



Registered Charity Number: E-15061 (Mumbai Metro)

## **YAARIYAN POLICY**

### **1. INTRODUCTION AND BACKGROUND**

The Humsafar Trust (HST) is a Community Based Organization (CBO) of sexual minorities in Mumbai, India working on health and human rights of LGBT. Yaariyan is a Humsafar Trust Youth Initiative that was initiated to understand current trends and behavior of LGBTQ youth. The group was set up following meetings with the youth members and sharing of ideologies; the first meeting of all members took place in December 2010 and they chose the name Yaariyan as the name symbolized community bonding and friendship. Furthermore, the name commemorated the first gay pride walk—also named Yaariyan—that took place in Kolkata in 1999.

Yaariyan has been initiated by The Humsafar Trust to HEAR VOICES of the LGBTQ youth and to facilitate the LGBTQ youths' access to services such as a safe space for discussions, healthcare, mental health, and legal rights. Yaariyan also aims to serve as a platform to understand current trends and behavior of LGBTQ youth.

The Yaariyan Core Team communicates and plans activities mainly over a WhatsApp Group created exclusively for the core team. Furthermore, the group meets from time to time to plan initiatives and activities. Youth members of Yaariyan take immense pride in being “technology savvy” and believe in using technology to the best of its ability to run the group efficiently. All members are full-time employees in their respective vocations, and their contribution to Yaariyan is entirely voluntary. The YAARIYAN Core team members actively recruit members into the team based on need or resignation of an existing core team member.

### **2. RATIONALE FOR POLICY**

As Yaariyan grows as a group, with more visibility, more members, and more consistent events and programming, it is essential to develop and implement a structure to foster successful initiatives. To avoid inconsistency, conflict, and the improper usage of the Yaariyan name we offer the following policy guide to help members now and in the future. It is our belief that through a consistent set of policies, norms, and regulations that we will not only make Yaariyan a more efficient initiative but that we can foment long term success of not just the organization, but also the events and platform that it develops for the community.



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### **3. KEY ELEMENTS OF POLICY**

#### **3.1 YAARIYAN Membership Categories**

##### **3.1a: YAARIYAN CORE MEMBERS**

- Should be above 18 years and below 28 years of age.
- Should be physically based in Mumbai.
- Should identify as LGBTQ.
- Should consent to being on the Official Yaariyan WhatsApp and Facebook groups. If one wishes to exit any of the groups, the person needs to inform the core group before doing so, or else it will be considered that he has left Yaariyan.
- Will get a welcome letter on joining the group detailing the nature of their volunteerism and they will give their consent to be part of the YAARIYAN Core Group.
- Will be on probation for 3 months from joining during which the person should have supported organizing at least one Yaariyan event.
- Will have an annual retreat as an orientation.
- All planning, discussions and comments should first happen over official emails and then can happen over the WhatsApp group as events draw closer and more intensive coordination is needed
- Yaariyan discussions on the whatsapp group should be around planning, constructive conversation and execution of the activity plans. YAARIYAN core members maintain décor of the group and a team spirit.
- All material being posted as Yaariyan on social media should only be posted after mutual consensus on the email/WhatsApp group.
- If issues come up for voting they will have voting rights to Yaariyan's decisions.
- Use of Yaariyan branding for any non Yaariyan related activity is subject to approval from Core Members and The HumSafar Trust. Failure to abide by this will lead to immediate dismissal from Yaariyan.
- If any YAARIYAN core member does not comply with the Yaariyan Policy, the same will ideally be addressed in person with the entire team or a non-partisan arbitration may be organized for a resolution. In extreme situations that may lead to gross misconduct that may include violence or sexual harassment of YAARIYAN core teams, HumSafar management will be notified immediately and if considered necessary, can take disciplinary action.



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- Any YAARIYAN core member who wants to take a break from Yaariyan needs to complete at least 2 years of being a core member. They need to handover their present work to another core member and ensure that their break doesn't last for more than 3 months.
- All YAARIYAN core members work as one team keeping aside their personal differences. If personal relationships and differences between members begin to affect the smooth functioning of Yaariyan, the core committee will write mails to affected persons, call for a joint meeting and work towards resolving issues. .
- Adding minors below the age of 18 on the secret group or having sexual relations with them will call for immediate dismissal followed by legal action.
- Resignation/ Non completion of probation period or removal from the YAARIYAN core group before tenure completion and any other issues must be conveyed explicitly over emails addressed to all current YAARIYAN core members.

### **3.1b: YAARIYAN HST REPRESENTATIVE**

- YAARIYAN core members will have one representation nominated by the HST as part of core group for better coordination and point of contact within Humsafar.
- HST will write a mail to all YAARIYAN members about inclusion of one representative to the core committee
- YAARIYAN core group will meet within two weeks of the mail to familiarize and orient HST representative on the functioning of the group,
- The HST representative will report on the functioning of the group to the HST management.
- The use of HST resources during events will be facilitated by the HST representative.
- All the guidelines mentioned above are applicable to a HST Representative as well.

### **3.1c: YAARIYAN ALUMNI**

- YAARIYAN core members who cross the age of 28 or resign will become part of YAARIYAN Alumni.
- YAARIYAN core members should have worked for a minimum of 12 months to be a part of YAARIYAN Alumni.
- YAARIYAN Alumni members will not have access to the YAARIYAN core group Facebook group or WhatsApp group or have voting rights.
- Alumni can have a separate Facebook group/ WhatsApp group where they will be welcome to give feedback on the YAARIYAN events and its progress.



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- YAARIYAN Alumni members will not have the benefit of admin rights on YAARIYAN forums.

### **3.2 YAARIYAN MEETINGS AND EVENTS**

- Yaariyan meetings will have a quorum of 50%.
- All meetings should be documented in the HST format.
- YAARIYAN core members will maintain confidentiality of what happens in meetings. The same will be respected by the core members until a decision is made to publicize the events or decisions made.
- YAARIYAN core members shouldn't discuss other core members not present at a meeting unless there is a compliance issue
- YAARIYAN core members should arrange for an orientation meeting every time a new set of members have been recruited within 2 weeks.
- YAARIYAN core members shouldn't add alumni members to discussions on current functioning of Yaariyan.
- YAARIYAN core members will attend a minimum of 50% of meetings convened for organizing events and attendance at meetings and events followed by will be part of annual assessment of the members. If this criteria is not met, the member will cease to be part of YAARIYAN Core Group.
- YAARIYAN core members should take charge of/organize at least one Yaariyan event in a year.
- Yaariyan events should have one core member as SPOC.

### **4. YAARIYAN FACEBOOK GROUP GUIDELINES**

- Cruising/soliciting or sharing personal contact details for the same is not allowed on the forum.
- Content sharing pornography or displaying frontal nudity (explicit or simulated) is not allowed.
- There should be no use of abusive or foul language towards a fellow member during discussion. Members can highlight any language that they feel is a personal attack.
- Personal photographs can be shared only if they are from a mainstream queer event supporting LGBT rights, supporting a cause, anniversary photo, or during a Yaariyan contest. Any other personal photographs on the forum can be allowed on admins discretion.



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- Indian politics and religion-based discussions are off limits unless they are on LGBT issues.
- Grindr/PR screenshots of personal conversations are strongly discouraged and will be deleted by Admins if deemed as a breach of one's privacy. This also stands true for any content that admins see as a breach of one's privacy if it's plagiarized.
- PLEASE refrain from adding any profiles that may seem under 18 years and try not to get engaged with them in any sort of explicit talk (for your own safety) and try redirecting such queer individuals to professional help that can be sought on the forum. For any queries and requests, the admin team is happy to help.

### **Closing Notes**

Yaariyan Policy will be in effect from 1<sup>st</sup> August 2016 and will be reviewed annually year ending 31<sup>st</sup> March.

Yaariyan core members will identify issues during the year that need to be part of Yaariyan Policy and HST representative will add the same to the policy for final approval in March every year.

IPR Clause: All photographs of YAARIYAN core members clicked at events organized and photographed by YAARIYAN are Yaariyan's/ The Humsafar Trust's intellectual property and will continue to remain so even after the individual's exit unless conveyed otherwise in writing by the said member at the time of exit.