



STATUTES

KISA – ACTION FOR EQUALITY, SUPPORT, ANTIRACISM

Chapter 1. Name, headquarters and stamp

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

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

Chapter 2. Principles and objectives

1. KISA adheres to the following guiding principles:
 - 1.1. Equality of all human beings which entails their right to equal treatment, equal opportunities, free and equal participation in the social, economic, political and cultural process.
 - 1.2. 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.
2. **The objectives of KISA are:**
 - 2.1. Intervention in the Cypriot society with the aim of its development into a society of cooperation, understanding and equality of all its members, regardless of community background, racial or ethnic origin, citizenship migrant or refugee status, colour, religion, political or other beliefs, gender, sexual orientation and/or gender identity, age, disability or any other diversity.
 - 2.2. Information and sensitisation of society about the phenomena creating and promoting social exclusion, discrimination, racism and xenophobia, hate speech and hate crime, through strengthening social solidarity, development of structures for common action and regulation of protection institutions.

- 2.3. Development of a movement of resistance against all forms of oppression of diversity and participation in the creation of a society to be based on the values of democracy and equality, acceptance and solidarity.
- 2.4. The study of the phenomena of migration and asylum, discrimination, racism and xenophobia, hate speech and hate crime, and trafficking in human beings, with the collection and analysis of information and data regarding their causes, the requirements for the right of residence in Cyprus for refugees, asylum seekers and migrants and the conditions of living and working, education, health care, arrival, departure and movement while in Cyprus, their participation and integration in society.
- 2.5. The study of the legal framework that regulates the entry, residence, employment and living conditions of migrants in Cyprus and the formulation of proposals for its amendment and improvement.
- 2.6. The study of the legal framework and its practical implementation in relation to the prohibition and combating of discrimination, racism, xenophobia, hate speech and hate crime as well as of human trafficking and social intervention for combating these phenomena.
- 2.7. Creation of a network of information, protection, social support and mediation services for refugees and migrants in Cyprus.
- 2.8. Contribution towards the improvement of the living and working conditions of refugees and migrants in Cyprus.
- 2.9. Design and implementation of programmes for the education and training of refugees and migrants as well as for their integration in the Cypriot society.

3. Means for the realisation of the above objectives:

- 3.1. Set up a centre for the provision of information, support, advocacy and mediation services to migrants, asylum seekers and refugees and the development of educational plans for the staff and volunteers who will provide these services.
- 3.2. Cooperation with asylum-seeking, refugee and migrant communities, organisations and groups and strengthening of their activities in Cyprus and generally cooperation with other agencies in Cyprus and abroad with similar objectives.
- 3.3. Intervention to state and private agencies and bodies, independent authorities and institutions, in Cyprus and abroad, with the submission of reports, proposals or other means, for advocating for the rights of migrants, refugees and asylum seekers and the improvement of their conditions in Cyprus.

- 3.4. 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, including strategic litigation, for meeting the obligations of the state or of private individuals for combating discrimination and racism and for safeguarding the rights of the person concerned.
- 3.5. Social intervention, including mobilisations and demonstrations, with the aim of combating and eradicating discrimination, xenophobia, racism, hate speech and hate crime, and human trafficking, and the development of a multicultural society, especially towards the mass media and education.
- 3.6. Development of cultural projects for the promotion of the Cypriot culture to migrants and refugees in our country and the culture of the countries of origin of migrants and refugees to the Cypriot society.
- 3.7. Organisation of seminars, conferences and other events and conduct of research and studies of issues pertinent to the objectives of KISA.
- 3.8. Design and implementation of education programmes of any form or other programmes that assist in, among others, the integration of migrant and refugees in the Cypriot society and the understanding by Cypriots of migration and the integration process as a two-way process.
- 3.9. Publications and other materials, a website, Facebook and other social media for information, sensitisation and mobilisation of society in the areas of KISA's mandate and action. .

Chapter 3. Members

1. There will be two categories of members: regular and honorary.
2. Any person resident in Cyprus can become a regular member when she/he :
 - 2.1. agrees with the Statutes in writing, and
 - 2.2. is approved by the Steering Committee.
3. 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.
4. Persons who have made a significant contribution to KISA in fulfilling its aims and 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.

5. A member may be expelled if she/he:
 - 5.1. violates KISA's principles and objectives, or
 - 5.2. refuses or fails to fulfil his/her responsibilities arising out of the Statutes.
6. The decision for the expulsion of a member is taken by the Steering Committee, by a 2/3 majority of the total of its members and it is ratified by decision of the following Annual General Meeting, by a 2/3 majority of the members present.
7. All members of KISA have equal rights, including the right to vote and to be elected.
8. A member of KISA who is expelled or otherwise ceases to be a member has no right to the organisation's property.
9. Membership of KISA cannot be exercised by proxy, cannot be transferred or inherited.
10. No fee of any kind can be paid to a member for the provision of services.
 - It is understood that members, including members of the Steering Committee and the founders of KISA, may recover and/or claim any reasonable expenses they occur in the course of discharging their duties, including fees in relation to work for research or for other projects funded or co-funded by third parties, and they have to provide the necessary proof documents.
11. A member cannot participate either in the discussion or the voting procedure if the decision to be taken concerns a legal act or any litigation between KISA and the said member or his/her spouse or a relative by blood or by marriage up to third degree kinship, or a legal act between KISA and a company, personal or shared-capital one, in which or in the management of which the said member, or his/her spouse or a relative by blood or by marriage up to third degree kinship, participates.
12. Any fee for work carried out by members of the Steering Committee may be returned to KISA as a contribution.
 - It is understood that "fee for work" does not include any expenses for traveling/trips to represent KISA in meetings, conferences and/or other purposes, in Cyprus or abroad.

Chapter 4. Organisation/Structure

1. The General Meeting is the highest body of KISA. It decides on any matters not provided for by the Statutes any other matters decided by other bodies of KISA. The General Meeting can be either annual or extraordinary and/or statutory.
2. The Annual General Meeting is held once a year, at a date set by the Steering Committee and publicised at least one week in advance.

3. 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. A General Meeting decision on an item not included in the invitation is invalid, unless the members at the General Meeting approve its discussion and the decision during the Meeting.
4. The Annual General Meeting is chaired by a 3-member panel elected by the Meeting.
5. An Extraordinary General Meeting may be held if the Steering Committee considers it necessary or if 1/3 of the membership proposes it in writing.
6. A General or Extraordinary Meeting is also a statutory meeting if it includes statutory amendments; in that case, the provisions of Chapter V are applied.
7. A quorum at a general or extraordinary 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. Members can also participate in the General Meeting via teleconference.
8. A decision to be valid must obtain the vote of at least half of the members present, taking into consideration the participants via teleconference. A member may authorise another member to vote on his/her behalf and thereby exercising the right to vote by proxy, according to a procedure defined by the Steering Committee before the general meeting.
9. A decision can be taken without a meeting of members if at least two thirds of members declare in writing their agreement with a specific proposal. The General Meeting may be held online if and when this is deemed necessary.
10. KISA is governed by the Steering Committee elected for a 2-year period by the Annual General Meeting. The minimum number of members is 5 but the General Meeting may decide for a larger number of members, but this must always be an odd number. The Steering
11. 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.
12. 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.
13. The Steering Committee meets at least once a month and its decisions are taken by majority of the present members. The Steering Committee is in quorum with the presence of half of its members. A member of the Steering Committee who does not perform her/his duties as these are set out in the statutes is expelled by a 2/3 majority of its members and approved by the following General Assembly.

14. The Steering Committee is generally responsible to implement the decisions of the General Assembly, to take decisions in the framework of the current Statutes the details of KISA's operation, to formulate the strategy and the realisation of KISA's aims and objectives. The Steering Committee is responsible for overseeing KISA's bank accounts and to appoint the persons to manage and sign for these accounts.
15. The Steering Committee may set up sub-areas of activities/work and sub-groups for fulfilling KISA's aims and objectives.
16. 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.
17. The Chairperson and/or the Secretary are obliged, within the first 3 months of the year, to inform in writing the Registrar of Societies and Foundations about the following:
 - 17.1. Number of members expelled and number of new members
 - 17.2. Any changes of members of the Steering Committee, including their position on the Steering Committee and their addresses
 - 17.3. Whether the minimum number of general assemblies as set by the law has been organised
18. A member member of the Steering Committee cannot participate either in the discussion or the voting procedure if the decision to be taken concerns a legal act or any litigation between KISA and the said member or his/her spouse or a relative by blood or by marriage up to third degree kinship, or a legal act between KISA and a company, personal or shared-capital one, in which or in the management of which the said member, or his/her spouse or his/her spouse or a relative by blood or by marriage up to third degree kinship, participates.

Without prejudice as to KISA's right to take legal action against the liable member for compensation, because of violation of a legal duty, every decision taken in violation of the previous paragraph is subject to cancellation, according to the relevant provisions of the Law on Associations and Foundations of 2017 (104(I)/2017) as amended.
19. The Secretary keeps a register of members and the minutes of the meetings of the Steering Committee.
20. The Secretary is responsible for the tasks defined in Chapter V.

Chapter 5. Financial matters and accounts audits

1. The income of KISA may come from
 - 1.1. membership subscriptions,
 - 1.2. contributions and donations by members and friends of KISA,
 - 1.3. income from events and activities of KISA,
 - 1.4. projects of the European Union and/or other bodies, and

- 1.5. loans which can be taken by KISA from banking institutions or overdrafts on its bank accounts in accordance with the provisions of its Statutes.
2. Members pay an annual subscription, the amount of which is set by the Annual General Meeting.
3. The Treasurer is obliged to ensure sound bookkeeping and the entry of all transactions of KISA and the production at the end of the year of the following accounts:
 - 3.1. KISA's gross income during the financial year
 - 3.2. Credit balance at the beginning of the year and all monies received during the year
 - 3.3. All monies owed by KISA or owed to KISA and all payments made during the year
4. KISA's accounts are audited by a licenced auditor or auditing firm, who is appointed by the Annual General Meeting. When the annual income does not exceed the amount of forty thousand euro (€40.000), the accounts are not required to be audited by a licenced auditor.

The members of KISA's Steering Committee are required, within seven (7) months, at the latest, after the end of the financial year, to submit to the Registrar the audited accounts and the report of the licenced auditor as provided above.
5. 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 Meeting also authorizes the Steering Committee to deal with all financial matters of KISA, including the management of its bank accounts.

Chapter 6. Amendment of Statutes

1. The Statutes may be amended by a Statutory General Meeting and with a majority of 2/3 of the members present.
2. A Statutory General Meeting may be called by the Steering Committee or if it is called for by 1/3 of the members and it is publicised at least one week in advance.
3. After the approval of any statutory amendments, the Steering Committee is obliged to submit to the Registrar, without undue delay and definitely not later than thirty (30) days from the day of the approval, a written application for registering the amendments in the Register.

Chapter 7. Disbanding

1. KISA may be disbanded
 - 1.1. 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
 - 1.2. if there are less than 20 members.
2. 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, the aims and objectives of which are consistent and/or similar to those of KISA.

Nicosia, 10.01.2021