



TERMS OF REFERENCE

MEN AGAINST VIOLENCE

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PREAMBLE

Women in Networking Limited (“WIN”), a public company limited by guarantee, incorporated under the laws of Mauritius under Company No C112404 and bearing Business Registration Number C12112404, having its registered office at Avenue Ratsitatane, Soroptimist Day Care Centre, Camp Levieux, Rose Hill has emerged on the Mauritian scene with the objective of empowering women in Mauritius, inspired by article 1 of the Universal Declaration of Human Rights: “All human beings are born free and equal in dignity and rights”.

WIN has committed itself to achieving four key objectives:

- 1- To develop women leaders who can influence decision making in all spheres of Mauritian life
- 2- To strengthen and expand the network in quantity and quality
- 3- To spearhead the transformation of politics in Mauritius by doubling the number of women in Parliament
- 4- To promote equality for men and women in all spheres of life in Mauritius.

In an urge to achieve its forth objective, and with the realisation that one of the major gender issues is Gender-Based Violence, the platform Men Against Violence was initiated by WIN in 2010 and MAV successfully launched its campaign on prevention of GBV in October 2011, in collaboration with JCI Curepipe and following receipt of funding under the Special Collaborative Programme for Support to Women and Children in Distress from the Ministry of Gender Equality, Child Development and Family Welfare.

WIN is managed and administered by a Board of Directors (hereinafter referred to as the “WIN Board”) and is governed by the Constitution of WIN.

This Terms of Reference shall govern the administration of MAV and the conduct of the members of MAV. In case of conflict between the Terms of Reference and the Constitution of WIN, the Constitution of WIN shall prevail.

1. NAME

The name of the platform shall be **Men Against Violence**. The name of the platform shall not be changed without the consent of the WIN Board.

2. VISION

The vision of MAV is to positively influence the attitude and behaviour of men towards women in order to reduce GBV in our society.

3. MISSION

The Mission of MAV is to create awareness that GBV is unacceptable, and to develop and implement activities to reduce GBV in Mauritius.

4. OBJECTIVES

- i. To develop a Team of Role Models – high profile men who are prepared to stand up and say no to violence against women.
- ii. To run a national awareness campaign for greater overall awareness of the issues of gender based violence in our society.
- iii. To train youngsters to have a changed mindset and to never commit, condone or remain silent about gender based violence.
- iv. To train women to adopt defensive and dissuasive strategies to avoid GBV.
- v. To offer support to perpetrators of GBV through counselling
- vi. To take any other action that is lawful and which would help MAV to fulfil its aim.

5. VALUES

MAV has adopted the following key values:

- Respect - Men should see women as equals
- Non-judgmental attitude
- Courage to speak up against violence
- Commitment to action

6. ELIGIBILITY OF MEMBER

- (i) MAV may admit members in the following categories: Facilitators, Executive Members, Non Executive Members, Advisory Members and Honorary Members.
- (ii) One shall not be admitted as a member unless:
 - a. that person has demonstrated commitment to the objectives and values of MAV;
 - b. that person agrees to actively involved in any one of MAV projects or administration of MAV or acts in an advisory capacity; and/or
 - c. that person is recommended for admission by the MAV Champion or at least two (2) MAV core team members.

7. ADMINISTRATION OF MAV

- (i) MAV shall be managed and administered by the Executive Members (hereinafter called the “MAV Core Team”). The MAV Core Team shall be made of the following roles:
 - a. Champion
 - b. Deputy Champion
 - c. Secretary
 - d. Treasurer
 - e. Head Coach
 - f. PR and Media Executive
 - g. Project Manager
 - h. Event Manager
 - i. Fund Raising Manager
 - j. National Coordinator
- (ii) The list of roles set out in paragraph (i) is not exhaustive and a member may be admitted to the MAV Core Team at the discretion of the MAV Core Team for the advancement of MAV objectives, PROVIDED ALWAYS, that the aggregate number of members of the MAV Core Team shall not exceed fifteen (15).
- (iii) The Champion and Deputy Champion shall be elected and approved by the WIN Board. The appointment of the Champion is valid for a period not exceeding two (2) years. The Champion and Deputy Champion shall be eligible for re-election after two (2) years.
- (iv) Each Executive Member (other than the Champion and Deputy Champion) shall be appointed by MAV Core Team and will hold office for a period not exceeding two (2) years. The Executive Members shall be eligible for re-election after two (2) year.
- (v) The MAV Core Team may increase or reduce the number of members of the MAV Core Team.
- (vi) The WIN Board may propose any appointment and/or removal of any Executive Member from the MAV Core Team.

8. ADVISORY MEMBERS

Advisory Members are appointed at the discretion of MAV Core Team in an advisory capacity to advice and guide MAV for the advance of MAV objectives.

9. NON-EXECUTIVE MEMBERS

MAV may admit non-executive members who shall support the objectives and adhere to the values of MAV.

10. HONORARY MEMBERS

MAV can appoint MAV Honorary Life Members as a tribute to outstanding accomplishments and dedicated services to MAV.

a. Criteria

MAV Honorary Life Members are appointed on the basis of the following criteria:

- Exceptional services to MAV
- Candidates should be retired from official posts of MAV Former Core Team office bearers and/or advisers.
- Candidates are to be appointed by a unanimous decision of the Executive

b. Nomination

Any two Executive members of MAV can nominate a person for Honorary Life Membership. A nomination shall be submitted in writing to the Executive with a motivation for the nomination.

c. General guidelines

- i. Appointment of Honorary Life Members will take place according to a restrictive policy in order to limit the number of such members.
- ii. The Executive shall seek to provide a proper continental balance in its appointments. Pursuit of such balance is, however secondary to the stated criteria.
- iii. On the MAV Website each Honorary Life Member will be portrayed.
- iv. These guidelines shall be made known to the members via MAV website. Any two members can at any time send nominations for appointment of Honorary Life Members to the Executive Members for consideration.

11. CONDUCT OF MAV CORE TEAM

- (i) Each member of the MAV Core Team shall attend the MAV meetings regularly and participate actively in all the discussions and decision making processes during the meetings.

- (ii) If a member of the MAV Core Team is not present at more than three (3) consecutive meetings without a valid reason, that member shall, at the discretion of the MAV Core Team, be disqualified as a member of the MAV Core Team.
- (iii) Members of the MAV Core Team shall adhere to the values of MAV at all times.
- (iv) Members of the MAV Core Team shall not mix their personal activities with those of MAV in such a way that the general public might infer that MAV is politically oriented or has a religious association in one way or another.
- (v) Members of the MAV Core Team shall refrain from sharing internal documents of MAV or engage in discussions, negotiations, plans of action or any matter related to activities of MAV with third parties.
- (vi) Members of the MAV Core Team shall refrain from engaging with the media except if assigned to represent MAV by the MAV Champion or with the consent of either the MAV Champion or the PR & Media Relations Executive of MAV.
- (vii) If a member of the MAV Core Team is or becomes active with a political party in Mauritius, that member shall resign as a member of the MAV Core Team. For avoidance of doubt, that member may retain his/her membership as an Advisory Member or a Non-Executive Member PROVIDED ALWAYS that member shall ensure at all times that MAV is not associated with the relevant political party.
- (viii) MAV may choose to remove an Executive Member of the MAV Core Team upon unanimous approval of all members present at a core team meeting. For the avoidance of doubt, the matter of removal of the member should be an item on the agenda for meeting of the MAV Core Team and a prior notice of seven (7) days should be given for that meeting and the agenda circulated therein.

12. CESSATION OF MEMBERSHIP

A person shall cease to be a member of MAV if:

- that person fails to adhere to the recommended conduct and values of MAV in a material manner; and/or
- at any time, the MAV Core Team is of the opinion that that person has acted in a manner that has caused prejudice to MAV.

13. MEETING OF MEMBERS

- (i) MAV shall hold a meeting of its MAV Core Team on a monthly basis or as may be required.
- (ii) The presence of Chairperson, the Secretary and two other members of the MAV Core Team shall constitute a quorum for any material decision to be taken.
- (iii) The Champion of MAV shall chair the monthly meeting. In the absence of the Champion, the Acting Champion or the Deputy Champion shall chair the monthly meetings.
- (iv) Each resolution shall be determined by unanimous decision of members of the MAV Core Team who are present at the meeting.
- (v) The Secretary shall ensure that minutes of meetings are duly recorded and circulated

14. ANNUAL MEETING AND PROCEEDINGS

- (i) MAV shall hold a meeting of members annually.
- (ii) The purpose of the meeting shall be to set the strategy of MAV for the upcoming year or any other matter deemed appropriate.
- (iii) The Champion shall be the chairperson of the annual meeting. In the absence of the Champion, the Acting Champion or the Deputy Champion shall be the chairperson of the annual meeting.
- (iv) At least fourteen (14) days' notice of such a meeting must be given.
- (v) Each resolution shall be determined by unanimous decision of members who are present that the annual meeting.
- (vi) The Secretary shall ensure that minutes of the annual meeting are duly recorded and circulated.
- (vii) The quorum for the annual meeting is six (6) or a minimum of 30% of members, whichever the higher.

15. CONDUCT AT WIN BOARD

- (i) Champion shall, unless agreed otherwise with the WIN Board, be a Director of WIN and shall comply with the Constitution of WIN and all rules and guidelines issued by WIN.
- (ii) The Champion shall ensure that the MAV Core Team adheres to the principles set out by WIN Board as well as all rules and guidelines issued by MAV.

- (iii) The Champion shall attend the monthly MAV Board meeting or as required by the Board.
- (iv) The Champion shall provide update on the activities of MAV at the monthly WIN Board meeting.

16. FUNDING AND ACCOUNTS

- (i) MAV may raise funds to finance its activities in a manner that does not contravene the values and principles of MAV and WIN.
- (ii) Any fund raising activity or application shall be approved, first, by the MAV Core Team and second, by the WIN Board.
- (iii) MAV shall not accept fund from any political party or religious or socio-cultural group.
- (iv) MAV shall not be entitled to pay any fee or financial rewards to any person in connected with any activities or administration of MAV without the consent of the WIN Board.
- (v) The Treasurer shall keep an account of funds available to MAV and shall ensure that all funds are utilised to finance the activities of MAV only.
- (vi) The Treasurer shall give an update on the finances of MAV at the monthly meetings and a report on the finances of MAV shall be presented to WIN Board on a monthly basis.

17. MISCELLANEOUS

- i. This Terms of Reference is subject to approval by the WIN Board.
- ii. The Terms of Reference shall be reviewed every 2 years as from the date of the Terms of Reference at the annual meeting.
- iii. Any amendment to the Terms of Reference shall be approved, first, by the MAV Core Team and second, by the WIN Board.
- iv. Proposals for amendments to this constitution, or dissolution (see Clause 11) must be delivered to the secretary in writing.

- v. The secretary in conjunction with all other officers shall then decide on the date of a forum meeting to discuss such proposals, giving at least two weeks (14 days) clear notice.
- vi. Any amendment to this Terms of Reference must be agreed by at least two thirds of those members present and voting at any general meeting.

18. Dissolution

MAV may be wound up at any time if approved, first, first, by the MAV Core Team and second, by the WIN Board. Any assets shall be returned to their providers, if they require it, or shall be passed to another group with similar aims.

19. Adoption of the Terms of Reference

The Terms of Reference for MAV was adopted by the members present at the meeting of MAV held on:

..... 2014

Signed:

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 Adarsh Goburdhan
 Men Against Violence Champion

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 Pratibha Kujur
 Men Against Violence Administrative Secretary

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 Jean Yves Valls
 Men Against Violence National Coordinator

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 Bruneau Woomed
 Men Against Violence Head Coach

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Signed by: Jane Valls
Designation: WIN representative

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Signed by:
Designation: JCI representative