

**STATUTES**  
**KISA – ACTION FOR EQUALITY, SUPPORT, ANTIRACISM**

**Chapter I. Name, headquarters and stamp**

1. An association is being set up under the name of **KISA – Action for Equality, Support, Antiracism**.

KISA shall be located in Nicosia.

KISA shall have a stamp bearing a logo and the words **KISA – Action for Equality, Support, Antiracism**.

**Chapter II. Principles and objectives**

**2A. KISA adheres to the following guiding principles:**

- a) Equality of all human beings which entails their right to equal treatment, equal opportunities, free and equal participation in the social sphere.
- b) Diversity does not constitute a reason for exclusion but can and must be used to enrich our society and to transform it into a place of multicultural co-existence for the benefit of all.

**2B. The objectives of KISA are:**

- a) The intervention in the Cypriot society with the aim of contributing towards its development into a society of co-operation and understanding among all its members, regardless of community background, gender, sexual orientation, colour, religion, racial or ethnic origin.
- b) The provision of information and sensitisation of the public towards the phenomena promoting social exclusion, racism and xenophobia, through support for social solidarity, development of structures for common action and regulation of protective legislation and institutions.
- c) The development of a movement of resistance against all forms of oppression towards diversity and participation in the creation of a society that will be based on the values of democracy, tolerance and solidarity.
- d) The study of the phenomena of migration, trafficking, racism and discrimination, with the collection and analysis of data regarding their causes, the requirements regarding the right of abode in Cyprus for migrants, refugees and victims of trafficking their living, work, education, health care, arrival, departure and movement while in Cyprus.

- e) The study of the legal framework that regulates the entry, residence, work and living conditions of non-Cypriots in Cyprus and the formulation of proposals for its amendment and improvement.
- f) The study of the legal framework and its practical application in relation to the prohibition of discrimination and combating racism and xenophobia and the social intervention for combating these phenomena.
- g) The creation of a service network of protection and social support for refugees, migrants and victims of trafficking in Cyprus.
- h) The contribution towards the improvement of the living and working conditions of refugees, migrants and victims of trafficking in Cyprus.
- i) The establishment of schemes for the education and training for refugees, migrants and victims of trafficking as well as for their integration into the Cypriot society.

## **2C. Means for the realisation of the above objectives:**

- a) Establishment of a Centre for the provision of support services to migrants, asylum seekers, refugees and victims of trafficking and the development of educational plans for the staff and volunteers that will provide these services.
- b) Cooperation with refugee and migrant organisations and strengthening of their activities in Cyprus and generally cooperation with other agencies in Cyprus and abroad with similar objectives.
- c) Intervention to state and private agencies and bodies, in Cyprus and abroad, with the submission of reports and proposals or other means for the protection of the rights of migrants, refugees, asylum seekers and victims of trafficking and the improvement of their conditions in Cyprus.
- d) To initiate, either on its own behalf as an organisation (KISA) or on behalf of any other person in their defence and with their approval, any court action and/or administrative proceedings, for meeting the obligations of the state or of private individuals for combating discrimination and racism and for safeguarding the rights of the interested person.
- e) Social intervention and mobilisation, especially in relation to the mass media and education, with the aim of eradicating discrimination and racism.
- f) Promotion of the Cypriot culture to migrants in our country and culture of migrant countries to the Cypriot society.
- g) Organisation of seminars/conferences/lectures and other events, and research and study of issues pertinent to the objectives of KISA.
- h) Publications and other materials, which will be distributed free of charge.

### **Chapter III. Members**

- a) There will be two categories of members: regular and honorary.
- b) Any person resident in Cyprus can become a regular member when she/he :
  - c) is proposed by at least two regular members;
  - d) agrees in writing with the Statutes, and
  - e) is approved by the Steering Committee.
- f) In the event that the Steering Committee rejects the proposed membership of a person who meets all other requirements referred to above, she/he may, through a regular member, put the matter to the Annual General Meeting which takes the final decision.
- g) Persons that have made a significant service or contribution to KISA and in fulfilling its objectives may be declared as honorary members by the Annual General Meeting. Proposals to this effect may be submitted either by the Steering Committee or an individual member. A proposal needs a 2/3 majority of those present to be carried.
- h) A member may be expelled if she/he:
  - i) violates KISA's principles and objectives, and
  - j) refuses to fulfil his/her responsibilities arising out of the Statutes.
- f) The decision for the expulsion of a member is taken by the Steering Committee, by a majority of the 2/3 of the total of its members and it is ratified by a decision of the following Annual General Meeting, by a majority of the 2/3 of the members present.

### **Chapter IV. Organisation/Structure**

- a) The Annual General Meeting is the highest governing body of KISA. It decides on matters not provided for by the Statutes.
- b) It is held once a year, at a date set by the Steering Committee and publicised at least one week in advance.
- c) The agenda of the Annual General Meeting is set by the Steering Committee. Items for the agenda can also be proposed by individual members provided they inform the Steering Committee in writing at least 5 days prior to the Meeting.
- d) The Annual General Meeting is chaired by a 3-member panel elected by the Meeting.
- e) A quorum at the Regular General Meeting is comprised of half + 1 members of KISA. If that is not obtained, half an hour after the starting time of the Meeting, a quorum is comprised of the members present. A decision to be valid must obtain the vote of at least half of the members present.
- f) An Extraordinary General Meeting may be held if the Steering Committee considers it necessary or if 1/3 of the membership propose it in writing.

- g) KISA is governed by the Steering Committee elected for a 2-year period by the Annual General Meeting.
- h) The Steering Committee is responsible for the promotion of KISA's objectives and for the implementation of the decisions of the Annual General Meetings and it represents KISA.
- i) The Steering Committee sets itself up at its first meeting, where it elects a Chairperson, a Secretary and a Treasurer and it defines the responsibilities of the remaining members. It may also form a smaller steering committee, if this is deemed necessary for carrying out its work.
- j) The Steering Committee may set up sub-areas of activities/work and sub-groups for fulfilling KISA's aims and objectives, such as a Youth Group.
- k) The Chairperson chairs all meetings of the Steering Committee. In her/his absence, the Secretary chairs the meetings, and in the Secretary's absence the Treasurer chairs the meetings.
- l) The Secretary keeps a register of members and the minutes of the meetings of the Steering Committee.
- m) The Treasurer keeps the accounts of receipts and payments and is responsible for all income and expenditure.

#### **Chapter V. Financial matters**

- a) The income of KISA may come from
  - membership subscriptions,
  - contributions and donations by members or friends of KISA,
  - monies collected at events and activities of KISA
  - loans which can be taken by KISA from banking institutions or overdrafts on its bank accounts in accordance with the provisions of its Statute.
- b) Members pay an annual subscription, the amount of which is set by the Annual General Meeting.
- c) KISA's accounts are submitted for an annual audit by one auditor named by the Annual General Meeting.
- d) The Annual General Meeting may authorise the Steering Committee to take on loans or to conclude agreements, in the name of KISA, with banking institutions for overdrafts on KISA's bank accounts. The General Assembly also authorizes the Steering Committee to deal with all financial matters of KISA, including the management of its bank accounts.

**Chapter VI. Amendment of Statutes**

- a) The Statutes may be amended by a Statutory General Meeting and with a majority of 2/3 of the members present.
- b) A Statutory General Meeting may be called by the Steering Committee or if it is called for by 1/3 of the members.
- c) The Steering Committee is obliged to publicise the date of the Statutory General Meeting and the proposed Statutory changes at least one week in advance.

**Chapter VII. Disbanding**

- a) KISA may be disbanded
  - by decision of the Annual General Meeting where 2/3 of the members are present and with a majority of 3/4 of the members present, or
  - if there are less than 20 members.
- b) In the event of its being disbanded, KISA's\_movable and immovable property is given to an approved charity or other non-profit making organisation named by the Annual General Meeting.

Nicosia  
16 January 2011