



THE CONSTITUTION OF HUM-AAHANG

[As of November 2018]

PREFACE

We are home to a society that has been struck and shattered by numerous blows in recent times. The most brutal of these blows has been inflicted by extremism, intolerance, hate and violence, and their result has been devastating loss, suffering and grief. Amid this, apathy and despair have taken life instead.

In view of this situation and the principles the Lahore University of Management Sciences and its students claim to possess and uphold, it is essential that the response to such a reality must neither be short-lived nor negligible, but rooted in the emergence of an institutionalized body that embodies the idea and spirit of empathy, dialogue, activism and action for the pursuit of tolerance, inclusivity, inter-faith harmony, and peace-building. Therefore, Hum-Aahang's establishment as a society contains the hope of establishing a robust channel for the active endeavor and collective engagement with issues and matters confronting our society and country today.

On behalf of the current Executive Council, I would like to like to express our heartfelt gratitude to Minahil Mehdi, Faizaan Qayyum, Fatima Khalid Khan, Dawar Nauman Butt, Muhammad Ali Ilahi, Amna Syed, Noor Shahid and many others, for their inestimable and invaluable efforts in raising and carrying Hum-Aahang through myriads of difficulties by their utmost commitment and devotion to the cause. We would also like to extend our gratitude to all those who have offered unwavering support to Hum-Aahang in its work, and all those who make the hope of its success in the future imaginable.

In an attempt to revive empathy, remembrance, and activism; and in an attempt to converse and come together for a peaceful, vibrant and tolerant culture and society, we present Hum-Aahang.

Hafsa Khawaja

President | Hum-Aahang

2017-18

TABLE OF CONTENTS

SECTION I: THE SOCIETY

Chapter I: Introduction

Chapter II: Framework

Chapter III: Membership

Chapter IV: The Patron

SECTION II: THE EXECUTIVE COUNCIL

Chapter I: Composition

Chapter II: Selection of the Executive Council

Chapter III: Powers of the Executive Council

Chapter IV: Division of Powers and Duties within the Executive Council

SECTION III: THE STRUCTURE

Chapter I: Departmental Divisions

Chapter II: Selection of Department Directors

Chapter II: Duties of Directors

SECTION IV: AMENDMENT TO THE CONSTITUTION

SECTION V: COMPLAINT MECHANISM

SECTION I: THE SOCIETY

CHAPTER I – INTRODUCTION

1. Hum-Aahang is a student-led, non-profit, non-governmental society which is based on:
 - a) Counter-extremism;
 - b) Interfaith harmony;
 - c) Community engagement;
 - d) Peace-building.

2. Hum-Aahang aims to:
 - a) Advance a culture of dialogue, empathy and engagement in LUMS for students, faculty and the administration to start a conversation, join hands and work upon the various issues confronting our society and culture today;
 - a) Empower people by engaging them through interaction, discussion, awareness, participation and education; in line with its vision of a vibrant, tolerant, peaceful and egalitarian society.

CHAPTER II – FRAMEWORK

3. Hum-Aahang shall operate as society at LUMS under the ECA, OSA and other related LUMS administrative offices.

4. It shall possess the following hierarchal structure:
 - a) The Patron;
 - b) The Executive Council;
 - c) The Departments;
 - d) The General Body of members.

CHAPTER III - MEMBERSHIP

5. The membership drive for Hum-Aahang will commence at the beginning of each academic year.
6. It will be preceded by a formal orientation for the incoming and current batches of students.
7. The induction process will involve an invitation for applications and walk in-interviews which will be conducted by the Executive Council for the year.
8. The short-listing and selection of members after the induction process rests entirely upon the Executive Council. The Executive Council may set a limit on the number of members inducted for the particular year.
9. Once confirmed, members will be expected to adhere to the policy, rules and regulations set in the Hum-Aahang Constitution and by the Executive Council for the year.
10. Previous General Body members must fill in membership renewal forms to remain a part of the society, but they will not be interviewed again.
11. Members will be expected to regularly and actively participate in society events and projects. Only a valid reason, given beforehand, will be considered to excuse members for a lack of participation.
12. At the end of each semester, the Executive Council will conduct an appraisal of members' involvement and participation in society activities and may decide to terminate the membership of individuals who have:
 - a) Missed more than two meetings without excuse;
 - b) Remained inactive: not participated in any of the activities of the society in the semester;
 - c) Displayed obstructive or destructive behavior to the society's work and integrity;
 - d) Failed to fulfil their assigned duties or work in the manner expected of them;

- e) Violated the constitution.
13. A member may resign from the society by submitting a formal application addressed directly to the President.
14. All members are expected at all times to demonstrate discipline, professionalism, honesty and a keen sense of responsibility in their engagements within and beyond the society.

CHAPTER IV – THE PATRON

15. Hum-Aahang shall function under a patron who:
- a) Shall be a member of the LUMS faculty;
 - b) Shall solely be the patron of Hum-Aahang and no other society;
 - c) May appoint any member of the faculty to serve as Acting Patron in the event that he or she needs to take a leave, either on account of ill health, travel or leave for sabbatical. The duration and circumstances will be communicated to the Executive Council and the relevant LUMS administrative offices;
 - d) May nominate a faculty member for the position of Co-Patron, if he or she feels that they won't be able to carry out the duties required by the position of Patron.
16. He or she will have the powers to:
- a) Oversee the functions and work of the society, and bring them in line with the standards and regulations of the ECA, OSA, and the principles of the Hum-Aahang Constitution;
 - b) Review its performance;
 - c) Guide and direct the activities and engagements of the society;
 - d) Remove any member from the society's general body or any member of the Executive Council if deemed fit or necessary by him/her;

- e) Reserve the final say on any matter, including vetoing any decision made by the Executive Council, hearing any appeal made against decisions made by the Executive Council or arbitrating any matter of conflict that may arise among the members of the Executive Council;
- f) Address any matter of complaint against the President of the society.

SECTION II: THE EXECUTIVE COUNCIL

CHAPTER I - COMPOSITION OF THE EXECUTIVE COUNCIL

17. The Executive Council for Hum-Aahang will contain the following four posts:
 - a) President;
 - b) General Secretary;
 - c) Vice President Events and Projects;
 - d) Treasurer.
18. A member of the Executive Council cannot hold the same office for more than one year and the President cannot apply again for the Council in the successive year.
19. For purposes of the stability necessary for a newly-established society, the Executive Council members for the year 2017-18, barring the President, may apply for the same positions again but only for the year 2018-19. This clause will be subject to immediate expiration, and Clause 18 will take precedence again, when the selection for all Executive Councils succeeding the Council of 2018-19 takes place.
20. The tenure of the Executive Council will last from the time of appointment until the selection of the next Executive Council.
21. No member of the Executive Council may:
 - a) Be affiliated with another institution other than LUMS;
 - b) Be an office bearer or council member of any society other than Hum-Aahang.
22. Executive Council members may be relieved of their duties by the Patron or a vote of no-confidence unanimously passed by the members of the Council if the member:
 - a) Undermines the constitution;
 - b) Consistently fails to perform designated tasks;
 - c) Consistently remains absent from Council meetings;

- d) Fails to follow the core values of Hum-Aahang including, but not limited to, honesty, integrity, professionalism, discipline, meritocracy, justice and equality.

CHAPTER II – SELECTION OF THE EXECUTIVE COUNCIL

- 23. Apart from conditions contained in this constitution, members of the Executive Council must fulfill the ECA and OSA's criteria for office bearers of LUMS societies. This may include academic qualifications, restrictions based on disciplinary records and other such criteria as communicated by the ECA and the OSA.
- 24. Only students who will be junior and seniors respectively in the beginning of the academic year (Fall Semester) may apply for the Executive Council.
- 25. The Executive Council must be appointed by a panel consisting of the out-going Executive Council.
- 26. Interviews for the selection of the Executive Council shall be held no later than fourteen days prior to and no sooner than thirty days prior to the end of the academic year.
- 27. Interviews will be conducted on basis of application forms sent out to the General Body.
- 28. All applications will be considered and every member who fills out the application form will be eligible for the Executive Council interview provided they fulfill the conditions stated in this constitution.
- 29. Interviews will take one week after the applications are opened to the General Body.
- 30. The Patron may sit in during the interviews.
- 31. Each Council member will be selected on the basis of:
 - a) The out-going President's vote;
 - b) Two of the remaining four votes of the out-going Council members;
 - c) Approval of the Patron.
- 32. If an Executive Council member resigns or is removed, the following two clauses will be applicable depending on their relevance:

- a) If this member is the President, the initial selection Panel and the Patron shall be consulted by the remaining members of the Council; the Panel and the Patron will have complete autonomy to proceed in any manner befitting of the circumstances;
- b) If this member is not the President, the President may, in consultation with the initial selection Panel, appoint a new member to this position, such that this member may not already be part of the Executive Council.

CHAPTER III - GENERAL POWERS OF THE EXECUTIVE COUNCIL

- 33. The Executive Council will be the sole authority for making decisions for the society. It will be responsible for formulating a plan for the academic year.
- 34. To ensure a good work environment for every member and to maintain the cohesion of the General Body the Executive Council reserves the right to terminate membership of any member on the basis of a complaint by another member. This complaint may be filed on the basis of disciplinary issues, bullying, sexual harassment, cyber bullying etc.
 - a. The Executive Council will take a vote on the issue and a simple majority will determine whether membership of the student in question will be terminated or not.
 - b. The Executive Council is expected to gather full information before making a decision, truthfully and without bias.
 - c. The Executive Council will present their findings and process to the society faculty Patron. After which the Patron will take a final decision.
- 35. Simple majority amongst the members is necessary for any decision of the Executive Council to pass successfully.
- 36. If the constitution is silent on a matter, the Executive Council must respond to any given issue based on precedent and suitability.
- 37. Only the Executive Council, with a unanimous vote, may amend this constitution.

CHAPTER IV – DIVISION OF POWER AND DUTIES WITHIN THE EXECUTIVE COUNCIL

38. The President, apart from any powers mentioned above, shall:

- a) Preside over Executive Council's meetings;
- b) Provide an overall vision for the society;
- c) Supervise the overall functioning of the society;
- d) Reserve a right to call Executive Council's meeting when deemed fit;
- e) Serve as the central repository for all Hum-Aahang documents.

39. The General Secretary, apart from any powers mentioned above, shall:

- a) Preside over General Body meetings;
- b) Supervise all internal departments and ensure proper functioning of the society;
- c) Co-ordinate with the LUMS administration regarding all society policies;
- d) Oversee year-round communication between the departments and collaboration with other societies, in consultation with the remaining members of the Executive Council;
- e) Supervise the activity and performance report made after each semester before presenting it to the President;
- f) Aid the President in the overall running of the society.

40. The Vice President Events and Projects, apart from any powers mentioned above, shall:

- a) Keep a record of previous year's events and projects and design them accordingly (in line with the time schedule and finances) for the upcoming year;
- b) Take the lead in initiating new events and projects, and executing them;

- c) Identify opportunities for potential collaborations with other societies at LUMS;
- d) Oversee the execution and the finances of all events; including the delegation of tasks;
- e) Work with and supervise project directors to oversee the execution and finances of all projects;
- f) Communicate progress, problems, successes and failures of events and projects to the Executive Council.

41. The Treasurer, apart from any powers mentioned above, shall:

- a) Create an Annual Budget in consultation with the Executive Council, and with the approval of the President. The Budget will be designed for the annual projects and events set out in Hum-Aahang's Academic Calendar;
- b) Raise funds for all Hum-Aahang events in collaboration with the marketing department;
- c) Establish relationships and maintain a database of potential sponsors and donors;
- d) Create and execute viable sponsorship plans;
- e) Apply for grants and funds for which Hum-Aahang qualifies and which lie within the bounds set by this constitution;
- f) Establish relationships with and maintain a database of existing and potential sponsors and donors;
- g) Record and handle the transactions undertaken by Hum-Aahang:
 - i. All account statements;
 - ii. Copies of receipts of all society transactions;
 - iii. A profit and loss statement.

- h) Supervise, regulate and audit all the financial transactions of the society;
- i) Ensure correct and efficient use of society funds to minimize wastage and misuse.

SECTION III: THE STRUCTURE

CHAPTER I – DEPARTMENTAL DIVISION

42. Hum-Aahang will contain the following departments:

- a) Human Resource and Logistics;
- b) Research and Publication;
- c) Design and Publicity

43. The major project divisions are as follows:

- a) KhanaBadosh
- b) Seeds of Change / Project Youhanabad
- c) Grief Directory

44. The major events are as follows:

- a) 16th December Memorial;
- b) Diwali;
- c) Christmas and Easter;
- d) Talks and Panel Discussions.

CHAPTER II – SELECTION OF DEPARTMENT DIRECTORS

45. Each department will have its own director who will be selected by the new Executive Council on the basis of his or her work, dedication and consistency in the previous years of his/her membership in the society.
46. Each project and event will also have a head of its own for its entire duration.
47. The Executive Council holds the right to terminate directorship of any member to whom Clause 12 is found to apply.
48. Both the Executive Council and the Directors of the respective departments have the right to terminate membership of any member who:
 - a) Fails to attend two consecutive General Body Meetings;
 - b) Does not fulfill the given duties and shows a lack of work ethic;
 - c) Violates any of the rules set by this constitution.

CHAPTER III – DUTIES OF DIRECTORS

49. Each director must ensure the following:
 - a) Successful execution of their respective projects and events;
 - b) A regular communication of the progress and problems faced during the event and project execution to the Executive Council;
 - c) Maintenance of the highest level of integrity, discipline and commitment in the execution of their tasks, and that of the members working under them.

SECTION IV – AMENDMENT TO THE CONSTITUTION

50. The proposal for any amendment must be first communicated and discussed with the Patron.
51. Any and all amendments must be in line with the principles of Hum-Aahang set within this constitution.
52. As stated in Clause 35, only the Executive Council, with a unanimous vote and with the consent of the Patron, may amend this constitution.

SECTION V: COMPLAINT MECHANISM

53. To maintain an acceptable standard of performance and establish accountability, Hum-Aahang shall have a formal complaint mechanism for filing complaints against any sitting member of the Executive Council.
54. A complaint may be against actions including misconduct, exploitation of powers, failure to discharge duties satisfactorily, violation of the core values of honesty, integrity, discipline or professionalism, misrepresentation of the member's post in the society, or any other such offense.

55. All complaints, in order to be efficiently dealt with, must be filed with required documentary evidence.
56. Complaints against regular (Non EC) members in the society should be filed with the Executive Council in writing or via E-mail.
57. Complaints against members of the Executive Council, such that the member is not the President, must be filed with the President in writing or via E-mail.
58. Complaints against the President must be filed in writing or via E-mail the Patron of the society.