

THE ORGANIC HUMANITY MOVEMENT



CONSTITUTION

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Definitions

“The Party” refers to The Organic Humanity Movement

“Member” or “Members” refers to signed and paid up members of The Organic Humanity Movement

“IRT” refers to Issue Resolution Team

“The Constitution” refers to the constitution of The Organic Humanity Movement unless otherwise specified

Preamble

1.1.1 This constitution sets forth the purpose, functions and running structure of The Organic Humanity Movement.

Name

2.1.1 The Organic Humanity Movement, abbreviated to OHM.

Purpose

3.1.1 To be the voice of moderate South Africans who want to live in peace and freedom with minimum interference from government or corporations.

3.1.2 To change the party political system once in power to a system that truly honours democracy.

3.1.3 To rid South Africa of past colonial influences by creating a truly unique South African identity and society for the people.

3.1.4 Give more power to communities and foster an environment where cultures have the freedom to flourish.

3.1.5 To put human rights above the rights of corporations, entities, politicians, and government.

3.1.6 Provide the freedom for communities to live in harmony with the earth without being bonded to contracts and the monetary system.

Executive Structure

National Executive Council

- 4.1.1 National Executive Council is the highest decision-making authority of the party and decides the direction the party will take to achieve its goals. It is made up of the Party Leader and 8 Executive Council Members who are all signed and paid up party members.
- 4.1.2 It is responsible for: Ensuring that the vision of the party is put into action; ensuring the constitution, rules and code of conduct are upheld throughout the party structures; determining the goals of the party and approving campaign strategies; approving and adopting policies, selecting candidates for public office.
- 4.1.3 It has the authority to: Establish temporary as well as permanent sub-committees as needed to perform necessary functions that aid in achieving the party's vision and goals; oversee disciplinary processes; decide how the party funds are allocated; choose and appoint candidates for elected positions; convene meetings when necessary; set out specific goals for the party; delegate authority when necessary.
- 4.1.4 The process that the National Executive Council will follow in all its decisions and undertakings are as follows: The Party Leader will chair and judge the process and 2 of the 8 National Executive Council members will be randomly selected to sit on a panel with the party leader. The remaining 6 members will be divided into two groups of three. The first group will argue for a motion and the second group will argue against the motion. The panel of three judges will take note of all arguments given. Thereafter there is an opportunity for the National Executive Council to voice their own views and to raise concerns or questions. The panel of three judges will then speak privately and come to a final resolution on the matter.
- 4.1.5 Under special circumstances, the party leader has veto rights, especially when decisions undertaken are contrary to the party's founding principles and values.
- 4.1.6 If required, external advisors can be called on to attend the meeting for consultation and advice to aid the council with decisions.
- 4.1.7 For a resolution to be undertaken the Party Leader must be present, as well as 5 National Executive Council members.

- 4.1.8 National Executive Council Members, not including the Party Leader, can only serve on the National Executive Council for a maximum of 5 consecutive years at a time.
- 4.1.9 The National Executive Council must aim to always have close to 50/50 male and female representation.

Issue Resolution Team

- 4.2.1 The IRT is made up of the National Executive Council, the shadow-cabinet ministers and the party provincial leaders.
- 4.2.2 Any member of the IRT can send a representative on his/her behalf to attend the meeting, only if necessary.
- 4.2.3 The role of the IRT is to develop an overall vision and plan for South Africa by identifying current problems, coming up with solutions to those problems, formulating policies that will put those solutions into the legislature, and then ensuring that all public representatives understand the vision and plan so that they can champion the policies within their caucuses, councils, committees and assemblies.
- 4.2.4 All policies that are formulated or decisions undertaken must be put to the National Executive Council for final approval and/or adoption.
- 4.2.5 For any IRT meeting to be valid, the following members need to be present: 3 members of the National Executive Council, all the provincial leaders or an approved provincial representative, the presidential candidate and 7 shadow ministers.
- 4.2.6 At any time, external advisors can be called to consult and advise on resolutions.
- 4.2.7 The shadow cabinet consists of 15 members whose portfolios are as follows:
 - a) Presidential Candidate
 - b) Deputy Candidate
 - c) Land and environment
 - d) Energy and natural resources
 - e) Education
 - f) Social Development
 - g) Defence and National Security
 - h) Economy

- i) Agriculture
- j) Finance and Public Enterprises
- k) Public Works
- l) Health
- m) Justice
- n) Science and Innovation
- o) Continuation and development of Good Governance

General

- 4.3.1 Every year there will be a performance review conducted by the party leader and two National Executive Council members as well as an external specialist/s.
- 4.3.2 If performance has declined or personal circumstances have changed, then the National Executive Council or IRT member will be put on a 6 month probation; be given guidance and assistance where possible and assessed at least twice in that period.
- 4.3.3 If the results have not been improved, the member will be given a more suitable role, or in extreme cases, dismissed from their membership in the National Executive Council or IRT.

Election Procedure of the Executive

Election of the National Executive Council

- 5.1.1 The Party Leader is not an elected position.
- 5.1.2 The Party Leader appoints the first National Executive Council member.
- 5.1.3 Thereafter the Party Leader and first National Executive Council Member will, together, identify and appoint the next member.
- 5.1.4 Thereafter the Party Leader and the 2 National Executive Council Members will identify and appoint the next member and so forth.

- 5.1.5 The Party Leader and all appointed National Executive Council Members have to agree on the appointment of the next National Executive Council Member.
- 5.1.6 The Party leader and National Executive Council Members may not be nominated or nominate him/herself as the Party's Presidential Candidate or Premier candidate unless they are willing to step down from the National Executive Council upon successful election as Presidential or Provincial candidate
- 5.1.7 In the event of the Party Leader stepping down, a party leader needs to be chosen from the 8 National Executive Council Members.
- 5.1.8 Once a name or names are put forth, then a vote will be cast in a special convened meeting which will include the IRT. The Party Leader Candidates can be requested by any member of the IRT to justify their candidature using any means that are reasonable and fair.
- 5.1.9 All members of the IRT will cast a vote to elect the new party leader.
- 5.1.10 In the event of a tie, the most senior appointment will take preference.
- 5.1.11 Once a new party leader is appointed, the National Executive Council needs to identify and appoint a new National Executive Council member.
- 5.1.12 The new National Executive Council Member needs to be a paid and signed up member of the party and cannot be undergoing any disciplinary procedures.

Election of the Issue Resolution Team

- 5.2.1 Any member of the National Executive Council may recommend an appointment to the IRT.
- 5.2.2 The recommendation will go through the process as set out in section 4.1.4.
- 5.2.3 Recommended candidates should be South African citizens and members of the party.
- 5.2.4 Recommended candidates should have working experience, relevant qualifications and excellent references.

- 5.2.5 Recommended candidates will go through an interviewing process as decided by the National Executive Council.
- 5.2.6 Once a candidate is selected for a role, there will be a 3 month probationary period after which the National Executive Council will decide whether the appointment remains in force.

Office Bearers

Chair

- 6.1.1 The Party Leader acts as the chairperson for all National Executive Council Meetings.
- 6.1.2 The Chairperson prepares for the meetings by ensuring a venue is secured, that the agenda is finalised and having a clear understanding of what needs to be achieved at the meeting.
- 6.1.3 The Chairperson chairs all National Executive Council and IRT meetings, and ensures that the constitution is upheld, guides the general conduct of members, assigns roles to members in meetings as required, ensures topics on the agenda have been covered sufficiently, mediates differences between members, manages time effectively to ensure meetings do not go overtime, delegate tasks and ensure outcomes are implemented after the meeting.

Vice Chair

- 6.2.1 The Party Leader can call on any of the National Executive Council Members to stand in as the vice chair when the Party Leader is unavailable.
- 6.2.2 The party leader is required to give sufficient notice in the event that a vice chair is needed to chair a meeting.
- 6.2.3 The vice chair has all the rights, responsibilities and duties of the chairperson in their absence.
- 6.2.4 The vice chair will be held accountable for all his/her final decisions made in absence of the Chair.

Secretary

- 6.3.1 The Party Leader can call on any of the National Executive Council Members to fulfil the roll of Secretary, provided sufficient notice is given to the member.
- 6.3.2 The secretary is responsible for the administrative functions of the National Executive Council and IRT meetings.
- 6.3.3 The secretary may be requested to assist the chair in preparing the agenda.
- 6.3.4 The secretary is responsible for taking minutes of all National Executive Council and IRT meetings and ensuring up to date minutes of all meetings are kept on record.
- 6.3.5 The secretary is responsible for sending out a notice of the meeting and the agenda to all members of the meeting, and for managing all correspondence related to National Executive Council and IRT meetings.
- 6.3.6 The secretary may be requested to gather research on specific agenda items for meetings.
- 6.3.7 The secretary is responsible for recording absences and reading out the previous meeting's minutes.

Treasurer

- 6.4.1 The Party Leader can call on any one of the National Executive Council Members to fulfil the roll of Treasurer, provided sufficient notice is given to the member/s.
- 6.4.2 The treasurer is responsible for keeping track of the Party's income and expenses by keeping a detailed up to date record of financial transactions.
- 6.4.3 The treasurer is responsible for keeping track of creditors and debtors as well as ensuring that the party pays off any debts it may have.
- 6.4.4 The treasurer is responsible for compiling the budget as approved by the National Executive Council, preparing annual financial statements and presenting annual financial statements and budgets at Executive meetings.

Youth Spokesperson

- 6.5.1 The Party Leader can call on any one of the National Executive Council Members to fulfil the roll of Youth ambassador, provided sufficient notice is given to the member.
- 6.5.2 The role of the Youth ambassador is to advocate for the rights, views and needs of the youth and to be the spokesperson for the youth in the highest decision making body of the party.
- 6.5.3 The youth ambassador needs to keep up to date with issues facing the youth in our country across all cultural and social backgrounds.
- 6.5.4 The youth ambassador needs to ensure that the youth are kept in mind in decisions taken by the National Executive Council or IRT.

Earth Warrior Spokesperson

- 6.6.1 The Party Leader can call on any one of the National Executive Council Members to fulfil the roll of Earth Warrior ambassador, provided sufficient notice is given to the member.
- 6.6.2 The role of the Earth Warrior Ambassador is to be the spokesperson for nature conservation and the rights of animals within National Executive Council and IRT meetings.
- 6.6.3 The Earth Warrior Ambassador needs to objectively identify governmental and private sector practices that are damaging our natural environment.
- 6.6.4 The Earth Warrior Ambassador needs to have a good understanding of scientific matters and be able to keep up to date and informed on the latest global environmentally-conscious trends and practices.

Public Relations Officer

- 6.7.1 The Party Leader can call on any one of the National Executive Council Members to fulfil the roll of the Public Relations Officer, provided sufficient notice is given to the member.

- 6.7.2 The role of the Public Relations Officer is to examine and report back on current news and social media trends for anything that is relevant to the party; and to formulate appropriate responses.
- 6.7.3 The Public Relations Officer oversees communication with the media, drafts press releases and speaks on behalf of the party as directed by the chair or vice chair.

Membership

Roles and Responsibilities

- 7.1.1 When a person becomes a member of The OHM, they become an Ambassador for the Organic Humanity Movement. A Party Ambassador becomes a member because he/she believes in the mission and vision of the party and therefore desires to help the party grow and to achieve its goals.
- 7.1.2 The roles and responsibilities of each member are as follows:
- To strive to live the basic principles enshrined in the OHM.
 - To become familiar with the party's constitution, policies, principles and values.
 - To promote and defend the OHMs mission, vision and policies.
 - To be an exemplary, law-abiding citizen and active community member.
 - To work as a team and in unity with other party members.
 - To speak out against injustice of any kind.
 - To respect the opinion of others; both within and outside of the party – and to engage in discussions and debates in a way that is meaningful and respectful.
 - To respect the processes and decisions of the organisation and abide by the rules as set out in the party's constitution.
 - To register as a voter to participate in national and local elections.
 - To attend and actively participate in branch, constituency and similar meetings.
 - To accept calls to action from party leaders.
 - To volunteer time to furthering the party's cause.
 - To practice and promote peace, tolerance and active citizenry in his/her spheres of influence.

Membership Requirements

- 7.2.1 Members must have South African citizenship or permanent residency within South Africa; and be 18 years or older.
- 7.2.2 Members may not be affiliated with any other political parties whatsoever.
- 7.2.3 Members must sign the declaration as specified on the membership form and abide by the party's constitution.
- 7.2.4 Members must pay the prescribed annual membership fee upon written or online application.
- 7.2.5 Upon successful application, each member will be issued with a membership card.
- 7.2.6 Membership is valid for 12 months.
- 7.2.7 If annual membership fees are not received for three consecutive months after the membership expired, the membership will not be renewed.

Membership Rights

- 7.3.1 Members have the right to be informed of, attend and actively participate in branch, regional and provincial meetings, activities, campaigns and events.
- 7.3.2 Members have the right to vote for candidates and be voted for elected positions within the party.
- 7.3.4 Members have a right to apply for elected positions in the party.
- 7.3.5 Members have the right to nominate other members for elected positions within the party.
- 7.3.6 Members have the right to freely express opposing views on party policies and processes and to be respectfully heard.
- 7.3.7 Members have the right to report misconduct of any party member, any elected party representative and any party administrative staff.

- 7.3.8 Members have the right to give input on any aspect of the party via the party structures, and have a right to receive an answer from relevant party leaders.

Termination of Membership

- 7.4.1 Members can terminate their membership at any time; a written request needs to be given to the closest local party official or emailed to the indicated address.
- 7.4.2 Members may have their membership terminated for any conduct that is contrary to the party's rules as set out by the constitution and code of conduct.

Internal Disciplinary Procedures

Executive Structure Disciplinary Process

Serious Misconduct

- 8.1.1 National Executive Council and IRT members can be dismissed immediately from their positions and have their party membership terminated if they have appeared before the disciplinary panel and found guilty of the following:
- (a) Absence from a meeting without giving prior notice, without unreasonable cause such as an emergency
 - (b) Attending meetings late more than once without giving reasonable prior notice.
 - (c) Failure to carry out standing instructions within a reasonable and agreed upon time-frame.
 - (d) Not acting in accordance to the constitution and/or any other party rules that have been ratified by the National Executive Council
 - (e) Gross negligence in carrying out duties and responsibilities for the Party
 - (f) Making decisions contrary to The Party's principles
 - (g) Spreading false information or information contrary to the party's principles while representing the party, either in person or on social media
 - (h) Using social media to discredit the party or air personal grievances over anything relating to the party
 - (i) Any purposeful display of racism, discrimination or use of hate speech either in person or on social media, either in capacity of party representative or personally.

- (j) Theft or unauthorised possession of the party's property or any party member's property
- (k) Theft or mismanagement of Party Funds
- (l) Corruption and bribery, including attempts at bribery and acceptance of a bribe
- (m) Failure to report an attempted bribe, whether by another party member or by a third party
- (n) Fraud or forgery of any document
- (o) Dishonesty
- (p) Plagiarism found in any speech or written document, that a party member claims is his/her own words
- (q) Physical violence, threats of physical violence or verbal abuse towards any member of the party or member of the public.
- (r) Being under the influence of alcohol while on duty or consumption or possession of illegal substances at any time.
- (s) Destroying or deleting computer data without the consent of the National Executive Council
- (t) Making private or confidential information known to a third party
- (u) Conviction in a criminal court and imprisonment without the choice of a fine
- (v) In possession of or the viewing of pornographic material or material that is offensive or discriminatory of nature whether in printed or computer data format, on the Party's premises or while on duty for the party

- 8.1.2 The Party member will be informed in writing of their immediate termination of membership and dismissal of duties, by a member of the National Executive Council.
- 8.1.3 The disciplinary panel will include all the members of the National Executive Council and an external advisor/s.
- 8.1.4 In the case that one or more of the National Executive Council Members are going before the disciplinary panel, members of the IRT will be called to serve on the disciplinary panel.
- 8.1.5 The panel will present the evidence to the accused in the form of a witness/witnesses, written documents or photographs.
- 8.1.6 The accused has the right to defend him/herself and to have a legal representative present.

8.1.7 A guilty verdict results in immediate dismissal of duties and termination of membership.

Lighter Offences

8.2.1 National Executive Council and IRT members will be given first a verbal warning, and secondly a written warning if they do any of the following:

- (a) Poor performance of duties
- (b) Sleeping on duty or engaging in recreational activities while on duty, including the use of a computer or smartphone to do so.
- (c) Using the Party's premises or property for personal activities or work not relating to the Party.
- (d) Using language that is seen as vulgar, indecent or offensive
- (e) Dressing in a way that does not reflect a professional working environment, or in a way that makes other members feel uncomfortable
- (f) Not being willing to reconcile differences with other party members
- (g) Knowingly or unknowingly causing conflict between party members

8.2.2 If any member repeats the same offence for the third time or is guilty of various offences in the same time frame, that member will get a final written warning.

8.2.3 Continued offences after the final written warning will result in immediate dismissal from duties and termination of party membership.

Branch, Constituency, Regional and Provincial Disciplinary Process

8.3.1 Members that are not part of the executive structures are required to conduct themselves according to the rules set out in Section 7.

8.3.2 Misconduct by branch, constituency and regional leaders will appear before a provincial disciplinary panel.

8.3.3 The provincial disciplinary panel needs to have at least two National Executive Council Members present.

8.3.4 Misconduct by party members that have no defined representative role within the party will appear before a constituency-level disciplinary panel.

8.3.5 The constituency-level disciplinary panel needs to have the provincial leader or an authorised representative present.

8.3.6 Party membership can be terminated immediately after a member has appeared before the appropriate disciplinary panel and found guilty of the following:

- (a) Not acting in accordance to the constitution and/or any other party rules that have been ratified by the National Executive Council.
- (b) Spreading false information or information contrary to the party's principles while representing the party, either in person or on social media.
- (c) Any purposeful display of racism, discrimination or use of hate speech either in person or on social media, either in capacity of party representative or personally.
- (d) Theft or unauthorised possession of the party's property or any party member's property.
- (e) Theft or mismanagement of Party Funds.
- (f) Corruption and bribery, including attempts at bribery and acceptance of a bribe.
- (g) Failure to report an attempted bribe, whether by another party member or by a third party.
- (h) Fraud or forgery of any document.
- (i) Dishonesty.
- (j) Using social media to discredit the party or air personal grievances of anything relating to the party
- (k) Plagiarism found in any speech or written document, that a party member claims is his/her own words.
- (l) Physical violence, threats of physical violence or verbal abuse towards any member of the party or member of the public.
- (m) Intimidation, incitement or participation in a strike contrary to the Labour Relations Act, 1995.
- (n) Drunkenness, the use of liquor or the taking of or possession of narcotics while representing the party.
- (o) Making private or confidential information about the party known to a third party.
- (p) Conviction in a criminal court and imprisonment without the choice of a fine.
- (q) Using language that is seen as vulgar, indecent or offensive.
- (r) Dressing in a way that does not reflect a professional working environment, or in a way that makes other members feel uncomfortable.
- (s) Not being willing to reconcile differences with other party members.

(t) Knowingly or unknowingly causing conflict between party members.

Appeals

- 8.4.1 Any member, not of the executive structure, who has been dismissed from his/her duties and had their membership terminated may appeal against such action to the National Executive Council.
- 8.4.2 Appeals must be noted in writing within five (5) working days of the decision, stating the grounds of appeal.
- 8.4.3 The National Executive Council shall determine if it is necessary to hear further evidence or to allow further submissions to be made and may confirm, vary or uphold any appeal.
- 8.4.4 The National Executive Council shall form a disciplinary panel or may delegate its powers to a sub-committee or representative.
- 8.4.5 In the event that dismissal from duties and termination of membership is confirmed, the date of dismissal from duties and termination of membership shall be that date on which the party member is advised of the outcome of the appeal hearing.

Requirements for Audited Financial Statements

- 9.1.1 No less than 3 people shall oversee the finances of the party.
- 9.1.2 The appointed Treasurer of the National Executive Council, as well as two appointed National Executive Council members, which can change from time to time, shall oversee and manage finances at national level.
- 9.1.3 In each province, the provincial leader shall appoint a provincial treasurer and 2 provincial members to oversee and manage finances at provincial level.
- 9.1.4 Each provincial treasurer shall send detailed financial reports as well as budget requests to the National Executive Council Treasurer on the last day of every month.
- 9.1.5 An independent auditor will be assigned to perform an annual audit.

- 9.1.6 The party leader can at any moment attend any meetings where party finances are discussed.
- 9.1.7 The party leader can request a financial report for any area at any level of government.

Amendments to the Constitution

- 10.1.1 Any amendment to the constitution can be tabled by a National Executive Council member or IRT member.
- 10.1.2 A written proposal for an amendment needs to be given to the National Executive Council for discussion.
- 10.1.3 The National Executive Council will put the proposal through the decision-making process as described in section 4.1.4.
- 10.1.4 Any changes to the constitution need to be effectively communicated to all levels of the party structures.