

Internal Governance proposal - v.0.1

1. Who can participate in decision-making?

All members of the SDA can participate in Governance Decision-Making on the Association level. Members of thematic groups decide for themselves, within the scope of their group. The board decides on Executive matters, unless authority is delegated to a thematic group on a specific subject.

2. How are decisions taken/approved?

Decisions can be of two types: Executive or Governance. All decisions must help the Association move closer to its purpose and respect the statuses and the Internal Regulation. Governance decisions (like modifying this internal regulation) must follow the Governance Decision-Making process. Governance decisions may be revoked during the General Assembly if they are proven against the Internal Regulation or Statuses. Governance meetings must have a Facilitator and a Secretary appointed by the board, and be announced to members at least 1 month in advance. All members are invited and any member can make proposals.

2.1 Scope of Governance

Within the association's Governance Decision-Making Process, its Members may:

- **(a)** amend the current Internal regulation
- **(b)** define, amend, or remove a Thematic group or Role
- **(c)** affect members to any Thematic group or Role

No other decisions are valid outputs from a Governance Process. Thematic groups can hold their own governance process.

2.2 Governance Decision-Making Process

A Facilitator and Secretary may be attributed by the board. By default, members of the board fill these roles. At anytime, participants may ask the Facilitator to

explain and clarify the Governance Process.

Participants may ask the Secretary to show and interpret any existing Governance at any time when participants are allowed to speak, and the Secretary must do so.

The Facilitator must enact the **"Governance Decision-Making Process"** as follows:

- **(a) Present Proposal:** The Proposer presents a Proposal and the issue it seeks to resolve. On the Proposer's request, the Facilitator may allow others to help craft a Proposal. The Facilitator prevents discussing other subjects.
- **(b) Clarifying Questions:** Once a Proposal is made, others may ask questions to better understand the Proposal or the reason behind it. The Proposer may answer each question. The Facilitator prevents discussions of any kind.
- **(c) Reaction Round:** Next, each participant except the Proposer may share reactions to the Proposal, one person at a time. The Facilitator prevents discussions of any kind.
- **(d) Option to Clarify:** Next, the Proposer may respond to the reactions and make amendments to the Proposal. However, the primary intent of any amendments must be to better address the Proposer's issue, and not issues raised by others. No discussions with participants. The Secretary must capture the amended Proposal.
- **(e) Objection Round:** Next, each participant, one at a time, may raise concerns about adopting the Proposal. The Facilitator must capture these concerns as Objections, or dismiss them if they are not valid. An Objection is valid if one can argue it will cause irremediable harm or goes against the Association's Statutes or Internal regulation. If there are no Objections, the Proposal is adopted. While testing concerns and capturing Objections, the Facilitator must stop discussions of any kind from anyone other than the Objector.
- **(f) Integration:** If there are Objections, the Facilitator then focuses on each one, one at a time. For each, the participants brainstorm to find a potential amendment to the Proposal to resolve the Objection. An Objection is resolved once the Objector confirms that the amended Proposal would not

trigger the Objection, and the Proposer confirms that it still addresses the Issue. Once all Objections are resolved, the Facilitator moves back to the Objection round with the amended Proposal.

3. Who can participate in the association's activities?

All members can participate in the association's activities. Additionally, the Association may invite non-members to participate in the association's activities exceptionally to hold events or contribute to specific tasks. Non-members are not allowed to participate in the Association's Governance or Operational decisions. Any person participating in the association's activities is subject to the current Internal Regulation.

4. Code of Conduct

All members of the Association and invited non-members must respect the following code of conduct. All failure to follow the rules below may be exclusionary.

As a community we would like all participants to follow the below mentioned rules:

- Act fairly, honestly, and in good faith with other participants;
- Listen actively;
- Engage in conversations which challenge your world views;
- Act with integrity and respect even when you disagree;
- Facilitate transparency and openness as much as possible;
- Assist in creating a welcoming and respectful environment, by following the instructions from the organization;
- Respect the privacy rights of participants that do not wish to be photographed or quoted;
- All people who participate in the SDA, irrespective of nationality, gender, racial or ethnic origin, religion or beliefs, disability, age, or sexual orientation, has the right to be free from harassment.

4.1 Anti-Harassment Policy

- Harassment of any kind will not be tolerated;

- Any harassing or disrespectful behavior, comments, messages, images or interactions by any participant will not be tolerated;
- You should report any unusual or inappropriate activity directly to any member of the board or to the contact below;
- The Association reserves the right to revoke the attendance privileges of any offending individual or party and determine on what basis this decision is made.

4.2 Code of Conduct and Anti-Harassment Policy Response Process

When there has been an incident or breach of this code, the Board will confidentially review and respond to any participant who has experienced harassment, inappropriate behavior, or a violation of the code of conduct. The final decision on any disciplinary action will be made by the organizers and communicated to those involved. Additionally, the general assembly may exclude members from the SDA (art. 10).

Please contact us at [coc@domain.org]

This Code of Conduct is based on the one of Metadecidim as of March 2025.