

## **By law changes for review**

### **Section 6.1 – Governance of IYAK:**

The International Yak Association shall be governed by a nine-member Board of Directors elected by the membership. No member of the Board of Directors will be paid by IYAK for their work as a Director. The Board of Directors shall govern the business and property for the association.

The BOD has unanimously voted to change the number of BOD members from 9 to 7. The BOD came to this decision because it is very hard to find 9 qualified individuals who are willing to serve at any one time

A vote for this by-law amendment will decrease the number of board members from 9 to 7. A vote against this by-law amendment will keep the board of directors at 9.

### **Section 6.2 – Board of Director Term:**

The term for a member of the Board of Directors is two (2) years. A Director must be a Foundation, Life or Active member of the association.

The BOD unanimously voted to extend terms from two to three years. It is very hard to transition a new set of BOD members every year due to lack of qualified individuals willing to run for the BOD.

A vote for this by-law amendment will change the board of directors' term to 3 years.

A vote against will keep it the same at, 2 years.

### **Section 8.3 – President of the Board of Directors:**

Shall co-sign all checks with the Secretary/Registrar over \$1000;

A vote for this by-law amendment will simply change Registrar to Treasurer.

A vote against this by-law amendment will leave it as is.

▪▪ Shall sign all checks (without required co---signature) which relate specifically to the North West Stock Show and provide the Treasurer with copies of billing and signed checks;

A vote for this by-law amendment will delete this section as there is not a North West Stock Show.

A vote against this by-law amendment will leave it as it reads.

Make sure the membership is contacted for the Board of Director's Election and the on-line election is properly carried out;

A vote for this amendment will change this to read that:

The President will work with the Secretary and the Election Committee to make sure the membership is contacted for the Board of Director's Election and the on-line election is properly carried out;

A vote against this amendment will leave it as it currently reads.

### **Section 8.5 – Secretary of the Board of Directors:**

Contact membership for the Board of Director's Election and coordinate the on-line election;

A vote for this amendment change will add the following to the by-law.

The Secretary will work with the President and the Election Committee to make sure the membership is contacted for the Board of Director's Election and the on-line election is properly carried out;

A vote against this amendment will leave it as it currently reads.

Provide copies of all financial documentation, billing and payments to the Treasure of the Board relating to membership to ensure accurate financial records and accounting; and,

A vote for this by-law amendment will change Treasure to Treasurer

A vote against this by-law amendment will leave it read Treasure

### **Section 8.8 – Registrar**

- Provide copies of all financial documentation, billing and payments to the **Treasure** of the Board relating to animal registrations and transfers to ensure accurate financial records and accounting;

A vote for this by-law amendment will change Treasure to Treasurer

A vote against this by-law amendment will leave it read Treasure

### **Code of Ethics changes**

Section –III-A: Members of the International Yak Association (IYAK) will maintain the following standards:

- Advance the yak industry through improving one's own knowledge, increasing one's skill, and encouraging research and sharing information; and,

A vote for this by-law amendment changes the above to read,

Work towards the advancement of the yak industry through improving one's own knowledge,  
Increasing one's skill, and encouraging research and sharing information; and,

A vote against this will leave it as it reads.

- Not to act in ways detrimental to the mission and work of IYAK including:

A vote for this by-law amendment changes the above to read,

Not to act in a manner that is detrimental to the mission and work of IYAK including:

A vote against this by-law amendment will leave it as it is worded currently

- ~~Actions~~ which would discredit IYAK including distributing or spamming membership lists;

A vote for this by-law amendment will change the above to read

Replace the word "actions" with "Any act that would"

A vote against this will leave it as it reads currently.

- Making disparaging, unethical or false statements on social media or with respect to IYAK and/or IYAK members;

A vote for this by-law amendment would add the following to the above statement:

- Making disparaging, unethical or false statements in person or otherwise on social media or email with respect to IYAK and/or IYAK members;

A vote against this will leave it as it reads.

Making unsubstantiated claims about yaks and/or yak products;

A vote for this by-law amendment would add the following to the above statement:

- Making unsubstantiated claims about IYAK.org; its board of directors or a members yaks-and/or yak products;

A vote against this will leave it as it reads.

Misrepresentation or misconduct in connection with breeding, registration, showing, and the purchase or sale of a yak; or,

A vote for this by-law amendment changes the above to read,

Make an internal Misrepresentation in connection with breeding, registration, showing, and the purchase or sale of a yak; or,

A vote against this will leave it as it reads currently.

**Article IV: Process for addressing a violation in the Code of Ethics**

A perceived violation of the Code of Ethics or questionable activity relating to the work and mission of IYAK by a member of IYAK should be reported in writing to the current President of the IYAK Board of Directors. The letter will be regarded as confidential.

A vote for this by-law amendment will change the above to read.

An alleged violation of the Code of Ethics or questionable activity relating to the work and mission of IYAK by a member of IYAK should be reported in writing to the current President of the IYAK Board of Directors. The letter will be regarded as confidential

A vote against this will leave it as it currently reads

The conference call is to be recorded with a summary transcript placed on file as part of the complaint.

A vote for this by-law amendment will change the above wording to:

The hearing shall be held by phone and recorded. The complainant shall state their case and offer any evidence they desire- the accused is then entitled to respond and offer any evidence they desire.

A vote against this will leave it as it currently reads

A vote for the following by-law amendment will delete the following from the code of ethics:

- ~~The conference call is to be recorded with a summary transcript placed on file as part of the complaint.~~
- ~~The summary transcript is to be reviewed and signed by the individual initiating the complaint for correctness.~~

~~Step 3: If the complaint is not worthy of any formal action the President of the Board and Chair of the Ethics Committee shall explain this in writing to the individual making the complaint.~~

- ~~If the individual objects to the dismissal of the complaint the individual may request that the charge be reviewed by the full Board of Directors.~~
- ~~If the Board determines the charge should be investigated, the matter will be referred to the Chair of the Ethics Committee and a letter will be sent to the complainant stating that the charge will be pursued.~~
- ~~If the Board believes the charge should not be pursued, the Board will send a letter to the complainant providing their rationale for their decision.~~
- ~~If the charge is not to be pursued, a letter shall be sent to the individual reported to explain to them their actions which resulted in a complaint being filed.~~
- ~~These actions are all confidential between the President of the Board, Chair of the Ethics Committee, the Board of Directors and the individual making the complaint and the person reported.~~

~~Step 4: If the President of the Board and the Chair of the Ethics Committee (or the Board if an appeal is made by the complainant for reconsideration of the charge) believe the complaint should be pursued, then the Chair of the Ethics Committee shall bring the complaint before the entire Ethics Committee.~~

~~a. .~~

~~If the Board of Directors agrees with the Ethics Committee's recommendation, it shall send a letter to the individual who made the complaint explaining why their complaint is not being pursued. A letter shall also be sent to the individual whose actions were reported explaining the actions which were of concern.~~

~~If the Board of Directors believes the complaint should be pursued, it shall refer the complaint back to the Ethics Committee to be investigated~~

A vote against this amendment will leave this as a part of the code of ethics.