

By-laws of the Association of Cameroonians Living in the Philippines

Chapter I: General Dispositions

Article 1: Name and Registered Office the Association of Cameroonians Living in the Philippines, hereinafter referred to as the Association, shall be a non-profit organization governed by these Rules and Regulations and by the laws in force. The registered office of the Association is located in the Philippines. The purpose of these internal regulations is to define disciplinary procedures and sanctions against members of the Association of Cameroonians Living in the Philippines who violate the Association's statutes.

Article 2: Objectives of the Association

1. To promote unity and solidarity among Cameroonians residing in the Philippines.
2. To facilitate the adaptation and social integration of Cameroonians in the Philippines.
3. Promote Cameroonian culture in the Philippines and strengthen cultural links between our community and many others.
4. To provide assistance and support to members of the Association in areas such as education, employment, health and housing.
5. To organize social, educational and cultural events for members of the Association and the wider community.

Chapter II: Membership

Article 3: Conditions of membership.

Any person of Cameroonian origin residing in the Philippines may apply to become a member of the Association of Cameroonians Resident in the Philippines.

Article 4: Membership procedure.

In order to become a member of the Association, a person resident in the Philippines must complete a membership application form, provide the required documents and pay the compulsory annual dues set by the General Assembly.

Article 5: Rights and duties of members.

1. Members of the Association shall have the right to participate in the activities of the Association, to make suggestions and to vote at General Meetings.

2. Members are obliged to comply with the Association's Articles of Association and internal rules, to pay their membership fees regularly and to contribute actively to the Association's activities.

Chapter III: Internal organization

Article 6: Membership of the Association

The organizational structures of the Association are:

1. The General Meeting, which brings together all the members of the Association.

2. The Executive Committee, composed of a President, a Vice-President, a General Secretary, a Treasurer and appointed members.

3. Commissions and working groups set up by the Executive Committee to carry out specific tasks.

Article 7: The General Meeting.

The General Meeting is the supreme decision-making body of the Association. It meets at least once a year and examines the activity and financial reports, elects the members of the Executive Committee and takes important decisions for the Association.

Article 8: The Executive Committee.

The Executive Committee is responsible for the day-to-day management of the Association. It is elected by the General Meeting for a 2-year term and meets regularly to take decisions on the Association's activities.

Chapter IV: Funding

Article 9: Funding of the Association

The Association is funded by membership subscriptions, donations, grants and income from events organized by the Association.

Chapter V: Discipline

Article 10: Settlement of disputes between members.

Any dispute between members of the Association must be resolved peacefully and respectfully. The parties involved are encouraged to use all available means of conciliation and to appeal to the Executive Board to resolve their differences through the channels indicated.

Article 11: Settlement of disputes between a member and a non-member.

In the event of a dispute between a member of the association and a non-member, the parties involved are invited to find a peaceful resolution. If necessary, the Executive Board may intervene to facilitate mediation and find a mutually beneficial solution.

Article 12: Non-compliance with disciplinary rules

Any member who breaches the Association's disciplinary rules is liable to sanctions. These sanctions may include formal warnings, temporary suspensions or even permanent exclusion from the association, depending on the seriousness of the violation.

The disciplinary measures governing the operation and management of the association's members in the event of conflict or discipline are as follows:

1. Verbal warning (or call to order in the forum): When a member breaks the rules of the association for the first time, a verbal warning will be given. This should serve as a reminder of the rules and encourage the member to rectify their behavior.
2. Written warning: If the deviant behavior persists after the verbal warning, a written warning will be issued by the Disciplinary Committee. This document must specify the nature of the offence, the possible consequences in the event of a repeat offence and the corrective measures to be taken.
3. Temporary suspension: In the event of a serious or repeated breach of the Association's rules, the Disciplinary Committee has the power to temporarily suspend a member. The length of the suspension will be determined according to the seriousness of the offence.
4. Temporary exclusion: If the situation persists despite the temporary suspension, temporary exclusion may be considered. In this case, the member will be excluded from the Association for a specified period, during which time he/she will not be entitled to the rights and privileges of membership.
5. Permanent exclusion: As a last resort, if a member continues to flagrantly infringe the rules or if their behavior seriously harms the association, permanent exclusion may be imposed. In this case, the member will no longer be able to take part in any of the association's activities, and their rights and privileges will be permanently revoked.

It is important to emphasize that all disciplinary measures will be taken impartially and in accordance with the rules and procedures set out in the Association's constitution. In addition, members will have the right to present their defense in disciplinary proceedings in order to guarantee their right to a fair hearing.

Article 13: Infringement of a member's moral or physical integrity

Any attack on the moral or physical integrity of a member of the association is strictly prohibited. Any member reported for such acts will be subject to an appropriate investigation, and if the allegations are proven, disciplinary sanctions will be applied accordingly.

Article 14: Procedures in the event of theft, fraud, extortion or influence peddling

Any member of the Association involved in acts of theft, fraud, extortion or influence peddling shall be thoroughly investigated by the Executive Committee and the competent authorities. Severe sanctions, including exclusion from the association and legal proceedings where appropriate, will be applied depending on the seriousness of the acts.

Article 15: Outrages against members and the Executive Committee

Any contempt, defamation or disrespectful behavior towards a member of the Association or the Executive Committee will be severely punished. Formal warnings, or even temporary or permanent exclusion, may be imposed on members who commit such acts.

Article 16: Non-compliance with financial penalties

Members of the Association are required to comply with the financial penalties imposed on them. Any failure to comply with these penalties will result in a worsening of the initial penalty, up to and including exclusion from the Association.

Article 17: Non-compliance with public morality and respect for freedom of expression

Members of the Association must comply with the standards of public morality and respect the freedom of expression of other members. Any behavior that is offensive, defamatory or harmful to the image of the Association or its members will be subject to disciplinary action.

Article 18: Publication of sensitive, obscene or degrading images.

It is strictly forbidden to publish sensitive, obscene or degrading images. Any member guilty of such publication will be subject to sanctions, including legal proceedings if necessary.

The publication of such images involving a member of the association without their prior consent will be severely punished.

Article 19: Promotion of hatred and division

The promotion of hatred, discrimination or division within the Association is totally unacceptable. Any member who engages in such practices will be subject to disciplinary action, up to and including exclusion from the association.

Chapter VI: Amendments to the internal by-laws and transitional and final clauses

Article 20: Amendment of the internal by-laws

These Internal Regulations may be amended by decision of the General Meeting. Amendments must be proposed by the Executive Committee or by at least one third of the members of the Association and must be approved by a two-thirds majority of the members present or represented at the General Meeting.

Article 21: Transitional and final provisions.

These internal regulations shall come into force immediately after their adoption by the Executive Board of the Association of Cameroonians Living in the Philippines. All members are required to comply with them under penalty of appropriate sanctions.

Done at Manila, on Jan 1, 2024.

The President of the Association Signature:

A handwritten signature in black ink, appearing to read "William Tema", written over a horizontal line.

Representative General Assembly. Signature: