



Regulation E.T.S. Twoplustwo

This regulation, as proposed by the president, is always subject to modification through a simple majority vote by the board of directors. Requests for amendments can also be submitted by one or more members and must be voted on within 30 days by the board of directors.

The E.T.S. Twoplustwo regulation is officially adopted on 10/08/2023 through a vote by the Board of Directors (Minutes 02/2023).

MISSION

We aim to inspire young people and engage them in activities based on arts and creativity. Additionally, we strive to develop life skills that can help young individuals become responsible citizens.

VISION

Our vision revolves around a world where diversity is a shared value among individuals, technological development goes hand in hand with respect for nature, and creativity inspires a culture of change.



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GUIDING PRINCIPLES

These principles inspire our work and guide the decision-making process.

Foster relationships of trust, respect, and accountability for oneself and others.

Actively involve our partners and the community.

Support the belief that people (young individuals, staff, and volunteers) are the greatest resource.

Operate through the 5 dimensions of youth work (Educative, expressive, empowering, inclusive, participative).

Strive for personal and group growth.

Promote and embody the values of the European Union.



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FOUNDING VALUES

Voluntary Participation

E.T.S. Twoplustwo operates through an informal educational approach, recognizing that youth work is based on the voluntary participation of young individuals. They actively and constructively engage in the organization's activities, contributing their ideas, knowledge, and personal experiences.

Volunteer Culture

The organization is committed to spreading the culture of volunteering and its values. It works to create opportunities for volunteers to actively contribute to the organization's growth, developing skills that benefit other young people and the community.

Relationships

E.T.S. Twoplustwo builds and nurtures trust-based relationships with young individuals, staff, and partners. Relationships form a fundamental basis for our approach to working with young individuals and require time and space to develop. Without positive relationships, young individuals won't be engaged and won't seize opportunities to participate actively or realize their potential.



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Creativity and Talent

In the age of technology and virtuality, we strongly believe that creative thinking remains essential if we intend to consistently develop original and innovative concepts. Creativity is a fundamental skill needed for success in today's hyper-competitive and fast-paced world. The world is changing faster than ever, and the speed of innovation, technological advancements, and global competition has created unprecedented expectations from the modern workforce.

Inclusion and Diversity

All the organization's opportunities are directed towards young individuals, volunteers, and staff who wish to be involved in the organization's activities. The approach to working with young individuals takes into account social, economic, educational, cultural, and geographical barriers (e.g., suburbs and rural areas).



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ETHICAL CHARTER

Treat young individuals with respect, valuing each individual and avoiding negative discrimination.

Respect and promote young individuals' rights to make their own decisions and choices, unless their well-being or legitimate interests or those of others are seriously threatened.

Promote and ensure the well-being and safety of young individuals, allowing them to learn through engaging in stimulating educational activities.

Contribute towards the promotion of social justice for young individuals and in society as a whole, encouraging respect for differences and diversity and combating discrimination.

ETHICAL PRINCIPLES FOR YOUTH WORKERS

Recognize the boundaries between personal and professional life and be aware of the need to balance a caring and supportive relationship with young individuals with appropriate professional distance.

Recognize the need to be accountable to young individuals, their parents or guardians, colleagues, funders, wider society, and others with relevant interests in the work, even when these accountabilities might be in conflict.

Develop and maintain the necessary skills and competence to fulfill the job.



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Membership Fees

The membership fee is set at the following amount:

→ 25 euros

The membership fee is valid for 365 days from the payment date. The membership fee allows the member to participate in the organization's activities and access roles and positions within the organization's initiatives. Payment of the membership fee indicates the member's acknowledgment and acceptance of this regulation. Payment of the membership fee involves the member filling out the personal data questionnaire <https://forms.gle/FmsNmw5DY3pGGTV96>

New members can pay the membership fee via bank transfer to IBAN **IT76Q0306909606100000065794**, payable to **E.T.S. Twoplustwo**, including "*Membership Fee 2023/2024*" in the subject line, or through cash payment.

Members have the right to:

Participate in all events promoted by the organization, in accordance with the modalities established by the coordinator of each initiative.

Propose projects or initiatives compatible with the Association's Statute to the Board of Directors for approval and potential implementation.

Use the services and facilities of the association as stipulated by the Board of Directors.

The member is directly responsible for any damage caused to property or



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persons related to the Association and to the venue where the organization's activities take place.

The Board of Directors has the authority to annually review the fee if deemed necessary.

Disciplinary Measures

All members are required to comply with the provisions of the Statute and this internal Regulation, in accordance with the decisions taken by the competent bodies.

In the event of non-compliant behavior causing disadvantage, harm, or prejudice to the organization's goals or assets, the Board of Directors may and must intervene and apply the following sanctions: warning, admonition, and suspension from the position. As examples and not exhaustive, instances of such behavior include:

- Repeated absence from operational and/or coordination meetings.
- Repeated failure to meet deadlines assigned by the project coordinator or initiative manager.
- Prolonged and chronic unavailability.
- Acts of violence.
- Inappropriate behavior towards staff and/or young individuals.



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Expulsion, however, can only be decided by the Assembly, convened ordinarily or extraordinarily. A member can be expelled from the Association at any time. The Board of Directors examines membership requests and can intervene at any time to review a member's position.

Where the Board of Directors considers that the member's situation poses serious impediments to achieving the Association's objectives or has demonstrated opposition to the Association's purposes and spirit, acting in a manner detrimental to the Association, or is incompatible with it, it expresses an unfavorable opinion on membership or proposes that the member be suspended or expelled from the Association.

Based on these indications, the Assembly can decide on expulsion. Expelled members are excluded from any social activity indefinitely. Expelled members have no right to a refund of the paid fee, nor any share of the social assets.

Naples, 13 August 2023

The president

Roberto Masullo

