

Pursuant to Article 13 of the Law on Associations („Official Gazette“ number 74/14 (hereinafter: the Law)) and on Article 14 Paragraph 1 Indent 1 of the Statute of the Zagreb Pride Association (came into force on the May 7th 2012), the Zagreb Pride Assembly has adopted on February 3rd 2015 the



STATUTE OF ZAGREB PRIDE

Content:

I. GENERAL PROVISIONS.....	3
II. DEFINITIONS AND PRINCIPLES OF ACTION	3
III. NAME AND HEADQUARTERS	4
IV. LEGAL REPRESENTATION AND OTHER REPRESENTATION OF ZAGREB PRIDE	4
V. LOGO AND STAMP OF ZAGREB PRIDE	4
VI. FIELDS OF ACTION	4
VII. GOALS AND ACTIVITIES	5
VIII. TERRITORIAL SCOPE	6
IX. ORGANIZATIONAL FORMS.....	6
X. ASSOCIATION WITH OTHER ORGANIZATIONS.....	7
XI. ENSURING THE PUBLICITY OF ZAGREB PRIDE'S WORK.....	7
XII. MEMBERSHIP IN ZAGREB PRIDE	8
XIII. BODIES OF ZAGREB PRIDE	12
XIV. SETTLEMENT OF DISPUTES AND CONFLICTS OF INTEREST IN ZAGREB PRIDE	19
XV. ASSETS AND FINANCES	19
XVI. STATUS CHANGES.....	20
XVII. TERMINATION OF ZAGREB PRIDE	20
XVIII. PROCEDURE FOR CHANGING THE STATUTE OF ZAGREB PRIDE.....	21
XIX. FINAL PROVISIONS.....	21

I. GENERAL PROVISIONS

Article 1.

The terms used in this Statute which denote gender, regardless of whether they are used in the masculine or feminine gender, are neutral and apply equally to persons of all genders and sexual identities.

Article 2

This Statute regulates the definitions and principles of action of Zagreb Pride, the provisions on the name and headquarters, legal representation and other representation, the logo of Zagreb Pride and its appearance as well as the appearance of the stamp, fields of action, goals and activities for the realization of objectives, territorial scope of Zagreb Pride, organizational forms, association with other organizations, methods of ensuring publicity of Zagreb Pride's work, the conditions and procedures of membership and termination of membership, rights, obligations and responsibilities and disciplinary responsibilities of the members and the manner of keeping the list of members, the bodies of Zagreb Pride, their composition and manner of convening meetings, the election, recall, mandate, decision making and the term of office and the manner of convening the Assembly in case of expiry of its term, election and recall of the liquidator of Zagreb Pride, dissolution of the Association, the assets, the methods of acquisition and disposal of assets, assets management in case of termination of the Association and the manners of resolving disputes and conflicts of interest within the Association.

II. DEFINITIONS AND PRINCIPLES OF ACTION

Article 3

Zagreb Pride is a queer-feminist and anti-fascist organization that is committed to the achievement of an active society of solidarity and equity free of gender and sexual norms and categories, as well as any other kind of oppression.

Article 4

(1) The principles of action of Zagreb Pride are independence, democratic structure, non-profitability and free participation in public life.

(2) Zagreb Pride also acts in accordance with the principles enshrined in the Political Platform and the Code of Values and Principles of Action, which among other, contains the principles of solidarity, queer-feminism, the rights of all people to self-determination, self-definition and self-identification.

The principle of independence

Article 5

The action of Zagreb Pride is based on the principle of independence, which means that the Zagreb Pride Assembly (hereinafter: Assembly) independently determines the field of action, goals and activities, internal organization and independently performs activities that do not conflict with the fundamental values of the Croatian Constitution and the law.

The principle of democratic structure

Article 6

The action of Zagreb Pride is based on the principle of democratic structure, which means that Zagreb Pride is managed by members in a manner that the internal organization of the Association must be based on the principles of democratic representation and democratic method of expression of the will of the members.

The principle of non-profitability

Article 7

The action of Zagreb Pride is based on the principle of non-profitability, which means that Zagreb Pride is not established for the purpose of making a profit, but may perform commercial activities, in accordance with the law and this Statute.

The principle of free participation in public life

Article 8

STATUTE OF ZAGREB PRIDE

The action of Zagreb Pride is based on the principle of free participation in public life, which means that Zagreb Pride freely participates in the development, monitoring, implementation and evaluation of public policies, as well as shaping public opinion and expresses its views and opinions and takes initiatives on issues of its interest.

III. NAME AND HEADQUARTERS

Article 9

The name of the association is Zagreb Pride.

Article 10

(1) The headquarters of Zagreb Pride are based in Zagreb.

(2) The decision on the change of the address is made by the Steering Committee of Zagreb Pride (hereinafter: Steering Committee).

IV. LEGAL REPRESENTATION AND OTHER REPRESENTATION OF ZAGREB PRIDE

Article 11

The person authorized to legally represent Zagreb Pride can only be a person of legal age, with the legal capacity to conduct legal acts.

Article 12

Zagreb Pride is legally and otherwise represented by the Executive Coordinator and members of the Steering Committee.

Article 13

In matters of representation of Zagreb Pride, the Executive Coordinator shall act in accordance with the decisions of the Assembly, the Steering Committee and the Supervisory Board of Zagreb Pride (hereinafter: Supervisory Board).

Article 14

Zagreb Pride may be legally represented by another person authorized by the Steering Committee and it may be represented in other matters by other

persons authorized by the Executive Coordinator or the Steering Committee.

Article 15

Authorized legal representatives of Zagreb Pride:

- i. Are responsible for the legality of the work of Zagreb Pride,
- ii. Manage the affairs in an appropriate manner in accordance with the decisions of the bodies of Zagreb Pride,
- iii. Are responsible for submitting the proposals of annual financial reports to the Assembly,
- iv. Submit the minutes of the regular Assembly sessions to the competent office which keeps the Registry of Associations,
- v. Enter into contracts and undertake other legal actions on behalf of Zagreb Pride,
- vi. Perform other duties in accordance with the law, this Statute and other legal acts of Zagreb Pride.

V. LOGO AND STAMP OF ZAGREB PRIDE

Article 16

(1) The logo of Zagreb Pride is made up of a pink circle in the middle of which is a black five-pointed star slightly tilted to the left. The name "Zagreb Pride" is written on the inner edge of the circle.

(2) The decision to change the Zagreb Pride logo is made by the Assembly upon proposal of the Steering Committee.

Article 17

- (1) The stamp of Zagreb Pride is circular in shape and contains a sign of Zagreb Pride.
- (2) The diameter of the stamp is 4cm.

VI. FIELD OF ACTION

Article 18

Zagreb Pride conducts activities that contribute to the common good in the following areas:

- i. The protection and promotion of human rights,
- ii. The protection and promotion of equality,
- iii. The promotion of peace-building,

STATUTE OF ZAGREB PRIDE

- iv. The fight against violence,
- v. The fight against discrimination,
- vi. Training of young people for active participation in the society,
- vii. Development of a democratic political culture,
- viii. The protection and promotion of the rights of marginalized social groups,
- ix. Promotion and development of volunteering,
- x. Encouragement and development of social entrepreneurship,
- xi. International development cooperation, and
- xii. Activities in related fields.

VII. GOALS AND ACTIVITIES

Goals

Article 19

- (1) The goal of Zagreb Pride is the realization of a free, democratic, secular, emancipated and civil society in which the fundamental values are freedom, peace, non-violence, individuality, justice, gender and sexual equality, freedom of speech and the preservation, promotion and acceptance of diversity, freedom of diversity, freedom of expression and the right to self-identification and self-definition.
- (2) Zagreb Pride struggles for LGBTIQ people and communities, non-normative families and society as a whole and for the cessation of all forms of discrimination with the full promotion, respect and protection of human right through education, research, advocacy, empowerment and direct action.

Activities

Article 20

- (1) In order to achieve the goals, the activities of Zagreb Pride are:
- i. Organizing the Pride March of lesbian, gay, bisexual, transgender, intersex and queer people (LGBTIQ);
 - ii. Support and participation in organizing public gatherings of LGBTIQ people in the Republic of Croatia and abroad in order to promote the visibility of LGBTIQ people and advocacy of human rights of LGBTIQ people;

- iii. Combating discrimination and violence against LGBTIQ people;
- iv. Advocacy and promotion of the rights of LGBTIQ people in order to achieve social and political change;
- v. Advancement of democratic social institutions and rule of law by advocating and networking with civil society organizations and implementation of joint activities;
- vi. Providing free legal and psychosocial support and counselling for LGBTIQ people;
- vii. Encouraging the exercise of the right to equal treatment in accordance with the legal provisions on combating discrimination;
- viii. Education of general and professional public, members and the LGBTIQ community on human rights through non-institutional forms of education;
- ix. Encouraging, organizing and conducting research concerning the social, political and cultural position of LGBTIQ people with particular emphasis on their experiences and needs;
- x. Promotion and production of independent and innovative LGBT and queer culture and different LGBTIQ cultural practices;
- xi. Addressing the discrimination and violence based on sex, gender, sexual and/or gender identity, gender expression, sexual orientation and intersex characteristics for the purpose of the suppression of all forms of sexism, misogyny, homophobia, lesbophobia, bi-phobia and transphobia;
- xii. Active opposition and action against all forms of fascism and other complementary ideologies and movements based on the predominance of one ethnic, national, religious, gender or racial group over another, especially Nazism, the Ustasha movement,

- apartheid, imperialism, machismo, heterosexism and militarism;
- xiii. Promotion of interests and improvement of the position of young LGBTIQ people and encouragement of self-organization of young LGBTIQ people for exercising their rights;
- xiv. Collaboration with national and international organizations, associations, networks and individuals engaged in the same or similar issues for the sake of strengthening national, regional and international LGBTIQ movement;
- xv. Communication and cooperation with the public and media;
- xvi. Organization of workshops, training courses, lectures, seminars, forums, conferences and other activities that are consistent with the goals of the Association;
- xvii. Development and promotion of volunteering;
- xviii. Preparing, publishing and distribution of books, magazines, newspapers, brochures and other publications;
- xix. Production and maintenance of web pages of Zagreb Pride and other Internet portals and social networks as well as other media platforms;
- xx. Collection and archiving of information and preparation of a database of LGBTIQ topics.

(2) In achieving its goals Zagreb Pride will not be involved in pre-election political campaigns, raise funds for candidates, for financing of political parties or independent candidates, nor will through its actions advocate for any political party or independent candidate.

VIII. TERRITORIAL SCOPE

Article 21

- (1) Zagreb Pride operates on the territory of the Republic of Croatia.
- (2) Zagreb Pride may exercise its activities in other countries exclusively by the law of

the country concerned and in cooperation with domestic and/or international organizations.

IX. ORGANIZATIONAL FORMS

Article 22

- (1) Zagreb Pride may have its organizational forms.
- (2) Organizational forms of Zagreb Pride are called branches.
- (3) The Steering Committee decides on the establishment of a branch.
- (4) Branches may have their legal entities.

Article 23

Organizational forms of Zagreb Pride do not constitute a form of a citizens' association but are established as branches which conduct activities or parts of activities for the realization of the goals of Zagreb Pride in a particular territory of the Republic of Croatia.

Article 24

- (1) By the decision on the establishment of a branch it is structured as:
- i. A branch with the status of legal entity, or
 - ii. A branch without the status of legal entity.
- (2) The decision referred to in the previous Paragraph also contains provisions on:
- i. Name and headquarters,
 - ii. Field of action,
 - iii. Goals,
 - iv. Activities for achieving the goals,
 - v. Territorial scope,
 - vi. The method of ensuring the publicity of action,
 - vii. Model and method of managing the branch, and
 - viii. Person authorized for legal representation or other representation if it is established as a branch with the status of a legal entity, or
 - ix. Coordinator of the branch if the branch is established without the status of a legal entity.
- (3) The provisions contained in Indents ii., iii. And iv. of the preceding Paragraph shall be in line with the Statute of Zagreb Pride.

Rights of Zagreb Pride and branches

Article 25

The rights of Zagreb Pride are:

- i. deciding on the dissolution of a branch,
- ii. coordination of the work and activities of a branch on the principle of co-deciding, and
- iii. co-deciding on all other significant issues for the work of the branch.

Article 26

The rights of a branch are:

- i. to be informed about the activities, operations and affairs of Zagreb Pride and other organizational forms in a timely manner,
- ii. to be involved in the creation of strategic, developmental, operational and other important plans for the branch, and
- iii. exercising other rights provided by this Statute and other acts of Zagreb Pride.

Obligations of Zagreb Pride and branches

Article 27

Obligations of Zagreb Pride are:

- i. providing material, financial and other conditions necessary to ensure minimum working conditions for branches,
- ii. ensuring all the other requirements for quality work and implementation of activities to achieve the goals of Zagreb Pride, and
- iii. other obligations laid down by this Statute and other acts of Zagreb Pride.

Article 28

Obligations of branches:

- i. respecting the Statute and other acts of Zagreb Pride,
- ii. commitment to achieving the goals of Zagreb Pride,
- iii. protection and promotion of the interests and preserving and improving the reputation of Zagreb Pride,
- iv. implementation of the decisions of the Assembly, the Steering

Committee and other bodies of Zagreb Pride, and

- v. other obligations provided for by this Statute and other acts of Zagreb Pride.

Article 29

Holders of rights and obligations under Articles 25 to 28 of the Statute are bodies of Zagreb Pride, persons authorized to legally and otherwise represent and coordinators of branches, or appropriately persons carrying out activities in the Zagreb Pride branches.

X. ASSOCIATION WITH OTHER ORGANIZATIONS

Article 30

(1) Zagreb Pride may join an association, community, network, coordination or other form of association, regardless of the field of its activity, and can freely decide on the name of that form of association in consultation with joint associations.

(2) Such form of association may have a status of a legal entity, which is decided upon in consultation with joint associations.

Article 31

Zagreb Pride may become a member of international and local civil society organisations and other organizations.

XI. ENSURING THE PUBLICITY OF ZAGREB PRIDE'S WORK

Article 32

(1) Activities of Zagreb Pride carried out in order to achieve the goals are public.

(2) Public access will be limited in the case of classified information or if the information and/or data is protected by the law governing the area of personal data protection.

Article 33

The publicity of Zagreb Prides work is ensured by:

- i. publishing this Statute and other acts on the website of Zagreb Pride,
- ii. reporting and publishing articles in the press and through other forms of public communication,

- iii. publishing periodic, annual and other narrative and financial reports, and
- iv. in other suitable ways.

Article 34

(1) Public representation on behalf of Zagreb Pride can be carried out by the Executive Coordinator, members of the Steering Committee or other people authorized by the Assembly, the Steering Committee or the Executive Coordinator.

(2) Unauthorized public statements represent a violation of the obligations of the members of Zagreb Pride and, accordingly, a breach of employment agreement.

XII. MEMBERSHIP IN ZAGREB PRIDE

1. General Provisions

Article 35

(1) Membership in Zagreb Pride is voluntary.

(2) Any physical person of at least 18 years of age may become a member of Zagreb Pride under the same conditions established by the law and this Statute.

Article 36

When deciding upon a membership, it is prohibited to place a person in a disadvantaged position on the grounds of race or ethnic origin or skin colour, sex, language, religion, national or social origin, property, trade union membership, education, social status, marital or family status, age, health, disability, genetic heritage, gender identity, expression or sexual orientation in accordance with the law.

Article 37

Conditions for accepting a physical person in the membership of Zagreb Pride are:

- i. their acceptance of the goals set out in this Statute,
- ii. their acceptance of the Statute of Zagreb Pride,
- iii. that their current or past activities or procedures have not violated the universal values of human rights and fundamental freedoms.

2. The rights, obligations and responsibilities of members

Rights of members

Article 38

Rights of Zagreb Pride members include:

- i. to elect and be elected into bodies of Zagreb Pride in accordance with the Statute,
- ii. to propose candidates for the membership of Zagreb Pride bodies,
- iii. to consider and evaluate the work of Zagreb Pride bodies,
- iv. to raise the issues of liability and recall of Zagreb Pride bodies,
- v. to be informed about the activities of Zagreb Pride in a timely manner,
- vi. to participate in the work of Zagreb Pride,
- vii. to receive protection in case of violation of their fundamental rights because of their membership in Zagreb Pride or engagement in activities of Zagreb Pride, and
- viii. to exercise other rights provided by this Statute and other acts of Zagreb Pride.

Obligations of members

Article 39

Obligations of Zagreb Pride members include:

- i. compliance with the Statute and other acts of Zagreb Pride,
- ii. commitment to achieving the goals of Zagreb Pride,
- iii. participation in the implementation of actions and activities of Zagreb Pride in accordance with their possibilities,
- iv. paying the membership fee,
- v. protection and promotion of interests and preservation and improvement of the reputation of Zagreb Pride, and
- vi. attendance at meetings of the Zagreb Pride bodies of which they are a member.

Responsibilities of members

Article 40

STATUTE OF ZAGREB PRIDE

Responsibilities of Zagreb Pride members include:

- i. conscientious handling of material and financial assets of Zagreb Pride,
- ii. timely, conscientious and punctual performance of taken commitments, and
- iii. keeping the business secrets of Zagreb Pride.

Article 41

(1) Business secrets from the preceding Article, for the purpose of this Statute, includes all information pertaining to Zagreb Pride and its actions, except for information that is regularly available to the public, which a member received from other members, bodies, employees or associates of Zagreb Pride during membership in Zagreb Pride or information obtained in the exercise of their elected duties or course of activities, or in a broader sense also the information about the activities of Zagreb Pride whose communication to third parties could harm the interests and professional reputation of Zagreb Pride.

(2) Under the threat of civil and criminal liability, this information must not be deleted, disclosed, communicated or shared in any way with legal or physical persons outside of Zagreb Pride.

3. The membership procedure

Article 42

The procedure of obtaining membership in Zagreb Pride takes place in three stages:

- i. candidacy for membership,
- ii. accession to membership,
- iii. membership.

Candidacy for membership

Article 43

(1) The status of a candidate for membership in Zagreb Pride is based on written and reasoned nominations.

(2) The nomination in the preceding Paragraph shall be submitted to the Steering Committee by one or more members of Zagreb Pride.

Article 44

(1) The Steering Committee will, at its next session, consider the nomination mentioned in the preceding Article and decide on:

- i. rejection of the nomination as incomplete or unfounded,
- ii. rejection of the nomination of a candidate for membership in Zagreb Pride or on decertification of the candidacy status, or
- iii. adoption of the nomination of a candidate for membership in Zagreb Pride and granting the status of acceding member.

(2) A reasoned and written decision from the preceding Paragraph shall be submitted to the acceding member or a person who has been denied the status of a candidate and members of Zagreb Pride.

Article 45

(1) An appeal against the decision of the Steering Committee referred to in the Paragraph (1) Indent i. and ii. of the preceding Article shall be submitted to the Supervisory Board within 15 days.

(2) The Supervisory Board shall at its next session reach a decision on the appeal, which can be:

- i. rejected as unfounded,
- ii. adopted and the decision of the Steering Committee revised by granting the status of acceding member to the candidate for membership,
- iii. forwarded to the Assembly for a final decision.

Article 46

(1) An Appeal against the decision of the Supervisory Board referred to in Paragraph (2) Indent i. of the preceding Article shall be submitted to the Assembly within 15 days.

(2) At its next session, the Assembly of Zagreb Pride will end the appeal process and make a decision which can:

- i. reject the appeal as unfounded, or
- ii. adopt and revise the decision of the Supervisory Board by granting the status of acceding membership to the candidate for membership.

Article 47

In the case of procedure described in Article 45 Paragraph (2) indent iii., the Assembly of Zagreb Pride shall use the

procedure described in Article 46 Paragraph (2) of the Statute.

Accession to membership

Article 48

(1) With the adoption of a decision referred to in Article 44 Paragraph (1) Indent iii., the Steering Committee grants the candidate for membership the status of acceding member.

(2) A reasoned and written decision from the preceding Paragraph shall be submitted to the acceding member and members of Zagreb Pride.

Membership

Article 49

(1) The decision on admission to membership on the basis of the decision adopted under Article 46 Paragraph (2) Indent ii., and Article 48 Paragraph (1) of the Statute is made by the Assembly at its next meeting.

(2) By the decision referred to in the preceding Paragraph, the Assembly grants the acceding member the status of a member of Zagreb Pride.

4. Termination of membership

Article 50

Membership in Zagreb Pride is terminated by:

- i. resignation,
- ii. exclusion, or
- iii. death of a member.

Resignation from membership

Article 51

(1) The statement of resignation that a member resigns from the membership in Zagreb Pride shall be submitted to the Executive Coordinator who promptly withdraws the member from the Registry of membership of Zagreb Pride.

(2) The Executive Coordinator shall promptly deliver a decision on the removal from membership to the Zagreb Pride bodies and to the member who resigned.

Exclusion from membership

Article 52

A member shall be excluded from membership by completing the process of determining disciplinary responsibility of the member by:

- i. confirming the decision of the Supervisory Board referred to Article 59 Indent ii., or
- ii. decision of the Assembly under the Article 60 Indent ii. or decision referred to in Article 61 Indent i.

Article 53

Provisions from Article 51 of the Statute are applied in the appropriate manner to the procedure of exclusion from membership after the decision on exclusion from membership has been made.

5. Disciplinary responsibilities of members

Article 54

(1) A member of Zagreb Pride shall comply with the provisions of this Statute and other acts of Zagreb Pride in their entirety, and in particular with Articles 39, 40 and 41 of this Statute.

(2) In the case of violation of the preceding Paragraph, a process of determining disciplinary responsibility may be conducted against a member of Zagreb Pride.

Article 55

Disciplinary measures that may be imposed by the established disciplinary responsibility of the member are:

- i. warning for violation of membership obligations and responsibilities, and
- ii. exclusion from membership due to serious or repeated violation of membership obligations and responsibilities.

Article 56

The procedure of determining disciplinary responsibility of members takes place in three stages:

- i. initiation of the procedure for determining the disciplinary responsibility,

- ii. proceedings before the Supervisory Board, and
- iii. proceedings before the Assembly.

Initiation of the procedure for determining the disciplinary responsibility

Article 57

In case of reasonable doubt that a member has violated Article 54 Paragraph (1), each member of the Steering Committee or at least three members of Zagreb Pride may initiate the procedure for determining the disciplinary responsibility.

Article 58

(1) The initiators mentioned in the preceding Article shall submit a reasoned request to initiate the procedure for determining disciplinary responsibility with proposed disciplinary measures to the Chair of the Supervisory Board, which she promptly submits to the other members of the Supervisory Board and to the member of Zagreb Pride who is the subject of disciplinary proceedings.

(2) The Chair of the Supervisory Board will request from the member who is the subject of disciplinary proceedings the submission of a written statement about the presented doubt from the request mentioned in the preceding Paragraph.

(3) Upon receipt of the statement, the Chair of the Supervisory Board shall promptly deliver it to the other members of the Supervisory Board.

Proceedings before the Supervisory Board

Article 59

At its next session, the Supervisory Board will make a decision by which the request of the initiators will be:

- i. rejected as incomplete or unfounded,
- ii. adopted and a decision will be made on the imposition of disciplinary measures under Article 55 of the Statute, or
- iii. forwarded to the Assembly for a final decision.

Proceedings before the Assembly

Article 60

In case of a decision from the Indent i. of the preceding Article the initiators from Article 57 have the right to, within 15 days, appeal to the Assembly that will adopt a decision at its next session which:

- i. confirms the decision of the Supervisory Board and concludes the proceedings, or
- ii. annuls the decision of the Supervisory Board and takes a decision on the imposition of disciplinary measures under Article 55 of the Statute.

Article 61

In case of a decision under Article 59 Indent ii., the member of Zagreb Pride who is the subject of disciplinary proceedings has the right to appeal to the Assembly which shall take a final decision at its next session by:

- i. confirming the decision of the Supervisory Board, or
- ii. annulling the decision of the Supervisory Board and concluding disciplinary proceedings.

Article 62

(1) In the case of initiating the procedure for determining the disciplinary responsibility of member of Zagreb Pride who is a member of the Supervisory Board, the proceedings take place at the Assembly which, at its next session, adopts a decision on the request of the initiators by:

- i. rejecting it as incomplete or unfounded, or
- ii. adopting the request and making a decision on the imposition of disciplinary measures under Article 55 of the Statute.

(2) Provisions of Article 58 of the Statute are properly applied on the proceedings in the preceding Paragraph.

Disciplinary responsibility of Supervisory Board Member

Article 63

By initiating the procedure for establishing the disciplinary responsibility of member of the Supervisory Board, the mandate of the addressed member is automatically suspended until the end of the process.

Article 64

By acquisition of the conditions from the previous Article, the Executive Coordinator and two members of Zagreb Pride with the lowest and highest numerical value of their Personal Identification Numbers, who are also not members of the Steering Committee or the Supervisory Board, make prompt decision for the co-optation of a temporary member of the Supervisory Board, whose mandate ends by rejection of the request for determination of the disciplinary responsibility or by choosing a new member of the Supervisory Board.

Article 65

In case of starting the proceedings for determination of disciplinary responsibility of at least two members of the Supervisory Board, the Steering Committee or the Executive Director are responsible to initiate the procedure for the convening of an extraordinary session of the Assembly.

6. Registry of membership

Article 66

- (1) Zagreb Pride keeps a list of its member in the form of a registry of membership.
- (2) The Registry of membership is available for inspection to all members and to the competent authorities at their request.

Article 67

The registry of membership shall be kept in physical and electronic form and shall contain the following information on each member:

- i. personal name,
- ii. Personal Identification Number,
- iii. date of birth,
- iv. place of birth,
- v. date of joining Zagreb Pride,
- vi. date of termination of the membership in Zagreb Pride, and
- vii. duties that the member held/holds in the bodies of Zagreb Pride.

Article 68

The Executive Director is responsible for updating, management and all other activities related to the registry of membership.

XIII. BODIES OF ZAGREB PRIDE

1. General Provisions

Article 69

Bodies of Zagreb Pride are:

- i. the Assembly,
- ii. the Steering Committee,
- iii. the Supervisory Board,
- iv. the Council, and
- v. the Executive Director.

Article 70

Electoral bodies of Zagreb Pride are:

- i. Steering Committee,
- ii. Supervisory Board, and
- iii. Executive Director.

Article 71

- (1) Members of electoral bodies have an individual term of two years with the possibility of unlimited re-election.
- (2) The Assembly will seek to ensure the rotation of members of electoral bodies.

Article 72

The mandate of the members of the Zagreb Pride bodies stops by:

- i. termination of membership in Zagreb Pride as defined in Article 50 of the Statute,
- ii. resignation from duty, or
- iii. dismissal from duty.

Article 73

- (1) For full decision-making at the sessions of the Assembly, the Steering Committee and the Supervisory Board, the presence of at least one half of the members of the body is required.
- (2) Decisions are made by majority vote of those present unless this Statute provides otherwise.
- (3) The Chair of the Assembly or the Chair of the Steering Committee and the Supervisory Board may decide that a meeting of the body can be held without the presence of the majority of members of that body, provided that members vote by telephone, fax or electronically.
- (4) The decision of the relevant body in the preceding Paragraph is confirmed at the next session by the adoption of the minutes.

2. The Assembly

STATUTE OF ZAGREB PRIDE

General Provisions

Article 74

The Assembly of Zagreb Pride is the highest decision-making body of Zagreb Pride.

Article 75

Members of the Assembly are all members of Zagreb Pride recorded in the Registry of membership.

Article 76

- (1) The Assembly shall be convened at least once a year in a regular session.
- (2) If necessary, the Assembly of Zagreb Pride may convene for an extraordinary session.

Article 77

- (1) The Assembly is for the regular and extraordinary sessions convened by the Executive Coordinator by request of authorized proponents referred to in Articles 80 and 82 of this Statute; the Executive Coordinator shall supply the authorized proponents with materials specified in Paragraph (2) of this Article.
- (2) The date of the session, determining the draft agenda, proposed decisions and materials for the session of the Assembly in the preceding Paragraph shall be decided by an authorized proponent.

Article 78

- (1) In case of expiry of the term of the bodies of Zagreb Pride which are authorized proponents of session of the Assembly, one third of members shall convene the session directly.
- (2) The Paragraph (2) of the preceding Article shall apply in appropriate manner to this Article.

Regular Session

Article 79

The regular session of the Assembly takes place at least once a year, usually in the first quarter of the calendar year.

Article 80

Authorized proponents of convening the regular sessions of the Assembly are, in order of priority:

- i. The Steering Committee,
- ii. The Supervisory Board in case that the Steering Committee does not convene an Assembly session within the time limit prescribed by this Statute, or
- iii. one third of members of Zagreb Pride entered in the Registry of membership.

Extraordinary session

Article 81

An extraordinary session of the Assembly of Zagreb Pride is held as needed.

Article 82

Authorized proponents of convening an extraordinary session of the Assembly are, in order of priority:

- i. The Steering Committee,
- ii. The Executive Coordinator,
- iii. The Supervisory Board in the case of serious and systematic violation of the Statute of Zagreb Pride or perceived systemic irregularities in work through inspections performed pursuant to the authority given by this Statute,
- iv. one third of members of Zagreb Pride registered in the Registry of membership.

Article 83

- (1) Authorized proponents of the previous Article shall provide in written form a reasoning for the need of convening the extraordinary session.
- (2) A written explanation shall be attached to the invitation to the session.

The work at the session of the Assembly

Article 84

- (1) The session of the Assembly is chaired by the Chairperson, who is elected at the beginning of each session by the Assembly, and proposed by the authorized proponents referred to in Articles 80 and 82 of this Statute.

STATUTE OF ZAGREB PRIDE

(2) The Assembly elects the keeper of minutes at the proposal of authorized proponents referred to in Articles 80 and 82 of this Statute.

Article 85

(1) The Chairperson of the session signs the minutes of the session, decisions and other documents adopted at the session.

(2) The keeper of minutes signs the minutes of the session.

Article 86

Prior to the election of the Chairperson, the session of the Assembly is chaired by a member of Zagreb Pride who is present at the Assembly, and whose day and month of birth is closest to the day and month of the session of the Assembly. If two or more persons satisfy the above criterion, the one who has the lowest number formed by the last three digits of their Personal Identification Number shall chair the session.

Article 87

Upon choosing the Chairperson, the Assembly initiates the adoption of the session's agenda and further work.

Article 88

The proposed agenda may be amended at the session of the Assembly.

Article 89

(1) The Assembly may have its own Rules of Procedure.

(2) Rules of Procedure of the Assembly of Zagreb Pride regulate the method of preparation and convening the session, the method of work, decision-making and types of decisions and documents adopted by the Assembly and other areas important to the work of the Assembly.

(3) Rules of Procedure of the Assembly are adopted by the Assembly, at the proposal of at least three members.

The authority

Article 90

The Assembly of Zagreb Pride:

- i. adopts the Statute and its amendments,
- ii. elects and dismisses the authorized persons in accordance with the provision of this Statute,
- iii. adopts the Rules of Procedure of the Assembly,
- iv. decides on changes in the goals, activities and sets the goals and defines the direction of work of Zagreb Pride,
- v. provides the programme framework and other strategic documents of Zagreb Pride,
- vi. elects and dismisses members of the Steering Committee and the Supervisory Board,
- vii. discusses and adopts the annual work report and the annual financial report and other reports submitted by the bodies of Zagreb Pride in accordance with the provisions of this Statute,
- viii. discusses and adopts the work plan and financial plan for the following calendar year,
- ix. decides on joining coalitions, communities, networks and other forms of connecting with associations with legal personality,
- x. decides on the amount, methods and intervals of paying the membership fee,
- xi. makes decision on status changes,
- xii. decides on the dissolution of Zagreb Pride,
- xiii. decides on the distribution of the assets of Zagreb Pride based on the decision on dissolution of Zagreb Pride,
- xiv. resolves complaints in the second instance and makes the final decisions related to the process of membership, the jurisdictional dispute between the bodies of Zagreb Pride and conflicts between members and conflict of interest,
- xv. performs all other duties necessary for the unimpeded operation of the organization, and
- xvi. performs all other duties prescribed by this Statute or other acts of Zagreb Pride.

3. Steering Committee

General Provisions

Article 91

The Steering Committee is the governing and executive body of Zagreb Pride which controls the operation of Zagreb Pride between two sessions of the Assembly.

Article 92

The Steering Committee shall consist of 3 to 7 members and only in the formation of:

- i. 3 members, all from membership of Zagreb Pride,
- ii. 5 members, at least 4 from membership of Zagreb Pride,
- iii. 7 members, at least 5 from membership of Zagreb Pride.

Article 93

The remaining members of the Steering Committee referred to in the previous Article Indent ii. and iii. are elected by the Assembly among persons who in their public activities and professional, academic and/or professional work achieved relevant results in the fields of action of Zagreb Pride specified in the Article 18 of the Statute.

Chairperson of the Steering Committee

Article 94

The Steering Committee has its presiding member (hereinafter: Chairperson) who is elected for a term of one year at the Committee's first session or after the expiry of the mandate of the previous Chairperson.

Article 95

The Chairperson of the Steering Committee conducts the meetings and signs the minutes of the sessions, decisions and other documents adopted at the sessions.

Article 96

- (1) In case that the Executive Coordinator is a member of the Steering Committee, she cannot be the Chairperson of the Steering Committee.
- (2) A member of the Steering Committee under Article 93 cannot be elected Chairperson of the Steering Committee.

Deputy Chairpersons of the Steering Committee

Article 97

The Steering Committee has one or two Deputy Chairpersons who perform the tasks entrusted to them by the Chairperson of the Steering Committee or substitute the Chairperson in all the work for which she authorizes them.

Article 98.

- (1) In the formation of 3 members, the Steering Committee does not have a Deputy Chairperson.
- (2) In the formation of 5 members, the Steering Committee has one Deputy Chairperson who is elected among the members of the Steering Committee,
- (3) In the formation of 7 members, the Board has two Deputy Chairpersons who are elected among the other members of the Steering Committee referred to in Article 93.

Sessions and modes of work

Article 99

The Steering Committee shall hold at least four sessions a year.

Article 100

- (1) The Steering Committee is convened to a session by the Chairperson by request of the authorized proponent for convening the session listed in the following Article.
- (2) The date of the session, proposed agenda, draft decisions and materials for the session of the Steering Committee in the preceding Paragraph shall be decided upon by the authorized proponent.

Article 101

Authorized proponents of the Steering Committee session are:

- i. Chairperson of the Steering Committee,
- ii. one third of members of the Steering Committee,
- iii. the Executive Coordinator, and
- iv. the Supervisory Board.

Article 102

(1) At the sessions of the Steering Committee, the following persons must be present, without voting rights:

- i. the Executive Coordinator, unless she is a member of the Steering Committee,
- ii. invited employees of Zagreb Pride, and
- iii. other persons invited by the Steering Committee whose presence is important for its work.

(2) Members of Zagreb Pride can freely attend sessions of the Steering Committee without voting rights.

Article 103

(1) The Steering Committee has its Rules of Procedure.

(2) The Rules of Procedure of the Steering Committee regulate the manner of preparation and convening of sessions, work-modes and facilitation of sessions, decision-making, types of decisions and acts and other areas important to the work of the Steering Committee.

(3) The Rules of Procedure are adopted by the Steering Committee based on the proposal by the Chairperson of the Steering Committee.

The authority

Article 104

The Steering Committee:

- i. executes the decision of the Assembly or determines who performs them,
- ii. elects and dismisses the Chairperson, Deputy Chairpersons of the Steering Committee and the Executive Coordinator from their ranks,
- iii. adopts regulations and other documents related to the work of Zagreb Pride pursuant to the provisions of this Statute,
- iv. decides on strategic co-operation with other national and international organizations,
- v. decides on the establishment of other legal entities established by Zagreb Pride,
- vi. decides on the establishment and dissolution of branches,
- vii. adopts the executive annual working plan,
- viii. submits a report on the work to the

- ix. Assembly, proposes the annual work plan and the annual financial plan to the Assembly,
- x. selects and hires the Executive Coordinator who is not a member of the Steering Committee or prescribes the criteria for their selection,
- xi. forms the bodies of Zagreb Pride such as committees, subcommittees, working groups, commissions, forums, councils, programming committees, etc.,
- xii. proposes strategic plans and other strategic documents to the Assembly,
- xiii. performs other activities between two sessions of the Assembly,
- xiv. adopts Rules of Procedure on its work based on the proposal of the Chairperson,
- xv. performs all other duties necessary for the unimpeded operation of the organization, and
- xvi. performs all other duties prescribed by this Statute or other acts of Zagreb Pride.

4. Supervisory Board

General Provisions

Article 105

The Supervisory Board is a body of Zagreb Pride responsible for supervision of the statutory conduct of other bodies, members and employees of Zagreb Pride between two sessions of the Assembly.

Article 106

(1) The Supervisory Board consists of three members elected by the Assembly among the members of Zagreb Pride.

(2) Members of the Supervisory Board cannot be a member of other bodies of Zagreb Pride.

Chairperson of the Supervisory Board

Article 107

The Supervisory Board has a Chairperson selected on a term of one year at its first session or after the expiry of the mandate of the previous Chairperson.

Article 108

The Chairperson of the Supervisory Board conducts the sessions and signs the minutes of sessions, decisions and other documents adopted at the session.

Sessions and modes of work

Article 109

The Supervisory Board shall hold at least two sessions a year.

Article 110

(1) The Supervisory Board is convened to a session by the Chairperson of the Supervisory Board by request of the authorized proponent for convening the session listed in the following Article.

(2) The date of the session, proposed agenda, draft decisions and material for the session of the Supervisory Board in the preceding Paragraph shall be decided upon by an authorized proponent.

Article 111

Authorized proponents for Supervisory Board sessions are:

- i. the Chairperson of the Supervisory Board,
- ii. one third of members of the Supervisory Board,
- iii. one quarter of members of Zagreb Pride,
- iv. one third of members of the Steering Committee and
- v. the Executive Coordinator.

Article 112

(1) Sessions of the Supervisory Board must be attended by the following persons, without voting rights:

- iv. the Executive Coordinator,
- v. Chairperson of the Steering Committee,
- vi. invited employees of Zagreb Pride, and
- vii. other persons invited by the Supervisory Board and whose presence is important for its work.

(2) Members of Zagreb Pride are free to attend the sessions of the Supervisory Board without voting rights.

Article 113

(1) The Supervisory Board has its Rules of Procedure.

(2) Rules of Procedure of the Supervisory Board shall regulate the manner of preparation and convening of sessions, work-modes and facilitation of sessions, decision-making, types of decisions and acts and other areas important to the work of the Supervisory Board.

(3) The Supervisory Board adopts the Rules of Procedure based on a proposal made by the Chairperson of the Supervisory Board.

The authority

Article 114

The Supervisory Board:

- i. supervises the statutory treatment of the bodies and members of Zagreb Pride,
- ii. elects the Chairperson of the Supervisory Board,
- iii. considers and adopts the reports which are submitted by the bodies of Zagreb Pride in accordance with the provisions of this Statute,
- iv. resolves complaints and makes decisions in the first instance related to the process of membership, the jurisdictional dispute between the bodies of Zagreb Pride, conflicts among members and conflicts of interest,
- v. imposes disciplinary measures in the first instance for violation of membership obligations and responsibilities,
- vi. adopts its Rules of Procedure,
- vii. performs all other supervisory tasks necessary for ensuring the proper operation of the organization, and
- viii. performs all other duties prescribed by this Statute or other acts of Zagreb Pride.

5. Council of Zagreb Pride

General Provisions

Article 115

The Council of Zagreb Pride is an advisory body of Zagreb Pride which makes recommendations for improvement of the functioning and operation of Zagreb Pride.

Composition

Article 116

- (1) The Council is composed of prominent experts from the fields of action of Zagreb Pride elected by the Steering Committee.
(2) A member of the Council cannot be a member of Zagreb Pride.

Article 117

- (1) Zagreb Pride keeps a list of the Council member in the form or records.
(2) The records of member of the Council are available for review to all members of Zagreb Pride and the provisions of Article 67 and 68 of this Statute are applied in an appropriate manner.

Modes of work

Article 118

Members of the Council generally make recommendations for improving the functioning and operation of Zagreb Pride in their personal capacity.

Article 119

- (1) Exceptionally, members of the Council may be convened to a session.
(2) The Council is convened to a session by the Steering Committee.

Article 120

Recommendations for improving the functioning and operation of Zagreb Pride are provided by the Council in the requested form.

Article 121

- (1) The Council may have its Rules of Procedure.
(2) Rules of Procedure of the Council shall regulate the manner of preparation and convening of sessions, work-modes and facilitation of sessions, types of recommendations it proposes and other areas important to the work of the Council.
(3) The Rules of Procedure of the Council is adopted by the Steering Committee.

6. Executive Coordinator

Article 122

The Executive Coordinator is an executive and administrative body who manages Zagreb Pride between two sessions of the Steering Committee.

Article 123

The Executive Coordinator selected by the Steering Committee usually among the members and employees of Zagreb Pride and usually an employment contract with indefinite duration is signed.

Article 124.

- (1) In the case of temporary or permanent inability of the Executive Coordinator to perform her duties, the Steering Committee will appoint the acting Executive Coordinator among the employees of Zagreb Pride.
(2) The mandate of the acting Executive Coordinator stops by:
- i. cessation of temporary inability of the Executive Coordinator, or
 - ii. election of a new Executive Coordinator at the next session of the Steering Committee.

Article 125

- The Executive Coordinator of Zagreb Pride:
- i. legally represents and presents Zagreb Pride,
 - ii. is responsible for the operationalization and implementation of the objectives of Zagreb Pride provided by this Statute and/or other strategic documents of Zagreb Pride,
 - iii. manages the work and activities of employees of Zagreb Pride in accordance with the decision of the Assembly and the Steering Committee,
 - iv. is responsible for the due performance of all administrative financial, treasury, accounting and other tasks necessary for the unimpeded operation of the organization,
 - v. proposes to the Steering Committee a draft strategy of work of Zagreb Pride for a multi-year period,
 - vi. proposes to the Steering

- Committee a proposal of implementing the work strategy of Zagreb Pride for each year,
- vii. proposes to the Steering Committee a proposal of ensuring the financial resources needed to implement the work strategy of Zagreb Pride for each year,
 - viii. submits to the Steering Committee proposal of the annual program report on the work of Zagreb Pride,
 - ix. submits to the Steering Committee proposal of the annual financial report of Zagreb Pride,
 - x. submits to the Steering Committee quarterly reports on the work of Zagreb Pride,
 - xi. submits to the Steering Committee quarterly financial reports of Zagreb Pride,
 - xii. submits to the Supervisory Board semi-annual reports on the work of Zagreb Pride,
 - xiii. submits to the Supervisory Board semi-annual financial reports of Zagreb Pride,
 - xiv. executes the decisions of the Assembly, the Steering Committee and the Supervisory Board in which she has executive authority,
 - xv. engages in the development projects of the organization,
 - xvi. encourages cooperation with other organizations and institutions,
 - xvii. performs all other duties necessary for the unimpeded operation of the organization, and
 - xviii. performs all other duties prescribed by this Statute and/or other acts of Zagreb Pride.

Article 126

In the performance of her duties, the Executive Coordinator shall act in accordance with the law, this Statute and other acts of Zagreb Pride and decisions of the Assembly and other elected bodies of Zagreb Pride.

Article 127

When representing Zagreb Pride, the Executive Coordinator shall act in accordance with decisions of the Assembly and other elected bodies of Zagreb Pride.

XIV. SETTLEMENT OF DISPUTES AND CONFLICTS OF INTEREST IN ZAGREB PRIDE

Article 128

Jurisdictional disputes between the bodies of Zagreb Pride, between members and bodies and between members and conflicts of interest shall be resolved in the first instance by the Supervisory Board or in the second instance by the Assembly in the case of an appeal filed within 15 days.

Article 129.

In the settlement of disputes, the Supervisory Board and the Assembly must hear the parties in the dispute and base their respective decisions on this Statute and the law.

XV. ASSETS AND FINANCES

Article 130

The assets of Zagreb Pride consist of funds that Zagreb Pride gained through membership fees, voluntary contributions and gifts, funds that Zagreb Pride acquired by performing activities which contribute to statutory objectives, by funding programs and projects of Zagreb Pride from the state budget and the budgets of local and regional governments and/or funds of foreign sources, as well as other funds in accordance with the law, Zagreb Pride's immovable and movable property, as well as other property rights.

Article 131

Zagreb Pride disposes of its property only for achieving the goals and performance of activities prescribed by this Statute in accordance with the law.

Article 132

All financial operations of Zagreb Pride are led in accordance with applicable regulations on the basis of the decisions of the competent bodies of Zagreb Pride.

Membership fee

Article 133

STATUTE OF ZAGREB PRIDE

(1) The Assembly shall determine the amount, method and the intervals of paying the membership fee.

(2) The Assembly may decide to temporarily suspend the provision of this Statute on the membership fee payment.

Disposal of assets of Zagreb Pride in case of termination of the organization

Article 134.

In the case of termination and after payments to creditors and the costs of liquidation, judicial and other procedures, the remaining funds, assets and property rights of Zagreb Pride, by the decision of the Assembly, become the property of one or more non-profit, charitable, non-partisan, independent, voluntary associations, institutions or foundations with similar statutory objectives for the purposes of their socially beneficial or charitable activities related to the activities of Zagreb Pride.

Article 135

The Assembly cannot share the property of Zagreb Pride between its founders, members, persons authorized for representation, employees or related persons.

Article 136

Related persons mentioned in the previous article are persons are a spouse, life partner or informal life partner, blood relatives in the direct line, siblings, guardians and other natural or legal persons who, based on other grounds and circumstances, can reasonably be considered to have interests related to the founders, members of Zagreb Pride, persons authorized to represent Zagreb Pride or employees.

Article 137

Financial assets that are obtained from public sources as defined by Article 32 of the Law, in case of termination of Zagreb Pride, must be returned to the budget from which the funds were generated.

XVI. STATUS CHANGES

Article 138

Status changes are changes in the legal position of Zagreb Pride made based on the decision of the Assembly in accordance with this Statute and the Law.

Article 139

Status changes include consolidation, merger and division of Zagreb Pride.

Article 140

The decision referred to in Article 138 in relation to Article 139 of the Statute is made by the Assembly by a two-third majority vote.

XVII. TERMINATION OF ZAGREB PRIDE

Article 141

The decision on the termination of Zagreb Pride is made by the Assembly by a two-third majority vote of those present, at the proposal of the Steering Committee.

Liquidation proceedings

Article 142

Following the decision from the preceding Article or in other cases of termination of Zagreb Pride prescribed by the Law, the liquidation procedure is initiated in accordance with the Law.

Article 143

By initiating the process of liquidation, the authorization of Zagreb Pride and persons authorized to represent it ceases.

Article 144

The liquidation proceedings are lead by the Liquidator of Zagreb Pride, in accordance with the Law.

Liquidator of Zagreb Pride

Article 145

(1) The Liquidator of Zagreb Pride is a physical or legal person who is appointed and revoked by the Steering Committee at the proposal of the Executive Coordinator

STATUTE OF ZAGREB PRIDE

and who represents Zagreb Pride in the process of liquidation.

(2) The Liquidator may not be a member of Zagreb Pride.

Article 146

The Steering Committee may revoke the Liquidator of Zagreb Pride and appoint a new one:

- i. at the proposal of the Executive Coordinator, or
- ii. at the request for dismissal of the Liquidator of Zagreb Pride which is submitted to the Steering Committee by the Liquidator itself.

XVIII. PROCEDURE FOR CHANGING THE STATUTE OF ZAGREB PRIDE

Article 147

Changes to the Statute of the Zagreb Pride represent changes, amendments and adoption of a new Statute.

Article 148

Authorized proponents of Statute changes are:

- i. the Steering Committee, and
- ii. one third of members of Zagreb Pride.

In Zagreb, February 3, 2015.

Article 149

Changes to the Statute are adopted by the Assembly by a two-third majority vote of the members present.

XIX. FINAL PROVISIONS

Article 150

The Supervisory Board in the first instance and the Assembly in the second and last instance shall be responsible for the interpretation of this Statute.

Article 151

With the entry into force of this Statute, the Statute of the Zagreb Pride Association adopted at the Assembly held in Zagreb on May 7, 2012 and certified by the City Office for General Administration Zagreb Class: UP/ I-230-02/2012-02/894, Reg: 251-07-02/1-12-2 of 26 July 2012 expires.

Article 152

This Statute shall enter into force immediately upon adoption.

L.S.

For the Assembly:

Ivan Novosel
Chairperson of the Assembly of Zagreb Pride