



NATIONAL HO YOUTH MEET (NHYM) INDIA

ਨੈਸ਼ਨਲ ਹੋ ਯੂਥ ਮੀਟ ਭਾਰਤ

GOVERNANCE GUIDELINES & BY-LAWS

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NHYM
— INDIA —
ਨੈਸ਼ਨਲ ਹੋ ਯੂਥ ਮੀਟ

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PURPOSE OF THIS DOCUMENT

These Guidelines & By-laws establish the institutional governance framework of NHYM India. Detailed event-execution procedures shall be maintained separately in the NHYM Event Management Manual, Finance SOPs, Code of Conduct, Safeguarding Policy, Hosting Agreement and other approved operational documents.

1. NAME, IDENTITY AND NATURE

1.1 The organisation shall be known as the National Ho Youth Meet, abbreviated as NHYM India or NHYM.

1.2 NHYM is a Ho youth-led, community-oriented platform for interaction, leadership, learning, cultural exchange, networking, collective participation, unity and community building.

1.3 NHYM shall function as a non-profit, non-partisan and community-oriented body and shall not operate for private financial benefit.

1.4 NHYM began as a youth initiative in 2013 and shall maintain an institutional archive of its activities, events, decisions and financial records wherever records can be obtained and verified.

1.5 Until formal legal registration, NHYM shall function as an unregistered voluntary body governed by these By-laws and approved policies. After registration, these By-laws shall be aligned with applicable law and registered constitutional documents.

2. VISION AND MISSION

2.1 NHYM aims to build a connected, informed, confident and responsible Ho youth community.

2.2 NHYM shall provide spaces for youth to meet, learn, discuss, create, lead, collaborate and develop practical solutions for community needs.

2.3 NHYM shall encourage peaceful, democratic and lawful action against injustice, discrimination, displacement, exploitation and environmental harm.

2.4 NHYM shall promote dignity, cultural identity, language, knowledge, heritage, environment, social responsibility and opportunities for present and future generations.

3. CORE PRINCIPLES

3.1 Integrity, honesty, accountability and responsible stewardship of funds and resources.

3.2 Respect, equality, inclusion, dignity, safety and non-discrimination.

3.3 Participation, transparency, documented decision-making and collective responsibility.

3.4 Youth leadership with guidance from experienced persons, professionals and community institutions.

3.5 Independence from political parties, private interests and personal financial influence.

3.6 Decisions shall serve NHYM's objectives rather than personal, family, factional or commercial interests.

4. OBJECTS AND ACTIVITIES 4. ZOEVHLK J1J JHLFYFLFVK

4.1 NHYM may organise the Annual NHYM, Mini-NHYM programmes, workshops, seminars, training, cultural programmes, youth exchanges, research, documentation, campaigns, community projects and other lawful activities consistent with its mission.

4.2 NHYM may undertake projects on education, culture, language, arts, media, environment, livelihoods, leadership, technology, research, documentation and community development.

4.3 NHYM may collaborate with Ho organisations, Adivasi/Indigenous/tribal organisations, educational institutions, civil society organisations, companies, government bodies and international organisations, subject to its independence and rules.

4.4 NHYM may seek grants, CSR support, sponsorships, donations, membership contributions, registration fees and other lawful sources of funds.

4.5 NHYM may appoint legal experts, accountants, technical experts, trainers, researchers and other specialists where necessary.

5. PROJECTS, GRANTS AND SUSTAINABILITY 2. UTZEVHLK, 1TJ1LK J1J KLKLF1JOFDFLJ

5.1 Projects may be proposed by the GB, AC, members, departments, host teams or authorised project committees and shall require approval under the applicable delegation of authority.

5.2 Project proposals should state objectives, activities, beneficiaries, budget, funding source, responsible persons, timeline, risks and reporting arrangements.

5.3 NHYM shall build sustainable institutional capacity so legitimate work can continue beyond individual events.

5.4 Project-specific committees, accounts or procedures may be created where required by law, donor conditions or project needs.

6. MEMBERSHIP W. 1V1OVTKUFU

6.1 A General Member is a Ho person who supports NHYM objectives, completes the official membership process, is accepted under the approved procedure, pays the applicable contribution and agrees to follow these By-laws and the Code of Conduct.

6.2 Proposed General Membership contribution: ₹50 per month or ₹600 per year, unless amended under Section 35.

6.3 Lifetime Membership may be available through the official process upon a one-time contribution of ₹10,000, subject to acceptance.

6.4 General and Lifetime Members may receive official updates, volunteer in NHYM activities and join authorised digital groups.

6.5 General and Lifetime Members may vote on the annual NHYM theme and other matters expressly opened by the GB to wider membership.

6.6 They shall not vote on matters reserved for the GB or AC unless these By-laws expressly provide otherwise.

6.7 Membership is distinct from event registration. Event participation requires separate registration or an authorised pass/waiver.

6.8 Eligible members may apply for future GB or AC positions through official selection. Membership does not guarantee selection.

7. ORGANISATIONAL STRUCTURE

7.1 NHYM shall have a Governing Body (GB), Advisory Committee (AC), General and Lifetime Members, and temporary LOCs, departments and project/event committees as required.

7.2 The GB is the principal governing and decision-making body.

7.3 The AC is an advisory body and is not a parallel governing authority.

7.4 Before registration, NHYM shall have at least five persons collectively serving in governing/advisory oversight roles. The long-term GB shall have 7–13 members.

7.5 The AC shall have 5–21 members.

8. GOVERNING BODY

8.1 The GB shall consist of not fewer than 7 and not more than 13 members.

8.2 The GB is responsible for strategy, governance, institutional continuity, major financial decisions, hosting decisions, policy, oversight, official communication and protection of NHYM's objectives.

8.3 The GB may create working roles and portfolios according to organisational needs.

8.4 GB members shall actively participate in NHYM work and shall not be limited to ceremonial or supervisory roles.

8.5 No person shall use NHYM office primarily for personal, political or commercial benefit.

9. GB SELECTION, APPOINTMENT, TENURE AND REVIEW **9.10 47074LFZ1, 7UUF1L471L, L71LT7 712 TVYF71**

9.1 The GB shall consist of not fewer than 7 and not more than 13 members.

9.2 New GB members shall normally be selected through a transparent selection process approved and conducted by NHYM.

9.3 When positions become available, NHYM may publish an official online application form, including Google Forms, Microsoft Forms or another platform approved by the GB.

9.4 Applications may collect educational and work background, community experience, leadership and teamwork experience, understanding of NHYM, availability, technical/professional skills, communication skills, previous contribution and other relevant information.

9.5 Shortlisted applicants may be invited for an interview or structured interaction. Interviews may normally be conducted online through an approved video-conferencing platform.

9.6 The selection process may assess soft skills and technical/professional skills, including leadership, communication, teamwork, problem-solving, organisational ability, digital/media skills, financial knowledge, legal knowledge, documentation, language/cultural knowledge and other relevant skills.

9.7 Written applications, skills assessments and interviews may be evaluated through a documented scoring or assessment system approved for the selection cycle.

9.8 The selection team shall maintain appropriate records of applications, assessments, interviews and recommendations.

9.9 Final appointment shall be made through the authorised NHYM decision-making process after completion of the selection process.

9.10 Selection may consider the overall needs of the GB, including diversity of skills, experience, geographical representation, youth participation, gender balance where reasonably possible, community engagement and ability to work collectively.

9.11 No applicant has an automatic right to GB membership merely because they applied, attended an interview, received a particular assessment score or previously volunteered.

9.12 Selection shall be fair and shall not discriminate on irrelevant personal grounds.

9.13 The normal GB tenure shall be 3 years.

9.14 The performance and participation of every GB member shall be reviewed at least annually.

9.15 During or before completion of the third year, the full three-year contribution of each member shall be reviewed for continuation, replacement or discontinuation under the approved procedure.

10. GB PROBATION AND CONFIRMATION ॥. 10 UTZOLLFZ1 J1r 4Z1UFT1JLFZ1

10.1 A selected candidate may be appointed on a 3-month or 6-month probationary period where additional assessment is considered appropriate.

10.2 During probation, participation, conduct, responsibility, teamwork, performance and ability to fulfil GB duties shall be assessed.

10.3 At the end of probation, the authorised body may confirm the person, extend assessment where justified, or discontinue the appointment.

10.4 Upon confirmation, the member shall normally serve a 3-year GB term subject to annual review.

10.5 Probation shall not be used to bypass the formal selection process.

11. GB OFFICE-BEARERS ॥. 10 ZUUF4V-0VJTVTk

11.1 The GB may designate President/Chairperson, Vice-President/Vice-Chairperson, General Secretary, Joint/Deputy Secretary, Treasurer and other officers as required.

11.2 Titles may be adapted provided responsibilities remain clear.

11.3 The Treasurer oversees financial control and reporting. The Secretary oversees records and may be assigned institutional registration and Media/Communication functions.

12. GB RESPONSIBILITIES ॥. 10 TVkUZ1kF0F0FLF7k

12.1 Approve strategy, policies, annual plans, budgets, major projects and major partnerships.

12.2 Call and evaluate hosting applications, grant hosting rights, coordinate with host teams and terminate hosting rights when necessary.

12.3 Maintain official records, website, social media, membership records, financial records and archives.

12.4 Oversee Annual NHYM, Mini-NHYM, workshops and other programmes.

12.5 Protect independence, reputation, safety, finances and continuity.

12.6 Ensure major decisions are documented and communicated through authorised channels.

13. ADVISORY COMMITTEE ॥. JYFKZTH 4Z11FLLV7

13.1 The AC shall have 5–21 members.

13.2 It provides advice, institutional memory, technical/community guidance and assistance on issues referred by the GB.

13.3 It may include former GB members, experienced Ho community members, intellectuals, professionals, youth leaders and well-wishers.

16.2 GB may appoint GB/AC coordinators for major departments.

16.3 Coordinators shall support communication, reporting, timelines, problem-solving and compliance.

16.4 GB shall actively participate in major and important minor LOC activities while local execution remains with LOC.

17. DEPARTMENTS

17.1 Departments may include Finance; Registration & Participant Coordination; Media & Communication; Programme & Cultural; Accommodation & Hospitality; Food & Catering; Transportation; Venue & Logistics; Security & Safety; Medical & Emergency; Electricity & Technical; Documentation; Fundraising & Sponsorship; and Volunteer Coordination.

17.2 Departments may be combined or expanded with GB approval.

17.3 Every department shall have a head, at least 3 people, clear responsibilities and a reporting line.

17.4 Each department shall conduct planning/functioning meetings and maintain records.

18. ANNUAL NHYM

18.1 Annual NHYM shall normally be a 2- or 3-day camp-based youth programme focused on participation, learning, interaction, culture, leadership and collective activities.

18.2 It shall not be reduced to an auditorium-only programme.

18.3 From 2027 onward, NHYM shall move to a strict camp-based model with integrated accommodation, food, activities, safety and camp infrastructure.

18.4 If no applicant team can provide a feasible camp-based programme from 2027 onward, GB may organise the Annual NHYM itself at a suitable location.

18.5 Annual NHYM shall be funded mainly through participant registration fees, sponsorships, CSR support and donations.

19. MINI-NHYM AND YEAR-ROUND PROGRAMMES

19.1 NHYM shall work towards Mini-NHYM programmes, workshops, seminars, exchanges and learning activities throughout the year.

19.2 These shall connect Ho youth and provide regular opportunities for social interaction, learning, leadership and collaboration.

19.3 Projects may be local, national or international where lawful and feasible.

20. HOSTING OF ANNUAL NYHM 20. ඉදිරිපත් කිරීමේ අයිතිය සහ අවසරය

20.1 Only GB may call for hosting applications and grant or withdraw hosting rights.

20.2 The process may include proposal, document review, team interaction/interview, preparedness assessment, venue/facility inspection and final GB approval.

20.3 Host teams must demonstrate leadership, volunteers, accommodation/camp capacity, infrastructure, financial planning, safety arrangements and willingness to comply.

20.4 A team shall not publicly announce itself as final host until GB formally approves hosting.

20.5 After confirmation, GB may establish an authorised host-team digital coordination group and add verified LOC members/volunteers.

20.6 LOC shall include GB in major decisions and before major public/media announcements.

21. ANNUAL THEME 21. අවසරය ලබාදීම

21.1 Theme selection shall occur after host city/team is formally finalised.

21.2 Theme voting shall be conducted through the official NYHM website or another GB-authorised platform.

21.3 General and Lifetime Members may participate under the announced procedure.

22. HOST TEAM-GB RELATIONSHIP 22. ඉදිරිපත් කිරීමේ අයිතිය සහ අවසරය

22.1 GB is the highest institutional authority; LOC is the principal local execution authority.

22.2 LOC shall not make material decisions affecting NYHM identity, finance, safety, programme structure or public representation without required GB coordination/approval.

22.3 A weekly GB-LOC coordination meeting shall be held after host confirmation until completion, unless GB decides otherwise.

22.4 GB and AC shall reach out to Ho organisations across India to encourage participation after host confirmation.

23. NATIONAL OUTREACH 23. ඉදිරිපත් කිරීමේ අයිතිය සහ අවසරය

23.1 NYHM shall connect Ho community organisations, youth groups and institutions across India.

23.2 Official outreach shall be conducted by GB or persons authorised by GB.

23.3 NYHM may build relationships with wider Adivasi, Indigenous and tribal organisations in India and internationally while preserving its Ho identity and independence.

24. EVENT REGISTRATION AND PARTICIPANT DATA २४. व्यक्तील त्रनिक्लतुल्लुतुलु लुलु उतुल्लुतुलुलु लुलु

24.1 Event registration is separate from NYHM membership.

24.2 Each year LOC shall normally publish an official online registration form, such as a Google Form or another GB-approved system.

24.3 Spot registration may be available on all event days subject to capacity, safety and resources.

24.4 Online registrants may choose/request accommodation where the event structure provides it.

24.5 Spot registrants may receive accommodation only where resources are available and LOC/host team can provide it; it is not an automatic right.

24.6 From 2027, advance registration shall be the normal basis for camp accommodation and participant planning; routine accommodation for spot registrants shall not be entertained.

24.7 The LOC Head of Media/Registration and the GB-appointed Coordinator shall jointly monitor the registration system and live participant data.

24.8 Entry may use IDs, badges, wristbands, QR codes, tickets, passes or similar controls.

24.9 Unregistered persons shall not be treated as authorised participants or receive participant facilities merely by entering the event area. LOC may issue controlled spectator/visitor passes for public or cultural programmes.

24.10 Local youth, district residents and families may receive reduced fees or controlled passes as decided within the approved plan.

24.11 Future selection criteria may include birth year/age, education, regional representation, gender balance, community activity, skills, interest, prior participation or other reasonable criteria. Criteria shall be jointly approved/communicated and fairly applied.

25. PARTICIPANT CATEGORIES AND REGISTRATION FEES २५. उतुल्लुतुलुलु लुलु त्रनिक्लतुलुलु लुलु

25.1 LOC may create categories such as students, service holders, social activists/workers, homemakers, self-employed persons, professionals, researchers, unemployed youth and other suitable categories.

25.2 Registration fees shall consider participants, accommodation, food, venue, transport, camp infrastructure, safety, medical, technical, cultural, administration and contingency costs.

25.3 A planning estimate may use: expected event budget ÷ expected fee-paying participants, adjusted for confirmed sponsorships/CSR/donations.

25.4 Registration fees primarily cover legitimate event and participant costs and are not personal profit.

25.5 GB guides reasonable fees; LOC prepares the detailed budget and should avoid unnecessary deficit/debt.

26. FINANCIAL GOVERNANCE **ਅਧ. ੨੬. ਖਰਚੇ ਦੀ ਪਾਰਦਰਸ਼ੀਤਾ**

26.1 NHYM shall maintain transparent, documented and accountable financial practices.

26.2 Host team shall maintain an event bank account in its own name or use the existing account of the organisation through which hosting was proposed, where appropriate and documented.

26.3 A structured probable-expense budget shall be prepared before major fundraising/spending.

26.4 All online and cash funds shall be recorded and submitted/credited to the Treasurer or authorised finance system.

26.5 Major and minor credits/debits shall be recorded and shared through the approved reporting process.

26.6 Bills and transaction evidence shall be retained.

27. EVENT EXPENDITURE CONTROLS **ਅਧ. ੨੭. ਵੇਰਵੇ ਦੀ ਪਾਰਦਰਸ਼ੀਤਾ**

27.1 Treasurer is Chief of Finance, supported by Vice-Treasurer/finance team.

27.2 Major bills exceeding ₹2,000 shall normally be paid only by Treasurer or authorised finance associates.

27.3 Minor expenses up to ₹2,000 may be paid by authorised persons where necessary, but proof shall be submitted to Treasurer the same day.

27.4 Detailed operational controls shall be in the Event Management Manual/Finance SOP.

28. SURPLUS AND DEFICIT **ਅਧ. ੨੮. ਪ੍ਰਾਪਤੀ ਅਤੇ ਨੁਕਸਾਨ**

28.1 Final accounts shall determine post-event surplus or deficit.

28.2 If there is a genuine post-expense surplus, 20% shall be transferred to NHYM India Fund for future programmes and organisational development.

28.3 If there is a genuine deficit/debt, GB shall arrange an amount equal to 20% of the total deficit for the LOC/host team as institutional support, subject to available resources and lawful arrangements.

28.4 The 20% ratio may be changed only with approval of at least two-thirds of the full authorised GB strength.

28.5 Final event accounts shall be documented and, where appropriate, published.

29. DONATIONS, SPONSORSHIPS AND CSR **ਅਧ. ੨੯. ਭੇਦਾਨ, ਸਪੋਨਸਰਸ਼ਿਪ ਅਤੇ ਸਮਾਜਿਕ ਜ਼ਿੰਮੇਵਾਰੀ**

29.1 NHYM may accept lawful donations, sponsorships and CSR support.

29.2 Funding conditions shall not compromise independence, dignity, safety or programme integrity.

29.3 Sponsors may receive reasonable acknowledgement such as name, logo or banner where approved.

29.4 Funding shall not automatically entitle a donor, sponsor or political/public figure to stage time, decision-making authority or preferential treatment.

29.5 Fundraising information shall not be concealed from responsible finance authorities.

30. REPRESENTATION AND MEMBER SUPPORT **ᱡᱷᱟᱨᱠᱷᱚᱸᱰᱽ ᱡᱷᱟᱨᱠᱷᱚᱸᱰᱽ ᱡᱷᱟᱨᱠᱷᱚᱸᱰᱽ ᱡᱷᱟᱨᱠᱷᱚᱸᱰᱽ**

30.1 GB/AC members shall be reasonably reimbursed for genuine authorised NHYM expenses, subject to funds, limits and documentation.

30.2 Official representatives may receive reasonable accommodation, transport, meals and related support for authorised NHYM work.

30.3 Reimbursement is not salary unless a separate lawful arrangement is approved.

31. GB/AC PHYSICAL MEETINGS **ᱡᱷᱟᱨᱠᱷᱚᱸᱰᱽ ᱡᱷᱟᱨᱠᱷᱚᱸᱰᱽ ᱡᱷᱟᱨᱠᱷᱚᱸᱰᱽ**

31.1 Separate annual or quarterly physical GB/AC meetings may be held anywhere in India for coordination, bonding, planning and outreach.

31.2 Approved expenses may be paid from NHYM India Fund subject to availability and controls.

31.3 After each such meeting, a website report should cover agenda, achievements, decisions and outputs.

32. ONLINE AND DIGITAL MEETINGS **ᱡᱷᱟᱨᱠᱷᱚᱸᱰᱽ ᱡᱷᱟᱨᱠᱷᱚᱸᱰᱽ ᱡᱷᱟᱨᱠᱷᱚᱸᱰᱽ**

32.1 NHYM may conduct GB, AC, selection committee, project committee, LOC, department and other authorised meetings through online platforms.

32.2 Online meetings may use video-conferencing or other digital systems approved by the responsible body.

32.3 A properly convened online meeting has the same institutional validity as a physical meeting, subject to applicable quorum and voting requirements.

32.4 Online meetings may be used for routine governance, planning, coordination, interviews, selection, review, training and other NHYM activities where physical presence is not necessary.

32.5 Attendance, agenda, important discussions, decisions and assigned responsibilities shall be documented.

32.6 Minutes of official online meetings shall normally be prepared and shared within 24 hours.

32.7 Physical meetings may be held where direct interaction, venue inspection, community outreach or other circumstances make them more appropriate.

33. OFFICIAL EMAIL AND DIGITAL SYSTEMS ၎၎. ၵၵၵၵၵၵၵ ၵၵၵၵ ၵၵၵ ၵၵၵၵၵၵ ၵၵၵၵၵၵ

33.1 NHYM shall maintain official organisational email accounts and digital systems.

33.2 A common official AC email shall be maintained.

33.3 GB members shall receive organisational email access where needed; access is not mandatory for every member.

33.4 AC access shall be provided only where required for work, subject to GB oversight/security.

33.5 Official announcements shall be issued through authorised NHYM channels. Unauthorised WhatsApp/Telegram groups shall not represent themselves as official decision-making forums.

34. ANNUAL COMMUNITY GENERAL MEETING ၎၎. ၵၵၵၵၵ ၵၵၵၵၵၵၵ ၵၵၵၵၵၵ ၵၵၵၵၵၵ

34.1 The principal Annual Community General Meeting shall normally be held during the Annual NHYM to reduce expense and maximise youth participation.

34.2 It may consider annual reports, community matters, membership contribution proposals and future priorities.

34.3 Separate GB/AC governance meetings may be held as necessary.

35. MEMBERSHIP FEE AMENDMENT ၎၎. ၵၵၵၵၵၵၵၵ ၵၵၵ ၵၵၵၵၵၵၵၵ

35.1 Membership contributions may be reviewed at the Annual Community General Meeting during Annual NHYM.

35.2 General Members, Lifetime Members, event participants, GB and AC members may participate in discussion according to meeting procedure.

35.3 Formal changes shall be documented in minutes and implemented through the official membership system.

36. PURPOSE OF HOLDING THE COMMUNITY MEETING DURING NHYM ၎၎. ၵၵၵၵၵၵ ၵၵ ၵၵၵၵၵၵၵၵ ၵၵၵၵၵၵ ၵၵၵၵၵၵ ၵၵၵၵ

36.1 It reduces separate travel and venue costs.

36.2 It enables youth from different regions to participate directly.

36.3 It keeps governance connected with the wider community.

37. DOCUMENTATION AND MINUTES 37. འཇགས་འཇུག་ལྟ་སྟངས་ཀྱི་ འཕྲིམ་འཇགས་

37.1 Every official NHYM meeting, online or physical, shall be documented.

37.2 This applies to GB, AC, LOC, departments, project committees and other official meetings.

37.3 Minutes shall normally be prepared and shared within 24 hours.

37.4 Minutes shall record date, participants, agenda, key discussion points, decisions, responsibilities and timelines where applicable.

38. ARCHIVES AND INSTITUTIONAL MEMORY 38. རྒྱུ་མཚན་ལྟ་སྟངས་ ཀྱི་ རྒྱུ་མཚན་ལྟ་སྟངས་

38.1 NHYM shall maintain an archive of events, photographs, videos, reports, proposals, budgets, accounts, minutes, participant records and major decisions.

38.2 GB and AC shall work to recover and organise records from 2013 onward.

38.3 Verified historical financial information shall be published where available and appropriate.

39. SOCIAL MEDIA AND PUBLIC COMMUNICATION 39. རྒྱུ་མཚན་ལྟ་སྟངས་ ཀྱི་ རྒྱུ་མཚན་ལྟ་སྟངས་

39.1 Official NHYM digital channels shall remain active throughout the year.

39.2 Official website: nhymindia.in. Official social accounts shall be maintained by authorised NHYM teams.

39.3 A designated media team shall maintain communication and engagement.

39.4 Major programme updates should be communicated publicly where appropriate.

40. DATA, PRIVACY AND CONFIDENTIALITY 40. རྒྱུ་མཚན་ལྟ་སྟངས་ ཀྱི་ རྒྱུ་མཚན་ལྟ་སྟངས་

40.1 Participant/member data shall be collected only for legitimate NHYM purposes.

40.2 Personal information shall be accessed only by authorised persons who need it.

40.3 Sensitive complaints, financial and confidential records shall be protected and disclosed only when authorised or legally required.

41. CONFLICT OF INTEREST 41. རྒྱུ་མཚན་ལྟ་སྟངས་ ཀྱི་ རྒྱུ་མཚན་ལྟ་སྟངས་

41.1 GB, AC, LOC and committee members shall disclose actual, potential or perceived conflicts promptly.

41.2 Conflicts shall be recorded where appropriate.

41.3 A person with a material conflict shall not influence or vote on the affected decision unless a documented procedure permits it.

42. COMPLAINTS, ALLEGATIONS AND FRAUD 48. ԳԶԱՍԾՆԳԻԼԷ, ՆԾԾՆՈՂԼԲԶՆԷ ՆՐԵՍԵՐՆԵՐ

42.2 This includes allegations of fraud, financial misconduct, abuse of authority, serious misconduct and similar matters.

42.4 Independent legal, financial, safeguarding or technical experts may be added where necessary.

42.5 A person facing a serious allegation shall receive reasonable notice and an opportunity to respond before final disciplinary action, except where temporary protective measures are necessary.

43.1 NHYM shall encourage good-faith reporting of serious financial, ethical, safeguarding or governance concerns.

43.3 Knowingly false or malicious complaints may themselves be reviewed.

44. CODE OF CONDUCT 44. ԳԶՆՎ ՉՍ ԳԶՆՎԼԳԼ

44.2 Harassment, discrimination, intimidation, violence, financial dishonesty and abuse of organisational position shall not be tolerated.

45. POLITICAL NEUTRALITY 42. UZÐFLF4JÐ 1VLJTJÐFLH

45.2 NHYM may discuss public issues, rights, culture, environment, development and community concerns lawfully and educationally.

45.3 No office-holder shall use official NHYM resources/platforms to promote a political party or candidate.

45.4 This does not restrict individual members' personal civic or political rights outside their NHYM role.

46. ENVIRONMENT AND COMMUNITY RESPONSIBILITY 46. བའི་ཡུལ་གྱི་འཕེལ་འགྲོ་བའི་ལས་ཁུངས་ཀྱི་འཕེལ་འགྲོ་བའི་ལས་ཁུངས་

46.1 NHYM programmes should minimise avoidable environmental harm and promote responsible resource use.

46.2 Host teams should plan waste management, water, energy, sanitation, local community relations and safety.

46.3 NHYM shall respect local communities, land, culture and lawful requirements.

47. NON-HO PARTICIPATION 47. འཇིགས་མེད་ཀྱི་ཡུལ་གྱི་འཕེལ་འགྲོ་བའི་ལས་ཁུངས་

47.1 NHYM is primarily a Ho community youth platform.

47.2 Non-Ho persons may participate/attend under special circumstances with approval of both LOC and GB.

47.3 Such participation shall respect NHYM identity, rules, safety and programme objectives.

48. PROFESSIONAL AND TECHNICAL SUPPORT 48. རྒྱུ་འཕེལ་འགྲོ་བའི་ལས་ཁུངས་ཀྱི་འཕེལ་འགྲོ་བའི་ལས་ཁུངས་

48.1 NHYM may appoint legal, financial, technical, media, research, training, safeguarding and other professionals.

48.2 Professional support operates within defined responsibilities and does not displace GB authority.

49. DELEGATION OF AUTHORITY 49. རྒྱུ་འཕེལ་འགྲོ་བའི་ལས་ཁུངས་ཀྱི་འཕེལ་འགྲོ་བའི་ལས་ཁུངས་

49.1 GB may delegate defined responsibilities to office-bearers, coordinators, committees, departments or authorised representatives.

49.2 Delegation does not transfer ultimate accountability for the matter.

49.3 Delegated persons shall report back within the required timeframe.

50. RISK MANAGEMENT 50. རྒྱུ་འཕེལ་འགྲོ་བའི་ལས་ཁུངས་ཀྱི་འཕེལ་འགྲོ་བའི་ལས་ཁུངས་

50.1 NHYM shall identify and manage financial, legal, safety, medical, reputational, operational, environmental, safeguarding and data risks.

50.3 GB may suspend, modify or cancel an activity where serious risks cannot reasonably be controlled.

51.1 When financially sustainable, NHYM may establish a dedicated office in the name of NHYM India.

51.3 The office is an organisational asset and not personal property.

52.1 NHYM may establish partnerships consistent with its mission.

52.3 Major institutional partnerships require GB approval and documentation.

53.2 NHYM name, logo, website, social media, records and institutional assets shall be used only for authorised purposes.

54. TERMINATION OF HOSTING RIGHTS 54. LVTΔF1JLFZ1 ZU UZKLF11 TF1U1K

54.2 Where practicable, the host team shall receive notice and an opportunity to correct the concern.

54.3 Immediate protective action may be taken where serious financial, legal, safety or reputational risk exists.

55.1 NHYM shall work towards formal legal registration under an appropriate legal structure.

55.2 The Societies Registration Act, 1860 may be considered, subject to applicable state law, amendments, eligibility and professional legal advice.

55.3 The central Act provides for societies formed by seven or more persons for qualifying purposes and specifies memorandum/rules requirements. State-specific requirements must be followed at registration.

55.4 After registration, registered constitutional documents and applicable law shall prevail where legally required.

56. BANKING, ASSETS AND PROPERTY 26. བོད་ལྷན་ཁག་གི་ཕྱི་རྒྱུ་ལྷན་ཁག་

56.1 NHYM shall establish an official bank account in its name with a regulated/national bank when legally and practically possible.

56.2 Separate project accounts may be maintained where required by law, donor conditions or project needs.

56.3 NHYM assets shall be used only for authorised purposes.

56.4 No member shall claim personal ownership of NHYM assets because they purchased, stored or managed them for NHYM.

57. DISSOLUTION 27. རྒྱུ་ལྷན་ཁག་གི་འགོ་བཙུག་

57.1 NHYM may be dissolved only through a properly convened special decision under applicable law and these By-laws.

57.2 After lawful liabilities are settled, remaining assets shall not be distributed among members and shall be transferred/applied to a lawful organisation or purpose consistent with NHYM objectives, subject to applicable law.

58. AMENDMENT OF BY-LAWS 28. རྒྱུ་ལྷན་ཁག་གི་འགོ་བཙུག་

58.1 GB may propose amendments.

58.2 Amendment requires quorum of at least two-thirds of the full authorised GB strength.

58.3 Amendment requires affirmative approval of at least two-thirds of the full authorised GB strength.

58.4 AC and wider membership may be consulted; significant amendments should be communicated before decision where practicable.

58.5 No amendment may conflict with applicable law or registered constitutional documents.

59. SPECIAL GOVERNANCE QUORUM AND VOTING 20. ລຸດຖະໜະ ນີຢຸດຕິສົມບັດ ຢູ່ ຢູ່ ຢູ່ ຢູ່

59.1 Ordinary GB decisions require participation of more than 50% of current voting strength unless a higher requirement is specified.

59.2 For removal/termination of a GB member, removal/termination of an AC member where GB is deciding authority, amendment of By-laws, dissolution, or another designated fundamental matter, quorum shall be at least two-thirds of the full authorised strength of the deciding body.

59.3 Such a decision requires affirmative votes from at least two-thirds of the full authorised strength of the deciding body.

59.4 For a GB of 13, this means at least 9 for quorum and 9 affirmative votes. For an AC of 21, two-thirds is 14.

59.5 The threshold is calculated from full authorised strength, not merely those present.

59.6 A member whose own removal/disciplinary matter is considered shall recuse from the relevant decision; the process must still satisfy the required threshold.

60. DEFINITIONS 20. ນິຢຸດຕິສົມບັດ

60.1 GB means Governing Body, the principal governing body of NHYM India.

60.2 AC means Advisory Committee.

60.3 LOC means Local Organising Committee responsible for local execution of an approved NHYM event.

60.4 Annual NHYM means the principal annual camp-based national Ho youth programme.

60.5 Mini-NHYM means a smaller regional/local programme under NHYM authority.

60.6 General Member means an accepted member under Section 6.

60.7 Lifetime Member means an accepted member who has completed approved lifetime membership contribution.

60.8 GB Coordinator means the person appointed by GB to coordinate with LOC Coordinator and/or departments.

60.9 Full authorised strength means the total constitutionally permitted positions for the relevant body, subject to any valid vacancy rule.

61. ORDER OF AUTHORITY W. ZTŲT ZU JLLŲZTFLH

61.1 GB is the highest internal governing authority.

61.2 AC provides advice/support and does not override GB.

61.3 LOCs and project committees execute approved work within delegated authority.

61.4 Departments operate under LOC for event execution and remain accountable to LOC leadership and authorised GB coordination.

61.5 No lower body may make a decision reserved to a higher body.

62. LONG-TERM PURPOSE W. ŲZ11-LŲT1 ULTUZKŲ

62.1 NHYM shall develop into a sustained platform through which Ho youth and community organisations can design and implement projects strengthening education, culture, language, environment, livelihoods, leadership, research, media, technology and community development.

62.2 NHYM may seek grants, CSR, sponsorships, donations and institutional partnerships for such projects.

62.3 Where resources permit, NHYM may create fair and transparent professional opportunities, stipends, reimbursements or project roles for GB/AC members, project workers and contributors, subject to conflict-of-interest controls and applicable law.

62.4 NHYM shall seek to connect Ho organisations with Adivasi, Indigenous and tribal organisations in India and internationally for youth exchanges, cultural exchange, knowledge sharing, solidarity and lawful collective work.

62.5 The long-term purpose is to strengthen dignity, identity, justice, environmental responsibility and opportunities for present and future generations.

63. ADOPTION AND REVIEW W. JŲZULFZ1 J1Ų TVŲFŲ

63.1 These Guidelines & By-laws shall be known as the NHYM India Governance Guidelines & By-laws, Final Version 1.0.

63.2 They shall come into effect upon formal adoption by the authorised Governing Body.

63.3 The document shall be reviewed periodically to remain practical, clear and legally appropriate.

63.4 The Event Management Manual, Finance SOPs, Code of Conduct, Safeguarding Policy, Hosting Agreement and other operational documents may provide detailed procedures under this framework.

63.5 Where an operational manual conflicts with these By-laws, these By-laws prevail unless GB formally amends the relevant provision.

63.6 Registered constitutional documents and applicable law shall prevail after legal registration.

ADOPTION RECORD

Adopted by: NHYM India Governing Body

Version: Final Version 1.0

Date of adoption: 26/09/2026

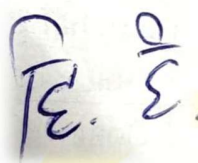
Mode of adoption: Online (Google Meet)

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