Executive Board members must participate in the organisational processes of such an action/campaign, but only (with respect to their role as Executive Board members) as observers.

5.5. It is a basic obligation of the officers who make up the Executive Board to represent the organisation based on the Constitution and decisions if deemed necessary, as well as to undertake external communication tasks (management of incoming messages and emails, management of social media, announcements declaring support, etc.) if requested by the (General) Secretary/Treasurer.

5.6. It is a basic obligation of the Executive Board to maintain a means of exclusive internal communication of its members (eg chat), through which the Executive Board is considered to be in continuous assembly. It is also a basic obligation to maintain a means of internal communication with the (General) Secretary/Treasurer (eg chat).

5.7. It is a basic obligation of the Executive Board to draw up a written monthly report on its work, which must include the issues on which it was asked to make a decision, the relevant decisions, and the justification of the decision (if it came after a vote, the justification of each vote). The report must be sent to the (General) Secretary/Treasurer by the 7th day of each month at the latest, to be included in the monthly newsletter.

5.8 It is a basic obligation of the Executive Board to fulfil the duties of a representative of the Regional Organising Committee in the Delegates Executive Council of the Regional Administration. The members of the Executive Board

may either appoint one of them to represent them on a permanent basis, or to take on the role on a rotating basis, or the representation may be on an ad hoc basis. The Executive Board has the obligation to decide on proposals put to a vote/discussion in the Delegates Executive Council of the Regional Administration, if and only if a General Assembly does not intervene in time, or if the latter, due to a load of issues, does not discuss the said proposals.

5.9 It is the responsibility of the Executive Board to serve as the Central Organising Secretary of the Regional Organising Committee. This position serves as the coordinator of the certified organisers of the Regional Organising Committee (members who have fully and successfully attended at least the Workplace Organising 101 seminar, whether delivered by the Department of Studies Education and Training, or by Regional Administration bodies). If an individual (member or not) contacts the Regional Organising Committee requesting guidance in organising their workplace or sector of work, it is a basic responsibility of the Central Organising Secretary to contact the certified organisers to find the person who will provide this guidance. It is also a basic obligation of the Central Organising Secretary to provide support to these organisational efforts, by functioning as a communication channel to the other bodies of the Regional Organising Committee, including, but not limited to, the (General) Secretary/Treasurer for the purposes of issuing announcements and financing the effort, and the Department of Studies Education and Training for the purposes of providing relevant training; if deemed necessary, to function as a communication channel to the Regional Administration through the role of the Executive Board as a representative to the Delegates Executive Council. The members of the Executive Board may either appoint one of them to fulfil the duties of Central Organising Secretary on a permanent basis, or assume the role on a rotating basis, or assume the role on an ad hoc basis, or share the duties of the role among themselves, with the participation of two or more members of the Executive Board.

5.10. The basic obligations of the Executive Board are those defined in the terms of the Regulations and/or the Constitution.

5.11. The decision-making process (whether it takes place in person or through the medium of communication) follows the following steps: initially it is examined whether the proposal falls within the Constitution and Regulations of the organisation (if not it is rejected), but also if it goes against previous decisions of the General Assembly, in which case the issue must be transferred

to the General Assembly, through communication with the (General) Secretary/Treasurer. If the members of the Executive Board do not agree whether these two conditions are met they vote on it, and the result as well as what each member of the Executive Board voted (with justification of vote) is communicated to all members of the organisation through one of the means of internal communication . If it is decided that the above two conditions are met, then the Executive Board co-decides (if possible by co-configuration, otherwise by voting following the procedure described above) whether, how and to what extent the organisation will be involved in the specific proposal. The same above procedure is followed, when it is deemed necessary by at least one member of the Executive Board, to evaluate the work of the (General) Secretary/Treasurer. A majority of its members must participate in any decision-making process of the Executive Board.

5.12. The officers who make up the Executive Board are not remunerated for their services, with the exception of covering any expenses arising from the duties of the position, given that receipts for these expenses have been filed in the file.

## **VI. Internal Relations and Gender Equity Committee**

6.1. The IWW is a union dedicated to solidarity and the emancipation of the working class. The working class is diverse and as a union we recognise that oppression is multi-layered. Therefore, we strive to keep our common spaces free of oppressive actions, behaviours and language so that strong relationships of solidarity can be fostered within our organisation. The Internal Relations and Gender Equity Committee is the competent body that oversees both the interactions between the members and the work of the bodies, to ensure that the above objectives are achieved, and that the principles, values, collective decisions and conditions of Constitution and Regulations are not violated. In this regard, it is the most important organ of the union.

6.2. It is a basic obligation of the Internal Relations and Gender Equity Committee to organise events to strengthen relations between members, starting with simple acquaintance, up to the cultivation and maintenance of strong relationships of trust and solidarity.

6.3. It is a basic obligation of the Internal Relations and Gender Equity Committee to organise actions and events that promote both gender equality

and the fight against all kinds of intra-class discrimination inside and outside the union. These actions/events include both those aimed at attracting marginalised sections of the working class to the union, both as members and as officers, as well as those aimed at structuring the union as a safe environment for these individuals. If the actions/events in question require financial resources, their organisation should be preceded by consultation with the (General) Secretary/Treasurer.

6.4. It is a basic obligation of the Internal Relations and Gender Equity Committee to fully apply the clauses of the Regulation on Internal Dispute Resolution, both when a complaint arises and ex officio.

6.5. It is a basic obligation of the Internal Relations and Gender Equity Committee to edit and give opinions on announcements and texts with a gender dimension, before their issuance.

6.6. It is a basic obligation of the Internal Relations and Gender Equity Committee to maintain a means of exclusive internal communication of the members who staff it (eg chat), through which the Internal Relations and Gender Equity Committee is considered to be in continuous assembly. It is also a basic obligation to maintain a means of internal communication with the (General) Secretary/Treasurer (eg chat).

6.7. It is a basic obligation of the Internal Relations and Gender Equity Committee to draw up a written monthly report on its work, which must include a report from the actions/events it has organised, an announcement of the actions/events it intends to organise in the following month, as well as a brief report of all internal dispute incidents he was called upon to resolve. The report must be sent to the (General) Secretary/Treasurer by the 7th day of each month at the latest, to be included in the monthly newsletter.

6.8. The basic obligations of the Internal Relations and Gender Equity Committee are those defined in the terms of the Regulations and/or the Constitution.

6.9. The decisions of the Internal Relations and Gender Equity Committee cannot in any way violate the Constitution, the Regulations and the decisions of the General Assembly.

6.10. To avoid a conflict of interest, the officers who make up the Internal Relations and Gender Equity Committee cannot be officers of another central and/or local and/or branch body of the union.

6.11. The Internal Relations and Gender Equity Committee is ideally staffed by at least 3 members, of which, ideally again, at least 2 are not cis masculinities. In the IWW we realise that femininities (should) have the first say in gender matters, but we do not favour the formation of mutually female sections, and the subsequent assignment to them of dealing with the specific issues, as this would effectively relieve men of the relevant responsibility, as well as reproduce the relevant discriminations. Nevertheless, we advance the relevant quota and strongly encourage femininities-members to staff the Internal Relations and Gender Equity Committee, because this Committee is called upon to manage incidents in which the recipients of violence/harm/damage are in most cases femininities, who will probably feel more comfortable if they are relegated to femininities.

6.12. The officers who make up the Internal Relations and Gender Equity Committee are not remunerated for their services, with the exception of covering any expenses arising from the duties of the position, given that receipts for these expenses have been filed on file.

## **VII. Department of Studies Education and Training**

7.1. The three stars on the IWW symbol stand for three words: Education – Organisation – Emancipation. The first two are the necessary steps, and the basic conditions, for the third, the liberation of humanity. As far as the structure of the union is concerned, the organ responsible for these two most important processes is the Department of Studies Education and Training, whose operation and action are essential for the achievement of the organisation's goals. In this regard, it is the most important organ of the union.

7.2. It is a basic obligation of the Department of Studies Education and Training to observe and record labour-related developments, such as, for example, laws, bills, court decisions, labour struggles, economic issues, etc.

7.3. It is a basic obligation of the Department of Studies Education and Training to organise events of an educational nature, either open to the public or exclusively for the members of the organisation, such as, for example, seminars



(Cypriot labour law, organisational methods, etc.), screenings, discussions, documentaries, book presentations, etc. If the events in question require financial resources, the (General) Secretary/Treasurer should be consulted prior to their organisation.

7.4. It is a basic obligation of the Department of Studies Education and Training to draw up a written monthly report on its work, which must include a report from the actions/events it organised, an announcement of the actions/events it intends to organise in the next month, as well as the labour-related developments in the news, in the form of a labour bulletin. The report must be sent to the (General) Secretary/Treasurer by the 7th day of each month at the latest, to be included in the monthly newsletter.

7.5. It is a basic obligation of the Department of Studies Education and Training to maintain a means of exclusive internal communication of the members who staff it (eg chat), through which the Department of Studies Education and Training is considered to be in continuous assembly. It is also a basic obligation to maintain a means of internal communication with the (General) Secretary/Treasurer (eg chat).

7.6. The basic obligations of the Department of Studies Education and Training are those defined in the terms of the Regulations and/or the Constitution.

7.7. The Department of Studies Education and Training is staffed, ideally, by at least 3 members.

7.8. The Department of Studies Education and Training is exclusively responsible for conducting research projects related to the worker reality. The members of the Department of Studies Education and Training, given that the Department's obligations are handled, are free to decide which research projects they want to work on. The officers of the Department have autonomy of movement from one another, and the possibility to involve members outside the Department in the handling of the relevant projects (as well as in general in all the research functions of the body, under the responsibility of its officers). Before engaging in any research project, the Department must obtain approval for the topic from the Executive Board, through the submission of a proposal, which includes specific objectives, possible monetary costs, and specific schedules. If the project requires financial resources, the (General) Secretary/Treasurer also participates in making the decision. The decision to

approve the project must be made no later than 2 calendar weeks after the submission of the proposal. No project can last beyond the current term of the Department.

7.9. The Department of Studies Education and Training is solely responsible for the publication of publications related to its responsibilities (online and/or printed). Any form of disclosure to the public must have the approval of the Executive Board. Any publication of material that requires financial resources must be done in consultation with the (General) Secretary/Treasurer.

7.10. The decisions of the Department of Studies Education and Training cannot in any way violate the Constitution, the Regulations and the decisions of the General Assembly.

7.11. The officers who make up the Education and Training Studies Department are not paid for their services, with the exception of covering any expenses arising from the duties of the position, given that receipts for these expenses have been filed on file.

### **ANNEX: Procedure for Establishing Branches and Their Obligations**

1. Five members in good standing, with continuous participation in CYROC for more than three months, can apply to establish a local or business branch.

2. The local branch covers a specific geographical area. There cannot be more than one branch per geographical area. Local branches can only be established after at least two related applications for two different geographical areas have been approved.

3. The business branch covers a specific business. There cannot be more than one branch for each business, nor can a business branch be divided internally by industry or by profession.

4. The request must be submitted in writing to the Executive Board, and must bear the signatures and email addresses of the requesting members, as well as which of them assumes the position of Secretary/Treasurer until the first Electoral Assembly of the branch. The application is examined by the Executive

Board and the (General) Secretary/Treasurer together, who for the purposes of the specific procedure assume the role of an Examining Committee. The Examining Committee must examine whether the criteria of paragraphs 1 and 2 are met. If, even though they are met, a member of the Examining Committee disagrees with the establishment of the specific branch for any reason (the reasons must be recorded), then the issue is put to a vote. In case of a tie or if the vote that disagrees with the establishment of the specific branch prevails, then the matter goes to the next regular General Assembly, where the final decision is made. The Examining Committee notifies its decision to the requesting members no later than 30 days from the date of submission of the request.

5. No member of CYROC is obliged to join a branch, even if there is one in the area or company they work in. Removal, for any reason, from a branch does not necessarily result in removal from CYROC and the IWW.

6. If the membership in a branch falls below four members, the branch is dissolved.

7. Branch members must hold a meeting at least once a month. In case of cancellation of a meeting, the reasons must be included in the monthly report of the branch.

8. The branch shall hold an Electoral Assembly no later than one year after its establishment. With regard to Electoral Rights and Electoral Procedures, the conditions included in the Electoral Regulation apply (the post in a branch is counted with a post in CYROC for the purposes of paragraph 2.4 of the Electoral Regulation). The branch election meeting must be at least 30 days away from the CYROC Electoral Convention. Branches can ask the central organs of CYROC for assistance in organizing electoral assemblies.

9. The only organ that is mandatory is the position of Secretary/Treasurer. If no member wishes to take up this position, the branch is dissolved. The Secretary/Treasurer has the basic obligation to register new members, to keep a record of all members and whether they are in good standing or bad, to collect the dues of the members that fall under the branch, to transfer the corresponding amount in time to the General Secretary/Treasurer of CYROC, to keep an account of the financial situation and financial movements of the branch (including a file of receipts for expenses), to manage the internal

communication of the branch, manage the communication with CYROC, and send a monthly report no later than the 7th day of each month to the General Secretary/Treasurer; the report must include the financial situation, income and expenses of branch, the number members in good standing and those in bad standing, and the activity of the branch in the previous month. The registration of new members includes sending their details (name, phone, email address, date of registration, profession, dues amount) and the registration fee (if given) to the General Secretary/Treasurer, no later than fifteen days after registration.

10. Each branch can create and staff its own additional organs. The only exception is what is covered by the Regulation on Internal Dispute Resolution, for which the exclusively responsible body remains the one defined in the specific Regulation.

11. No branch post may be remunerated, with the exception of the coverage of any expenses arising from the duties of the position, given that receipts for these expenses have been filed on file.

12. Each branch may draw up its own internal regulations, provided it does so through the procedures contained in the Electoral Regulation, and provided they do not violate or supersede the CYROC regulations and the Constitution. The decisions of the branch cannot violate in any way the Constitution, the Regulations and the decisions of the General Assembly.

13. The basic obligations of the branches are those defined in the terms of the Regulations and/or the Constitution.

14. The amount of dues of the members of the branches is the same as that defined in the obligations of members of this Regulation. The branch has the right to keep up to 50% of the money collected from the dues, to cover its operating costs and finance its actions.

15. The branches have the right to request financial support from CYROC, for the purpose of financing an action or campaign. The request must be forwarded in writing to the General Secretary/Treasurer, and include a budget with schedules and the cost of specific expenses. The request is examined by the General Secretary/Treasurer exclusively in terms of financial parameters, in consultation with the Secretary/Treasurer of the branch. The General

Secretary/Treasurer forwards the branch's request accompanied by the results of its examination (including the maximum amount of money that CYROC may, at their discretion, give to the branch) to the Executive Board, within 2 calendar weeks from the day they received it. The Executive Board decides on the final approval of the funding, and communicates its decision to the General Secretary/Treasurer within no more than 1 calendar week of receiving the request. If funding is approved, it must be disbursed (or begin to be disbursed in the case of instalments) within a maximum of 1 calendar week from notification of approval. The branch has an obligation to send to the General Secretary/Treasurer copies of the receipts for the expenses for which it received funding, within 30 days of their realisation.

16. Business branches have the right to collect additional contributions from their members, exclusively for the establishment of a strike fund. These contributions cannot exceed one hourly wage per working week. The sole purpose of the strike fund is to financially support members who go on strike to cover personal expenses. A business branch that decides the collection of additional contributions for the establishment of a strike fund, automatically defines the obligation of the members for the payment of these contributions; this obligation is governed by the terms of the obligations of the members contained in this regulation. To support an already existing strike fund, funding can be requested from CYROC, following the above procedure in paragraph 15; the obligation to send receipts is waived in this case.

17. In case of dissolution of a branch, its fund shall be transferred entirely to the fund of CYROC. In case of a strike fund of a business branch, the amount of money is divided equally among the strike funds of other business branches; if they do not exist, then the amount is also transferred to the CYROC fund.

## **ELECTORAL REGULATION**

### **ARTICLES**

#### **I. Introduction**

#### **II. Electoral Rights**

#### **III. Electoral Procedures and Electoral Convention**

#### **IV. Amendment Procedure of Internal Regulations**

## **I. Introduction**

1.1. The regulation that follows defines the electoral rights of the members of the Cyprus Regional Organizing Committee (from here on, CYROC), so as to ensure the democratic nature of the procedures and structure of the organisation, as well as the necessary rotation in the posts and the necessary division of work and responsibilities.

1.2. Also, the regulation includes the procedures to be followed during the annual Electoral Convention, and defines the procedure for amending all internal regulations.

## **II. Electoral Rights**

2.1. All regular members of CYROC have the right to vote, unless there is a relevant disciplinary measure that deprives a member of this right, temporarily or permanently.

2.2. All members of CYROC in good standing have the right to be elected, unless there is a relevant disciplinary measure that deprives a member of this right, temporarily or permanently, and given that the conditions of paragraphs 2.3 & 2.4 are met. Each normal term is de facto one year in length (from Electoral Convention to Electoral Convention).

2.3. No member may be a candidate for a position they have held for three years, continuously or intermittently. Exceptions to the rule are a) there is no member candidate for the specific position, in which case members who have held it for 3 years or more may nominate themselves, and b) there is only one candidate member, in which case the incumbent member may, if they wish, also apply to keep it even if they have held it for 3 years or more.

2.4. No member may simultaneously hold or claim a position in more than two bodies (Committees, Departments, etc.) of CYROC. No member holding a position on the Internal Relations and Gender Equity Committee may hold a position on another body of CYROC for the duration of their term on the Committee.

### **III. Electoral Procedures and Electoral Convention**

3.1. Two General Assemblies before the Electoral Convention (about 2 months before the Electoral Convention that is) the nomination period begins. Members may not nominate themselves as candidates, except in cases of seeking re-election; nominations are made on the proposal of at least one member. The nominated member has until the end of the nomination period to accept the nomination, with no numerical limit on the possibility of changing his mind. After the end of the period, no nominations will be accepted, but prospective members have the right to withdraw from running for office up to and including the day of the Electoral Convention. The nomination period lasts 14 days, and on the 15th the nominations are announced.

3.2. All members in good standing have the right to appeal to the Internal Relations and Gender Equity Committee and to file an objection to the membership nomination through the Grievances Examination Procedure of the Regulation on Internal Disputes Resolution, from the beginning of the nomination period up to 24 hours after the announcement of the nominations. The Internal Relations and Gender Equity Committee has until the next General Assembly (the last before the Electoral Convention) to submit its findings and proposals on the issue, and then the General Assembly must make the relevant decision.

3.3. At the last General Assembly before the Electoral Convention, a three-member Electoral Commission (henceforth Commission) is elected. These members must not be a candidate and/or have nominated a candidate member and/or hold a position. If there are not three members who meet the conditions and wish to join the Commission, then the Commission may consist of two or one member. If there are no members who meet the requirements and wish to serve on the Commission, members who hold office but are not seeking re-election and are not candidates for another office may serve on the Commission.

3.4. The pre-election process officially begins with the end of the last General Assembly before the Electoral Convention, and lasts until one calendar week before the Electoral Convention. During the pre-election period, members may use CYROC's internal communication media to promote the candidate of their preference, but their actions must be limited within the organisation. In the week before the Electoral Convention, any pre-election activity is prohibited, apart from urging members to participate in the Electoral Convention. The



Commission is responsible to ensure the above; in the event of a violation, it may impose the termination of the participation in the pre-election process of the member or members who violated the regulation, and in the case of repeated violations, deprive the member or members of the right to participate in the Electoral Convention.

3.5. The Commission draws up a ballot which includes all candidate members for the positions they are running for, and the proposed changes to the Internal Regulations (Article IV). The ballot should be given in electronic form to all CYROC members with the right to vote, through a chat group that the Commission will create specifically for the Electoral Convention, at least 72 hours before the day of the Electoral Convention.

3.6. 3.6. The Electoral Convention is held once a year, and is essentially a General Assembly whose sole agenda item is the conduct of the election process to fill the positions and for possible changes to the regulations (Article IV). On the day of its holding, from 00:01 until the start time of the Convention, members who cannot attend the Convention in person can send their completed ballot to the Commission, through the aforementioned chat group. Those members who will participate in person, should bring their completed ballot in print, or send it electronically to the chat group. During the Electoral Conference, and before the ballots are submitted, a maximum of two hours (time divided equally according to the number of motions) may be allocated for discussion on motions to amend the Internal Rules. As a result of the discussion, the proposals may be amended, provided that such amendments a. do not invalidate the meaning of the original proposal by making it identical to a clause already included, b. do not reverse the purpose of the original proposal (for example, a proposal that intends to prohibit an action amended in such a way that this action becomes mandatory), and c. do not transform the proposal into one that violates the Constitution and/or the essential logic of the Internal Rules. The amendment of a motion must have the approval of its proposer(s). If this is achieved, then the original proposal is removed from the ballot, and, after counting the votes for the remaining motions, a vote is taken on the amended motion. Only those members in good standing who participate in the Electoral Convention, either in person or remotely, are allowed to participate in this vote; the votes on the original proposal of members in good standing who were unable to participate in the Electoral Convention are counted as abstentions.

3.7. The Commission is responsible for coordinating the members present at the Electoral Convention, and counting the votes. The counting is done by the Commission, openly and in front of all participants. If a member participating in the Electoral Convention demands it, the Commission is obliged to proceed with a third count. If the results of any count differ from those of the previous one, another count must be carried out, until two consecutive counts show the same results. In the event of a tie, the choice is made on the spot by rolling a die by a member of the Commission.

3.8. The results of the Electoral Convention are officially announced to the members present and in the chat group by the Commission. After announcing the results, the Commission deletes all members from the chat group, announces the end of the Convention and dissolves itself.

3.9. In case of premature termination of a term for any reason, if a member expresses interest in being a replacement and has the declared support of at least one other member, the replacement takes place at the next General Assembly under the responsibility of the Executive Board. If more members show interest, the Executive Board is obliged to conduct an online election process (e.g. through the official CYROC chat), the results of which are announced at the next General Assembly, which is also considered the starting point of the replacement. In the event of a tie, the choice is made at the next General Assembly using a die by the (General) Secretary/Treasurer.

3.10. The three-member Internal Relations and Gender Equity Committee must be composed of at least two women. The cis masculinity with the most votes is guaranteed a seat on the Commission, and the other two positions are claimed by femininities. In case of lack of interest or inability to apply the procedures of paragraph 2.3 to fill this quota, the cis masculinity or masculinities with the most votes may staff the Committee. The runner-up or runners-up (the cis-masculinities who occupy one or both of the Committee's female-only positions) have a substitute role. In the event of an expression of interest by a femininity during their term of office to participate in the Committee, and if this femininity has the declared support of at least one member, the runner-up who received the fewest votes is replaced by the femininity in the next General Assembly under the responsibility of the Executive Board. If, during the term of substitutes, more femininities show interest than the available positions, the Executive Board is obliged to conduct an online election process (e.g. through the official CYROC chat), the results of which are announced at the next General

Assembly, which is also considered the starting point of their term. In case of a tie, the choice is made at the General Assembly by the (General) Secretary/Treasurer using a die.

3.11. A term that for any reason ends prematurely and has lasted up to three months, is not counted as a year for the parameters of paragraph 2.3. A term that concerns a temporary replacement of a position or a substitute position (par. 3.10) or a trial term (par. 4.3) and lasts up to eight months, is not counted as a year for the parameters of paragraph 2.3, while if it lasts more than eight months, then is counted as a full year for the parameters of paragraph 2.3.

3.12. Any body of CYROC that is not staffed by at least one member for whatever reason (e.g. due to the non-presentation of nomination proposals within the Electoral Convention, or due to the resignation/removal of all the members who staff it in the middle of their term combined with the lack of interest in replacement, etc.) then it dissolves and its duties pass to the (General) Secretary/Treasurer.

#### **IV. Amendment Procedure of Internal Regulations**

4.1. All proposals for amendments to the Internal Regulations must reach the (General) Secretary/Treasurer no later than 75 days before the Electoral Convention. The (General) Secretary/Treasurer is responsible for considering whether the proposal violates the IWW Constitution, and whether it affects articles not included in the proposal. Within 15 days at the latest, the (General) Secretary/Treasurer must notify the members who submitted the proposal of their findings. Members must amend their proposal accordingly, i.e. so as not to violate the Statute, and so as to include all the articles that will be affected if passed; they have 15 days to resubmit their amended proposal to the (General) Secretary/ Treasurer. The (General) Secretary/Treasurer again has 15 days to consider whether the proposal violates the IWW Constitution, and whether it affects Regulations not included in the proposal. If it is not possible to file a motion that the (General) Secretary/Treasurer deems not to violate the Constitution, and that includes all the articles that will be affected, up to 30 days before the Electoral Convention, the motion will not be filed for voting.

4.2. If the proposal receives the approval of the (General) Secretary/Treasurer, it is announced to all members via email and official chat no later than 30 days before the Electoral Convention. The debate period for the pros and cons of the

amendment lasts until one calendar week before the Electoral Conference, similar to the pre-election period.

4.3. Additions to the Regulations that are not of an amending nature (eg the creation of a new permanent or temporary body) can be submitted to a General Assembly. Subsequently, the members who made the proposal and/or the (General) Secretary/Treasurer work out how the proposal could be implemented without affecting the already existing Internal Regulations, and without violating the Constitution. If this is achieved, the proposal is submitted for a vote at the General Assembly; if it passes, it takes on a trial nature (if it is a new body, local elections are held for its staffing, the term of office of the elected members is considered trial). At the next Electoral Constitution, the addition is made permanent (if it is a new body, the ballot includes candidate members for its staffing).

## **REGULATION ON INTERNAL DISPUTES RESOLUTION**

### **ARTICLES**

#### **I. Introduction**

#### **II. General Code of Mediation Procedures**

#### **III. Code of Mediation Procedures Dedicated to Gender and Sexuality Issues**

#### **IV. Grievances Examination Procedure**

#### **V. Harassment and Discrimination**

#### **VI. Safer Spaces Policy**

#### **VII. Immediate Relief**

#### **VIII. Obligation of Assessment**

## **I. Introduction**

1.1. The regulation provides a number of options for managing and resolving disputes that arise between our members. Initially, there are mediation procedures in cases where all members involved are interested, and the incidents as such are not disputed. In cases where a complaint concerns harassment, violence, discrimination or other undesirable actions of a sexual or gender nature, or where the sex, gender identity, sexual orientation, gender presentation, etc. of one or more of the parties involved is a reason for oppression or is recognized as a dimension of the complaint by at least one of the parties involved, the complainant may choose to have access to the procedures of the Code of Mediation Procedures Dedicated to Gender and Sexuality Issues (art. III).

1.2. In cases where the facts are disputed by at least one involved party, and/or when not all involved parties wish to engage in mediation proceedings, there is the option of activating the Grievances Examination Procedure (art. IV).

1.3. The mediation procedures (art. II & III) are mutually exclusive procedures with the Grievances Examination Procedure (art. IV) – as long as one procedure is active, the other cannot be activated. Participation in mediation does not affect the right to activate the Grievance Procedure (art. IV), if mediation does not resolve the conflict.

1.4. In addition to the mediation and grievances examination procedures, the Regulation includes distinct procedures regarding Harassment and Discrimination (art. V), the Safer Spaces Policy (art. VI), and the provision of Immediate Relief (art. VII).

1.5. The Internal Relations and Gender Equity Committee (hereinafter referred to as the Committee) is the competent body for the enforcement of all the terms included in the Regulation, except where otherwise specified. The Committee ensures, within the limits of its capabilities and feasibility, to manage the procedures, taking into account the schedules of the bodies that will take the final decisions (branch assemblies, General Assembly, etc.).

## **II. General Code of Mediation Procedures**

2.1. To avoid misunderstandings due to ambiguity and multiple meanings, we clarify the use of key terms, the mutually clear meaning of which is deemed necessary specifically for mediation procedures (this terminology also applies to the rest of the Regulation):

- “Accountability”: the assumption of responsibility on the part of the person being held accountable, that is, the process of recognising the harm they have committed, how this harm is connected to and reinforces broader systems of oppression, and how this harm has directly injured others. In addition, actions of practical and demonstrable commitment to change, and meeting the remedial needs of the recipients of the harm are recognized as accountability.
- “Complainant”: The person who identifies the persons with whom they would like to seek resolution of the dispute and accountability, as they have been harmed by the persons under complaint.
- “Reported Person”: A person who has been reported as having committed, produced and/or reproduced the harms resulting from the conflict/dispute. As the mediation process is not a legal or punitive process, the Committee does not recognize the reported persons as defendants, but as individuals who have been reported for harm and who are involved in the conflict resolution process, taking responsibility and seeking to promote redress for the harm they have caused in a spirit of solidarity.
- “Conflict/Dispute”: A disagreement between two or more individuals, often involving harm caused or emotionally charged disagreements.
- “Conflict/Dispute Resolution”: The process of addressing conflict, either to bridge the rift in the relationship, or to lay the foundation for those involved in the conflict to move forward with their lives, mutually satisfied with the results of the mediation.
- “Accountability Plan”: The jointly decided (by the Committee and the complainant) actions/movements to be taken, as well as the methods and the relevant timetable to be implemented, to result in a resolution of the issue.
- “Harm/Violence”: Causing pain — including physical, sexual or emotional pain — to another individual, group or community of people.
- “Healing”: While we recognize that therapy cannot return the individual to the pre-harm state, a healing process attempts to alleviate the pain caused by the harm so that the individual can move forward with dignity

and greater strength. Mediation also focuses on empowering the affected individual to take control of their own healing.

2.2. Mediation is the preferred means of resolving conflicts in the Union. Union members and bodies should aim to mediate to resolve conflicts between members, in cases where there is no immediate risk to the interests of the Union or the parties involved.

2.3. Mediation is a constructive dialogue, facilitated by a mutually agreed upon “third” person, with the aim of finding a solution to the conflict that is satisfactory to both parties. Mediation is necessarily a voluntary process. The prerequisite for successful mediation is the willingness of both parties to resolve the conflict through mediation.

2.4. If all parties declare that they are willing to participate in this process, they may contact the Committee. A member of the Committee will be appointed as mediator no later than one week after this contact.

2.5. The role of the appointed Committee member is to listen to both parties, better understand the conflict, determine whether it is related to the Union (if it concerns at least one of its members, if the conflict disrupted the necessary relations of solidarity and coexistence of members, etc.), seek alternative ways of approaching the conflict, and help the parties identify ways to resolve the conflict. The Committee member will first meet separately or speak by phone with each party to listen to the concerns of each member. During these conversations, the Committee member will ask each party what they see as resolving the conflict and whether each party would be willing to meet with the other party in the presence of the Committee member. Based on these conversations, the Committee member will determine the next step, which could include, among others, the following: a second round of talks, a scheduled meeting of the two parties with the Committee member, or the closure of the mediation.

2.6. If either party refuses to attend the meeting or no resolution is reached at the meeting, the mediation is terminated and the parties involved may activate the Grievances Examination Procedure (art. IV).

2.7. The mediation shall not last more than 30 days, and upon its completion, a report (in writing or orally) of the results shall be made to the next General



Assembly or regular assembly of the branches to which the involved members belong. After the mediation has been completed and no later than three months after the commencement of the mediation, whether successful or not, the Committee shall submit a written report to the General Assembly and the branches involved. This report shall briefly describe the mediation efforts, a summary of what the Committee learned from the discussions (with absolute respect for the privacy of each party), the outcome of the mediation and, if the appointed member of the Committee deems it necessary, any recommendations for further steps.

### **III. Code of Mediation Procedures Dedicated to Gender and Sexuality Issues**

3.1. The Committee supports the building of a Union in which we can seek healing when we experience any harmful behaviour, and in which we take responsibility when we ourselves behave in a way that is harmful to other members. We understand that issues related to gender and sexuality have distinct dimensions from the more general differences that may arise between members and therefore require special management. Furthermore, we recognise that through common struggles and processes we grow, mature and learn, and within this logic we recognize that individuals who commit gender oppression and violence are capable of changing their way of thinking and behaviour, as well as of making amends for any harm they have caused. Therefore, the Committee has drawn up and will apply the following Code of Procedure, which is based on the mediation procedure governing the broader complaints of members (art. II) but is distinct from it; this implies that in these cases also article II of the Regulation applies, except where article III stipulates something different.

3.2. Given that at least one of the individuals involved recognises a gender/sexual dimension to a dispute/conflict, he or she is entitled to activate the procedures of the Code by contacting the Committee. The Committee must assist the complainant to draft a written complaint of the incident, accompanied by an expression of desire for mediation under the Code. A complaint by a member of the Union against any other member must be given in writing to the Committee, and include a description of the incident or incidents to which it relates.

3.3. The aim of the Code is to arrive at a mutually acceptable resolution of the dispute, with priority given to survivors of harm/violence, and which allows individuals and the Union to move forward.

3.4. Please note that the Code applies in the same way in cases where the reported person holds a position in the Union, including Committee members.

3.5. The Code is a survivor-centred process, that is, a process of restoring and empowering those who have experienced forms of gender/sexuality-based harm by prioritising their voices and needs. The role of the Committee is therefore to support the reporting individual, and as such the Committee will seek to implement practices that respect the wishes of the complainant to the greatest extent possible.

3.6. In this context, the aim is to maintain functionality within the Union and/or within the Union body affected by the members involved. The complainant will have the option of not sharing the same physical or online space with the reported person, in which case both parties must avoid contact with each other, with the exception of indirect contact through certain intermediaries during the process, until both parties agree to meet. If necessary, the process can be completed without the parties ever being in direct contact.

3.7. The identity of the complainant and the details of the complaint will not be disclosed beyond the Committee, unless requested by the complainant, or in carefully anonymized form where the Committee deems it necessary to ensure the safety of others. If the complainant wishes to withhold their name or other details of the complaint from the reported person, the Committee will work with the complainant to draft an anonymized version of the complaint and, with their approval, present it to the reported person. While the complainant has the final say in decision-making, the Committee will work with them to clarify the limits of the redress available when a complaint is made anonymously. The Committee has the authority to recommend that the complaint be made public if they believe there is a concern for the safety of other members of the Union, and will make this decision in consultation with the complainant.

3.8. The actions of the Committee should be considered protective, as they aim to help the complainant avoid contact with the reported person, while at the same time meeting their needs. Committee members may also serve as mediators, but there is also the possibility for the Committee to involve external

mediators, as our Union may not always be able to achieve a satisfactory outcome due to a lack of knowledge, experience and other relevant resources.

3.9. The Committee aims for a mutually beneficial solution, and may involve in the process individuals within and outside the Union who it deems can support the efforts to achieve this goal.

3.10. Ideally, the conflict resolution process is mediation, but if the reported person chooses not to voluntarily participate in the process, the Committee still has jurisdiction to work with the complainant to develop and implement a relevant accountability plan.

3.11. The Committee's recommendations will include an accountability plan for the reported person, if deemed necessary. The goal of such a plan is to lead the reported person to an understanding of the harmful behaviours and their impact, so that similar occurrences can be avoided in the future. The accountability plan will be developed in collaboration with the complainant. It is recommended that this occur within one month of the Committee's initial involvement, but the processes related to the treatment and needs of the complainant take priority, and therefore this timeframe may be extended at the Committee's discretion.

3.12. In the event that reported person is a member of a branch that is part of the Regional Organising Committee (ROC) of which the Committee is a body, the implementation of the accountability plan will be the joint responsibility of the elected leadership of that branch. It will be the responsibility of the Committee to ensure that the branch is willing, able and adequately supported for this role. If the elected leadership of the branch is found by the Committee to be unreasonably unwilling to undertake this role, then the Committee may initiate the Grievances Examination Procedure (art. IV) against them.

3.13. If the conflict/dispute involves non-Union members who have expressed their desire to participate in the accountability process, the Committee must involve them and monitor their progress, in consultation with the complainant.

3.14. The assessment of the progress of the reported person, the restoration and the completion of the plan is at the final discretion of the Committee.

3.15. In the event that the reported person refuses to participate in the accountability plan or fails to meet the terms of compliance with the plan, their membership will be suspended and they will be prohibited from participating in all structures and activities of the Union (including, but not limited to, all assemblies, meetings, internal communication structures, candidacy for or holding any position, and the ability to represent the Union), except for those necessary to appeal the decision.

3.16. The person under complaint may appeal the decision of the Committee to the General Assembly. Such appeal must be submitted in writing and within 30 days of the announcement of the decision, and will be examined in the absence of the reported person. If the reported person holds a position necessary for the Union and for the conduct of the General Assembly (e.g. Secretary/Treasurer), the Executive Board undertakes to replace them in the relevant duties - the reported person is obliged to do the necessary so that the Executive Board can cope with the specific duties with the greatest possible ease. The General Assembly examines whether the procedures were followed and whether the Committee's judgment that the reported person did not cooperate is well-founded. Until the General Assembly decides otherwise, the decision of the Committee applies. If the appeal is rejected and the reported person held a position, a process is immediately initiated to replace them as soon as possible.

3.17. The General Assembly may decide that a reported person, whom the Committee has deemed uncooperative and whose possible appeal has been rejected, does not lose their membership, provided that they continues to pay dues, and that they may restore their rights within the Union, only if they engage in an accountability plan in a manner deemed adequate by the Committee, provided that the Committee and the complainant agree that this option is still open.

3.18. Any member of the Union may bring a relevant issue or situation to the attention of the Committee at any time. A member may also contact the Committee to initiate a proceeding on behalf of and with the full consent of a non-member, as harm to individuals outside our Union still requires responsibility and accountability. Ignoring the harm suffered by non-members exacerbates the harm done to them as well as to the Union and its goals.

3.19. Once an issue is brought to the attention of the Committee, it will be considered open and ongoing unless the complainant instructs otherwise. The

Committee has the authority to provide Immediate Relief (art. VII) in relation to the complaint. Members are always welcome to seek advice from the Committee without initiating a formal resolution process. The formal commencement of the process will be considered to be the time the complaint is brought to the attention of the reported person by the Committee. It is the responsibility of the Committee to ensure that the complainant understands this before agreeing to proceed.

3.20. Two members of the Committee will be in permanent (for the duration of the process) contact with the parties involved, one member with the complainant and one member with the reported person. It is important that the member of the Committee assigned to the complainant initiates the contact first and clarifies the terms of Immediate Relief, so that the process can proceed in a way that is comfortable for them. The second member can communicate these terms to the reported person.

3.21. At this point, each Committee member will interview their respective contact regarding the current situation. The two Committee members will then compare notes, and if necessary, return for more information.

3.22. Complainants may have a clear idea of what their goals are in this process and/or what a therapeutic resolution and accountability plan would look like for them, or they may be seeking suggestions from the Committee. At this juncture, and depending on the circumstances, the two Committee members may suggest a meeting with both parties to design an accountability plan. If this is not possible, the two Committee members should continue the mediation until an agreement is reached.

3.23. If the complaining individual or the Committee decides that an agreement cannot be reached on how to proceed, the Committee itself may make a recommendation.

3.24. A timetable should be set for how and when the plan will be implemented, and the Committee will work with all parties involved to ensure that the plan is adhered to or expanded in a way that works for all parties involved.

3.25. In cases where the Committee determines that the actions of the reported person do not fall within the category of gender/sexual discrimination, or where there is a suspicion of abuse of process, the Committee may decide to

refer the complainant to their options as described in the Grievances Examination Procedure. The Committee must prepare a written statement explaining the reasons for this decision.

3.26. Members must remain in good standing throughout the process. However, if safety concerns make it difficult for the complainant, the Committee will work with them to find a method of payment of dues that is not inconvenient. In the event that a complainant leaves the Union, the reported person will still be required to follow the agreed accountability plan.

#### **IV. Grievances Examination Procedure**

4.1. All members of the Union in good standing have the right to file a complaint. A complaint by a member of the Union against any other member must be made in writing to the Committee. The complaint must include a full description of the incident or incidents to which it relates, together with the names of any witnesses and their statements regarding the offences with which the reported person is accused.

4.2. The Committee has a timeframe of no more than 30 days from the receipt of the complaint to conduct an investigation and hearing, at the end of which it must submit its report, decision and recommendations to the Executive Board and the parties involved. This timeframe may be extended only for reasons of extreme force majeure (specifically, serious health crisis of the parties involved or state and parastatal repression against the parties involved and/or the Union), provided that the absolute time limit of 3 months from the start of the procedure will be respected, within which the report of the procedure must be completed and communicated to the (General) Secretary/Treasurer.

4.3. The Committee provides the person being complained about with a true copy of the complaints via email. The Committee sets a date for the first hearing within one week of receiving the complaint, and takes care to collect all the evidence supporting and refuting the complaint.

4.4. Complaints must be related to issues affecting the Union (if it concerns at least one of its members, if the conflict disrupted the necessary relations of solidarity and coexistence of members, if it concerns a violation of the Constitution, Regulation or decision, etc.). Also, the reported person is innocent until proven guilty; the burden of proof lies with the person making the

complaint, who must provide sufficient oral, written or otherwise relevant evidence to the Committee that a) the complaint is directly related to the affairs of the Union and the rights of its members, and b) the complaint is based on fact. Complaints that do not meet these two conditions must be rejected by the Committee.

4.5. To avoid secondary victimization, in cases of allegations of sexual violence/harassment, the testimony of survivors constitutes sufficient evidence of the truth of the allegation. Therefore, the burden of proof lies with the reported.

4.6. The Committee does not allow amendments to complaints under consideration and limits its activities to matters directly related to the initial written complaint. Additional complaints will be filed separately and will follow the same procedures.

4.7. Among the offenses for which disciplinary measures may be imposed on any member, branch, officer, organ and body of the Union, are the following: voluntary non-compliance with the Constitution, the Regulations and/or the decisions of the General Assembly; involvement in unfair practices of a financial nature in relation to the funds or property of the Union; attempted secession, merger, dissolution or destruction of any branch of the Union contrary to the provisions of the Constitution; malicious false accusations against a member, officer or body of the Union; harassment and discrimination; physical and/or sexual violence; unilateral publication of information that identifies an individual as a member of the Union outside of media controlled by the Union, etc.

4.8. The disciplinary measures that the Committee may recommend to be imposed by the General Assembly or the assembly of the branch of which the reported person is a member include reprimand, temporary or permanent exclusion from holding office, temporary or permanent removal from office, removal from membership of the Regional Organising Committee (ROC), or any combination of the above.

4.9. Also, within 30 days of receiving the complaint (the same possibility and parameters for extension included in paragraph 4.2. apply), the Committee submits its findings together with the initial complaint and the evidence to the next regular General Assembly, or assembly of the branch or branches of which

the involved individuals are members. In the event of guilt of the person under complaint, the Committee may propose a disciplinary measure. The General Assembly or the assembly of the branch of which the person under complaint is a member decides whether to accept or reject the disciplinary measure proposed by the Committee and whether to propose a different disciplinary measure, and subsequently has the responsibility of implementing the disciplinary measure (and informing the General Assembly of the decision in the event that the decisions are made by a branch). The parties involved do not have the right to participate in making the decision.

4.10. An appeal against the decision may be lodged by any party. The appeal, which must state in detail the decision appealed against and the reasons why the decision should be overturned, must be submitted within 30 days of the decision, in writing, to the Executive Board, which is also the competent body for the initial examination of the appeal and for the organisation of the review procedure if the conditions are met. The conditions are that the complaint examination procedure has not been followed satisfactorily and correctly, and/or that new elements have emerged that justify a change in the decision in any direction. The Executive Board will reject any appeal received after 30 days from the moment of the announcement of the decision. Upon receipt of the appeal, the Executive Board must provide copies of the appeal to all parties to the relevant complaint, including the Committee, within 72 hours. The parties concerned have the right to object to the appeal, by means of a written response within one week of the notification of the appeal to the parties concerned. The decision on whether the conditions for an appeal are met is the exclusive competence of the Executive Board, and must be taken within 72 hours of the end of the aforementioned week. If the Executive Board considers that they are met, it shall, within the aforementioned 72 hours, draw up a report justifying its decision and shall notify it in writing together with the content of the appeal to the General Assembly. A decision on the appeal shall be taken at the next regular General Assembly, provided that this takes place at least 48 hours after the notification of the decision of the Executive Board. The final decision on the appeal shall be the exclusive competence of the General Assembly, even in cases where the initial decision was taken by a branch. The General Assembly may confirm, modify or annul the decision appealed against. Such decision shall be final in the proceedings in question. If a complainant, whose initial complaint and appeal have been dismissed, finds evidence to justify a reconsideration of the case, they may resubmit a complaint including all the evidence; it shall be at the discretion of the Committee to decide whether to reconsider the case.



4.11. Members must remain in good standing throughout the grievance examination procedure. However, if safety concerns make it difficult for the complainant, the Committee will work with them to find a method of payment of dues that is not inconvenient. In the event that a complainant leaves the Union, the grievance process continues as normal.

4.12. No publicity shall be given to a complaint within or outside the Union before the conclusion of the investigation by the Committee, and no publicity shall be given to a complaint in a medium outside the Union for which an appeal procedure is pending. The Committee shall ensure the publicity required if it considers that persons within or outside the Union are at risk. All parties involved in a dispute may, after informing the Committee, consult/inform up to two members of their choice and invite them to participate in any meetings concerning the matter. The details of the events under investigation and the relevant information shall not be disclosed to third parties not involved in the procedure. However, if one of the parties involved wishes to publish information, this may be done exclusively within the Union, and must have the approval of the Committee, which is also responsible for the anonymous publication of the complaint. Any publication outside the Union requires the approval of the Executive Board and all individuals involved, including both the complainant and the reported person, as well as any other individuals involved in the incident and/or the mediation or grievance process.

4.13. In the event of harassment and/or sexual violence of any intensity, if the Committee and/or the persons involved in the incidents that led to the Grievances Examination Procedure or Mediation believe that there is a serious risk that the reported person will harm other persons (inside or outside the Union), they should consider making their concerns public after discussion with the complainant or their representatives. For the purpose of conducting this discussion and in the event that the complainant does not wish to have contact with the reported person, the latter may choose one or two members in good standing who are not involved in any way in the case to represent them. The Committee, which has the final say on publication, must consider the potential impact of publication on the reported person in relation to the benefits of disclosure. The Committee must prepare a report including an assessment of this risk of disclosure to the reported person, which must be sent to the Executive Board before publication.

## **V. Discrimination and Harassment**

5.1. The focus of action against discrimination and harassment is to protect and support the complainant, so that the reported person can gain insight into the results of their behaviour, prevent future incidents, further develop awareness of harassment and discrimination, and further cultivate a culture of solidarity and equality in the Union.

5.2. In the event of harassment or discrimination, it is not necessary to prove that the harassment/discrimination was the intended result. A person may commit harassment/discrimination without intending to do so. The decisive factor for initiating the following procedures, as well as for activating the relevant Grievances Examination Procedure or Mediation Procedure, is that the complainant becomes aware that harassment/discrimination is taking place or that they are being subjected to it.

5.3. If a member is behaving inappropriately, they should be told that their behaviour is not acceptable and asked to stop. If the complainant does not feel comfortable speaking to the member in question, they should report (in writing or orally) the incident to the Committee, at which point a Committee member will be designated to contact the member with the inappropriate behaviour within 24 hours of the report being filed; if the complainant wishes to remain anonymous, the Committee member will meet with the reported person without informing them of the identity of the complainant.

5.4. If the misconduct continues, or if it is deemed a serious incident by the Committee, the Committee member responsible for the case must, within one week of the filing of the report, hold a confidential meeting with the complainant. At the meeting, the complainant will decide whether to continue with an attempt at mediation or to proceed directly to the grievance procedure. At this point, the Committee member must assist the reporting individual in drafting a written complaint of the incident, in accordance with the specifications of the Grievances Examination Procedure (art. IV) or the Mediation Procedures (art. II & III) as appropriate.

5.5. Harassment includes, but is not limited to: contacting the family, friends, personal acquaintances of the complainant without their consent; disseminating information about people's sexual history without their consent; publishing contact information without their consent; persistently violating the

Union's Safer Places Policy after being asked to stop; attempting to harm or intimidate a member in their personal life (stalking, attempting to get them fired, etc.), etc. If the complaint is confirmed, the Committee must propose a disciplinary measure commensurate with the seriousness of the harassment or discrimination that takes place.

## **VI. Safer Spaces Policy**

6.1. The Industrial Workers of the World is a union dedicated to the empowerment of the working class. The working class is diverse, and as a union we recognize that oppression is multi-layered. As such, we strive to keep our common spaces free of oppressive actions, behaviours, and language. These oppressive actions and words include but are not limited to: racism, sexism, homophobia, transphobia, discrimination against people with substance use disorders, and bigotry, as well as any expression of disrespect in relation to the body, gender identity, sexual identity/expression, disability, age, educational level, and cultural and ethnic background. Because we want to learn and educate one another, we will each be responsible for addressing these issues in ourselves and other members. This policy is not about censorship, but rather about opening a respectful dialogue, which can result in all members feeling safe and free to participate fully in the activities of the Union.

6.2. If a member believes that this policy has been or is being violated, they should take the following steps: If possible, report the Policy to other members in general. For example, "At IWW, we have a Safer Places Policy that all members are responsible for adhering to. I believe this policy has been violated because of [comments/actions taken]". If the policy continues to be violated, the matter should be raised directly with the individual violating it, or with a member in office, who will act as a spokesperson and raise the issue of the violation with the person responsible for it, without disclosing the identity of complainant. If the violation is committed by a member in office, the member should contact the Committee or a member of the Committee. In such a case, the Committee should bring the violation to the attention of the member in charge, without disclosing the identity of the complainant. If the violation continues after the intervention, it is recommended that a complaint be filed with the Committee, to activate the Grievances Examination Procedure (art. IV).

6.3. If the violation occurs during a meeting, a person may request a break and discuss it with the parties involved and/or with the members holding office and/or with the Committee or a member of the Committee (if present).

6.4. All members, whether in office or not, should be aware of this policy and address issues as they arise. Furthermore, "Space" is defined as any physical or online location used temporarily or permanently by the Union.

## **VII. Immediate Relief**

7.1. The complainant may request immediate relief at any point before or during the mediation or grievance procedures.

7.2. The complainant shall submit a written request to the Committee, or an oral request to a member holding a position in the branch to which they belongs, who shall then submit it in writing to the Committee within 24 hours. The request may include: that the reported person complained refrains from communicating with the complainant; that the presence of the reported person at Union proceedings/events alternates with that of the complainant; that the parties use a neutral, third party to communicate with each other; that the reported person refrain from participating in/organising Union events; any other remedial action that the complainant considers the reported person must take, etc.

7.3. The Committee has 24 hours to submit the request to the reported person. After receiving the request, the reported person has 24 hours to respond in writing to the Committee. The reported person may accept or reject any or all of the requests. The reported person may also add suggestions regarding the steps they will take to provide immediate relief. The Committee has 24 hours to communicate the reported person's response to the complainant. If the complainant accepts the response, then both the reported person and the complainant shall agree on the terms of the immediate relief within 72 hours. The complainant has 24 hours to notify the Committee that an agreement has been reached. The agreement shall be effective until the dispute is resolved through mediation or a grievance examination.

7.4. If the reported person does not comply with the above deadlines, and/or if the complainant and the reported person cannot agree on the terms of the immediate relief, the Committee must hold an immediate extraordinary vote.

The vote shall be taken by the members in good standing of the relevant branch, or of the entire General Assembly, depending on which body will be called to enforce the result. In the vote, the members vote for each of the complainant's requests. The Committee must call for a vote within 24 hours of the complainant communicating that the immediate assistance procedure has failed, and the vote must begin within 72 hours of its call. There is no minimum participation threshold for the vote to be considered valid. Members who wish to keep their vote private may send their vote via private message to a member of the Committee. The vote will remain open for 72 hours, and the Committee is solely responsible for conducting it and counting the votes. The result is binding on all members of the Union, and all members holding office are responsible for enforcing the result. The results are valid until the dispute is resolved through mediation or a grievance examination.

### **VIII. Obligation of Assessment**

8.1. All Union bodies involved in a mediation procedure (art. II & III) or a grievance procedure (art. IV) must submit to the (General) Secretary/Treasurer a written report, reviewing their experience and including any recommendations for improving the procedures used, no later than 3 months after the start of the procedure. The report must include an explanation of the choice of the dispute resolution procedure by the complainant, i.e. why the grievance examination procedure or mediation was chosen. The (General) Secretary/Treasurer is responsible for drafting a final report to be sent to Headquarters, if deemed necessary by them.

**Administrative Agreement between WISERA and Cyprus-ROC February 2024****Introduction**

This is an Administrative Agreement between the Cyprus-ROC of the IWW and the Wales Ireland Scotland England Regional Administration (WISERA) of the IWW. No part of this agreement shall violate the principles of Cyprus-ROC, WISERA or the international IWW. The agreement will be added as attachment to the bylaws of Cyprus-ROC. This agreement will be reviewed once in a year by responsible persons to be determined by the members of Cyprus-ROC and WISERA for fairness and effectiveness. Possible amendments to this agreement must be put to a vote by the members of Cyprus-ROC at the annual referendum.

**Membership:** All individual members of the IWW Cyprus (irrespective of state borders) are under the responsibility of Cyprus-ROC as well as members who do not live in those countries, but voluntarily have joined or will join Cyprus-ROC. Individual members of Cyprus-ROC pay their dues directly to the Cyprus-ROC, of which the Cyprus-ROC retains 100%.

**Communication:** Cyprus-ROC and WISERA shall determine responsible persons, who contact each other on a quarterly basis via International Dept meetings in order to share information and help to coordinate joint action.

**International referenda:** WISERA shall ensure that all members of Cyprus-ROC will be able to participate in IWW International referenda.

**Mutual participation in Cyprus-ROC and WISERA meetings:** Cyprus-ROC and WISERA will invite each other to their council or committee meetings, as well as any other meetings and will make all minutes available on request. Cyprus-ROC will elect one delegate to the WISERA DEC (Delegate Executive Council) and will have the same rights as a chartered IWW branch to a voice and one vote at the DEC on behalf of Cyprus-ROC.

**Development of ROC into a Regional Administration:** WISERA will offer financial and technical support to Cyprus-ROC in order to facilitate their fulfilment of the criteria (a – g) as per International Agreement Nov 2016.

**Areas of cooperation:**

WISERA and Cyprus-ROC will work together to assist the growth and development of the IWW in Europe, Africa, and Asia. All engagement of members at large will be directed and financed by WISERA.

Solidarity actions will be undertaken by mutual consent.

**Date:**

01/03/2024

**Signed by**

*WISERA Co-Secretary:* Alexander King



*Cyprus-ROC Secretary-Treasurer:*

Alexandros Perdikes (X389203)

