



**JADE SECONDARY
LEVEL GOLD CLUB
(JSGC)**

CHARTER

FOR
JADE SECONDARY LEVEL GOLD CLUB

Section 1 : OVERVIEW AND MISSION STATEMENT

The JADE Secondary Gold Club(JSGC) is Jamaica's premier national debating club for secondary students in Jamaica. It is a subsidiary of JADE (Jamaican Association for Debating and Empowerment) and it was formed under the executive directorship of Germaine Barrett in 2021 with the support of coach, Jevon Henry.

The club's first meeting commenced during January, 2021 with [insert number] members Adiel Campbell, Jacey Henry, Natalia Burton, Shavar Campbell, Sherrissa Pinnock, Vanessa Faultner and more. On February 13, 2022 the first executive body was elected with Jacey Henry as president, Mattheu White as secretary and Leah-Jay Holness as treasurer.

The club will follow the academic year framework with three semesters and its annual renewal on the second Saturday of October to the second Saturday of August (subject to being shifted). The first semester will run from October to December, the second ranges from January to March, and the third term ranges from April to August. A period of induction may follow the commencement of each term which will last approximately one month in which prospective members are identified and invited. (See Section 4 for details of Induction.)

Mission statement: To further develop the capacity of outstanding Jamaican Secondary students in debating and critical thinking through training and participation in national/ international debate events.

The JSGC also advances the development of subsidiary skills including punctuality, diligence, respect, communication, conflict resolution and teamwork in all its members through mentorship and demands for exemplary behaviour.

Section 2- OBJECTIVES

In order to carry out this mission the JSGC shall:

1. Scout, invite and induct elite debaters attending secondary level institutions in Jamaica for admission to the club.
2. Meet frequently in person and/or online for training and capacity building sessions.
3. Engage members in at least two international tournaments annually, one of which includes the World School Debating Championships (WSDC).
4. Solicit funding through sponsorships and grants from JADE and other approved entities for the participation of Gold Club members in national and international competitions.
5. Provide opportunities for members to engage in friendly debates with local and international teams.
6. Assist in providing resources necessary for (international) competition preparation and speech formulation
7. Provide letters explaining absence of members to school/ work when they are participating in competitions.

Section 3: GOVERNANCE

1. Consent (parental and member)
 - a. One parent/ guardian of each Gold Club member is required to express consent of participation through filling out the membership consent form attached.
 - b. When applicable, for special tournaments and events, a supplementary consent form may be required for the parent/ guardian to complete and submit in a timely manner.
 - c. Parental consent, generally allows for permission to be granted for the recording and sharing of videos or pictures of the debates/ events as long as they do not violate the rights of the minor therein.

2. Money
 - a. No membership fees are required. The establishment of membership fees are the prerogative of the JADE management team in conjunction with the executive of the Gold Club.
 - b. The JSGC is primarily funded by JADE but is partly responsible for seeking its own funding through sponsorship. In some events, members may be requested (not mandated) to aid in affording expenses.

3. Review
 - a. Most decisions regarding the administration of the Gold Club should include due representation from its members.
 - b. When applicable or requested, a policy review committee can be formed to include; the president of the Gold Club, the executive director of JADE and members of the board of directors of JADE or their designates. These three can then co-opt two other members.

Section 4: INDUCTION

1. To officially become a permanent member of the club, members and their educational institutions must receive letters of induction from the executive director of JADE.
2. Prospective members will receive a verbal/ informal invitation to the club from the executive director and will be added to the club's WhatsApp group.
3. Upon meeting the selected criteria they will be officially inducted as members of the JSGC.
 - a. The criteria to become a permanent member of the club ie official induction are as follows:
 - i. Attend three consecutive meetings in which the rules of meeting attendance stipulated (see Section 5)
 - ii. Display a maintained interest and participation in club activities and participation in the Jamaican debate circuit.

4. Prospective members are also required to read through the rules and regulations of the club to understand the behaviour that is required to maintain membership and the details of expulsion.

Section 5: MEMBERSHIP, ATTENDANCE AND DISCIPLINARY ACTION

1. Upon receiving an official letter of induction, members are expected to maintain interest and contribution to club activities.
2. A parent/ guardian of the inductee is also required to fill out a consent form for their child's participation in the club. General parents/guardians meetings will occur twice per academic year.
3. Membership can become liable to termination if:
 - a. A member has missed two meetings consecutively WITHOUT any reasonable and accepted explanation presented to both a coach and/or the executive director of JADE (preferably prior to absence).
 - b. A member is unexpectedly absent during a competition or important club activity in which they are expected to participate/ lead without good reason.
 - c. A member consistently or repeatedly fails to perform reasonable requested tasks and perform in club activities.
 - d. Misconduct or harassment including but not limited to:
 - i. Bullying
Bullying is the repeated, unreasonable behaviour by an individual or group, directed towards another individual or group, either physical or psychological in nature, that intimidates, offends, degrades, humiliates, undermines and/or threatens. This includes pressuring another individual or group to do something that they are uncomfortable with.
 - ii. Direct Discrimination
Direct discrimination is treating another individual or group less favourably based on a protected attribute than someone without that attribute in the same circumstances or circumstances not materially different. Protected attributes include, but are not limited to; age, appearance, disability, ethnicity, gender, nationality, personal background, religion, sexuality and social status.
 - iii. Harmful Generalisations
We make generalisations all the time but certain generalisations tend to be extremely harmful. Examples; "Women cannot lead" or "People from X race are inherently violent." More importantly, they can perpetuate harmful stereotypes and cause direct emotional harm to someone from that group in the room with you.
 - iv. Harassment
Harassment is any unwelcome, offensive, abusive, belittling or threatening words, gestures or any behaviour that humiliates, offends or intimidates an individual or group on the basis of any part of their identity. Note that sexual harassment has a specific meaning as any unwelcome sexual advance, request for sexual favours or any other unwelcome conduct of a sexual nature that humiliates, offends or intimidates a person and which a reasonable person, having regard to all the circumstances, would anticipate making the

person humiliated, offended or intimidated. Please be aware that not being physically in the same space as another person does not mean it becomes impossible for your behaviour to be received as harassment, sexual or otherwise.

v. Offensive Language

Sometimes words can hurt a lot regardless of the intention behind these words. Therefore it is important to avoid language that can attack someone's identity. This includes but is not limited to – gender, sex, sexual orientation, sexuality, disability, religion, race, nationality, ethnicity, educational background, age, appearance, class or debating skills. Furthermore, keep in mind that some topics such as violence and sexual assault can be painful for some people. Therefore, avoid overly graphic language and be extra careful with the words you pick when talking about sensitive topics.

vi. Victimisation and Retaliation

Victimisation means to cause detriment to a person because that person has made a complaint or taken part in complaints proceedings. Any other form of behaviour that can reasonably make people feel unwelcome and/or unsafe at this tournament will also fall under equity violations.

4. Process of termination:

- a. Members will be provided with verbal warning for a minor offence.
- b. Three minor offences or one major one, merits a warning letter to be delivered to the member.
- c. In circumstances where a warning letter is issued for unexplained absence at meetings, the member will be placed on probation and their continued membership will rely on them recommitting to the criteria set for prospective members.
- d. If two more similar offences are committed after receiving the warning letter then the member will be expelled from JSGC.
- e. A letter of expulsion will be delivered to both the member and their school explaining the reasons for this occurring.

Section 6: AMENDMENTS

1. The process for amending the Gold Club Rules and Policy is as follows:
 - a. The proposed amendment should be brought to the executive body and the proposing party afforded an opportunity to negotiate the details with executives.
 - b. If the proposal is approved by at least two thirds ($\frac{2}{3}$) of the executive members, then it will be presented at a general Gold Club meeting.

- c. If two thirds ($\frac{2}{3}$) of the Gold Club members agree to the amendment, then it will be presented to the JADE board of directors which upon majority approval then, will be officially instated into the Gold Club Policy.