**DONES MENTORES- EMAKUME MENTOREAK**

**Code of Good Governance**

*The Dones Mentores-Emakume Mentoreak association adheres to* [*the recommendations on good governance and good management practices*](https://intranet.fundaciones.org/EPORTAL_DOCS/GENERAL/AEF/DOC-cw5948d06b2883d/INFGobiernoFundacional.pdf) *of the Spanish Association of Foundations, to the provisions of* [*the Practical Guide to Good Governance for NGOs*](https://www.ecgi.global/code/ic-gu%C3%ADa-pr%C3%A1ctica-de-buen-gobierno-para-las-ong-asociaciones-de-utilidad-p%C3%BAblica-y-fundaciones) *of the Institute of Directors-Administrators, and the* [*Guide of transparency for private entities*](https://governobert.gencat.cat/web/.content/01_Que_es/04_Publicacions/guies_de_transparencia/Guia_de_Transparencia_per_a_entitats_privades.pdf) *of the Generalitat of Catalonia.*

**1. Objectives**

The Code of Good Governance of the Dones Mentores- Emakume Mentoreak association has the following objectives:

1. Provide an ethical and responsibility framework.

2. Promote transparency, responsibility and efficiency.

3. Provide guidelines for decision making.

4. Work from a feminist and participatory approach.

**2. General principles**

**Transparency and participation**: All operations and decisions made must be clear and available to all members. Deliberations and agreements will always be made under participation criteria.

**Integrity**: All members of Dones Mentores – Emakume Mentoreak must act with honesty and responsibility, under feminist criteria and in accordance with the purposes of the association described in article 2 of the Statutes.

**Responsibility**: All members are responsible for their actions and decisions.

**Mutual respect**: All members commit to dignified, respectful and equitable treatment inside and outside the organization, in accordance with the purposes of article 4 of the association's Statutes.

**3. Organization**

Dones Mentores – Emakume Mentoreak has the following governing bodies:

**Board of Directors:** The Board of Directors governs, administers and represents the association. This body is made up of the president, the secretary and the treasurer. All positions are held by different people. The women on the Board of Directors have no family relationship between them. The constitution, powers and operation of the Board are described in Chapter IV of the Association's Statutes (Art. 16 to 20).

**General Assembly**: The General Assembly is the sovereign body of the association. Its components are part of it in their own right and cannot be renounced. Its constitution, powers and operation are described in Chapter III of the Association's Statutes (Art. 8 to 13).

**4. Governance**

The General Assembly meets in ordinary session at least once a year. The General Board may call the General Assembly on an extraordinary basis whenever it is considered appropriate and must do so when requested by 10% of the members.

All agreements are made by consensus of all members. If there is no consensus, the agreements will be taken by vote taking into account the simple majority of votes of the members present or represented. A qualified majority is required to adopt agreements to modify the statutes or dissolve the association.

The members of the Board of Directors (president, secretary and treasurer) serve for free, for a period of 5 years, without prejudice to being re-elected. The Board of Directors, among others, will defend the interests of the association, convene the General Assembly and is responsible for monitoring that the agreements adopted at the Assembly are fulfilled. The Board of Directors makes agreements by simple majority of votes of the attending components. The members of the Board of Directors share and respect the founding feminist values.

The statutes of Dones Mentores – Emakume Mentoreak contemplate the possibility of establishing commissions or working groups. Given the current size of the association, there are no specific commissions or working groups.

The president directs and legally represents the association.

**Meetings:** Meetings of the Board of Directors will be held at least once a quarter. Minutes of each meeting will be prepared and will be accessible to members.

**5. Strategy planning.**

Supervision of activities: It is the responsibility of the Board of Directors to ensure compliance with the agreements reached at the General Assembly. All the activities carried out are aimed at achieving the eradication of sexist violence and the correction of structural inequalities that affect women from a purely feminist and therefore participatory approach.

Administration of financial resources: The Dones Mentores Association – Emakume Mentoreak is a feminist and non-profit association that was born with the pedagogical vocation of informing, training and disseminating mentoring with a gender perspective in addressing gender inequalities and employing mentoring against sexist violence. An important part of the financial resources comes from the administrations and institutions that hire the association to provide mentoring and work on training and prevention against sexist violence. The rest of the economic resources come from private donors who can be individuals, companies, social entities or other institutions, as well as from prizes.

It is the responsibility of the Board of Directors to periodically review the financial status of the association, as well as to draw up strategic lines for the achievement of financial funds.

**6. Transparency and Accountability**

The Statutes of the association can be consulted on the website www.donesmentores.com

All members have access to the minutes of the meetings, both of the General Assembly and of the Board of Directors. The Board of Directors will meet once a quarter

Annual audit carried out by an external entity.

**7. Conflict Resolution**

In Dones Mentores-Emakume Mentoreak all decisions will be made by consensus and through internal dialogue. In the absence of this, agreements will be reached by vote.

If necessary, external mediation will be used, whenever required by the Board of Directors or 10% of the members.

**8. Modifications to the Code of Good Governance**

The Code of Good Governance is subject to review and modification. It may be proposed by the Board of Directors or by the qualified majority of the General Assembly. To modify the Code, a 66% vote in favor will be required.

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