



Handbook

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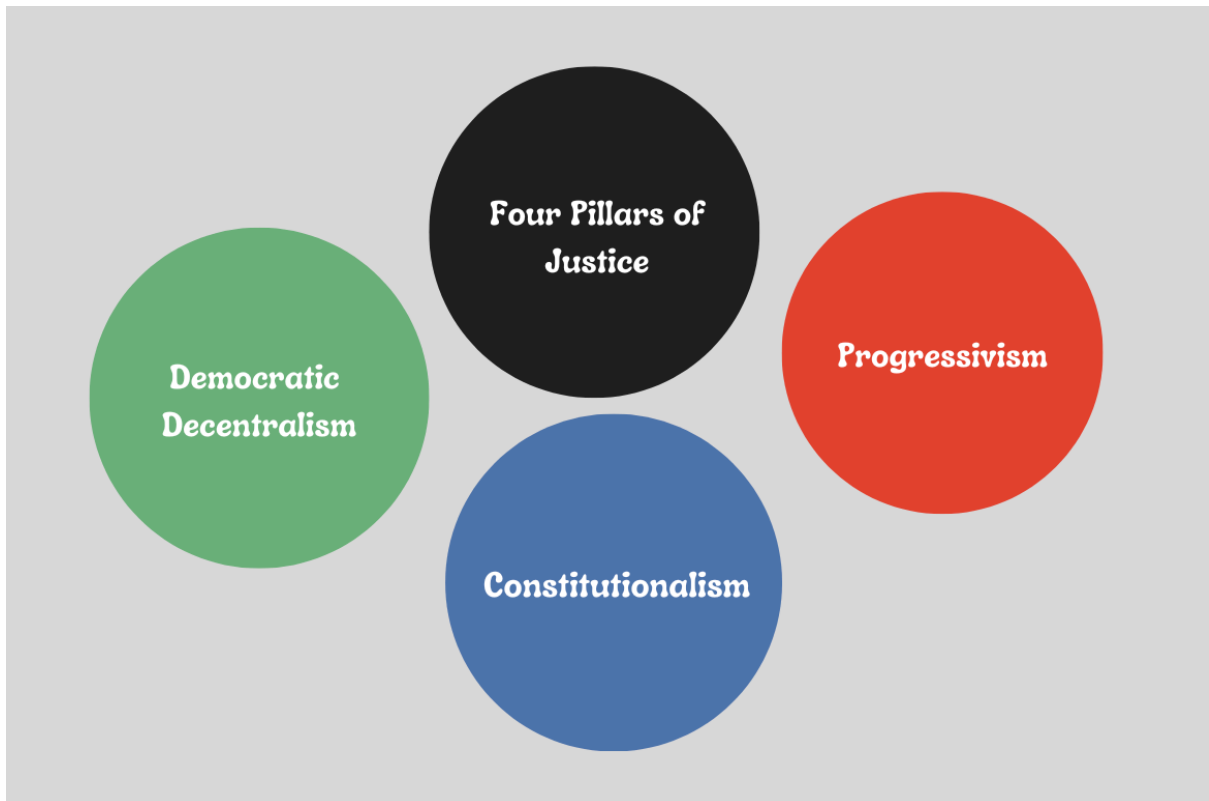
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Declaration

Our movement is hereby named, '**Justice Movement of India**', also referred to as '**JMI**' in this document.

Introduction

Ideology



Focus on Holistic Justice:

‘Justice Movement of India’ is a citizen-led movement in India that aims to educate, empower, encourage and engage Indian citizens to achieve a world of justice.

We envision a World of Justice where no citizen will be discriminated against based on religion, colour, culture, caste, creed, sex, gender, etc. We work for a world where income, wealth, resources, and opportunities are equitably shared amongst all citizens. We extend the concept of justice not only to humans but to nature and other species, so we emphasise that citizens are primarily responsible for protecting our ecology and biodiversity.

As a movement, the systemic change we aspire for is fourfold: **Social, Economical, Political, and Environmental**. We wish to bring social change through grass-root level campaigns, economic change by focusing on equitable and inclusive development, political change through policy-level innovation, and environmental change through safeguarding the rights of nature.



Constitutionalism:

We are committed to upholding the Indian constitution as the paramount law of the nation. Our Indian constitution establishes a governance structure, safeguards individual rights, and upholds the rule of law. We aim to ensure that government authority remains bounded and controlled by the principles and provisions as already delineated within the Indian constitution.

Progressivism:

We aim to champion the pursuit of societal enhancement through constructive reforms and positive transformations. This pursuit underscores the resolution of social challenges, elevation of living standards, promotion of equality, and the expansion of individual rights. Within the scope of Indian Constitution, progressivism is dedicated to fostering a fair and equitable society, rectifying disparities, and advocating policies that contribute to the holistic welfare of the populace.

Democratic Decentralism:

We prioritise fostering a system where decision-making power is distributed to local levels, empowering communities to have a direct say in matters that affect them. We aim to enhance citizen participation, promote accountability, and ensure that governance is responsive to the needs and aspirations of every individual. We advocate for strengthening federalism, recognizing the importance of a balanced distribution of authority between central, state and local governments. We aspire to create a society that values Equity, inclusivity, diversity, and active engagement at all levels of governance.

Vision

- Make India a progressive nation by making our local communities just, resilient, inclusive and sustainable regarding social, economic, political, and environmental fronts..

- Educate and Encourage citizens to fully realise their constitutional rights and fulfil their responsibilities.
- Empower and Engage citizens in establishing local self governance and wellbeing-based communities where humans, nature, and other species' rights are protected.

Mission

- Initiate a discourse on systemic change, which can be achieved through progressive, clean, and green politics, where every citizen has the accessibility to participate in the policy-making process and become a people's representative.
- Organise citizens around grass-root level issues and launch campaigns to influence relevant stakeholders in order to execute sustainable solutions.

Values

JMI upholds a set of values that we expect from our members and the wider society:

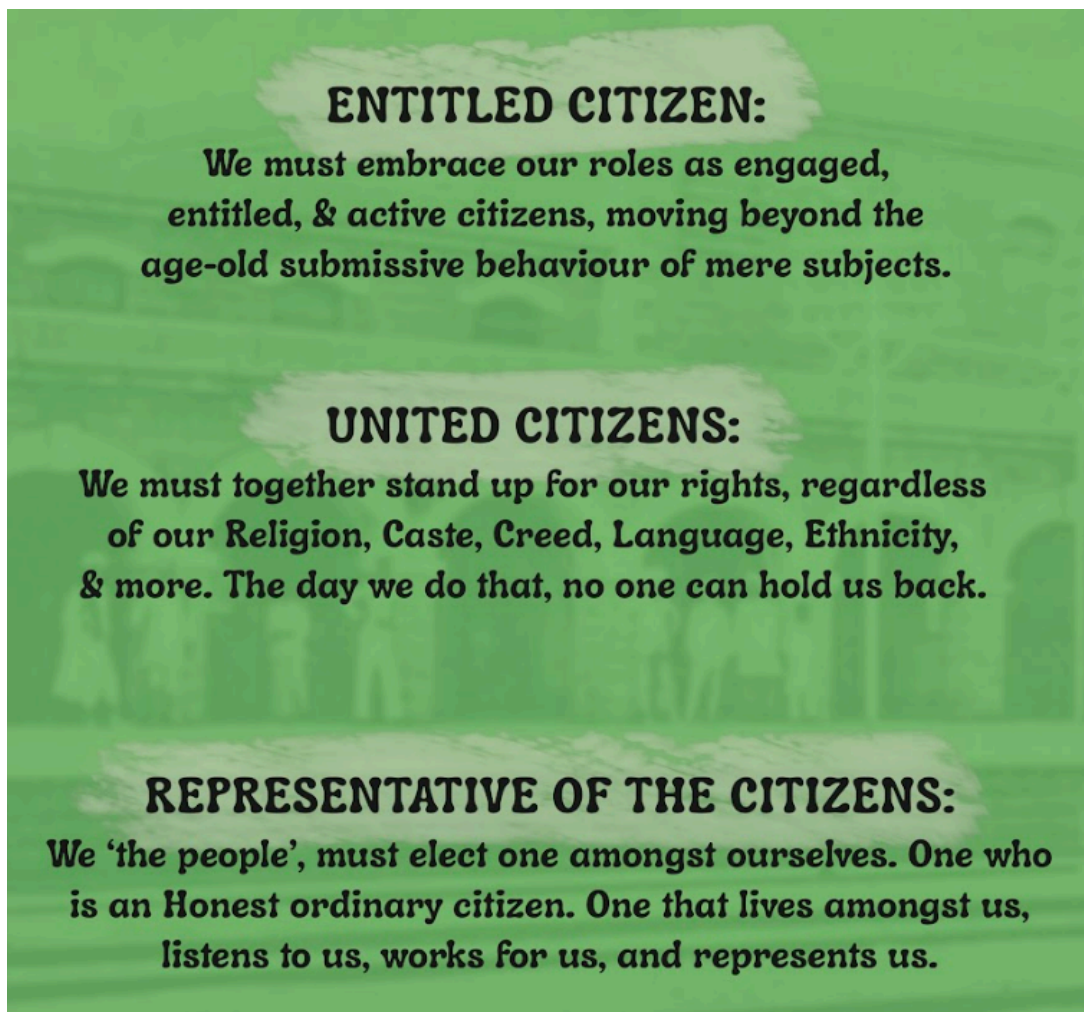
- Ethical Integrity: A commitment to the principle that 'Ends do not justify the means.'
- Honesty: Upholding truthfulness and transparency in all actions.
- Selflessness: Demonstrating a spirit of altruism and a commitment to collective well-being.
- Democratic Spirit: Fostering a culture of inclusivity, open dialogue, and participatory decision-making.
- Sustainability: Promoting practices that meet the needs of the present without compromising the ability of future generations to meet their own needs.
- Accountability: Taking responsibility for one's actions and decisions.
- Financial Transparency: Maintaining openness and clarity in financial matters
- Non-Violence: A mindset of non-violence, fostering peaceful solutions and respect for all individuals
- Constitutional Allegiance: Unwavering allegiance to the Constitution of the Indian Republic
- Rule of Law: Upholding the principles of a just legal system

We believe that these values are foundational to creating a just and principled society.

Principles

1. **Equity, Inclusion and Diversity:** JMI aims to create a just society where every citizen is treated equally and fairly, regardless of their religion, colour, caste, creed, sex, gender, or any other characteristic. We work towards a world where resources, opportunities, and benefits are shared among all members of society.
2. **Environmental Stewardship:** Our movement extends the principles of justice to encompass the protection of nature and other species. We believe that citizens have a responsibility to safeguard the environment and biodiversity, ensuring a sustainable future for all living beings.
3. **Grassroots Empowerment:** JMI strives to drive change from the ground up through grassroots-level campaigns. By focusing on local communities, we aim to bring about social transformation, economic development, and political innovation that positively impact the lives of individuals.
4. **Equitable Development:** With a strong focus on economic justice, JMI advocates for equitable and inclusive development. We work to bridge the gap between different segments of society, uplift marginalised communities, and enhance living standards for all citizens.
5. **Transparent and Accountable Governance:** We champion the principles of Constitutionalism by upholding the Indian constitution as the ultimate law of the land. We believe in a governance structure that ensures government power is limited and abides by the rule of law, thereby protecting individual rights and ensuring transparency and accountability in decision-making processes.
6. **Socio-Cultural Transformation:** Through progressivism, JMI commits to promoting positive societal change. By addressing social challenges, advocating for equality, and expanding individual rights, we strive to elevate the living standards of the populace and create a fair and equitable society.
7. **Local Empowerment and Participation:** Our movement promotes democratic decentralism, emphasising decision-making at the local level. We believe in empowering communities to actively engage in governance, ensuring that policies and actions are responsive to the diverse needs and aspirations of every individual.
8. **Strengthening Federalism:** JMI advocates for a balanced distribution of authority between central, state, and local governments. By strengthening federalism, we aim to create a governance system that values equity, inclusivity, and diversity, fostering active engagement across all levels of governance.

Call to Action



Join us in taking meaningful action by participating in the following:

Entitled Citizen

We must start feeling like entitled Citizens not submissive Subjects. We all pay taxes, we all are entitled to have our aspirations fulfilled.

How would you know if you are an entitled citizen? Do you get angry when you see injustice in the world? Do you feel angry that your local public schools, local public hospitals, roads, air quality and water bodies are of very bad quality? Then you are an entitled citizen. Consider this, we get angry if our food delivery is delayed by half an hour, what about our tax money being misused and development being delayed then?

United Citizens

All entitled citizens must become one collective voice: We may be entitled citizens, but when we are divided by language, creed, colour, caste, religion etc... our voices are suppressed. All we have to do is come together and speak together, irrespective of our religious/linguistic/caste/colour identities, only then real change will happen.

We have seen change happen in the past when we come together leaving our identities behind, for instance take our independence struggle, we kicked out the British, take our numerous citizen-led protests, driven by resolute commitment, that have been instrumental in shaping pivotal historic legislations, like the Right to Information Act, the amendment to Juvenile Justice Act for Nirbhaya case, etc... , each standing as a testament to the power of collective action and advocacy. . But what happened to us after that? Why do we go back to being divided amongst ourselves again?

Representative of the Citizens

Our representatives must be from amongst us: We may be entitled citizens, and we may be together, but if our representatives/politicians keep trying to divide us because that is how they can get our votes and not by doing real work, how will we progress? If our representatives are selfish people who only work for their self benefit, for money, for power, for influence and for their families, how will we ever see progress? Our politicians, living in their bubbles of privilege, often seem unaffected by the issues that touch our lives. They seem to inhabit a world far removed from ours. So, what's our response? What should we do?

We must choose representatives from ourselves. Common entitled citizens, who are from poor/middle class, who are not power hungry, whose lives are actually impacted by politics, who live in our real world, not the privileged world.

Manifesto

Social Justice:

The motive of “Social Justice” is to transition to a fair and equitable society wherein every individual, irrespective of their identity/identities, is granted equal rights and opportunities and treated justly.

Our motto is to promote ‘coexistence, harmony, and empathy towards other citizens’ while the government and civil society act as catalysts for systemic changes to facilitate the desired Just society.

We propose to do that by,

- Working towards the abolition of orthodoxy and discrimination due to religion, caste, ethnicity, race, gender, sexual orientation, geographic region, education, financial, capacity, etc
- Protecting marginalised people and labourers through a respectable minimum wage for a comfortable and healthy living.
- Ensuring that everyone has access to affordable and effective health care. And access to quality, affordable, and preferably free education.
- Fostering critical and creative thinking about social, ecological, economic, and political issues. Consequently, the legislation to implement the inclusion of liberal arts, performing arts, and crafts in education.
- Implementing children-friendly socio-cultural policies that ensure the best possible future for children, as they are the backbone of the society.
- Promoting pluralism, secularism, solidarity, and diversity through performing arts and literature.
- Aiming for individual rights, and collectivistic values, and encouraging cooperation rather than competition.
- Initiating the discourse on healthy parenting, healthy love, and unhealthy relationships- sometimes leading to domination and violence.
- Aspiring for well-being through mental and physical health rather than purely economic and materialistic gains.

- Emphasising the role of individuals in communal harmony and community wellbeing.

Economic Justice:

The motive of “Economic Justice” is a transition to a well-being-based economy that facilitates sustainable, equitable, and inclusive community development.

Our motto is to prioritise ‘people & planet over profits’ and mitigate the inequality of wealth, income, opportunities, and resources.

We propose to do that by,

- Enforcing private & public organisations to replace shareholder’s value maximisation (investors) for profits with stakeholder’s value creation (employees, customers, suppliers, community, and investors) organisational policy for sustainability.
- Resolving the modern dilemma of career versus passion, which arises due to the less possibility of work opportunities for different career paths in the present world.
- Encouraging students' scientific curiosity, artistic endeavours, and systems thinking rather than competitiveness accompanied by standardised testing.
- Cognizing the value of care work -- paid or unpaid and done mainly by women -- in households and agricultural activities.
- Encouraging sustainable entrepreneurial and business ventures, especially workers' cooperatives, to deal with social and ecological problems faced in the community.
- Mandating Social Security for everyone including health, unemployment, pension, legal and other kinds of insurance to ensure a safe and secure future for the citizens.
- Regularising Contractual jobs and providing them equal pay/allowances at par with the salaried employees with job security and fixed tenure.
- Emphasising a circular and community-based economy for having resilient and regenerative communities.
- Increasing the local supply chain rather than the global supply chain to reduce the ecological footprint, create a local economy and foster sustainable green jobs at the community level.

Political Justice:

The motive of “Political Justice” is to create an accessible, transparent and accountable system; where every individual has the opportunity to participate in the governance process, and everyone is treated equally before the law irrespective of their political status.

Our motto is to encourage ‘Citizens to take the less travelled route in democracy called contesting elections to bring the change we deserve.’

We propose to do that by,

- Motivating responsible citizens, especially Youth, Women, LGBTQIA+ people, minorities, and marginalised people, to contest in the elections at various levels (Local, State, and National).
- Fostering evidence-based interventions, participatory democracy, and systems thinking in policy-making to achieve the broad developmental goals of Equity, Justice, Productivity, and Sustainability.
- Ensuring proportionate representation of Youth, Women, LGBTQIA+ people, minorities, disabled people and marginalised people at all levels of the government
- Emphasising the three crucial phases of the policy design cycle - feasibility, implementation, and evaluation.
- Implementing electoral reforms, i.e., moving away from the ‘First Past the Post’ method of voting towards a more inclusive and progressive voting system such as Ranked Choice or Proportional or a Combination.
- Mandating the transparent and independent functioning of the Judiciary and strengthening easier access to Judiciary for citizens.
- Assuring the autonomous functioning of Police departments across the country through establishment of institutions such as the Police Function Audit Organisation (PFAO) that would audit the functioning of the Police departments and make recommendations to improve their efficiency and decrease misuse by the governing Political Parties.
- Treat organised crime as different from other crimes. Organised crimes destroy trust in governance and weaken democracy while ensuring unorganised crimes are also punished appropriately.

- Abiding to the constitutionally promised secular treatment of all religions irrespective of the personal religion of the governing politicians.
- Promoting participatory democracy through civic engagement groups and citizens' assemblies in rural and urban municipalities to safeguard human rights, commons, and biodiversity.
- Ensuring decentralisation of power, funds, and governance; strengthening the 3 tier government system adopted by our constitution.
- Ensuring that all municipal services are corruption free, accessible to everyone, and implemented by considering all the sustainability practices.
- Providing accessibility to unbiased law enforcement systems and judicial remedies to everyone.

Environmental Justice:

The motive of “Environmental justice” is to put forward specific measures to achieve a world that is resilient, more prosperous, and more respectful of the environment and to guarantee equal access to natural resources and decisions about environmental issues.

Our motto is to fight for a healthy environment, save mother earth (Biodiversity and Commons), and have the right to be free from ecological destruction.

We propose to do that by,

- Ensuring environmental justice is aligned with political, economic, and social justice, particularly for poor and marginalised people. And work towards the equitable distribution of natural resources to ensure inclusive growth.
- Ensuring environmental severe impact assessment of all industries, old and new.
- Adopting simple living, decarbonized lifestyle, and un wasteful consumption. Restricting urbanisation and concretization of communities while ensuring the survival of architectural heritage.
- Establishing Community-wide seed banks, nurseries, and kitchen gardens in homes, educational institutions, and public & private organisations. And local governments should also put in the water infrastructure needed to set up these seed networks.

- Increasing awareness about the individual responsibility for protecting flora and fauna in the community.
- Increasing science & technology research awareness to foster green innovations in various research fields to mitigate climate change.
- Increasing greenery and sanitation; eliminate non-biodegradable waste: and conserve and rehabilitate agricultural soil health.
- Protecting indigenous people and their rights regarding natural resources in tribal habitats.
- Implementing renewable energy generation systems for the requirements of the community.
- Restricting the overshoot in the 'planetary boundaries' within the limits of earth's safe operating space.

About the Movement

Background, History and Inspiration

The Justice Movement of India was initiated as a movement on the occasion of our 75th Independence day, 15th August 2022.

We draw inspiration from the historical legacy of the Justice Party in pre-independent Tamil Nadu. The Justice Party was a pioneering political entity that emerged in the early 20th century, championing the cause of social justice, political justice and empowerment. It stood as a fervent advocate for the rights of marginalised communities and worked relentlessly to challenge the prevailing caste-based discrimination and inequality.

The Justice Party played a pivotal role in shaping social and political reforms in Tamil Nadu. It fought for the rights of the oppressed, sought to eradicate untouchability, and championed the cause of education and empowerment for all sections of society.

The ideals of the Justice Party resonate deeply with the core principles of the "Justice Movement of India." Just as the Justice Party strove to create a more just and equitable society, our movement aims to carry forward their legacy by fostering holistic justice, empowering citizens, and advocating for the rights of every individual, regardless of their background. In drawing from the history of the Justice Party, we honour their contributions and aspire to continue the journey towards a just and progressive nation for all.

Our Freedom fighters fought for independence from the British, we got independence but still are not free, we are not free from poverty, we are not free from the shackles of inequality, we are not free from corruption, we are not free to pursue our passions . Freedom from these struggles is our generation's project.

Movement for Societal & Political Change

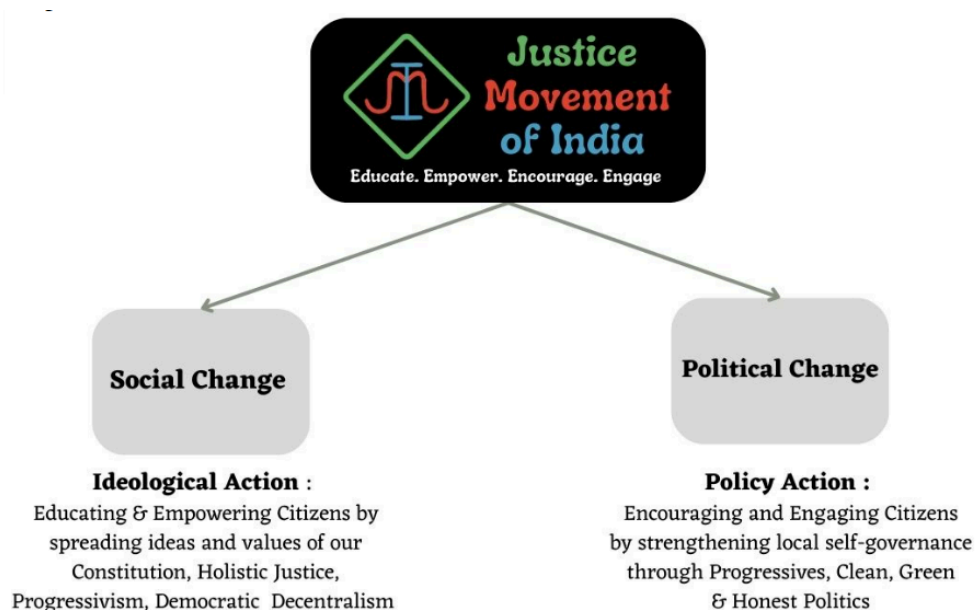
As outlined in the Movement structure, JMI primarily aims to educate, engage, encourage, and empower individuals within the action-based units referred to as Projects, each representing an Assembly constituency. Our ultimate objectives are societal change and political change in each Project

Societal Change:

The objective here is to establish a robust civil society at the grassroots level, ensuring that elected representatives remain accountable and transparent in their actions.

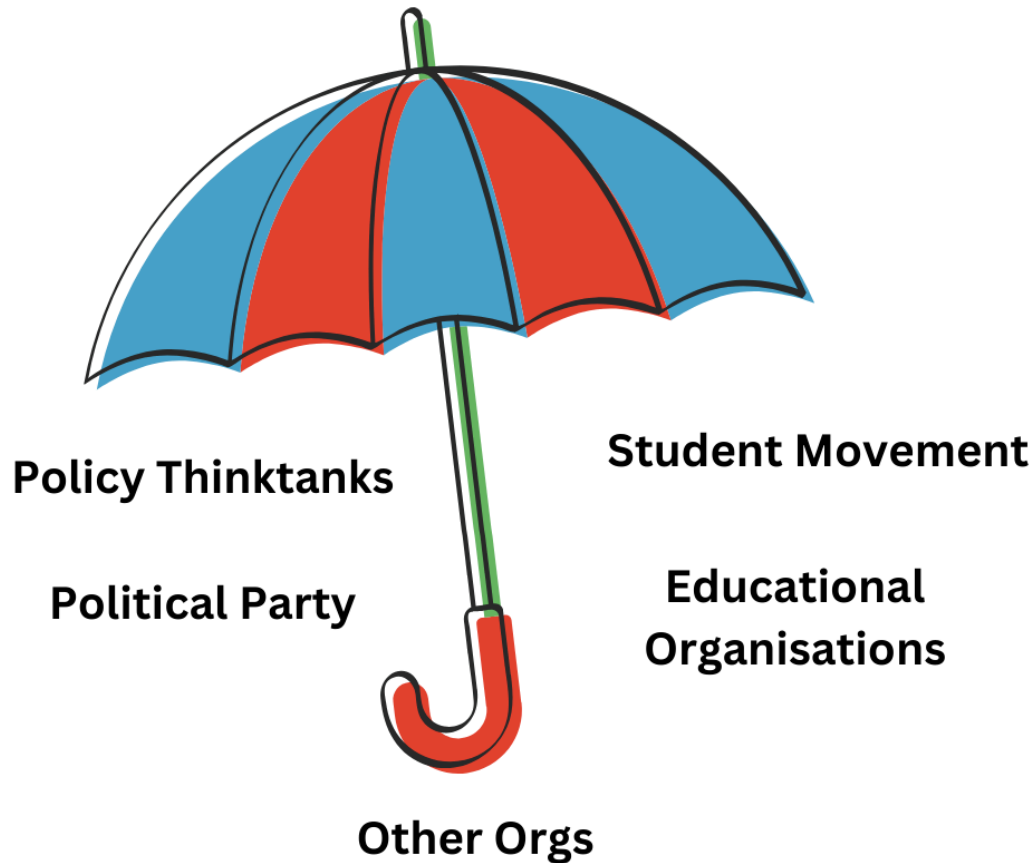
Political Change:

As a component of achieving the ideal of 'Representatives of the People, by the people, from the people,' a unique approach is adopted. During each election cycle, the Civil Society nominates its own candidate. The process involves issuing a callout at the Project Level. In cases where multiple potential candidates emerge, a local debate and voting are held within the JMI assembly project. The winning candidate becomes the official Assembly Project's nominee for the election.



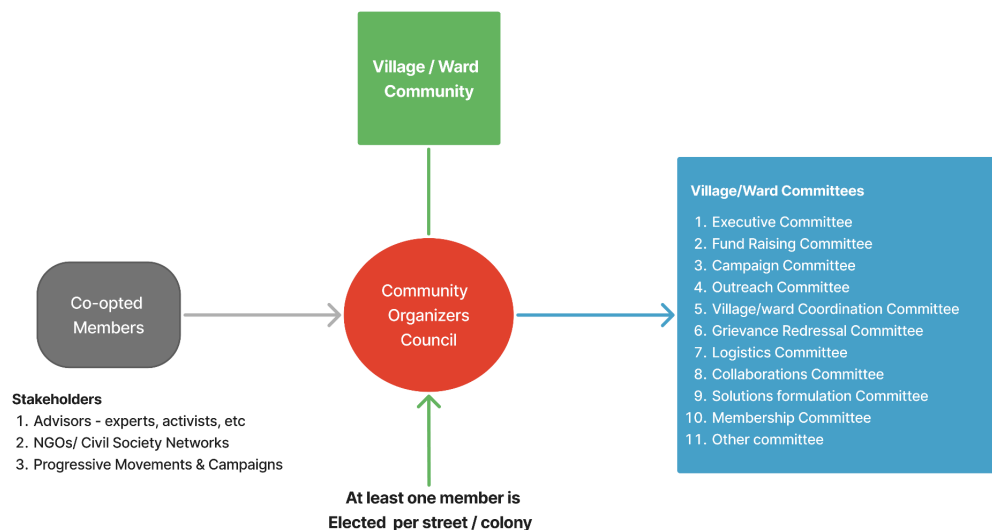
We envision a JMI Umbrella, a community of engaged citizens associated with JMI, fostering the creation of various organisations and movements such as policy think tanks, student movements, and more. This collaborative network will empower individuals to advocate for change, share ideas, and work towards common goals, ultimately strengthening the impact of JMI in society.

JMI Umbrella



Movement Structure





Guidelines for establishing a village/ward community:

This rough guideline outlines the steps for effectively establishing a village/ward community within our movement. The process begins by forming a working group and, upon successful representation from at least two-thirds of the areas or streets within a village or ward, this group can graduate to become a full-fledged unit.

Step 1: Conduct a public survey to identify and prioritise the most pressing local issues based on citizen feedback.

Step 2: Raise awareness among the local population about these issues and the importance of community sustainability.

Step 3: Form a coalition of experts, NGOs, and engaged citizens to help develop solutions that adhere to our fourfold model of social, economic, political, and environmental justice.

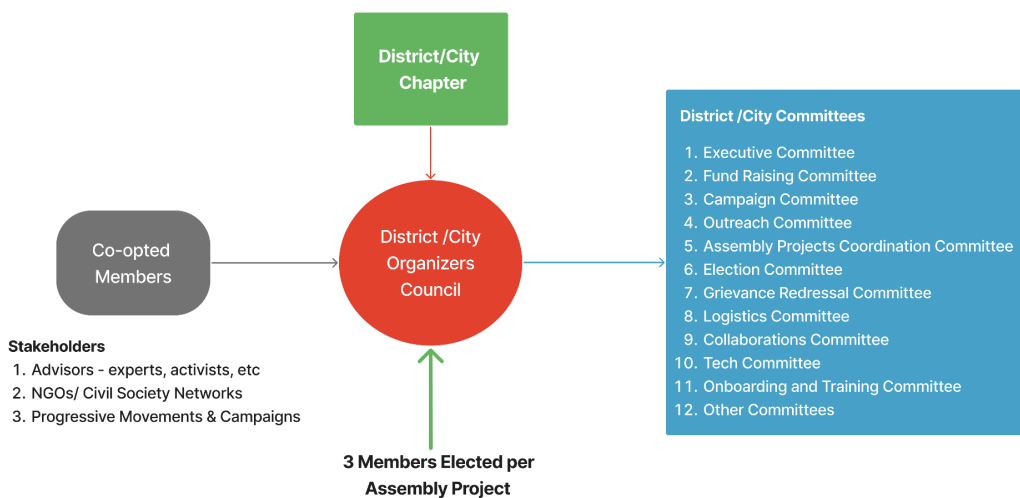
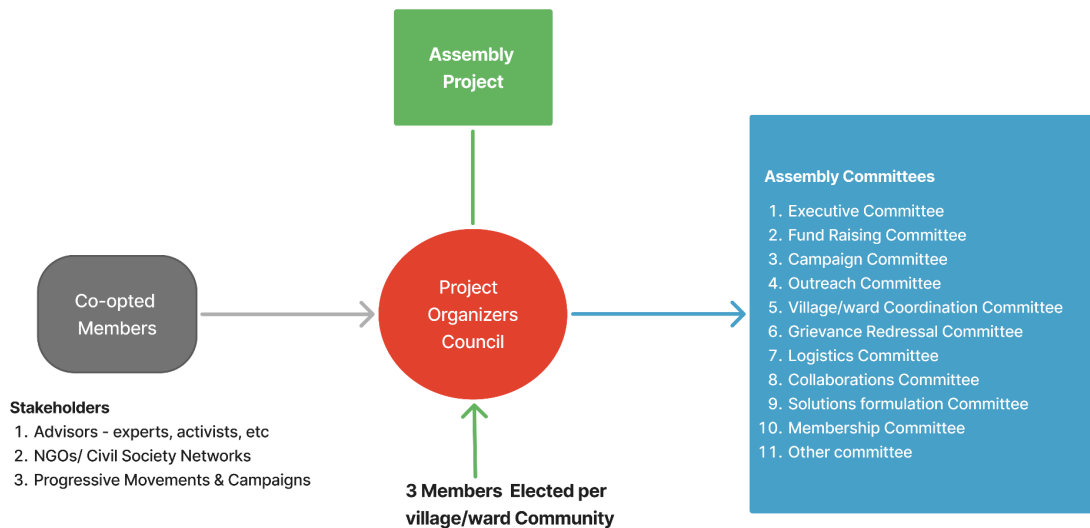
Step 4: Implement these solutions through partnerships with local government officials, politicians, NGOs, and the broader community.

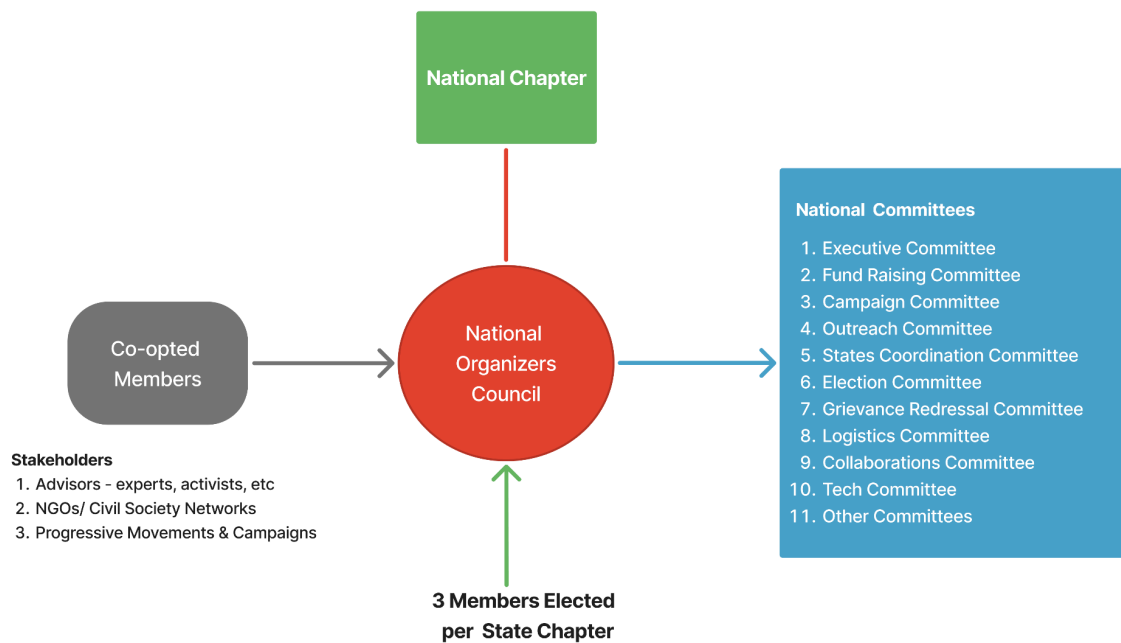
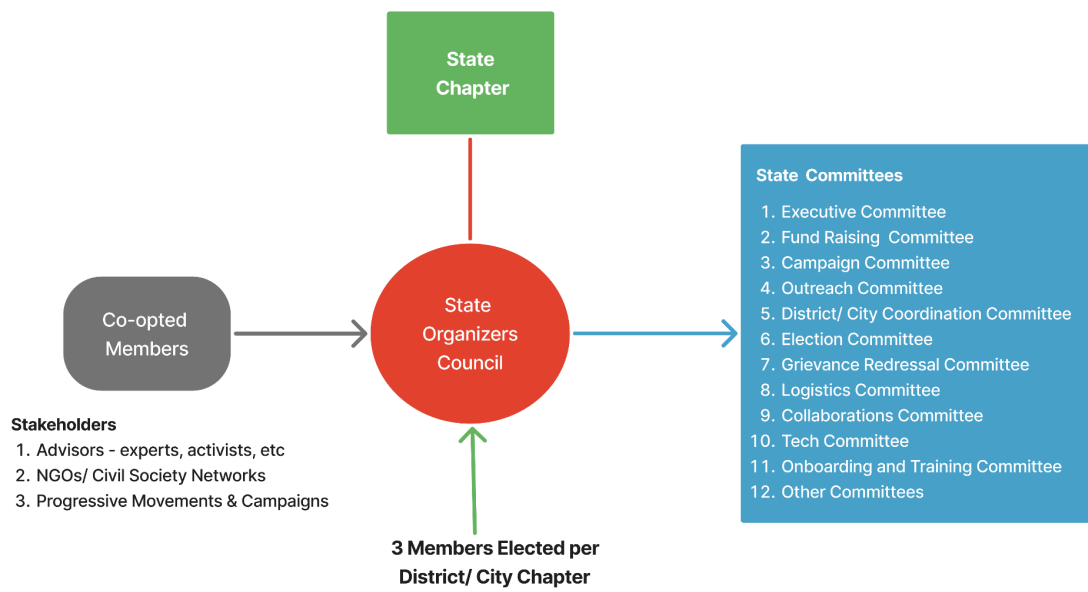
Step 5: To further address local challenges, motivate and support citizens with humble backgrounds and a passion for public service to run in local or state elections.

Step 6: Ensure the sustainability of our efforts by maintaining the core principles of the movement. This involves establishing a strong civil society at the constituency level that can act as a pressure group and electing a member of this civil society as a representative.

By following these steps, we lay a strong foundation for a dynamic and impactful village/ward community that actively contributes to our overarching goal of achieving justice and sustainable development.

All the other upper units also can start as working groups and when the specified criteria of members are satisfied from at least 2/3rds of the units under the given unit. For example, an Assembly Project can start as a working group and transition into a full fledged unit when at least 2/3 rd of the Village/Ward Communities are active and have the capacity to elect the required 3 Members per Village/Ward Community.





Mandatory Committees and their Responsibilities

Executive Committee:

- Responsible for setting 6 months milestones/targets for the unit while ensuring the targets align with the targets of the upper level units.
- Responsible for ensuring cross-communication & coordination between the rest of the committee's of the unit's organisers council.#
- **Special Provision for oversight:** The executive committee of any given unit within the movement also serves as an oversight committee for the units subordinate to it. This committee has the authority to disband a lower-level unit or call for elections in the unit in question, but only under specific conditions. The decision to disband must be backed by substantial evidence justifying the action. Additionally, the disbandment requires the approval of two-thirds of the other units at the same level as the unit in question. Furthermore, within each of those agreeing units, at least two-thirds of the members must vote in favour of the disbandment. This ensures that the decision is made with broad consensus and adequate justification. (Doesn't apply to Village/Ward Community level's Executive Committees)

Funds Raising Committee:

- Planning and execution of fundraising activities.
- Ensuring financial transparency and accountability within the organisation.
- Budgeting and allocation of funds for various needs of the Movement.
- Quarterly reporting financial status to the Unit's Organisers Council.

Campaigning Committee:

- Development, execution, and management of campaigns aligned with the organisation's objectives.
- Identifying potential areas of intervention and issues to campaign for.
- Coordinating with other committees for resources and support for campaigns.
- Tracking and evaluation of campaign effectiveness.

Outreach Organiser Committee:

- Developing and implementing strategies for raising the organisation's profile and reaching out to potential members and supporters.
- Coordinating with other committees to ensure the consistency of messaging across different platforms and campaigns.
- Managing the organisation's social media presence and other public relations activities.
- Organising events and workshops to engage with the community.

Coordination Committee: (Not applicable for Ward/Village communities)

- Facilitating communication and coordination between different level units of the organisation (States Chapters, City/District Chapters, Projects, Communities).
- Resolving any issues or conflicts between committees.
- Overseeing the overall functioning of the organisation and ensuring its alignment with the organisation's objectives.
- Facilitating the rotation of committee members and their transition into new roles.

Grievance Redressal Committee:

- Addressing any complaints or grievances raised by members.
- Ensuring adherence to the Code of Conduct and Ethics and taking disciplinary action in case of violations.
- Mediating conflicts among members.
- Periodically reviewing and updating the organisation's policies and procedures to prevent grievances.

Logistics Committee:

- Managing resource allocation and distribution..
- Overseeing the procurement and distribution of materials required for campaigns and projects.
- Addressing any logistical challenges that may arise during the execution of activities.
- Collaborating with other committees to ensure seamless execution of events and initiatives.
- Ensuring smooth logistical operations for events, meetings, and activities.

Collaboration Committee:

- Identifying potential partnerships and collaborations with NGOs, civil society organisations, and other progressive movements.
- Establishing connections and fostering relationships with external stakeholders to amplify the impact of JMI's initiatives.
- Exploring opportunities for joint campaigns, projects, and advocacy efforts with like-minded organisations.
- Facilitating the exchange of knowledge, resources, and expertise between JMI and external partners.
- Ensuring effective communication and coordination between JMI and collaborating entities for mutual benefit and shared goals.

Tech Committee: (Not applicable for Assembly Projects and Ward/Village communities)

- Managing and maintaining the IT infrastructure of the organisation, including websites, software, and communication platforms.
- Ensuring cybersecurity and data protection measures are in place to safeguard sensitive information.
- Providing technical support to members and committees for smooth functioning of digital tools.

- Exploring and implementing innovative technologies that can enhance JMI's efficiency and reach.
- Overseeing the development and maintenance of online platforms for engagement, communication, and information sharing.
- Collaborating with other committees to integrate technology solutions into their initiatives.

Election Committee (Not applicable for Village/Ward Communities):

- Overseeing the elections process and ensuring the entire process is free and fair.
- Ensuring there is a smooth transition between the existing members and incoming members.

Onboarding Committee: (Not applicable for National Chapter, Assembly Projects and Ward/Village communities)

- Welcoming and orienting new members to the organisation's values, principles, and structure.
- Providing information about different committees, roles, and opportunities within JMI.
- Assisting new members in understanding the Movement's culture and their roles and responsibilities.
- Conducting induction sessions to familiarise new members with JMI's goals, projects, and ongoing campaigns.
- Offering guidance and support to new members to help them effectively contribute to JMI's initiatives.
- Ensuring a smooth transition for new members as they integrate into the various units and committees of the organisation.

Membership Committee: (Only applicable for Assembly Projects and Ward/Village communities)

- Reviewing membership applications and recommending acceptance or rejection.
- Maintaining the membership database and ensuring its accuracy and confidentiality.
- Providing orientation and support to new members.
- Organising activities to engage and retain members.

Solutions Formation Committee: (Only applicable for Assembly Projects and Ward/Village communities)

- Identifying and analysing pressing social, economic, political, and environmental issues that align with JMI's goals.
- Conducting in-depth research to gather relevant data and insights related to the identified issues.
- Collaborating with other committees and units to gather diverse perspectives and inputs on potential solutions.
- Brainstorming and generating innovative ideas and strategies to address the identified challenges.

- Developing comprehensive proposals and action plans outlining the steps needed to implement the proposed solutions.
- Evaluating the feasibility, impact, and potential risks of the proposed solutions before presenting them to relevant committees or units.
- Providing guidance and recommendations to other committees on how their initiatives can align with the broader solutions formulated by the committee.
- Continuously monitoring the progress and effectiveness of implemented solutions and making necessary adjustments based on feedback and outcomes.

Rules and Regulations for committees

Random Rotation of Committee Members: To ensure fairness and equal opportunities, committee members will be rotated randomly every year, preventing the concentration of power and promoting a democratic ethos.

Equal Opportunities and Prevention of Power Concentration: Our commitment to equitable participation ensures that all members have equal opportunities to contribute and prevent any individual or group from acquiring excessive authority within a committee.

Decision-Making Process: Committees will follow a collaborative decision-making approach, valuing diverse perspectives and striving for consensus while respecting the principles and objectives of the Justice Movement of India.

Voting Procedures: When consensus cannot be reached, committees will employ a democratic voting process, with each member having one vote. Majority decisions will guide the course of action.

Committee Roles in Decision Making: All committee members will have an equal role in decision-making processes, regardless of their specific designation. This practice reinforces the principle of equality within the organisation.

Meeting Frequency: Committees will regularly convene meetings to discuss relevant matters, share updates, and collaborate on initiatives. Meeting schedules will be determined collectively to ensure active participation. The frequency of committee meetings shall be determined by the committees themselves, depending on their requirements, with a minimum of one meeting every quarter.

Communication Channels: Open and transparent communication is encouraged within committees. Members can use designated communication channels to exchange ideas, share information, and collectively work towards common goals.

Quorum and Chairing of the Meeting: A quorum of two-third committee members will be required for a meeting to be conducted effectively. The chairing of meetings will rotate among members, promoting a collaborative leadership style and shared responsibilities.

Responsible & Backup Responsible Organisers in a Committee: JMI doesn't believe in hierarchy, every member is treated equally and is referred to as an organiser. However for coordination purposes each committee must assign two members amongst themselves as Responsible & Backup Responsible Organisers for coordination and representing the team in the Executive Committee.

Inducting non-JMI Members: Depending on the situation, the committees can induct Experts, Activists, Advisors or other Non-JMI members with full voting rights within the committee given the Memorandum of Understanding is already signed with them.

These rules and regulations are designed to uphold the principles of fairness, equality, and effective collaboration within the committees of the Justice Movement of India.

Power to create other committees

The authority to establish additional committees within each unit is vested in the respective Organisers Councils. This power allows units to form specialised committees that address specific needs, challenges, or opportunities within their respective scope. The process of creating new committees involves identifying the purpose and objectives of the committee, determining its composition and responsibilities, and seeking approval from the Organisers Council. The newly formed committees will operate under the same principles and guidelines established for other committees within the Justice Movement of India. This decentralised approach ensures flexibility and adaptability while maintaining alignment with the overall goals and values of the movement.

Movement Functioning



Responsibility of Units

Within the Justice Movement of India, we distinguish between two types of units: Action-Based Units that drive grassroots engagement, initiatives, and campaigns at various levels, and Think Tank Units that contribute to strategic thinking, policy formulation, and systemic change discussions to advance our mission for justice.

Note: The units within our movement do not participate in cultural or religious movements/campaigns/activities.

Action-Based Units:

Village/Ward Community:

Each Village/Ward in the country can have a Ward/Village Community, initiated by a JMI member.

- Grassroots level where active members reside.
- Community-based action, awareness, and participation.
- Fosters direct engagement, discussions, and local solutions.

The scope of activities in a Village/Ward Community is limited to the subjects specified within the 11th and 12th Schedules defined by the Constitution as part of the Self-Local Governance initiative.

Assembly Projects:

An Assembly Project is formed when there is at least one JMI Ward/Village Community under geographical limits of the said constituency assembly.

- Acts as a bridge between Ward/Village communities, uniting them under a common assembly.
- Collaborates on projects, initiatives, and campaigns that transcend individual communities.
- Constituency-level focus for collective efforts and coordination.

Think Tank Units:

City/District Chapters:

A City/District chapter is formed when there is at least one JMI Assembly Project under geographical limits of the said city/district.

- Localised chapters working within a city or district.
- Organises and coordinates initiatives, campaigns, and discussions at a broader level.
- Acts as a platform for members from various Assembly Projects to come together.

State Chapters:

A State chapter is formed when there is at least one JMI City/District Chapter under geographical limits of the said state.

- State-wide representation and collaboration.
- Discusses and addresses issues that affect the entire state.
- Facilitates coordination between city/district chapters.

National Chapter:

The one and only JMI National chapter is formed when there is at least one JMI State Chapter.

- Highest level of coordination and deliberation.
- Think tank focusing on holistic justice, policy-level innovation, and systemic change.
- Ensures alignment of goals and strategies across different levels

- Oversees the registration, renewal, and communication with the government body registrar
- Responsible for maintaining meticulous financial records, filing ITR, and managing the JMI bank account

In this structure, the grassroots action, membership and fundraising primarily take place in the Ward/Village Communities, where direct engagement with local issues occurs. The Assembly Projects then facilitate collaboration between these communities, allowing for a united approach on larger initiatives.

The City/District Chapters, State Chapters, and National Chapter serves as platforms for discussions, strategy formulation, and policy advocacy, progressively broadening the scope of impact.

Each Unit shall have an Organisers council, prefixed by the unit name and the demonym of the JMI member shall be an Organiser, prefixed by the unit name. In addition to having JMI members in the Organisers council, each unit can also have Co-opted Members in the council that consists of Experts, Activists, Advisors or other Non-JMI members with full voting rights within the committee given the Memorandum of Understanding is already signed with them.

Elections to Units at JMI:

Election Terms and Process:

1. **To Ward/Village Communities :** The Ward/Village community can comprise as many residents as there are in the respective Ward/Village. However, it's crucial to ensure that the community members represent all areas within the Ward/Village.
2. **Ward/Village Community to Assembly Project:** Each Ward/Village Community elects three active JMI members to represent them at the Assembly Project level. The election must ensure that at least one of the elected members is non-male.
3. **Assembly Project to City/District Chapter:** In a similar fashion, each Assembly Project elects three of its active members to move up to the City/District Chapter. The election must ensure that at least one of the elected members is non-male.
4. **City/District Chapter to State Chapter:** Each City/District Chapter elects three representatives to advance to the State Chapter. The election must ensure that at least one of the elected members is non-male.
5. **State Chapter to National Chapter:** The State Chapter follows the same procedure, electing three members to represent the state at the National Chapter. The election must ensure that at least one of the elected members is non-male.
6. **Term Limits:**
 - **Duration:** The term for members at each upper-level unit (Assembly Project, City/District Chapter, State Chapter, National Chapter) is now set at five years.
 - **Restrictions:** Members can serve only in one upper-level unit at a time. Once a member has completed a full term at a particular unit, they are ineligible to serve again in the same or any other upper-level unit until a period of five years has passed since the end of their last term.

Objective of Changes: These changes are designed to:

- Ensure a dynamic and continuously evolving leadership within JMI.
- Prevent the monopolisation of power and encourage fresh ideas and perspectives.
- Strengthen the governance and effectiveness of JMI's initiatives across different levels.

Transition Strategy:

- **Communication:** Clearly communicate these changes to all members through official channels, meetings, and internal newsletters.
- **Training:** Provide training and transition support for incoming and outgoing members to ensure a smooth changeover and continuity of JMI's projects and initiatives.
- **Monitoring and Evaluation:** Regularly assess the impact of these structural changes on the effectiveness of JMI's operations and make adjustments as necessary based on feedback and observed outcomes.

Official Election Rules for JMI with Rated Voting Method

1. Election Oversight Structure:

- For the election of each new term at any level, a member from each unit of the level immediately below who is not a candidate in the upcoming election shall be selected to monitor the elections. This selection shall be made by the respective units.
- These members will constitute the Election Monitoring Committee for the unit conducting elections.

2. Selection Criteria for Monitors:

- Monitors must be impartial, having no conflicts of interest such as familial or close professional relationships with any of the candidates.
- Monitors shall be rotated each election cycle to ensure no single group consolidates oversight authority.

3. Responsibilities of the Election Monitoring Committee:

- The Committee is responsible for overseeing the setup and proper conduct of the voting process.
- The Committee shall supervise the counting of votes and validate the results to ensure accuracy and fairness.
- The Committee shall address and resolve any grievances related to the election process.

4. Implementation of Rated Voting Method:

- **Voting Process:** Each voter shall rate each candidate on a predefined scale (e.g., 1 to 5) based on their qualifications, vision, and alignment with JMI's values.
- **Tabulation:** The votes shall be tabulated by calculating the average rating received by each candidate. The candidate with the highest average rating shall be declared the winner.
- **Transparency:** All ratings shall be processed and recorded transparently to ensure each vote is accounted for accurately.

5. Training and Support for Monitors:

- All monitors shall receive training on the election guidelines, which include detailed instructions on the Rated Voting Method, ethical standards, and conflict resolution.
- Monitors shall be provided with necessary resources such as access to electoral rolls, candidate lists, and communication tools to facilitate their duties effectively.

6. Transparency and Accountability:

- A comprehensive report documenting the election process, outcomes, and any challenges encountered shall be compiled by the Election Monitoring Committee.
- This report shall be made publicly available to all members of JMI to maintain transparency and accountability within the organisation.

7. Appeals Process:

- An independent appeals process shall be available for contesting election outcomes. This process will be overseen by a separate Appeals Committee, which shall not include members of the Election Monitoring Committee.
- The Appeals Committee is tasked with reviewing and adjudicating all election-related disputes in a fair and timely manner.

8. Continuous Improvement:

- Feedback from each election cycle shall be systematically collected and reviewed to improve the election guidelines and monitoring processes continually.
- Amendments to these rules can only be made with the consensus of the National Chapter, ensuring that changes reflect the collective agreement of JMI's membership.

Implementation

These rules are immediately effective and binding for all upcoming elections within the Justice Movement of India. They are designed to uphold the principles of democracy, fairness, and transparency that are central to the values of JMI. Members at all levels are required to comply with these rules to ensure the integrity of the electoral process within the organisation.

Conventions at All Unit level :

Every unit shall hold a convention once every two quarters to provide an opportunity for committees to present their work, address conflicts arising from decisions if they violate JMI principles, establish or dissolve committees, and reassign members within committees, except for the National Executive Committee at the National Chapter which is the governing body for the official registered body of JMI the ' Society for Justice ' .

The active JMI members elected to the National Organisers Council shall elect 7 people to be in the National Executive Committee, which will be reshuffled only every two years when new members are elected into the National Chapter unless the National Organisers Council decides otherwise due to disciplinary action on the members of the National Executive Committee. The National Executive Committee members shall be assigned designations such as President, Vice President, Joint Secretary, General Secretary, Treasurer and two Executive Members, however these designations are for legal purpose only, they shall be referred to as JMI Organisers just like everyone else in the organisation.

While the chapters are seen as think tanks, they are also vital in ensuring that the movement's vision and principles are upheld, and that a diverse range of perspectives is taken into account. This multi-level structure enables the JMI to holistically address justice-related issues, empower citizens, and create positive changes at different scales of society.

Membership & Collaboration

Membership

Membership Criteria: Indian citizens who wish to become members of the Justice Movement of India should share the vision and values of the movement. Membership is open to all citizens who are committed to promoting justice, equality, and sustainability.

Responsibilities and Roles: Members are expected to actively participate in discussions, contribute ideas, and collaborate with fellow members to achieve the objectives of their respective Organisers Council and the organisation. They should uphold the principles of Equity, inclusivity, diversity, and respect while working towards the goals of the movement.

Active Membership Status : Prospective members are required to complete a questionnaire that gauges their alignment with the movement's values and their motivation for joining a specific Organisers Council. Upon joining, new members undergo a probation period of 1 month during which they familiarise themselves with the respective Organisers Council's functioning and contribute to its activities. The probation period allows both the organisation and the member to assess compatibility and commitment before active membership is granted.

If members fail to participate regularly during the probation period, their status will be adjusted to Volunteers until they indicate a desire to resume active membership. Upon expressing interest in re-engagement, their probation period will be reinstated, enabling both the organisation and the member to reevaluate compatibility and commitment before granting active membership. Exceptions may be granted by the respective 'Organisers Council' based on valid reasons, allowing members to maintain their status regardless of whether the probation period has been passed or not.

Inactive Membership Status: Active members may request to be placed in an inactive status for reasons such as taking a break, personal circumstances, or being temporarily unable to contribute actively. Inactive members will not be assigned regular responsibilities during this period. To maintain active membership, a member should participate in committee activities regularly. After 3 months of inactivity, members may be demoted to inactive status by the organisation to ensure that active membership is reserved for those who are actively engaged in the movement. Inactive members can apply for reactivation when they are ready to resume their active participation.

Collaboration (Co-opted Members)

This provision outlines the framework for engaging and incorporating Collaborations with NGOs, Advisors/Experts, civil society organisations, and other progressive movements/campaigns to further the mission of the Justice Movement of India. By adhering to these principles and processes, JMI seeks to create impactful partnerships that drive positive change and advance the cause of justice.

1. Purpose and Scope:

This chapter outlines the provisions and guidelines for collaborating with Non-Governmental Organisations (NGOs), Advisors/Experts, and other progressive movements or campaigns within the framework of the Justice Movement of India (JMI). The aim is to foster meaningful partnerships and collaborations that align with our vision and goals.

2. Principles of Collaboration:

- Alignment: Collaborations should align with the core values, objectives, and principles of JMI, focusing on justice, equity, inclusivity, and sustainability.
- Transparency: Open communication and transparent sharing of information between JMI and collaborating entities are crucial for successful partnerships.
- Mutual Benefit: Collaborations should result in mutual benefits, contributing to the common cause while enhancing the impact and reach of both parties' initiatives.
- Shared Goals: Partnerships should focus on shared goals and outcomes, emphasising the collective effort towards achieving justice and positive social change.

3. Collaboration Process:

- Identification: JMI members can propose collaboration with NGOs, Advisors/Experts, civil society organisations, or other progressive movements/campaigns that share similar goals for a limited period of time, especially in the case of a non-individual.
- Evaluation: A committee designated by JMI leadership will assess the alignment and feasibility of proposed collaborations.
- Memorandum of Understanding (MoU): Compulsory signing of an MoU will formalise the collaboration, outlining roles, responsibilities, objectives, expected outcomes, and terms of engagement between JMI and the collaborating entity, if the entity is not an individual. In case of a non-individual, a dedicated member is expected to act as the medium of interaction between JMI and the entity.

4. Responsibilities:

- JMI: JMI commits to providing necessary support, resources, and guidance to ensure the success of collaborative initiatives, along with an assured treatment on par with its members/volunteers along with voting rights at the respective JMI unit upon the approval from the said unit's Organisers Council.
- Collaborating Entities: NGOs, Advisors/Experts, civil society organisations, or other movements/campaigns are responsible for actively participating, contributing expertise, and adhering to agreed-upon commitments.

5. Reporting and Review:

- Progress Reports: Collaborators will submit regular progress reports to update JMI on the status of collaborative projects, highlighting achievements, challenges, and outcomes.
- Review: Periodic reviews will be conducted to evaluate the impact and effectiveness of collaborations, making necessary adjustments as required.

6. Termination of Collaboration:

- Either party may initiate the termination of collaboration through mutual agreement if circumstances change, goals diverge, or the partnership becomes unviable.

7. Confidentiality and Intellectual Property:

- Intellectual property and confidential information shared during collaborations will be treated with the utmost respect and protected according to agreed terms.

8. Recognition:

- Collaborating entities will be acknowledged for their contributions and support in JMI's communication channels, publications, and events.

Volunteering

Volunteers at the Justice Movement of India (JMI) are individuals who offer their time and expertise to support the organisation's initiatives without the long-term commitment expected of members. These volunteers play a crucial role in various projects, events, and campaigns, contributing based on their availability and interests. While volunteers are not deeply involved in ongoing committee work and do not typically have voting rights, they provide valuable support to JMI's mission. This flexible and exploratory approach allows individuals to contribute to JMI's causes in a way that suits their current circumstances and level of commitment. It also provides an opportunity for individuals to explore their alignment with JMI's values and goals before considering full membership.

Employee/Consultant

JMI upholds a comprehensive and equitable hiring process for both employees and consultants, offering compensation that is determined through mutual agreement and aligned with the organisation's core values and objectives. This process involves advertising job openings, meticulously reviewing applications, conducting thorough interviews, and evaluating candidates based on their qualifications and dedication to JMI's mission. Once candidates are selected, they collaborate closely with the respective committees or units to which they are assigned, bringing their unique skills and expertise to drive forward JMI's initiatives. It's worth noting that the authority to activate or terminate contracts rests with the hiring unit's Organisers Council. This ensures JMI's ability to remain adaptable to evolving needs and circumstances, fostering a dynamic and committed team. This approach underscores JMI's unwavering commitment to fostering an inclusive, diverse, and equal-opportunity work environment.

Code of Conduct and Ethics

Standards of Behavior:

The Code of Conduct and Ethics (the Code) sets forth the principles and standards of behaviour for all members of the Justice Movement of India (JMI). Adherence to the Code is mandatory. It seeks to foster an environment of respect, integrity, responsibility, fairness, and equality, where each member has a voice and the ability to contribute meaningfully to the organisation.

1. Equal Respect: All members must treat each other with dignity and respect, regardless of their gender, caste, religion, ethnicity, age, sexual orientation, or socioeconomic status. We are committed to fostering an environment where everyone feels valued, accepted, and comfortable expressing their thoughts and opinions.

2. Non-Discrimination and Non-Harassment: No member should discriminate against, harass, or bully another member on the basis of gender, caste, religion, ethnicity, age, sexual orientation, or socioeconomic status. Any form of harassment, including sexual harassment, is strictly prohibited.

3. Gender Justice and Equality: JMI commits to promoting gender justice and equality in its structure and activities. At least half of the members of each committee must be non-male. We strive to give equal opportunities, respect, and value to all genders, ensuring their voices are heard and their contributions recognized.

4. Voting System and Tenure: Decisions within the organisation and its committees will be made by a democratic voting process, ensuring every member's voice is heard. The tenure for a committee member is one year, after which rotation of members occurs to encourage diversity of thought and prevent concentration of power.

5. Responsibility and Integrity: Each member must perform their duties honestly, diligently, and responsibly. They should act in the best interest of JMI and its objectives.

6. Confidentiality and Privacy: Members must respect the privacy of other members and not disclose confidential information without proper authority.

7. Conflict of Interest: Members should avoid any activity or situation that may result in a conflict of interest with their responsibilities in JMI.

8. Accountability: Each member should be accountable for their actions. If a member violates the Code, they will be subject to appropriate disciplinary action as per the guidelines of the Grievance Redressal Committee.

9. Reporting Violations: Any member who experiences or witnesses a violation of this Code should report the incident to the Grievance Redressal Committee without fear of retaliation.

10. Grievance Redressal Committee: The Grievance Redressal Committee is responsible for enforcing this Code. The Committee will objectively and promptly investigate any reported violations and take appropriate action to ensure justice.

11. Public Appearances: Members must be clear when making public appearances or statements whether they are speaking on behalf of JMI or expressing personal views. Any statement made that could potentially impact JMI's reputation must be approved by the National Organisers Council.

12. Review: This Code will be reviewed periodically to ensure it meets the evolving needs of our organisation and members.

The Justice Movement of India expects that all members, irrespective of their role or tenure in the organisation, will abide by these principles and encourage others to do the same. By doing so, we can foster a fair, respectful, and inclusive environment for everyone.

Confidentiality and Privacy

JMI recognizes the importance of maintaining confidentiality and respecting the privacy of its members. We are committed to creating a safe and secure environment for all individuals involved in our movement. Here's how we ensure confidentiality and privacy:

1. Data Protection: JMI follows strict data protection measures to safeguard personal information provided by our members. We collect and process data in accordance with applicable laws and regulations.

2. Confidential Discussions: Discussions within committees and working groups are considered confidential. Members are expected to maintain the confidentiality of sensitive information shared during meetings and discussions.

3. Secure Platforms: We use secure communication and collaboration platforms to ensure that sensitive information is shared only with authorised members of the movement.

4. Privacy Settings: Personal information shared by members during onboarding or interactions is kept private and accessible only to authorised individuals within JMI.

5. Consent and Permissions: Members' consent is sought before using their names, photographs, or other personal information for promotional purposes or public communication.

6. Safe Reporting: We provide channels for reporting any breach of confidentiality or privacy concerns. Members can raise their concerns through the appropriate channels without fear of reprisal.

7. Educational Efforts: JMI conducts awareness campaigns to educate members about the importance of confidentiality and privacy, encouraging them to practise responsible information sharing.

8. Regular Updates: We keep our members informed about changes to our privacy policies and practices to ensure transparency and maintain their trust.

9. Third-Party Partners: In cases where third-party partners are involved in supporting our activities, we ensure they also adhere to strict confidentiality and privacy standards.

10. Opt-Out Options: Members have the right to opt out of certain communications or activities if they wish to maintain a higher level of privacy.

By upholding these principles, JMI aims to foster an environment where members can collaborate effectively while knowing that their confidentiality and privacy are respected and protected.

IT Infra & Security

IT Infrastructure:

Justice Movement of India (JMI) recognizes the pivotal role of IT infrastructure in advancing our goals. We maintain a robust IT setup to enhance communication, collaboration, and coordination among our members. Here's how we ensure an effective IT infrastructure:

1. Secure Platforms: We use secure and reliable communication and collaboration tools to facilitate interactions among members while prioritising data security.
2. Data Storage: JMI employs secure data storage solutions to safeguard sensitive information and ensure accessibility only to authorised individuals.
3. Regular Backups: We conduct regular data backups to prevent loss of critical information and ensure the continuity of our operations.
4. Accessibility: Our IT infrastructure is designed to ensure seamless accessibility for members across various locations, enhancing participation and engagement.

IT Security Measures:

At JMI, the security of our IT systems and data is paramount. We implement stringent security measures to protect against potential threats and breaches. Here are some of our IT security practices:

1. Firewalls and Antivirus: We deploy firewalls and antivirus software to safeguard our systems against malware and unauthorised access attempts.
2. Encryption: Data transmitted within our IT infrastructure is encrypted to prevent unauthorised interception and ensure the confidentiality of information.
3. Access Control: We implement strict access controls, allowing only authorised individuals to access sensitive data and systems.
4. Regular Audits: Regular security audits are conducted to identify vulnerabilities and address potential risks to our IT infrastructure.
5. Training and Awareness: We educate our members about best practices for IT security, ensuring that they are aware of potential threats and how to mitigate them.

Social Media Rules:

JMI recognizes the power of social media in amplifying our message and engaging with a wider audience. We have established social media rules to maintain a respectful and constructive online presence:

1. Respectful Communication: JMI members are expected to engage in respectful and courteous communication on social media platforms, fostering a positive environment for discussions.
2. Fact-Based Sharing: We encourage members to share accurate and verified information, promoting informed discussions and avoiding the spread of misinformation.
3. Responsible Use of Branding: Members using JMI's name or logo on social media should do so responsibly and in alignment with the movement's values and goals.
4. Privacy Considerations: Members should respect the privacy of individuals and organisations when sharing content and avoid disclosing sensitive information without proper authorization.
5. Inclusivity and Diversity: JMI encourages members to uphold inclusivity and diversity in their online interactions, ensuring that all perspectives are valued and respected.

Lack of adherence to the above Social Media Rules will result in a warning, then followed by removal/blockage from the Social Media platforms

By adhering to these guidelines for IT infrastructure, IT security, and social media usage, JMI aims to maintain a secure and effective online presence while upholding the movement's principles and values.

Finances & Transparency

Funds collection

The Justice Movement of India (JMI) follows a structured funds collection process to ensure financial transparency and equitable distribution of resources among different levels of the organisation. Our funds collection approach emphasises community participation and local empowerment, promoting financial sustainability and grassroots engagement.

1. Community-Level Contribution: JMI encourages members or non-members (that share JMI ideology, principles and values) at the community level to contribute funds monthly to support various initiatives and campaigns. The contribution range for each member is set at a minimum of 100 rupees and a maximum 2000 rupees per month, in case the member is unemployed then the minimum can be reduced to 20 rupees. It is the responsibility of the community's Fundraising Committee to keep meticulous records of the donation receipts, which shall be verified during the report submission.

2. Contribution from Institutions/Companies: JMI encourages any institutions/companies that share JMI ideology, principles and values to contribute funds monthly to support various initiatives and campaigns. The contribution range for any Institution or Company is a minimum of 2000 rupees and a maximum of 12000 rupees per month given this doesn't exceed more than 10% of their monthly profits and the institution/company isn't in losses. These contributions can be made at any level of JMI after getting the corresponding unit's organisers council's approval.

3. Borrowings from Institutions/Companies: The National Executive Committee with the approval of the National Organisers Council reserves the rights to borrow the funds from any individual firm, Company, Bank or any other financial institution for the purpose of meeting its financial requirements.

4. Local Empowerment: By focusing on community-level funds collection, JMI empowers members to actively participate and contribute to the organisation's activities that directly impact their local areas.

5. Equitable Distribution: To ensure that funds are utilised effectively at all levels of the organisation, only 5% of the collected funds are allocated to each of upper-level units, while the remaining 80% stays within the community level.

6. Transparency: JMI maintains transparent financial reporting, ensuring that contributors are informed about how their contributions are used and the impact they create.

7. Financial Sustainability: The decentralised funds collection process enables JMI to maintain a steady source of funds for community-level projects and activities, enhancing financial sustainability and reducing dependency on external sources.

Benefits:

1. Local Impact: Community-level funds collection allows for immediate and direct impact on local projects and initiatives, addressing specific needs and concerns.

2. Inclusivity: The contribution cap ensures that funds collection remains accessible and inclusive, allowing a wider range of members to participate regardless of their financial capacity.

3. Resource Allocation: With the majority of funds retained at the community level, JMI can allocate resources efficiently based on the specific requirements of different areas.

4. Accountability: Clear allocation percentages and reporting mechanisms ensure accountability in fund distribution, promoting trust among members.

5. Participatory Approach: Members become active stakeholders in the organisation's financial health and decision-making process through their contributions.

Through the structured funds collection process, JMI strives to uphold financial integrity, empower local communities, and promote effective utilisation of resources for the betterment of society at large.

Money Transfer from Communities to Upper Levels:

Justice Movement of India (JMI) operates on a decentralised model, where financial contributions from lower-level units are crucial to support the movement's initiatives at higher levels. Here's how we manage money transfer from communities to upper levels:

1. Regular Reporting: Lower-level units provide regular financial reports to higher-level units, detailing their income, expenditures, and contributions. This reporting ensures transparency and accountability in financial transactions.

2. Contribution Guidelines: JMI provides clear guidelines for financial contributions from lower-level units, ensuring that they are affordable and manageable while adequately supporting the movement's activities.

3. Pooling of Resources: Contributions from communities are pooled at each level to collectively support larger initiatives and campaigns that benefit the entire movement.

Budgeting and Financial Reporting:

JMI follows a systematic approach to budgeting and financial reporting, ensuring responsible use of resources and transparent financial practices:

1. Budget Allocation: Each unit allocates a portion of its funds for various activities, campaigns, and administrative expenses according to its specific needs.
2. Expense Approval: All expenditures are subject to approval by the respective unit's Fundraising committee based on budget allocations and the movement's priorities, ensuring that funds are utilised efficiently and effectively.
3. Regular Financial Reports: Regular financial reports are generated at each level, showcasing income, expenses, and financial contributions. These reports are shared transparently with members to maintain accountability. The upper level units' fundraising committees are responsible for strict adherence to financial transparency of their respective lower level units

Transparency and Accountability:

Transparency and accountability in financial matters are integral to JMI's principles. We prioritise openness in our financial operations:

1. Accessible Financial Information: Financial information, including budgets, expenses, and contributions, is made accessible to all members, fostering a culture of transparency.
2. Auditing and Review: Periodic financial audits and reviews are conducted to ensure that funds are managed ethically, responsibly, and in alignment with the movement's goals.
3. Member Involvement: JMI encourages members to actively participate in discussions related to financial matters, promoting collective decision-making and ensuring accountability.
4. Anti-Corruption Measures: Respective unit's Grievance redressal committee shall have strict anti-corruption measures in place, emphasising a zero-tolerance policy toward any form of financial misconduct.

By establishing clear guidelines for money transfer, budgeting, financial reporting, transparency, and accountability, JMI aims to maintain the highest standards of financial integrity while effectively utilising resources to further the movement's objectives.

Grievance Redressal Process

Reporting Mechanism

The Justice Movement of India (JMI) is committed to providing a transparent and effective grievance redressal mechanism for its members and stakeholders. Our reporting mechanism ensures that grievances are addressed promptly and appropriately, fostering a culture of accountability and trust within the organisation.

1. Identification of Grievance: Any member who encounters a concern, issue, or grievance related to the organisation's activities, policies, or interactions can report it.
2. Modes of Reporting: Grievances can be reported through various channels, including designated email addresses, online forms, or dedicated grievance portals on the JMI website.
3. Grievance/Complaint Form: We provide a standardised grievance reporting form that includes essential details, such as the nature of the grievance, relevant parties involved, date, time, location, and any supporting evidence.
4. Confidentiality: JMI ensures the confidentiality of the complainant's identity and sensitive information while addressing the grievance.

Handling of Grievances:

1. Designated Committee: The Grievance Redressal Committee at the respective unit is responsible for receiving, evaluating, and addressing grievances. This committee comprises unbiased and qualified members who assess the merit of each grievance.
2. Timely Response: Once a grievance is received, the committee ensures a timely acknowledgment of receipt and initiates the investigation promptly.
3. Thorough Examination: The committee conducts a thorough investigation by collecting relevant information, interviewing concerned parties, and assessing any available evidence.
4. Resolution: The committee deliberates on the grievance and formulates an appropriate solution or recommendation to address the issue. The resolution may involve corrective actions, policy changes, or other relevant measures.
5. Communication: The committee communicates the resolution to the complainant through the same mode of reporting, ensuring that the decision is transparently conveyed.

Appeals Process:

1. Unsatisfactory Resolution: If the complainant is dissatisfied with the resolution, they have the option to submit an appeal. The appeal will be reviewed by an upper level unit Grievance Redressal Committee, in this case referred to as the appeals body, with the National Chapter's committee decision being the final one.

2. Review and Decision: The appeals body reviews the grievance, the resolution provided, and any additional information provided by the complainant. They make a final decision based on a fair assessment of the situation.

3. Final Communication: The decision of the appeals body is communicated to the complainant, concluding the grievance redressal process.

By establishing a well-defined and transparent reporting mechanism for grievance redressal, JMI aims to maintain an environment of fairness, accountability, and continuous improvement, ensuring that members and stakeholders have a reliable platform to voice their concerns and seek resolution.

Action Taken for Violations

The Grievance Redressal Committee will follow the following disciplinary process upon finding a violation of the Code of Conduct and Ethics:

1. Verbal Warning: In case of a minor first-time offence, the committee may issue a verbal warning to the offender. The incident will be documented and kept on record.

2. Written Warning: If the behaviour persists after the verbal warning, or if the initial violation is of moderate severity, the committee will issue a written warning to the offender, clearly outlining the nature of the violation and the expected behaviour.

3. Suspension: For repeated violations or serious offences that harm the organisation or its members, the offender may be suspended from their duties or participation in activities for a period of 6 months by the committee.

4. Expulsion: In extreme cases, such as acts of violence, severe harassment, discrimination, or any illegal activities, the offender may be permanently expelled from the organisation.

5. Reporting to Authorities: If a violation includes illegal activity, the matter will be reported to the appropriate law enforcement authorities.

6. Restorative Actions: In all cases where possible and appropriate, the offender will be encouraged to take steps to restore their relationships with those affected by their actions. This might include formal apologies, mediation meetings, or other actions deemed suitable by the committee.

In case a member of the Grievance Redressal Committee is the offender: If a member of the Grievance Redressal Committee is found to be in violation of the Code, the same procedure will be followed. However, the accused member will be recused from the investigation and decision-making process related to their violation. If necessary, an interim member from the Organisers Council will be appointed to the Grievance Redressal Committee for the duration of the investigation and decision process.

The actions outlined above are subject to the nature and severity of the violation. The Grievance Redressal Committee will put its findings and recommended disciplinary action in front of the Organisers Council to determine the severity of the violation and decide upon the final course of action.

Dissolution of the Movement

The National Chapter reserves all rights to dissolve the Movement, only at the National Convention with a two-thirds vote after having passed the same resolution to dissolve the organisation at levels of the movement at their appropriate conventions.

Amendments

The National Chapter reserves all rights to make amendments to the JMI Handbook, only at the National Convention with a two-thirds vote.

V1 Released -

Appendices

- Membership Application Form (Ensure declaration of Political Affiliation, only people who have no affiliation with any Political Party can join JMI as Members)
- Membership Questionnaire
- Code of Conduct Agreement Form
- Complaint Form
- Contact Information - Website and Social Media form
- MoU format

Additional Definitions

Planetary Boundaries - Stratospheric ozone depletion, loss of biosphere integrity, chemical pollution, climate change, ocean acidification, freshwater consumption, deforestation, land use change, pollution of the atmosphere, and change in nitrogen and phosphorus cycle