



Membership Code

This code is to help ensure that the IJ Hub serves a professional and ethical corps of member centres whose conduct will contribute to and not undermine the collective.

These rules may be amended from time to time by a two-thirds majority vote of member centres in good standing.

Accession to membership

1. A candidate for membership of the IJ Hub may be nominated by any member centre in good standing or the IJ Hub management.
2. To qualify for membership, the candidate must –
 - 2.1. be an organisation that practices investigative journalism as a primary objective;
 - 2.2. have credible governance and compliance structures;
 - 2.3. have a credible track record (or if a new organisation, its people must have credible track records) in the practice of investigative journalism and of professional and ethical conduct; and
 - 2.4. subscribe to the IJ Hub Editorial Charter and these rules.
3. The candidate becomes a member centre when –
 - 3.1. its candidacy is supported by a vote of two thirds of member centres in good standing; and
 - 3.2. the IJ Hub board, which must be informed of the member centres' decision, does not veto it within two weeks of being informed.
4. Member centres considering a candidacy and the board considering a veto must determine whether the candidate complies with the criteria in paragraph 2.
5. They may also take into account –
 - 5.1. whether the application is born of a genuine desire to practice investigative journalism professionally;

- 5.2. whether the accession of a new member will overstretch the IJ Hub's capacity and resources; and
 - 5.3. the extent of need in the geographical region served or to be served by the candidate.
6. They may not take into account narrow self-interest regarding editorial, organisational or resource competition between existing members and the candidate.

Correction of conduct or termination of membership

7. A complaint regarding a member centre may be brought by any member centre employee, any IJ Hub employee or any IJ Hub board member.
8. The complaint must include a motivation and be addressed to the IJ Hub management.
9. The IJ Hub management must obtain a response from the member centre complained about and consider the complaint, the response and the results of any further investigation deemed necessary.
10. Once it has considered the complaint, which it must do in a reasonable time, the IJ Hub management must revert to the complainant and the member centre with a recommended course of action, which could include dispute resolution, a proposal that the conduct complained about be corrected, or that the membership of the member centre be terminated.
11. Should the recommendation be that the member centre's membership be terminated, the member centre ceases to be a member centre in good standing pending the final resolution of the matter.
12. Should the recommendation be dispute resolution or conduct correction and both the complainant and the member centre accept the recommendation and resolve the complaint, no further action will be required.
13. Should the complainant or the member centre not accept the recommendation and resolve the complaint, the complainant or the IJ Hub management may escalate the matter to the member centres as a collective.
14. Should the recommendation be that the member centre's membership be terminated, the IJ Hub management must escalate the matter to the member centres as a collective.
15. If the matter is escalated to the collective, the IJ Hub management must provide the collective with the complaint, any response, the results of any investigation and any other relevant record.
16. The collective must elect a chair from among its number to manage the ensuing process and to cast a deciding vote in the event of a tie.
17. The collective must gather any further input it deems necessary from any stakeholder and deliberate, following which it must resolve by a simple majority

vote of all member centres in good standing and not conflicted –

17.1. to take no further action;

17.2. to terminate the member centre's membership; or

17.3. to demand that the member centre correct any conduct it specifies by a date it specifies in a manner it specifies.

18. If the latter, the collective must determine as soon as possible after the specified date by the same simple majority vote whether the conduct has been corrected as specified.

19. If it determines that the conduct has not been corrected as specified, the membership of the member centre is terminated, provided that if it lodges an appeal as elaborated below, the termination is suspended until final resolution.

20. The member centre or the complainant may within two weeks appeal to the IJ Hub board a decision to terminate or not to terminate membership.

21. The appellant must and any other stakeholder may provide the board with motivations. The IJ Hub management must provide the board with all relevant records relating to the complaint.

22. The board must gather any further input it deems necessary from any stakeholder and deliberate, following which it may decide by a simple majority vote of all directors not conflicted –

22.1. to endorse the original decision;

22.2. to strike down the original decision; or

22.3. to substitute the decision for a demand that the member centre correct any conduct it specifies by a date it specifies in a manner it specifies.

23. If the latter, the board must determine as soon as possible after the specified date by the same simple majority vote whether the conduct has been corrected as specified.

24. If it determines that the conduct has not been corrected as specified, the membership of the member centre is terminated forthwith.

25. The IJ Hub management, the member centres collective and the IJ Hub board must consider and decide any complaint against the following standards –

25.1. The conduct complained about must be more than just an individual's conduct; it must be connected to or impact on the professional life of the member centre and threaten the credibility or reputation of the member centres as a collective or the IJ Hub; and

25.2. The conduct must relate to any of the followed alleged conduct: contravention of the Editorial Charter; serious and relevant criminality including fraud and corruption; abuse of IJ Hub or third-party funding; egregious or repeated abuse of power; racism, sexism or sexual harassment; non-compliance over a period of time with either condition for accession to membership specified in

paragraphs 2.1 and 2.2.