



**Operating Procedure of
FEDERATION OF BANGLADESHI ASSOCIATIONS IN
NORTH AMERICA (FOBANA)**

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Article I: Geographical Location

Section 1: FOBANA shall be a North America-wide organization. It shall not be limited to a particular state, province, or city. The mailing address of the Registered Agent, Chairperson, or any of the authorized Office Bearers can be used as the permanent address for official business.

Article II: The Business and Fiscal Year

Section 1: The business year of the FOBANA shall be from one FOBANA convention to the next FOBANA convention.

Section 2: The fiscal year of the FOBANA shall be from January 1 through December 31.

Article III: Organization

Section 1: The General Body:

- a) The General Body of FOBANA shall consist of all member organizations in good standing and all individual members of the Executive Committee.
- b) The General Body shall meet at least once a year.
- c) The General Body of Members shall have the authority to modify or annul any decision made by the Executive Committee.

Section 2: The Executive Body:

- a) The Executive body of FOBANA shall consist of no more than 31 (Thirty-one) members and shall be called the FOBANA Executive Committee.
- b) Two Canadian member organizations are guaranteed to hold an EC seat uncontested, provided they meet all other membership eligibility requirements. If more than two Canadian
- c) If more than two organizations request the EC position, then two Organizations will be elected from the group. They need to participate in the regular Executive Member Organization election, and the highest-voted Canadian organizations will be selected to hold two seats.
- d) There shall be 1 (One) Chairperson, 1 (One) Vice Chairperson, 1 (One) Executive Secretary, 1 (One) Joint Executive Secretary, 1 (One) Treasurer, 9 (Nine) Outstanding Members, and 17 (Seventeen) Member Organizations as the Office Bearers.
- e) The Chairperson, Vice-Chairperson, Executive Secretary, Joint Executive Secretary, Treasurer, 9 (Nine) Individual members (respected individuals who have outstanding contributions to FOBANA) and up to 17 (Seventeen) members representing FOBANA Member Organizations shall be elected each year by the General Body of FOBANA.
- f) The head of the member organization or his/her representative shall represent the organization in the Executive Committee.
- g) Each member representing an organization shall be elected for a period of one year. If the person's term of office (in his/her organization) expires, the person replacing the outgoing person in that office shall complete the rest of the one-year term.
- h) The outgoing Chairperson and Executive Secretary will automatically become outstanding members of the FOBANA Executive Committee in the following year.
- i) The Convener and Member Secretary of the current FOBANA convention shall automatically become outstanding members of the FOBANA Executive Committee in the following year. However, they shall not be qualified to run as Chairperson or Member Secretary that year.
- j) The term of office bearers shall be for one year.



- k) The top five positions of the Executive Committee include Chairman, Vice Chairman, Executive Secretary, Joint Secretary, and Treasurer, who shall be eligible to run for a second term for their office. This privilege shall be limited to 2 consecutive years. If any candidate is running for a second term, he or she must declare his or her intent 45 days prior to the Election Commission appointed by the Executive Committee.
- l) Any Outstanding Member shall not be eligible to run for the same position beyond two consecutive years.
- m) Any member organization that has served as the Executive Member Organization for three consecutive terms is ineligible to participate in the EC election for the fourth term. However, organizations that have previously hosted the FOBANA convention are exempt from this rule and may participate in consecutive terms.
- n) The Executive Committee shall meet at least once a year. The presence of one-third of the members shall make a quorum.
- o) The Executive Committee shall form as many committees as necessary to carry out FOBANA's functions.
- p) Each committee shall have a Chairperson who shall report to the Executive Committee upon completion of the task or as directed otherwise.
- q) The Executive Committee shall assign its members the roles and responsibilities to manage each functional area identified in the By-Laws.
- r) The elected host organization shall automatically become a member of the FOBANA Executive Committee out of 17 (17) member organizations.
- s) An individual can't represent more than one organization in EC. However, he or she can occasionally cast a proxy vote for another EC member in his or her absence.

Section 3: The Advisors:

- a) There shall be at least 3 Advisors to be nominated and selected by the Executive Committee for a term of one year.
- b) Individuals who have made an excellent contribution to FOBANA in the past and/or served FOBANA shall be eligible for this position provided both EC and Advisory agree and approve the individual
- c) All ex-chairpersons of FOBANA will have the option to be automatically selected as Advisors after serving one year as outstanding members. This will not be valid for any chairperson or persons designated as "persona non grata."
- d) The Advisors shall advise and guide the Executive Committee and ensure participation in meetings as needed.
- e) The responsibilities shall include but are not limited to, broader aspects relative to legal matters, hearing grievances and conflict resolution, and mediating variances.
- f) The Advisors shall avoid conflicts and participate directly in the election process or its operational matters.
- g) Advisors shall have no voting rights, shall not openly support any candidate, and shall not influence the election. However, if an Advisor represents an organization, then the Advisor shall be entitled to all the rights and privileges, including voting rights. In that special case, the Advisor will be requested to resign from the Advisor post.

Section 4: Restriction on Powers and Duties:

- a) A member shall not be eligible for election as the Chairperson or Executive Secretary if he or she holds any Executive Office or Title of any political party from Bangladesh or under any local or other authority subject to the control of any of the said parties in the USA or Canada.
- b) Key FOBANA Official Chairman, Executive Secretary, Convenor and Member Secretary shall not post any politically biased comments in any social media including FOBANA shared social media groups.



Article IV: Membership

- Section 1: FOBANA shall be an organization of organizations. Individuals cannot be members of FOBANA.
- Section 2: Except for those organizations prohibited in the Articles of Incorporation, any organization may apply for membership in FOBANA. In addition to the above, no political, religious, sports, regional, business, charity, professional, privately held foundation, or company shall not qualify as a member of FOBANA. However, FOBANA may offer non-voting Associate or student membership to organizations that may positively impact the common goal of FOBANA. This includes specific nondiscriminatory socio-cultural-focused branches in existing organizations that would otherwise not be accepted for membership.
- Section 3: Prospective member organizations must have a minimum of 5 (Five) documented officers on file when applying for membership. Organizations are welcome to include additional officers or members so long as a minimum of five (5) is reached. Proof of this needs to be provided to the executive body of FOBANA as per their prescribed method.
- Section 4: Prospective member organization must elect their officials democratically. Proof of this could be a A written list of members' names, an online video, and a photo of a meeting or event showing members.
- Section 5: Prospective member organizations must be involved in community activities serving people of Bangladeshi origins in North America.
- Section 6: A membership application must be submitted to the executive body of FOBANA using the prescribed form.
- Section 7: The membership application must be recommended by at least one member of the FOBANA organization. The Membership Reviewed Committee can waive this if they can verify it verbally.
- Section 8: The application must be submitted at least thirty days (30) before the scheduled meeting of the General Body of FOBANA or before any other deadline decided by the Executive Committee.
- Section 9: The membership application shall accompany the application fee and yearly dues.
- Section 10: The application processing fee shall be non-refundable.
- Section 11: The amount of the application fee, membership dues, and late fee charge shall be decided every year at the annual general meeting of the General Body. In case no decision is made, the charges of the immediately previous year shall prevail. The late fee for EC members is \$50.00 and will be effective from the beginning of the current tenure. The top executives (5 (five) Officers and 9 (nine) Outstanding Members) must pay a \$200.00 nomination fee. The nomination fee for the Executive Organization Membership is \$100.00.
- Section 12: The Executive Body or its duly appointed subcommittee shall examine the application, and if no irregularities are found, it shall recommend to the Executive Body that the membership be accepted.
- Section 13: In case any objection is raised at the Executive Body, it shall be placed for review by the General Body, and the majority members' decision shall be accepted.
- Section 14: If a membership application is not accepted, the General Body, through the Chairman of FOBANA, will inform the organization and explain the reason for the denial. Membership dues will be refunded, but not the application fee.
- Section 15: When the General Body accepts the membership applications, the organization shall become a member of FOBANA beginning the next business year.
- Section 16: Yearly membership dues must be paid by the due date set by EC. For example, membership dues for 2022 must be paid by May 31, 2022. If not paid by May 31, the membership shall be suspended beginning June 1; the membership can be renewed with a late fee by the date set by the Executive Committee. Suppose the membership is not renewed with the late fee by the due date set by the Executive Committee; in that case, the Organization will lose its active status. However, an Organization can be reinstated as an active status with all due fees and payments; however, the Organization cannot be a voter for that year. The executive committee can change this provision for any natural disaster or exceptional circumstances.



- Section 17: A suspended member shall not have any privilege to participate in the organizational matter, including exercising the right to vote in any decision-making.
- Section 18: An organization may withdraw its membership by a written request signed by the majority of members of the Executive Body of the membership organization.
- Section 19: An organization that withdrew its membership may apply again. However, it shall be considered as a new applicant.
- Section 20: No two member organizations shall have the same name.
- Section 21: In the case where a member organization breaks up and two or more parties claim to be the inheritance of the parent organization, the head of the organization immediately before the break up shall identify the inheritance of the parent organization. To become a member of FOBANA, the other party or parties must come up with a different, not confusing name and shall have to apply as a new member.
- Section 22: **Family Representation Rule** - In the same city, husband, wife, and children cannot establish more than one organization to become FOBANA members
- Section 23: **Family Leadership Restriction** - Within a single organization, a husband, wife, and children cannot hold all officer positions.
- Section 24: **Application Requirements** –
- a) New member applicants must submit all documents within 30 days of applying along with a \$100 nonrefundable processing fee.
 - b) New Member Organizations must demonstrate their socio-cultural activities from the start and have them verified.
 - c) Failing to meet these requirements may delay the application to the next year.
- Section 25: **Naming Restrictions** - A nonprofit organization's name should be broad and neutral. Names specific to a single cause or agenda should not be accepted to maintain inclusivity and prevent bias.



Article V: Voting Rights

- Section 1: Only member organizations in good standing shall be allowed to vote. The Membership Review Committee shall submit the list of potential voting members to the Executive Committee at the last EC meeting. The EC then shall finalize and approve the list. The Election Commissioner or Committee shall not have the right to make any changes to this list.
- Section 2: New member organizations shall not be allowed to vote in the first two (2) years of their membership period. New members can vote in the third (3rd) year. This must be in compliance with sections 2a, 2b, and 2c of Article III of the Operating Procedure.
- Section 3: An organization must be a member in the immediate past two years to be eligible to vote.
- Section 4: To be eligible to vote, each member organization must fulfill the following conditions:
- a) Need to organize at least one successful socio-cultural community event in the last year. The event must be non-political, non-religious, non-profit, open to the general public, and have a large enough audience.
 - b) The organization must have a current operational bank account in North America.
 - c) Submit proof of the above two requirements to the Membership Review Committee for its review and approval
- Section 5: Each EC member shall have an individual vote, but then they shall not be allowed to cast another vote as the head or a representative of a member organization. In that event, there has to be another person voting for it who has written authorization and met the approval of the Election Commissioner.
- Section 6: The following rules shall apply for registration:
- a) The FOBANA EC shall determine the registration fee for the participating organization(s) each year to enable them to perform cultural programs on the convention stage.
 - a) The participating organization(s) shall be required to register with the Host Committee on a prescribed form indicating their interest in performing on the convention stage. The registration fee must be paid directly to the EC within the established time frame. The EC will provide the Host Committee with a complete list of the registered organizations along with the amount of the registration fee so collected 15 days prior to hosting the Convention.
 - b) A valid member organization must also pay the registration fee to the EC to be eligible to vote in the AGM even if their organization decides not to perform.



Article VI: Authority

- Section 1: The General Body of FOBANA, consisting of its members, shall have the authority to remove any or all the Members, including office bearers of the Executive Committee, by a resolution of vote of no- no-confidence passed by 2/3 (Two-thirds) majority of members present at the meeting or by 2/3 (Two-thirds) majority of members in a mail ballot or by resolution adopted by a 2/3 (Two-thirds) majority of members present at a Special General Meeting called for the purpose. A special General Meeting could be arranged via teleconference. However, impeachment, ousting, or abolishment of the entire Executive Committee can only be done in a face-to-face general meeting.
- Section 2: The Executive Committee shall have the right to revoke the privilege of the Host Organization to host the annual convention and override the decision taken at the annual general meeting if the Host Organization does not adhere to the guidelines set forth in the By-Laws for preparing for the convention.
- Section 3: The authority of the Host Organization or Host Committee shall be limited to organizing the annual convention as defined in the By-Laws.
- Section 4: The decision of the simple majority of the Executive Committee members shall have final authority on any matters not explicitly covered by the Constitution or By-Laws.



Article VII: Annual Meeting

Section 1: There shall be at least one FOBANA General Body meeting.

Section 2: The simple majority of the member organizations (not a number of persons representing various organizations) shall make the quorum.

The following businesses shall be conducted at the Annual General Body Meeting:

Section 3:

- a) Review the activities of the past year.
- b) Review the audited financial report of the past year
- c) Elect Officers for the following year
- d) Elect Host Organization for the next FOBANA Convention
- e) Miscellaneous matters included in the agenda
- f) Any other matters from the floor

Section 4: Proxy: Any member of a decision-making body such as FOBANA EC may delegate his or her voting right to any member of the "same body" to vote in his or her absence. As such, no member of FOBANA EC can designate another member from outside FOBANA EC to attend and vote during his or her absence during the AGM or any EC meetings or teleconferences.

Article VIII: Amendment Process

Section 1: Amendments to the Article of Incorporation shall be jointly proposed in writing by at least two (2) member organizations and submitted to the Executive Committee at least forty-five (45) days in advance. Requests from an individual or single-member organization shall not be entertained.

Section 2: Any amendments to the Articles of Incorporation shall require the consent of a simple majority of the General Body of FOBANA and/or two-thirds (2/3) members of the Executive Committee.

Section 3: Amendments to the By-Laws may be proposed by any member organization of FOBANA and must be submitted to the Executive Committee thirty (30) days before the yearly general meeting, Executive Committee Meeting, or teleconference.

Section 4: Any amendment to the By-Laws shall require a simple majority of the General Body of FOBANA or members of the Executive Committee.

Section 5: Any amendments to the Operating Procedure shall require only the simple majority of the Executive Committee, and that can also be accomplished via teleconference calls and/or e-mails.



Section 6: All amendments to the Operating Procedure approved by EC throughout its tenure need to be presented at the AGM for notification to the General Body of FOBANA and their approval.

Article IX: Activities

Section 1: The main activity of the FOBANA shall be, but not limited to, holding an annual convention.

Section 2: The FOBANA shall either host the annual convention or give the responsibility to one of its member organizations to host the convention. The practice should be to choose an organization to host the convention.

Section 3: FOBANA shall promote and uphold the interest of the Bangladeshi Community in North America.

Section 4: FOBANA shall conduct a continuous fundraising program, such as t h e **FOBANA Emergency Disaster Relief Fund (FEDRF)**. This program aims to collect money exclusively for FEDRF throughout the year for FOBANA to quickly help any humanitarian emergency disaster situation at any time in the community.

FOBANA must ensure that any funds raised exclusively for FEDRF have been distributed through FOBANA Emergency Disaster Relief Fund (FEDR) operation to the disaster victims in North America and Bangladesh.

Section 5: To properly manage/upgrade on a regular basis, the FOBANA website shall be maintained by a professional 3rd party vendor with limited security access to the site. The FOBANA Logistic Chairperson should be the point of liaison between the site vendor and EC. The vendor should maintain all changes and updates while Logistic Chairperson will monitor and hold the vendor accountable for content accuracy and site sustainability.

Article X: Roles and Responsibilities of Officers

Section 1: Chairperson:

The Chairperson shall be the Chief Executive Officer of this Organization. The chairperson shall lead, guide, and Chair the Executive Committee meetings and represent FOBANA to outside bodies and the Committee to the General Body members. The chairperson shall maintain liaison and coordination with the Bangladesh Embassy and the Government and contact Advisors to seek guidance when needed.

Section 2: Vice-Chairperson:

The Vice Chairperson shall be the second person in the order of precedence to the Chairperson and shall carry out the Chairperson's function in the Chairperson's absence or when authorized by the Chairperson. The Vice Chairperson shall oversee the function of all subcommittees, including providing guidance and making decisions needed for their operation.

Section 3: Executive Secretary:

The Executive Secretary shall be responsible for all organizational matters and oversee the functions and operation of the Organization's Mainstream, media, and Youth wings. The responsibilities shall include, but not be limited to, all administrative matters, developing strategic plans both long and short term, developing a marketing plan, keeping minutes of the meeting, distribution of the minutes of the meeting, maintaining official files, including an updated list of members and their contact addresses and telephone numbers, coordination in the execution on EC decisions, assisting Host Organizations, and communicating with media. The Executive Secretary shall I also prepare and present the annual report, assisting in forming the Election Committee and any other sub-committees.

Section 4: Joint Executive Secretary:

The Joint Executive Secretary shall assist the Executive Secretary and act as the Executive General Secretary in his/her absence. The Joint Executive Secretary shall record minutes and prepare and submit draft copies to the Executive General Secretary for his/her attention. The Joint Executive Secretary shall assist in the local development.



Organizations and becoming a member of FOBANA Organizations; assist the organization in reaching the youth, mainstream arena, and neglected areas.

Section 5: Treasurer:

The Treasurer shall hold the funds, manage all financial matters, including maintaining up-to-date records of all financial transactions, submit statements of receipts and expenses to the Executive Committee, prepare accounts and budgets, collect dues, be responsible for preparing the annual balance sheet, and income statement for audit, prepare the Tax Return to the IRS, maintain the annual registration status current, deal with insurance matters, and market. The treasurer shall also prepare and present the Annual Report to the General Body Meeting.

The account shall be maintained in a reputed banking institution; the account shall be operated by the Treasurer. Any release of funds above \$499 (Four Hundred Ninety-Nine) would require the approval of the Executive Secretary, the Chairman, and the Treasurer. The Chairperson may empower the Executive Secretary or Joint Executive Secretary to operate the account in the absence of the Treasurer. The treasurer shall liaise and coordinate with the Host Committee in tracking matters and seek information related to financial status in accordance with the policy guidelines of FOBANA.

Article XI: Standing Committees

Section 1: Each standing committee shall be chaired by a present or past Executive member who served two terms, including the current term or a past chairman, and will have at least one other member.

Section 2: If there is more than one Chairman candidate applying for the same standing committee position and each applicant meets the required criteria, then the final selection /election will be made by EC voting.

Section 3: Standing committees shall have the right to co-opt any number of members of the Executive Committee or Member Organizations to be a part of their subcommittee. They may also co-opt technical experts, subject matter experts, or consultants to carry out their responsibilities.

Section 4: Standing committees shall be required to give a progress report on the Executive Committee meetings.

Section 5: The Chairman, Vice-Chairman, and Executive Secretary will be officio members of all standing committees.

Section 6: Standing Committee Chair term limit – Standing Committee Chairpersons cannot serve as the Chairs for more than two consecutive years for the same committee

Article XII: Roles and Responsibilities of the Standing Committees

Section 1: Roles and Responsibilities of the Constitution and Procedure Committee

The Committee is responsible for reviewing the Articles of Incorporation, By-laws, and its Operating Procedures, as well as all official forms and guidelines, and reporting their recommendation to the Executive Committee.

The Committee will periodically review the policies and procedures and draft revised versions to be presented to the Executive Committee for ratification.

The Committee will periodically review and revise the forms, if necessary, before presenting them to the Executive Committee for ratification.

The Committee will solicit input from other EC members and include their suggestions in the draft proposal.

The Committee will propose any new amendment to the Executive Secretary before the stipulated deadline for the Annual General Meeting so that the Executive Secretary can inform the members.

Section 2: Roles and Responsibilities of Legal Committee



The Committee is responsible for handling all legal aspects of the organization.

The Committee will handle all legal issues affecting FOBANA's operation, consult with experts, select and hire an on-call Attorney, initiate action to promote and protect FOBANA's interests, represent FOBANA and handle all legal issues, guide the resolution of disputes, mediate variances, and review important letters and documents before they are issued as needed.

Section 3: Roles and Responsibilities of the Unification Committee

The Committee is responsible for coordinating all matters related to unification efforts between different groups who would like to join FOBANA.

The Committee will initiate dialogues with any individual, organization, or group of organizations to be a part of FOBANA.

The committee will create a proposal and then present it to EC for approval before giving it to the negotiating parties.

Section 4: Roles and Responsibilities of the Media and Public Awareness Committee This Committee will be responsible for all Media and public-facing matters. It will create all press releases and send them to media outlets. This committee will write articles and publish them on the FOBANA website to create public awareness of FOBANA.

Section 5: Roles and Responsibilities of the Business and Investment Committee

The core mission of this Committee is to provide service, promote, and facilitate business opportunities between the USA and Bangladesh by American, NRBA (Non-Resident Bangladeshi Americans), and Bangladeshi businessmen. As a non-profit organization, FOBANA will not engage itself in any for-profit business.

The committee will not engage in any business directly on behalf of FOBANA
The committee is responsible for making contacts with potential NRBA (Non-Resident Bangladeshi Americans) looking for investment opportunities in both Bangladesh and the USA.

Explore retirement planning and retirement investment, as well as investment in real estate and/or properties, by providing advice, seed money or start-up capital, pre-IPO funds, or franchising finance.

The committee will contact Bangladeshi Business Organizations, prepare and maintain all professional NRB databases, prepare and maintain the NRB investment database, and formulate policies.

The committee will be responsible for open communication, leading and guiding on NRB issues, liaising with the Bangladesh Embassy and Government at home, liaising with the US and Bangladesh Business Council, holding seminars, and sharing information.

Section 6: Roles and Responsibilities of Budget and Finance Committee

The Committee is responsible for reviewing the Articles of Incorporation, By-laws, and its Operating Procedures, as well as all official forms and guidelines, and reporting their recommendation to the Executive Committee.

The Committee will develop policies and procedures and present them to the Executive Committee for ratification.

The Committee will handle all legal issues affecting the operation of FOBANA, consultation with experts, select and



Hire an on-call Attorney, initiate action to promote and protect FOBANA interest, represent FOBANA and handle all legal issues, guide to resolve disputes, mediate variances, and review important letters and documents before they are issued as needed.

Section 7: Roles and Responsibilities of Youth Forum Committee

The Committee is responsible for all youth matters affecting their interest.

Help to meet their basic personal and social needs to be valued and useful, and build skills and competencies that will encourage them to function and contribute to their daily lives and the benefit of the community to which they belong.

Establish contacts and create a database, develop youth chapter, encourage leadership, participation in education, access to computers, learn languages and culture, education in communication, a guide to working with diversity in the mainstream, host seminars, participate in volunteer service, assist necessary training and job search in local businesses which employs youth in meaningful and relevant work.

Find talents among the young generations from across the nation and highlight them on the FOBANA website, Facebook, and Newsletter.

Encourage young writers to write to FOBANA Newsletters and be contributors to the FOBANA website.

Section 8: Roles and Responsibilities of the Health and Wellness Committee

The Committee provides guidance and recommendations on healthy living, nutrition, homemaking, mental health, and general wellness.

Invite and work with other local and national agencies and industry-leading experts in this area so that we can provide the necessary support on a national level.

Publish useful papers in easy-to-read Bangla, create powerful messages in the video, and distribute via YouTube, FOBANA Facebook page, and website.

Provide written articles about the nutritional values of our everyday ethnic foods. Highlight risks among men of Bangladeshi origins supported by research.

Invite physicians of Bangladeshi origins to help build a network of support in the healthcare area.

Section 9: Roles and Responsibilities of the Social Networking Committee

The Committee is responsible for leveraging online tools such as Facebook, Twitter, Google+, etc., to promote FOBANA and its activities.

The Committee will actively seek young volunteers who are visible and frequent visitors on social media and groom them to become FOBANA promoters.

The committee will educate the young generation about FOBANA's history so that they can spread the news.

The Committee will ensure that FOBANA is visible in the cyber world. However, all messages will be in tune with FOBANA's goals and mission.

Section 10: Roles and Responsibilities of Newsletter Committee



The Committee will be responsible for developing a periodic Newsletter and will actively seek writers to write articles for it.

Section 11: Roles and Responsibilities of Bangladesh Liaison Committee

The Committee will work as a bridge between contacts in Bangladesh FOBANA EC in the USA on all matters related to FOBANA interest.

The committee works with the media and engages with professionals in arts and culture, business, banking, education, industry, government, manufacturing, and media to promote FOBANA's mission and objectives and gain their support.

Assist in the selection of guests and artists for participation in the FOBANA Convention. However, the final decision will be made by the Host Committee.

Maintain a Bangladesh contacts database and share it with FOBANA EC. Hold press events at the Press Club or other suitable venues.

Promote and encourage Universities to participate in Seminars and other activities at the FOBANA convention.

Helped set up meetings for FOBANA EC to visit Bangladesh with media, journalists, and important personalities to gain their support and promote partnership in our effort to implement FOBANA's mission and objectives.

Participate in talk shows, interviews, and roundtable discussions to promote FOBANA positively and debunk any myths and misconceptions about it.

Open dialogue with relevant parties in Bangladesh and recommend to EC how FOBANA can make a tangible impact on Bangladesh in an unbiased and non-political manner.

Seek sponsorships for FOBANA from prominent business entities.

Section 12: Roles and Responsibilities of Seminar Committee

The Committee will be responsible for inviting prominent academicians, scientists, research experts, subject matter experts, and technical professionals to review papers and presentations submitted to FOBANA for Seminar presentation.

Presenters will be allowed to submit their papers online via the FOBANA website. These papers will then be sent to this Committee's mailbox.

The Committee members will review and catalog the papers.

All papers will be in a database so anyone can research these valuable papers. Invite Bangladeshi

students in all major North American and Bangladeshi universities to submit papers. All papers will

be published online after the review process.

The Committee will pick the best papers from the submitted series and invite them to attend the FOBANA Convention. The list will also be presented to the host committee, which will decide who will pay for tickets and accommodation.



Liaise with the Host Committee and work with them closely to organize seminars and provide the topics selected by the Committee for presentation at the convention.

Recommend prominent individuals who have made an extraordinary contribution in the fields of arts, business, social, politics, medicine, and science & technology for recognition by the FOBANA EC at the convention.

Section 13: Roles and Responsibilities of Cultural Committee

The Committee is responsible for promoting FOBANA's cultural aspects and maintaining coordination with the Host Committee on cultural affairs.

The Committee will help member organizations promote their cultural events, dramas, dance groups, and singers to other member states.

The Committee will lead and guide the Host Committee and its cultural committee in organizing cultural events at the convention.

The Committee will actively seek talents across North America and recommend them to the Host Committee for inviting them to the convention.

The Committee will select judges during the convention to pick the best performer award.

The committee will help the host committee arrange promotional tours or events leading up to the convention. The Committee will actively promote the FOBANA Artist Database.

The Committee may help the host committee recruit artists from Bangladesh, but FOBANA will not be engaged in any business or financial dealings with the Host Organization or the artist.

The Committee will not be responsible for any artist payments during the convention.

The Committee will collaborate with the Media and Public Awareness Committee to publish FOBANA Newsletters.

Section 14: Roles and Responsibilities of Alumni Committee

The core mission of this Committee is to invite, show proper respect, and keep in touch with FOBANA Alumni. The Committee will develop and maintain a database with the contact information of all FOBANA alumni.

All alumni will be formally invited to the convention and to their special breakfast event. A FOBANA pin will be presented to these Alumni (depending on budget approval)

All alumni will receive a Certificate of Appreciation for their contribution to FOBANA.

All alumni will be requested to send their complete bio-data and pictures, which will be permanently archived and promoted on the FOBANA website.

FOBANA EC will provide a special lanyard for the FOBANA Alumni, distinguishing them from all other guests. Alumni will be invited to participate in the Committees.



Section 15: Roles and Responsibilities of Membership Verification Committee

- a) The Committee is responsible for verifying the membership applications of both new and existing organizations.
- b) To ensure that their registration is current with the State and with the IRS, verify if they have Articles of Incorporation and By-Laws.
- c) Verify if they have a minimum number of paid members, held elections according to their Articles of Incorporation, paid membership dues,
- d) Verify if they paid their registration fees with the Host Organization and validate their membership status so they can vote in the annual election held by the Executive committee.
- e) Retain a database for a membership organization, maintain documentation with necessary registration forms, including copies of Registration with the state and IRS, identify deficiencies, provide opportunities to correct them, and recommend any modification of processes and policies.
- f) This Committee will present the membership application to the EC monthly meetings and recommend that their membership be granted to the organization. Once EC accepts the application, then the membership package will be sent to the organization.
- g) To ensure fairness and impartiality, the outgoing Chairman will lead this committee, as they are ineligible to contest any position and have no personal stake in the election's outcome.
- h) The Vice Chairman, Executive Secretary, Joint Executive Secretary, and Treasurer will serve as Officio members of this committee, providing support for document and payment verification. However, any Officio member who decides to run for any positions will forfeit their voting rights in the Membership Review Committee.
- i) Any member of the Membership Review Committee, other than 5 Officio members, who intends to run for any Executive Committee position must resign from this sub-committee.

Section 16: Roles and Responsibilities of Mainstream Liaison Committee

The Committee is responsible for communicating with mainstream personalities and open dialogue with them. This Committee will invite mainstream politicians and prominent people to the FOBANA convention.

Section 17: Roles and Responsibilities of Awards and Guest Selection Committee

The Committee is responsible for coordinating FOBANA awards and helping select guests for the FOBANA Convention.

The Committee will prepare guidelines and criteria to select candidates for the FOBANA award and then present the list to FOBANA EC for final approval.

The Committee will work closely with the host committee to suggest and help contact guests for the FOBANA convention. The Host Committee will have the final say on who they want to invite.

The Committee will order awards ahead of time, keep them, and coordinate the award presentation ceremony, at which the FOBANA Chairperson will present the award.

The Committee will coordinate with the Host Committee to preserve the time slot for the presentation. The Committee will work with the Cultural Committee for the best cultural performance awards.



Section 18: Roles and Responsibilities of Scholarship Committee

The Committee is responsible for fundraising, selecting, and finally awarding annual scholarships to talented students of Bangladeshi origin.

The Committee will prepare guidelines and criteria to select candidates for FOBANA Scholarships and present the list to FOBANA EC for final approval

This committee will raise funds for the scholarship.

Donations for the scholarship program can be received from individuals and/or organizations in the USA and/or Bangladesh.

Each scholarship will be for the amount of \$500. Donors can contribute in multiples of \$500. There is no maximum limit.

All donations are tax-exempt to the maximum limit allowed by law.

Money donated to the FOBANA scholarship fund should only be used for the committee's objectives. All

donations collected for a given year will be given away as scholarships for that given year.

The students from the host city/state of the Convention will receive the financial awards for the respective year. The

financial award will be a one-time financial award of \$1000 per student.

The Host Committee will work with the Scholarship Committee and Central Committee to seek and select the recipients.

The awards will be personally presented to the recipients by the donors themselves during the FOBANA Convention.

Each Donor will be given a Certificate of Appreciation from FOBANA for their contribution.

The applicants must be Bangladeshi Americans residing in the State where the Convention is being held.

High School Graduates who have a cumulative GPA between 3.5 and 4.0 in the given year of the Convention.

Applicants must have community involvement.

A properly filled-out Application form and a color photo must be submitted two months before the convention of each year. The Scholarship Committee can change this date.

The recipients must agree to allow FOBANA to publicize their photo and name for promotion. Each year, the scholarship Committee will come up with a topic for the essay. The essay (500 words or less) will be submitted to the Scholarship Committee.

The Scholarship Committee may invite other members of the community or academics to review the essay.

The Scholarship Committee will then shortlist the candidate and submit it to FOBANA EC for final ratification.

After the ratification, the award recipients will be officially notified

The awards will be given on the last day of the convention on the main stage

No members of the current FOBANA Executive Committee or Advisers can participate in the scholarship



program. This committee will have at least three past FOBANA Chairpersons as members.

The current Chairperson and the Executive Secretary will be the official members.

Section 19: Roles and Responsibilities of Goodwill and Promotion Committee

The Committee is responsible for promoting FOBANA's mission and vision to our communities in North America and Bangladesh.

The committee must clarify and correct any misconception that people may have due to social propaganda or negative publicity through the electronic, print media, or any other ways.

The committee must attend local programs and TV channels to express a positive image of FOBANA.

Section 20: Roles and Responsibilities of Women Empowerment Committee.

To create a support portal with relevant contact information for abused women and children and to maintain a 24-hour telephone hotline where the victim can leave messages in Bangla or English if necessary. Calls will be directed to the WEC-designated person, who will then reroute them to the right agency.

To invite and work with local and national women support agencies and industry-leading experts in respective areas so that WEC can provide the necessary support to all member organizations of FOBANA.

To manage and update the WEC Facebook page, publish useful papers in easy-to-read Bangla, create powerful video messages, and distribute via YouTube, the FOBANA Facebook page, and the website.

To continue educating women about their rights and list resources where they can go for help To encourage women to higher education and financial independence

To create guidelines for women entrepreneurs who want to open a business (Dos and don'ts of how to do a business, how to form a company, run a business, etc.), and build an exchange portal where they can get in touch with vendors from Bangladesh for products.

To highlight successful Bangladeshi women entrepreneurs and activists on the FOBANA website and invite them to the Annual FOBANA convention.

To encourage, promote, and support women's participation and leadership among the member organizations of FOBANA

To organize WEC informational seminar in cooperation with the host committee at every FOBANA convention

Section 21: Roles and Responsibilities of Executive Logistics Committee

The Committee provides logistic and technical support to all FOBANA-related activities.

The tasks include preparing and editing formal FOBANA documents like Operating Procedures and managing/delegating technical tasks related to the FOBANA website, Facebook, etc.

This committee is also responsible for managing/delegating all FOBANA-related posters, banners, annual reports, videos, etc.

Section 22: Roles and Responsibilities of Convention Liaison Committee

This committee is responsible for communicating with the FOBANA Convention Host Committee and maintaining a transparent/healthy relationship between the Host Committee and the FOBANA Executive Committee.

This committee members must have a good understanding of the FOBANA Convention and must educate the Host Committee regarding the convention-related bylaws written in the FOBANA operating procedure



to ensure that the HC closely follows the convention guidelines

This committee must inform the FOBANA executive committee immediately if the HC conducts any unethical activities and engages in any activities that contradict the rules outlined in the FOBANA Operating Procedure.

This committee must provide a monthly report outlining activities related to the progress of the FOBANA Convention.

Section23: Roles and Responsibilities of Convention Review Committee

This committee reviews the quality and standards of the FOBANA convention in detail.

This committee shall have a thorough understanding of the convention-related bylaws documented in the FOBANA Operating procedure and thoroughly review and document whether the bylaws are followed accurately to execute the convention.

The committee must inspect all aspects of the Convention and justify its findings through videos, pictures, public testimony, etc.

This committee must tabulate all aspects of the Convention and grade the performance from 0 – 5 (0 being unacceptably poor and five being excellent).

A written monthly report must be provided to the FOBANA Executive Committee

Section 24: Roles and Responsibilities of the Fundraising Committee.

This committee reviews FOBANA's current and future yearly budget and evaluates its financial needs.

This committee must pay attention to FOBANA's funding needs in all operations, including the general fund, scholarship fund, legal fund, emergency fund, etc.

This committee must develop a plan at the beginning of the term presenting how the funds will be realistically raised.

A written monthly report must be provided to the FOBANA Executive Committee

Section 25: Roles and Responsibilities of the Following Year Convention Committee.

This committee must work closely with the organization that is awarded the following year's convention.

This committee's goal is to ensure that the host organization continues to work towards preparing for a successful FOBANA Convention the following year.

This committee must thoroughly understand the Convention-related section of the FOBANA bylaws written in the FOBANA Operating Procedure.

This committee must tabulate all the important tasks to be completed by the Host committee and gather monthly updates. A written monthly report must be provided to the FOBANA Executive Committee.



Article XIII: Eligibility to be a Host Organization

- Section 1: The member organization shall be required to have prior experience to host at least a mini convention.
- Any Member organization that desires to host a FOBANA Convention shall be required to present to EC at the AGM a proposal highlighting its intent, organizational strength, and financial soundness, including an operating budget, experience, probable location, possible venue, date, and action plan to prove its ability to host an event like FOBANA successfully.
- Based on the consensus reached by the AGM, the upcoming convention is awarded to a successful member organization known as the "Host Committee" to host it at their State of origin two years in advance under an agreement signed by both parties.
- Host Committee shall coordinate and work with the EC in the initial planning and execution of hosting the event. In the process, the Host Committee shall seek guidance from the EC from time to time in order to meet compliance with FOBANA guidelines and the requirements stipulated in the agreement or as directed by the EC.
- Host Committee shall be required to submit a comprehensive report confirming the formation of a full-fledged committee, acquisition of a venue, hotel, and funding strategy in the following year prior to AGM for review by EC.
- EC reserves the right to safeguard its interests and take any action against the Host Committee for its failure to comply with its requirements. The action could contemplate terminating the award made for hosting the Convention. The EC may decide to award the convention to another willing organization or host the convention itself.
- Host Committee must prepare a budget or estimates of income and expenditures for the tenure of the event. They must maintain accounts, prepare financial statements showing income and expenditure statements, and perform their audit. A copy of the audited report must be submitted to the EC.
- Section 2: The member organization shall be an active member of FOBANA for two (2) years.
- Section 3: The same member organization shall not be qualified to become a Host Organization again within five (5) years of hosting a FOBANA Convention.
- Section 4: The member organization shall be required to sign an agreement with FOBANA to the effect that they shall abide by the FOBANA Constitution, By-Laws, and Guidelines for Organizing FOBANA Convention without any reservation and pay by a certified check of the amount of \$2000.00 (two thousand dollars), non-refundable in advance as Security Deposit. Member organizations will not be considered as candidates and will not be allowed to participate in the election or selection process unless the agreement is signed and a \$2000.00 check is submitted to the Election Commissioner. When a member organization is not elected or selected, the check will NOT be refunded, and the agreement will be voided. EC will keep a \$2000 deposit from all organizations competing in the election unless the application is withdrawn before the deadline. This deposit received from the organization that wins the election/selection shall also not be refunded to the Host Committee.
- Section 5: It is preferred that the member organization have IRS 501 (c) 3 status. If they do not have the status, FOBANA shall receive the corporate checks, and within seven days, the FOBANA Treasurer shall disburse the check to the Host Organization.
- Section 6: The member organization must have a sound organizational and adequate financial strength to function effectively.
- Section 7: The member organization must submit proof that they are duly registered in their State as an active organization/corporation.
- Section 8: The member organization must certify that they have duly paid federal and local income taxes and any other



Required papers are currently in their said state.

Article XIV: Host Committee

- Section 1: The Host Organization must form a Host Committee for the preparation of the convention.
- Section 2: The Host Committee must have one Convener, Member Secretary, and Treasurer.
- Section 3: The Convener or Member Secretary may not hold any position within a political party based in Bangladesh, nor under any local or affiliated authority of such parties in the USA or Canada
- Section 4: Convener and Member Secretary of the Host Committee may attend the FOBANA EC meeting as non-voting attendees to provide updates on the Convention as needed.
- Section 5: The Host Committee can have as many co-conveners, assistants, committees, or members as necessary to carry out its responsibilities; however, only the Convener and the Member Secretary will be allowed to act as the liaison between the Executive Committee and the Host Organization.
- Section 6: The Host Committee shall not create or designate any official position with the title that the leadership in the hierarchy holds in the FOBANA EC, so it creates any confusion for having two Chairmen in the FOBANA Convention or on any publication materials that Host Committee will circulate.
- Section 7: If the Executive Committee raises any funds for the convention, the host committee shall give 20% to the Executive Committee.

Article XV: Guideline for Organizing a FOBANA Convention

- Section 1: The Host Organization must follow this guideline while organizing a FOBANA convention.
- Section 2: Use of name: The proper name for the organization and the convention must be used. The organization is called the Federation of Bangladeshi Associations in North America or FOBANA. FOBANA is also synonymous with the convention. Hence, FOBANA, followed by the year of the convention, can also be used.
- Section 3: Use of logo: FOBANA is a registered trademark; therefore, the correct logo must be used in all communication. The Chairperson or Executive Secretary shall provide the official logo to the Host Organization. No other version of the logo shall be allowed.
- Section 4: Orientation Documents: The FOBANA archive contains a collection of templates and very useful information. The Host Organization shall review these files before creating any new version. However, if a new version is needed for a creative reason, the structure and content should be similar.
- Section 5: Inclusion of EC names in Communication: The contact information of the Chairperson and Executive Secretary shall be included in every communication and promotional material that the host organization produces. This is especially necessary for posters, Television commercials, newspaper advertisements, press releases, a fund-raising campaign, and invitation letters. This will be the only way to prove that the host organization is approved by the Executive Committee.
- Section 6: Keeping Executive Committee informed: The Host Organization shall inform the Executive Committee of all media communication. The Executive Committee can then be prepared to answer the media's questions about the organization. The host organization will handle all Convention-Related Questions.
- Section 7: Official Letterhead: The Host Organization shall use an official letterhead template that references the Chairperson and Member Secretary of FOBANA.
- Section 8: FOBANA Theme Song: The Host Organization must play the FOBANA theme song during the opening and closing ceremonies. They may also play it throughout the convention. The theme song is available on the website or will be provided to them by the Chairperson or Executive Secretary.
- Section 9: Flags: During the opening ceremony, the host organization must display the flags of three countries, equal in size and with proper mounts (Bangladesh, USA, and Canada).
- Section 10: Joint Meet the Press session: The Host Organization shall organize at least one "Meet the Press" session in New York or any other suitable venue about 2-3 months before the convention. FOBANA Executive Members and Advisors will join at their own expense. The venue, food, a 4'x10' banner, media packets, and other expenses shall be the responsibility of the Host Organization. The Chairperson, Vice Chairperson, and the Executive Secretary



Shall be seated at the head table along with the other officers from the Host Organization. If, for any unforeseen reason, such a session can't be organized, then the Host Organization shall spend the funds allocated for this session on television and newspaper promotion.

- Section 11: EC members in the opening ceremony: The Chairperson and the Executive Secretary shall be allowed to give a brief speech at the opening ceremony. The Host Organization shall allocate at least 3 minutes each. The Host Organization may invite additional Executive Members or Advisors at their own discretion.
- Section 12: All EC members on stage: During the three-day convention, the Host Organization shall invite all EC members (including the member organizations) on the stage and introduce them to the audience. This may be a simple introduction, announcing their names and the organizations to which they belong, or a courtesy may be extended to allow a few of them to speak. The latter would be at the discretion of the Host Organization.
- Section 13: Updates and statuses: The Host Organization shall provide periodic status on the progress of the convention to the Executive Committee. These updates can be in the form of e-mail or verbally in the teleconference.
- Section 14: Sponsorship Packet: The Host Organization shall send hard copies of sponsorship packets and posters to all member organizations as soon as they are prepared.
- Section 15: Convention Requirement: The Host Organization shall provide the following amenities to the Executive Committee during the convention:
- a) A meeting room that can hold up to 100 people for all three (3) days of the convention.
 - b) Either serve food or provide food coupons to all Executive Committee members on the day of the FOBANA Annual General Meeting
 - c) Provide specially marked Lanyard for the Executive Members, Advisors, and FOBANA Alumni members
- Section 16: Executive Committee visit: The Executive Committee members will visit (at their own expense) the host city at least once before the convention at a mutually agreed-upon date and time to witness the convention's progress. The Host Organization shall provide a meeting room, food, and, if possible, a tour of the venue. The Executive Committee members will meet with the members of the Host Committee and share their experience and wisdom.
- Section 17: Selection of Chief Guest: The Host Organization shall not invite any political or religious figure as the Chief Guest. This includes but is not limited to any sitting ministers, the head of the opposition party, and the head or senior members of any political or religious parties. The Host Organization must select the Chief Guest in consultation with the Executive Committee.
- Section 18: Invitation of dignitaries: The Host Committee shall invite the following dignitaries, maintaining their official protocol to attend the convention. Providing travel, room, and other incidental expenses shall be at the discretion of the Host Organization.
- a) Ambassador, Government of Bangladesh, Washington DC
 - b) Consul General, Government of Bangladesh, New York
 - c) Consul General, Government of Bangladesh, Los Angeles
 - d) Minister for Information and Cultural Affairs, Government of Bangladesh
 - e) High Commissioner, Government of Bangladesh, Canada
 - f) Minister for Commerce, Government of Bangladesh
 - g) Minister for Education, Government of Bangladesh
 - h) Minister for Labor & Employment & Expatriate Welfare & Overseas Employment, Government of Bangladesh



- i) Minister for Tourism, Government of Bangladesh
- j) Senators of the state where the convention will be held
- k) Local Congressman of the city where the convention will be held
- l) Governor of the state where the convention will be held
- m) Mayor of the city or any Elected Officials of the County where the convention will be held

Section 19: Website: The Host organization shall be a sub-domain to the main FOBANA website (www.fobanaonline.com). A pre-formatted template shall be provided to the Host Organization as soon as they are selected as per the Web Site Guideline. In return, the Host Committee shall pay a one-time fee of \$500.00 to the Executive Committee. If the Host Committee decides to purchase any additional domain names, they will have to be pointed to this central location. The address of the website for the convention shall be www.fobanaYEAR.fobanaonline.com.

Section 20: In the case when the name of the host organization changes due to any reason, the FOBANA Executive Committee shall go by the Registered Charter number, 501 (c) (3) certificate number (if any), number of incorporation or any other indicative number that would prove beyond doubt that the previous member organization is the sole owner of the organization and only the name has changed.

Section 21: In the case of a situation as explained in Section 9 above, the member organization shall appeal to the Executive Committee in writing to change the name on record. The name of the member organization on record shall be changed upon verification of all documents and ownership.

Section 22: The Executive Committee reserves the right to refuse a name change if there is a potential dispute. In that case, the convention shall be held under the name of the Executive Committee.

Section 23: The Host Committee must make special efforts to promote and give special preference to artists of Bangladeshi origin living in North America.

Section 24: The EC may consider hosting the FOBANA convention in a selected city as a pilot program, with a local organization from that city serving as the Co-host for that year's convention. No decision has been made regarding the timing of this initiative.

Article XVI: Election Procedure and Handover of Office and Accounts

A. Election Procedure:

Section 1: The Election Commission Committee (ECC) of FOBANA is an independent body under its constitution that will operate the election process of FOBANA.

Section 2: The body administers elections to all elective positions of the Executive Committee of FOBANA and assists in the election of a Host Organization that wishes to host the FOBANA Convention each year at the respective State where it belongs.

Section 3: The Election Commission shall consist of not more than five members. One person will be the Chief Election Commissioner (CEC), and the remaining four members will be the Election Commissioners. To be eligible for appointment, the CEC must have previously served as Chairperson of FOBANA.

Section 4: The term of office for CEC or any Election Commissioner is one year or more from the date on which they take their oath to function in office. Any member of this body is not eligible to become a candidate for any elective position. The appointment of the ECC and the term of the Election Commission body will be decided at the last Executive Committee (EC) meeting, which takes place before the Annual General Meeting (AGM) through majority consensus based on the selection process by the EC members.



- Section 5: ECC shall function under the FOBANA constitution, and any other law enacted by the Executive Committee to act appropriately in the conduct of a free and fair election. Their function is to provide code of conduct guidelines and election schedule, maintain coordination, hold the election, administer ballots, count the votes, perform issue/validity resolutions, and announce the results under the conditions stipulated in the By-Laws.
- Section 6: ECC shall announce the election schedule at least 120 days before the expiry of the term of the current Executive Committee, and formally notify all the member organizations on time.
- Section 7: ECC shall maintain effective liaisons with the Executive Committee regarding the performance of their activities to avoid any conflict with the Executive Committee agenda.
- Section 8: ECC shall secure and work with a list of current members from the Membership Review Committee. Only members in good standing duly certified by the Treasurer shall be qualified for participation in the Election.
- Section 9: Prospective candidate for the position of Chairperson, Vice-Chairperson, Executive Secretary, Joint Executive Secretary, and Treasurer must meet at least one of the following two conditions (a or b below):
- a. The candidate at any time in the past was either a Convener or Member Secretary of a FOBANA Convention plus remained a member of the Executive Committee for at least one (1) year.
 - b. The candidate remained a member of the Executive Committee for at least two (2) years.
 - c. Prospective candidate for the position of Chairperson needs to meet the following additional requirement: The candidate remained a chairperson Vice-Chairperson or Executive Secretary for at least one (1) year, or the candidate at any time in the past was a Convener and served as either Joint Executive Secretary or Treasurer at least total of two (2) years. This doesn't apply to the current Convener.
- Member(s) willing to contest any other elective position(s) must have served at least once as an office-bearer of his/her organization. The organization itself must be registered, functional, and have a valid membership with FOBANA.
- Section 10: A candidate for Chairperson may not be eligible to run if they are from the same city where the convention is scheduled to be held.
- Section 11: Prospective candidate for the position of Outstanding Member must meet at least one of the following three conditions:
- a. The candidate at any time in the past was either a chairperson, Vice-Chairperson, or Executive Secretary.
 - b. The candidate at any time in the past was either a Joint Executive Secretary or Treasurer for at least a total of two years in these two Officer positions.
 - c. The candidate at any time in the past was either a Convener or Member Secretary of a FOBANA Convention.
- Section 12: Organizations intending to host the FOBANA Convention must meet the eligibility requirement as stipulated under Section XIII of the Operating Procedure. In addition, they will be required to complete and submit a proposal in the prescribed form. In support of their submission, the proposal must include an organization profile, a List of Board members including their contact



numbers, a Bank statement showing financial stability, a working budget, a proposed venue and its location, Hotels, and transportation availability, and furnish evidence of the organization's healthy operation and activities, including meeting minutes of the AGM for the last three (3) years. All this information needs to be furnished to the EC no later than eight (8) weeks before the election date.

- Section 13: As per the election schedule, ECC shall invite nominations from members of the valid organization(s) registered with FOBANA for all elective positions forty-five (45) days before the election date. Nomination forms will be provided by ECC. A non-refundable nomination fee will be required for submission for each position, as determined by the EC.
- Section 14: Interested candidate(s) must complete and submit their nomination forms to ECC within the deadline date established on the form. One candidate can run for only one EC position.
- Section 15: ECC shall review all nominations received within the deadline date, scrutinize them for eligibility, certify them for validation, and prepare a list for use.
- Section 16: ECC shall release this list as in Section 13 to the candidates with options for withdrawal and or switching to another Executive Committee position. This must be done three (3) weeks before the election date. ECC allows candidacy withdrawal without forfeiting the nomination fee. Also, they allow candidate(s) to switch to another elective position by paying an additional \$100 fee. This must be done no later than two (2) weeks before the election date.
- Section 17: Membership Review Committee will release the final valid membership list to ECC, which will, in turn, be the voters in the election. This must be done two (2) weeks before the election date.
- Section 18: ECC will release the final list of candidates along with the voter's list to member/organization(s) ten (10) days before the election date. ECC will also release brief information on the Host Committee contenders.
- Section 19: General Body election will be held electronically. Election for all elective positions is one term of EC, Host Committee for the second year, and any proposition/amendment for the General Body to vote will take place in 'one-shot' through a single electronic ballot with a unique link provided to each eligible voter through their official email address. All elections will be decided by a simple majority of voting members. Voting shall be conducted by secret ballot electronically; nobody including ECC will not be able to see who voted for whom - ECC will only know the vote count for each candidate through this electronic voting process.
- A person is eligible to cast only one vote for one elective position – no proxy voting will be allowed.
- Section 20: The general body election will be held remotely within the seven days preceding the AGM, with the exact date jointly decided by the CEC and the FOBANA EC. This ensures that election activities do not coincide with the AGM and other FOBANA activities.
- Section 21: The CEC shall announce the election result at the AGM. To make it official, the CEC shall sign and stamp the official election result printout, which will be derived through an electronic process.
- Section 22: In the case of a tie for any position, ECC will make its decision on the appropriate method to break the tie, such as a run-off election, coin toss, or any other method deemed practical at that time.



Section 23: The decision of the CEC shall be considered final and binding for all election matters.

B. Handover of Office and Accounts:

Section 1: CEC shall, after the elections, invite the Chairperson and the elected members of the new Executive Committee to take office. EC shall conduct oath-taking of the newly elected members of the Executive Committee on stage at the Convention. All the elected members must take the following FOBANA oath of allegiance:

'I pledge allegiance to the Federation of Bangladeshi Association in North America (FOBANA) organization, which I am elected to serve. I solemnly swear to uphold the FOBANA constitution, bylaws, and operating procedures to carry on my duties. I will always put the interests of the FOBANA organization first and fulfill my duties as an elected executive member with the highest integrity and honor. Long live FOBANA.'

Section 2: CEC shall get all the elected members of the Executive Committee, including the Chairperson, to sign a Code of Conduct that would guide their actions during their term.

Section 3: The outgoing Executive Committee would exercise their responsibility to hand over to the new Executive Committee all the completed accountings, books, and related documents, including income and expenses, within the date of remission of office.

Section 4: The outgoing Executive Committee would have the responsibility to get the returns of all The income and expenses of the Host Committee are duly certified, audited, and submitted to the new Executive Committee within the next month after the remitting office.

Article XVII: Corrective Action

Section 1: In case a current or past member organization, members of the Executive Committee, or any member of the Standing Committees violates any provisions of the Constitution, Bylaws, or Operating Procedures, the Executive Committee shall have the right to take corrective action against them.

Section 2: The Executive Committee may send a Show Cause Notice to the member asking to respond within 30 days. Consecutive notices may be sent at the EC's discretion.

Section 3: If no satisfactory response is received from the member within that specified period, then further measures may be taken including but not limited to revoking the membership privileges, removing the names from the website or making the member 'persona non grata' for any specified period as decided by the EC.

Section 4: These corrective measures will not conflict with other measures if mentioned in the Constitution, By-laws, or other procedures. The EC will have the right to choose any or all measures against a member.

Section 5: "Zero Tolerance" to establish basic decency and civility within FOBANA. Executive Committee members/subcommittee members must NOT personally attack other members, including but not limited to via email, messenger/text at the FOBANA official forums and during meetings that can cause disturbance and conflict within the organization, and No one can post a personal link or personal matter in FOBANA groups, the Chairman and Executive Secretary should be compulsorily added as Admin to all groups. If any member commits any such offenses, the following corrective action may be taken:

- a) FOBANA members may be expelled from attending any future EC, Standing Committee, Advisory Committee meetings, and AGM for an indefinite period of time, depending on the severity of the offense.



- b) That FOBANA member may be expelled from any/all official FOBANA forums such as EC, Standing Committee, Advisory Committee, and General Body member email/text or any such forums for an indefinite period of time depending on the severity of the offense.
- c) EC may ask the elected organization to send a replacement member to FOBANA, depending on the severity of the offense.

Section 6:

Reentry pathway for suspended FOBANA Organizations and Individuals.

FOBANA has established three (3) categories of suspension and corresponding reentry pathways for suspended individuals and/or organizations.

I. Categories of Suspension Eligible for Reentry Consideration

Suspended individuals and/or organizations may be considered for reentry if the suspension arose from one or more of the following actions:

- a) Hosting an event in the same metropolitan area as a FOBANA convention during the same timeframe as the convention.
- b) Using the FOBANA name and/or logo for any event held during the same timeframe as a FOBANA convention, regardless of location.
- c) Actively participating in events and/or activities described in items (a) and/or (b) above.

II. Reentry Pathways

a) Eligibility for Reentry

A suspended individual or organization may be considered eligible for reentry if one or more of the following conditions are met:

- I. The full term of suspension has concluded, **or**
- II. The individual or organization has demonstrated substantial corrective actions that adequately address the conduct that led to the suspension.

b) To be considered for reentry.

The following requirements and procedures must be satisfied:

- I. **Waiting Period:**
Individuals or organizations suspended for two (2) years or longer are not eligible to apply for reentry until a minimum of two (2) years has elapsed from the effective date of suspension.
- II. **Letter of Intent:**
The suspended individual or organization must submit a formal Letter of Intent to the FOBANA Executive Committee through designated FOBANA Office Bearers. The Letter of Intent must:
 - a. Acknowledge the actions that resulted in the suspension.
 - b. Express sincere regret for those actions; and
 - c. Include a clear and unequivocal commitment to refrain from similar conduct in the future.
- III. **Compliance Commitment:**
The applicant must explicitly agree, in writing, to fully comply with the FOBANA Constitution, Code of Conduct, and all applicable policies and guidelines going forward.



C. Post-Approval Conditions (If Reentry Is Granted)

If reentry is approved by the FOBANA Executive Committee, the following conditions shall apply:

- I. The reentering organization shall be treated as a new member organization.
- II. The re-entered individual or organization shall be ineligible to participate in any FOBANA elections for a period of two (2) years following reinstatement.

D. Additional Documentation

The FOBANA Executive Committee reserves the right to request additional documentation or supporting materials at any time during the review and evaluation process.



Article XVIII: Policy for Vendors Requiring Invitation Letters for Visa Purposes

- Section 1: All invitation letters will be issued by the Executive Committee signed by the Chairman, Executive Secretary, Convener, and Member Secretary of the host committee
- Section 2: Only two invitation letters per vendor will be issued.
- Section 3: For these purposes, vendors will deal directly with FOBANA, and there will be no agents in Bangladesh.
- Section 4: These letters will be sent directly to the vendors or to the host committee for dispatch.
- Section 5: The default dispatch method will be e-mail. However, vendors may pay the extra shipping cost (Fed-EX, UPS, DHL) if they would like to receive the original letters and submit them to the US Embassy. The US Embassy may want to see the original letter.
- Section 6: The original letters will be embossed with the FOBANA seal to prevent any counterfeiting.
- Section 7: A record will be kept to track who was invited.
- Section 8: The EC or HC may independently verify if a vendor is legitimate.
- Section 9: The EC may engage its own committees, such as the Business & Investment Committee or the Bangladesh Liaison Committee to gather information and/or conduct an interview to ensure that these are legitimate vendors.
- Section 10: The EC may request additional documents from the vendors or engage third-party companies, such as IBFB, to verify their documents.
- Section 11: The EC may decline the request to send an invitation if they deem a vendor illegitimate. The host committee will have to comply.
- Section 12: Vendors must deposit the stall reservation fee (set every year by the host committee – for instance, premium stalls \$2000, standard \$1500, and general \$1000) before an invitation letter can be sent to them.
- Section 13: A Vendor Stall Agreement form must be signed.
- Section 14: The Vendor must notify the FOBANA Executive Committee or Host Committee in writing



About their intention to cancel the reservation no later than seven days prior to the convention. After that date, no refund will be issued because the stalls can't be allocated to any new vendors.

- Section 15: Refunds will be issued within 90 days of the convention or a date set by the EC every year.
- Section 16: 50% refund minus any bank transfer and/or PayPal fee if they notify within seven days prior to the convention. Vendors applying for a US Visa must show proof of visa cancellation for a refund.
- Section 17: No refund will be given if there are less than seven days left of the convention.
- Section 18: No refund will be issued to vendors who will receive US VISA but will not attend in FOBANA. They will be reported to the US Embassy about their absence in FOBANA.
- Section 19: A list of invited guests and vendors will be published on the FOBANA website. Unpublished names will be called counterfeit, and FOBANA will not be responsible for them.
- Section 20: There will be multiple ways to pay the vendor deposit
- a) Pay to FOBANA EC via wire transfer, ACH, check
 - b) Pay FOBANA HC via wire transfer, ACH, check
 - c) Pay online
 - d) Pay to a bank in Bangladesh set by EC or HC

Revision History

Version	Date	Updated By	Change Description
1.0	12-01-2020	Vice Chairman	1. Additional requirement for voting rights 2. Zero tolerance to maintain civility 3. Website management via 3rd party vendor 4. FOBANA Emergency Disaster Relief Fund program
2.0	12-06-2021	Executive Secretary	1. Added Article III Section 2 (b) 2. Added Article III Section 3 (b) 3. Updated Article XI Section 1 4. Added Article XI Section 2 5. Updated Article XVI: Section 9 6. Updated Article VIII: Section 6
3.0	10-01-2022	Nahidul Khan (Executive Secretary)	1. Article III Section 2. (h) (Amendment passed in 2022 AGM) 2. Article IV Section 2 (Amendment Passed in 2022 AGM) 3. Article IV Section 3 (Amendment Passed in 2022 AGM) 4. Article IV Section 16 (Amendment passed in 2022 AGM) 5. Article XVI Section 10 (Amendment passed in 2022 AGM)
4.0	12-18-2023	Nahidul Khan (Outstanding Member)	1. Article IV Section, 16 Updated (passed 2023 AGM) 2. Article X Section, 5 Amended (passed 2023 AGM) 3. Article III Section, 2 (b) Added (Amendment passed 2023 AGM) 4. Article XVII Section, 5 Updated (Amendment passed 2023 AGM)
4.1	11-15-2024	Masud Chowdhury (Chairman 2024-2025)	1. Article III: Section 4 (b) Added (Passed in 2024 AGM) 2. Article XII: Section 15 (g,h,i) Added (Passed in 2024 AGM) 3. Article XIV: Section 3 Added (Passed in 2024 AGM) 4. Article XV: Section 24 – Added (Passed in 2024 AGM) 5. Article XVI: Section 10 & 19 - Added (Passed in 2024 AGM)
5.0	01-23-2026	Masud Chowdhury (Chairman 2024-2025)	1. Article IV: Membership -Added Section 22,23,24,25 (Passed in 2025 AGM). 2. Article XVII: Corrective Action – Added Section 6 (Passed in 2025 AGM).