

Executive Team's New Proposal: By-Law section 4.8, "Conduct and Accountability"

For voting during AGM or Remote Vote

Your name: IBF Executive team

Date: 28 September 2026

New proposal for change in: ☒ By-Laws ☒ Task Force Manual (consequential update)

What is the current situation?

According to the By-Laws an officer **can be asked to step down temporarily** by the IC if they are found to **go against IBF ethics and/or core values**. There is **no process for a formal warning, suspension, removal from** a workgroup or Task Force role, removal from an elected office, **or suspension or ending of IBF membership**.

What is your proposal?

Add new By-Law section 4.8, "**Conduct and Accountability**", as set out on the following page. The ET and IC should align the complaints procedure and Task Force Manual with the adopted section. The clause keeps workgroup autonomy for daily work and leader nomination, while setting IBF-wide safeguards for conduct decisions.

Why should IBF members vote for it?

Members and volunteers should have a known, clear procedure when concerns arise within the organization. A clear process allows early dialogue and support, written warnings where appropriate, an opportunity to respond, proportionate action for ongoing or serious concerns, prompt protective action in a crisis, independent review, and a path to return. It reflects the IBF Core Values of right relationship, integrity, inclusivity, conscious communication, responsibility and safety.

AGM or electronic remote vote?

AGM vote requested for this proposal, so members can discuss the new decision-making powers and any amendments. The IC may recommend an alternative under the existing proposal procedure.

Personal note

This is a forward-looking governance proposal. It is not a finding about any named person and does not apply retrospectively.

Attachment to IBF New Proposal

Proposed new By-Law 4.8 Conduct and Accountability

1. Scope

This section applies to IBF members and volunteers serving in workgroups or Task Force roles. A decision about a workgroup or officer role does not, by itself, end IBF membership.

2. Standards

Members and volunteers follow the IBF Core Values, Code of Ethics, applicable ethical standards and agreed role duties. Respectful disagreement or making a complaint in good faith is not misconduct.

3. Early resolution and warning.

The IC seeks dialogue or mediation where appropriate. Before a formal warning or sanction, the person receives the specific concern in writing and a reasonable opportunity to respond. The ET may, after IC recommendation, issue a formal warning stating the expected change, support offered and review date.

4. Role action

If serious misconduct is substantiated, or concerns continue after a warning, the ET may, after consultation with IC and the Board of Elders (minimum of 3 people), impose a proportionate restriction or suspend or end participation in an appointed role or workgroup. It records reasons and informs the person in writing.

5. Membership action

Suspension or termination of IBF membership is a separate decision. It requires:

- written notice of the proposed action and reasons
- a reasonable chance to respond
- an IC recommendation
- written agreement from the Board of Elders (min 3 people)
- and a reasoned ET decision, provided the Dutch statutes permit that authority.

6. Crisis protection

Where credible immediate risk to people or IBF operations requires action, the ET may impose a temporary, limited restriction. It gives prompt notice, hears the person's response, consults the IC and reviews the measure within 14 days. An interim restriction is not a finding.

7. Review

- an affected person may request a review within 21 days.
- initial decision makers and conflicted people do not decide the review.
- a review board is created by the IC consisting of available former ET and IC officers.

8. Return

- a person removed from a role may petition the ET for future eligibility after addressing the concerns; a former member may petition for readmission after the period stated in the decision.
- an elected role requires a fresh election.

9. Workgroups

Workgroups manage their projects and nominate leaders within IBF rules. The ET consults the workgroup where a decision affects its work, unless urgent protection or a conflict prevents this.

10. ET or IC Member issues

Should the issue concern a current ET or IC member, external paid advisory is consulted.

11. Community

Where necessary, the ET may, in consultation with the IC, give the community a factual operational update, sharing only necessary information and protecting privacy.

Motion to vote on

That the AGM adopt new By-Law section 4.8 Conduct and Accountability; direct the ET and IC to update the complaints procedure and Task Force Manual accordingly; and apply the provision prospectively from its valid commencement. Any material changes required by legal review return for the appropriate membership approval.

Reference documents: IBF By-Laws December 2025, IBF Core Values and IBF complaints procedure, available at ibfbreathwork.org.