

IRANIAN COMMUNITY MISSISSAUGA  
**By-Laws**



## Official Name and Introduction

Official name of this organization will be the Iranian Community Mississauga (ICM).

This is a cultural-social, Not-For-Profit organization that accepts all individuals no matter their religion, sexual orientation, gender or ethnicity. As a democratic institute ICM respect everyone's right to their opinions and ideology. However, any promotion of propaganda messages (religious, organizational, political, etc...) will not be tolerated as these go against the ICM's core values of inclusions. ICM adheres to all laws (Federal, Provincial and Municipal) and other policies (Human Rights, the Ontario Human Rights Code, etc.)

## Obligation

**Encouragement:** Advancing the interests of the Iranian Canadian community.

**Education:** Providing knowledge, resources and tools necessary to enable informed participation of our community in the Canadian system.

**Community Building:** Engaging Iranian Canadians in community work and connecting Iranian Canadian non- profit organizations with one another to encourage cooperation and coordination.

**Image Building:** Promoting Iranian culture and values and upholding the prestige, dignity and success of Iranian Canadians.

## Goals

ICM's main objective is to encourage solidarity amongst Iranians, participate in Iranian and Canadian events, and promote Iranian culture (art, history, language, etc...). ICM wish to create a space for Iranians along with the many great cultures present in Mississauga.

## Other goals include:

- Providing newcomers with a welcoming community and social support
- To strengthen cross-cultural relations between Iranian and Canadian culture and other cultures within the community
- Assist members to get in touch with public and private organizations
- To celebrate with the community and educate individuals on Iranian culture
- Establish educational programs such as Farsi and English classes

## Annual General Assembly Meetings

Annual General Assembly Meetings will be held during the Last week of January. The city will be informed with a minimum of 21 days' notice.

Any changes to the Executive Board or contact information will be provided to the city immediately.

All members will be informed with a minimum of 21 days' notice by Email, ICM website or ICM Channel.

Each member in good standing and over the age of 18 are eligible to vote.

Each member having one vote at the meetings.

Residency of members will be checked by the board of director.

To have a valid Annual General Meeting the standard quorum for an AGM is 50% Plus 1 of members. If the quorum is not reached on the first two attempts to hold the AGM, the quorum is reduced to 30% on the third and on any subsequent attempts.

## Board of Directors

Five members of the Board of Directors will be elected every Four years at the meeting of General Assembly Meeting. (The number of Boards of Directors may be increase to seven in the future, or the Board may be changed to the close board if it helps for better operation)

The board members will respect confidentiality of information received in the course of meetings and activities and adhere to the Ontario Human Rights Code as amended.

The board member will not speak on behalf of the association unless designated by the Chair or the Board as a whole.

They treat fellow Board members with respect and listen to their points of view.

Boards will be identified conflict of interest on every Meeting Agenda, following approval of Agenda and Previous Minutes.

Applicable Board members and Directors will make decisions fairly, impartially and promptly, considering all available information, legislation, policies and procedures and will declare a conflict of interest and refrain from voting when a conflict of interest occurs, even if it is perceived.

Board Directors will declare a potential conflict of interest and refrain from discussion and voting when a true or perceived conflict of interest exists.

If board members resign or step down before their designated terms a written resignation must be send to board CEO (President). Seats filled by Board vote will come up for election at the next annual meeting, regardless of when the resigning Board member would have been up for re-election.

The following positions are to be filled:

1. Chief Executive Officer -President
2. Vice President
3. Secretary
4. Treasurer
5. Public Relations Officer

There is the possibility to change based on the Board of director decisions.

## **Eligibility to apply for Board of Directors:**

- Have knowledge of English Language
- Member of the ICM for at least one year
- Legal resident of Canada
- Present at general meetings and accept nomination
- Legal resident of Mississauga or owned business in Mississauga
- Act as a director after the election
- Act for the best interest of the ICM prevail over the directors personal or business interests.

- Being a Mississauga residence or having a business in Mississauga.

## Programs & Events

ICM will host a multitude of programs and events. These include:

### Celebrating Canadian and Iranian holidays:

- New Year - January 1
- Family Day - February
- International Women's Day - March 8
- Nowruz - First Day of Spring (March)
- Canada Day - July 1
- Mehregan - Fall Festival (September)
- Halloween - October
- International Children's Day - November
- Yalda - Winter Festival (December)

## Programs for the community include the following:

- English and Farsi language classes
- Persian dance class
- Persian music class
- Kids Art & Craft Classes (Haft-Sin, Nowruz decoration)
- Persian Storytime and Movie Nights
- TOEFL exam prep
- Resume editing and workshops
- Persian reading, writing

## Membership

ICM invites anyone to join the organization if they so choose.

To become a member:

- Must fill out membership form
- Regular membership fee of \$20/year
- Business membership fee \$50/year
- Must be 18 years of age
- If membership fee isn't paid on time additional fee will be apply and voting right may be affected (all fees will be due end of the March of each year)
- Non-residence of Mississauga may be eligible to be an honorary non-voting member, they cannot be elected. Iranian or non-Iranian individuals, who are interested in promoting ICM goals and activities, may receive this title upon the Board's approval.
- Act ethically, with honesty and integrity, in the best interests of [the group] at all times
- Treat colleagues with respect, courtesy, honesty and fairness, and have proper regard
- Not disclose official information or documents acquired through membership of the board, other than as required by law or where agreed by decision of the board
- Not make any unauthorized public statements regarding the business of [the group]
- Support the formal decisions of the board made in its meetings
- understand that breaches of this Code may result in disciplinary action, up to and including suspension of membership

Members will get suspended or terminated from the organization if any of the following occur:

- Membership fees left unpaid
- Any breach of rules and regulations of the constitution of this association
- Any harassment, or violating between members of the ICM or others
- If a member conduct is questionable (determined by the board)
- Missed meeting without reasonable cause

## Conflict Resolution

Any Complaints will be received, verbally, by phone or Email or in writing regarding behavior of a Member, breach of Code of Conduct by another Member, fees, etc, information will be handled confidentially, and will be documented in the meeting minutes, in a fair-minded and respectful manner. The board of directors review the complaint at their next board meeting or call a special meeting if needed.

The member should email the president in writing if the complaint is against the board of directors.

The member should email the secretary or vice president in writing if the complaint is against the president.

The member can appeal the decision of the board in special meeting of the membership of the organization that called by president, the decision will be final after that.

If the issue is not resolved consulting may be requiring.

A respond to the complaint will be provided within 30 days, the acknowledge receipt of the complaint will be provided within 10 days.

The Board of Director will be decided on the membership fee for each year, whether this being lowering, increasing or remaining with the current fee.

Membership application will be found on the ICM web page and ICM Channel.

ICM Web site:

[www.iraniancommunitymississauga.org](http://www.iraniancommunitymississauga.org)

ICM Channel:

<https://t.me/Iraniancommunityofmississauga>

**Chief Executive Officer (President): Ziba Ghaibi Boveiri**  
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