

## **Grievance Policy Proposed Amendment**

The Mindbridge grievance policy was put into place (by me, please note), as a system of checks and balances to make sure that Mindbridge members and the board of directors have accountability. It may be the fault of the originators of this language (aka me) that this was not made clear.

It was NOT intended for the staff of the conventions to circumvent accountability within their projects.

I feel that, at this time, the Mindbridge Board is unable to move the organization as a whole forward due to the constant and unending tide of grievances being brought to them by Animelowa. The Mindbridge Board of Directors should be working on Mindbridge organizational issues, but instead is burning out due to AI's inability to deal with their own issues.

How can we expect to recruit new members, retain current members and grow the organization in this environment?

Animelowa former staffers are now using Gamicon as a means to infiltrate the organization in order to get back into AI. This is unacceptable. We cannot continue to operate in this manner. This is hurting the entire organization.

I believe that the Mindbridge Membership and the Board of Directors needs to push back on Animelowa and demand that they hold themselves accountable for their staff issues.

If the grievance is between the members of a single project, then it is a project issue that needs to be dealt with by the execs of that project, and not Mindbridge Board members. If it affects the organization as a whole, then Mindbridge Board Members should deal with it (such as an organization wide ban, so that all members are aware).

I propose an update to the bylaws to reflect this. See the proposed amendments below.

Michele Maakestad

## **Article VII – GRIEVANCES AND APPEALS**

### **Section 1 — Filing a Grievance or Appeal**

If any **voting** member feels that they have been wronged, falsely reprimanded, or unjustly impeached by Mindbridge Foundation, they may file grievances with the secretary, the president, or the Board of Directors. An appeal is considered a grievance

and shall follow the same procedures. Each project of Mindbridge Foundation must have a grievance policy in their manifesto to resolve project level grievances. The Mindbridge Board of Directors will not manage project level grievances, except in the case where the grievance is against the entire project committee.

The grievance must be in writing, and clearly state the parties involved, the date of the grievance, and a description of the grievance and must be submitted within 30 days of the incident that provoked the grievance.

## **Section 2 — Action on a Grievance**

An emergency meeting must be called within four days, to take place in the minimum amount of time following proper notification periods. This meeting will set a timeline for the conflict resolution, and all parties involved will be sent a written copy of the timeline. The type of meeting will depend upon the parties involved.

The meeting must be attended in person, face to face or virtual, by the plaintiff(s) and defendant(s), or agents appointed by the plaintiff or defendant, respectively, and the Board of Directors. If the Board of Directors is also one of the parties named in the grievance, the Super Committee must also attend. If the Super Committee is also named, the membership body must also be invited to attend.

At this meeting, a special grievance committee of three will be formed. Only members of the corporation or of the Super Committee may serve on this committee. One member will be selected by the plaintiff, and one by the defendant. The third shall be selected by the Board of Directors. If the Board is named in the grievance, the third member shall be selected by the Super Committee. If the Super Committee is also named, the third member shall be selected by the membership body.

This committee is not considered a project or task committee, and will therefore have no representation in the Board of Directors, and will not be considered as part of the Super Committee.

## **Section 3 — Grievance resolution**

This committee must resolve the grievance and unanimously agree upon the outcome within 30 days. The resolution must be in writing, and signed by all parties. Other arrangements for resolution may be made if all parties agree, but still must be in writing and signed by all parties. If the committee does not resolve the grievance, a special meeting of the members and Super Committee must be called and a vote taken for resolution.

