

● STAFF AS MEMBERS POLICY

Policy no: BP04

● Policy detail

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| Policy description | Amnesty International Australia (AIA) is a democratic organisation which provides the opportunity to participate in our direction setting and governance as a member. This policy sets out the parameters around staff taking on/being members of AIA. |
| Policy applies to: | All staff of AIA must be aware of and comply with this policy. |
| Policy owner: | Chair, Activism and Membership Committee |
| Related policies: | Code of Conduct , Confidentiality and Privacy Policy , Representing Amnesty International Policy , Performance Management Policy |

● Policy approval

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| Consulted with Joint Consultative Committee | 14 May 2020 |
| Endorsed by Activism and membership Committee: | 3 June 2020 |
| Approved by Board: | 7 July 2020, with clarification to last 3rd paragraph on 16/04/2024 |
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Aim

Amnesty International Australia (AIA) is a democratic organisation which provides the opportunity to participate in our direction setting and governance as a member.

This policy sets out the parameters around *staff* taking on/being members of AIA.

Scope

All staff of AIA must be aware of and comply with this policy.

For the purpose of this policy, staff includes any person who has undertaken paid employment with AIA, involving a direct or indirect employment contract, where this employment totals more than 140 hours (or equivalent).

People will continue to be staff for the purpose of this policy for a period of 3 months from their last date of employment.

It is noted that staff who are members of AIA will also be required to comply with relevant governance related policies.

This policy applies to staff as a condition of employment. Breach of this policy will be addressed under employment arrangements and does not alter the status of membership under the AIA constitution.

Policy

AIA welcomes staff showing their commitment to Amnesty International's work by becoming members.

However, due to the special position staff members hold, it is believed that the full exercise of all of the rights of membership can pose a conflict of interest, or a perception of it.

As such, staff are not able to participate in voting for General Meeting Voters or Activism Leadership Committee positions, nor are they able to hold those positions. Likewise, they cannot nominate candidates for GMV and ALC elections, nor nominate candidates for board elections.

For the same reason, staff who hold membership are not able to put resolutions to the Annual General Meeting.

The constitution of AIA precludes staff holding board positions or Activism Leadership Committee positions.