

Conflict Resolution Procedure in Y's Men International

1. SHORT TITLE, EXTENT AND COMMENCEMENT:

Procedure for resolving conflicts in Y's Men International (in short YMI) will be known as the Conflict Resolution Procedure of YMI.

The procedure extends to the whole of Y's Men International – to its affiliated clubs and to Club members.

It comes into force once approved by the International Council.

2. DEFINITIONS: In this procedure definitions involved are as below:

CONFLICT: Any dispute, illegal act/s or any act or acts of dishonesty that occur at any level of YMI in violation of its aims, objectives, mission statement, purpose and constitution, but not a cognizable offence as per law of the land where it occurs, shall be known as a conflict for the purpose of this procedure for resolution.

COMPLAINT: Any complaint under this procedure shall be in writing, duly signed and lodged by the complainant at the prescribed forum as mentioned hereinafter. No complaint shall lie before any other forum excepting the prescribed ones for resolution.

COMPLAINANT: Any Club in 'good standing' or any member of a Club in "good standing" in YMI may lodge a written complaint but only before the prescribed forum for resolution, and never directly to International.

3. FORUM FOR SETTLEMENT:

The complaints as enumerated above shall be filed for settlement in the forums as stated hereunder in the following hierarchical order. Complaints shall be made before:

- (1) Club Forum for club level disputes,
- (2) District Forum for district level disputes,
- (3) Regional Forum for regional level disputes,
- (4) Area Forum for area level disputes.

Where the troika in any of the above forums cannot resolve the dispute, it shall refer the same to the troika of the next higher forum for resolution of the dispute / conflict after proper hearing.

When the dispute remains unresolved and is referred for settlement to International by the AP troika, the IEOs shall decide and their decision shall be conclusive and final, not to be challenged by the disputing parties in any other forum. The IEOs and the International Nominating Committee shall always have the right to follow recommendations from the AP troika.

4. ADJUDICATORS:

- (1) The adjudicators for resolution of conflicts in the abovementioned forums shall be the 'troika' in these forums.
- (2) The adjudicators in the International Forum shall be the International Executive Officers.
- (3) In case of disputes that may occur between two or more Districts in any Region of YMI, then the forum for filing the complaint for redress shall be the Region and the Regional troika of that Region under which the disputing Districts exist shall adjudicate the same for settlement and in that order adjudication of all disputes shall go to the next higher forum.

TROIKA: "Troika" means and includes the current, the immediate next and the immediate past elected principal officer of the Club, District, Region and Area in that order.

5. ADJUDICATION PROCEDURE:

- (1) Any complaint shall be lodged in writing before the prescribed forum within 60 (sixty) calendar days of its commission. If filed after this statutory period it shall be deemed as time barred and cannot be entertained for resolution. However, the forum may entertain the complaint under special circumstances after recording the reasons thereof on the body of the complaint, duly signed by the troika.
- (2) Appropriate parties to any dispute shall be added for the purpose of fair adjudication giving opportunity to them of being heard on all issues involved in the dispute.
- (3) The day-to-day proceedings of adjudication shall be recorded by the adjudicators on the body of the complaint on each date of hearing in presence of the parties to the conflict and duly signed by them and the adjudicators, without which the adjudication so made shall be null and void.

- (4) Parties to the dispute shall be allowed to inspect the proceedings and related documents in the presence of the adjudicators with advance notice to the concerned forum dealing with the complaint.
- (5) If any complaint is lodged before a forum other than the prescribed forum under this procedure, the forum where it is filed shall send it back to the appropriate forum under this procedure for due disposal of the complaint.

6. DISPOSAL OF COMPLAINT:

- (1) The final disposal of the complaint with the verdict delivered shall be made within 60 (sixty) days after the complaint is lodged before the forum concerned. Copies of the verdict shall be duly served and communicated to the parties involved in the dispute.
- (2) In the event that the 'troika' in any of the forums for settlement of any dispute under this procedure is not unanimous in its decision, then the decision of the majority of the troika shall prevail and will be binding on the disputing parties for settling the dispute.

7. APPEAL:

Any party/s to the conflict that feels aggrieved by the verdict delivered by the troika in any of the above forums in respect of the dispute can appeal to the next higher forum for resolution. When any conflict is referred to the apex forum of Y's Men International (the IEOs) for redress, the verdict delivered by the IEOs shall be final and conclusive and shall be binding on the parties to the appeal. No further appeal shall lie.

8. COMPLIANCE

Failing to follow this Procedure until a final verdict is delivered and/or seeking shelter in national courts of law for redress before it is exhausted shall open the debarring procedure in Guideline 308 of the International Constitution