
**RULES AND CONSTITUTION OF
RAINBOW DEVILS**

1 Name

- 1.1 The name of the organisation shall be Rainbow Devils.

2 Objects

- 2.1 The objects of Rainbow Devils shall be to:
- 2.1.1 Represent LGBTQ+ supporters on issues decided by Rainbow Devils members through a process of Structured Dialogue with Manchester United.
 - 2.1.2 Establish and maintain channels of communication with the Owners, Executives and Management of Manchester United.
 - 2.1.3 Promote, maintain, and value the history and identity of Manchester United men's and women's teams and its supporters.
 - 2.1.4 Encourage the Owners, Executives and Management of Manchester United to appreciate, welcome and value the support and participation of all Manchester United fans and ensure that equal opportunities are promoted for all supporters.
 - 2.1.5 Affiliate to appropriate national and international football supporters' organisations.

3 Membership

- 3.1 Standard membership for Rainbow Devils shall be available free of charge to all supporters. An optional paid membership tier is available for annual fee.
- 3.1.1 Membership is for life unless cancelled by the member or by the Committee. Cancellation of membership shall be submitted in writing by either party.
 - 3.1.2 The fee for optional paid membership shall be determined by the Committee and communicated to members. Concessions will be available to eligible members, as determined by the Committee.

- 3.1.3 Optional paid membership is annual and should be renewed with payment of the fee specified by the Committee and communicated to the member. Should payment not be received by the Committee prior to the date specified by the Committee and communicated to the member, a member shall revert to standard membership.
- 3.1.4 The Committee may name the optional paid membership tier as it determines in its absolute discretion.
- 3.1.5 The Committee shall have absolute discretion to determine what benefits are offered to members of the optional paid membership tier. Membership of the optional paid membership tier does not entitle the member to receive benefits. Any benefits provided are at the discretion of the Committee.
- 3.1.6 Any changes to standard membership fees and length described in sections 3.1 and 3.1.1 must be confirmed by vote of members at the next AGM or EGM.
- 3.2 Members' personal details shall be stored securely and shall not be passed to a third party without the member's written consent, unless there is a legal requirement for Rainbow Devils to do so.
 - 3.2.1 Membership records shall be kept by the Secretary, on behalf of Rainbow Devils, and shall be available to all members of the Committee.
 - 3.2.2 Should the Committee reject an application for membership, the applicant shall be duly notified and have the right of appeal at the next Committee meeting.
- 3.3 All members are entitled to attend and fully participate and vote at the AGM and any EGM.
- 3.4 Members may attend and participate in Committee meetings at the discretion of the Chair of Rainbow Devils
- 3.5 *Disciplinary & Appeal Procedures*
 - 3.5.1 Any member bringing Rainbow Devils into disrepute and/or violating the code of conduct shall render themselves liable to expulsion. A member may be suspended and recommended for expulsion by a special majority vote

of the Committee but shall not be expelled until they have received a full hearing before a disciplinary panel established by the Committee. The member shall have a full opportunity to answer all allegations against them, before a decision on expulsion is taken by the panel. Any member expelled shall have the right of appeal.

3.5.2 A disciplinary panel will be established with no less than three Committee members present. The Committee Chair or Vice-Chair should be present at any disciplinary hearing. Members facing a disciplinary panel may elect a representative to assist with their defence. If no representative can be found, members may request a representative to be appointed by Rainbow Devils, who will assist without prejudice. The disciplinary panel must decide with a 66% majority for members to be removed from Rainbow Devils.

3.5.3 All members have the right to an appeal following expulsion from Rainbow Devils. Appeals shall be submitted in writing and will be reviewed within 28 days by way of a Committee meeting. Appellants have the right to make a statement giving explanation of their appeal. The Committee Chair will summarise the appellant's argument for members at the following AGM. Members will then take a vote without the appellant present. The appellant must receive a 66% majority vote for membership to be reinstated. The appellant will be notified of decision with an explanation from the Chair. The appellant will either be removed from all associations with Rainbow Devils if the appeal fails or, be reinstated.

4 The Committee

4.1 Rainbow Devils shall have a Committee of no more than 20 and no fewer than 4 members.

4.2 The period of office for Committee members shall be from the conclusion of the AGM at which the Committee is declared as elected, or from the commencement of co-option to the conclusion of the AGM the following year.

4.3 All Committee members shall have full voting rights.

4.4 All members shall be entitled to stand for election for any Committee member position.

4.4.1 Officer positions outlined in section 5.1 and corresponding subsections, require a minimum service of 1 year as a Committee member.

- 4.5 The Committee shall be entitled to co-opt members to the Committee and shall ensure any such co-options are reported to the membership. Co-opted reps may have full voting rights at Committee meetings, as necessary.
- 4.6 The Committee shall be entitled to fill any vacancy occurring during the year and shall ensure any such co-options are reported to the membership.
- 4.7 A Committee member shall declare an interest in any contract or matter in which they have a personal material or financial interest, whether directly or indirectly, and shall not vote in respect any decision relating to that matter.

5 Officers

- 5.1 Officer roles and normal duties shall include (but are not limited to):

5.1.1 *Co-Chairs*

The Co-Chairs shall chair all Rainbow Devils meetings at which they are present. In the absence of one Chair, the other Chair shall take the chair. In the absence of both co- Chairs, the meeting shall appoint a chair from amongst its number. It is the duty of the Chair of Committee meetings to ensure all views of those present are heard at the meeting. In the event of a tie, the Chair who is chairing the meeting shall have a casting vote.

5.1.2 *Secretary*

The Secretary shall be responsible for circulating an agenda and relevant papers to those present at Committee meetings prior to the commencement of the meeting. The Secretary shall convene the AGM or EGM on a date agreed by the Committee, and will make all the arrangements for the meeting, including arranging an appropriate venue and providing an agenda for the meeting. The Secretary shall produce draft minutes of the AGM or EGM, to be agreed as accurate, subject to any amendments by the Committee. Agreed minutes shall be distributed to members and publicised on the Rainbow Devils website.

5.1.3 *Treasurer*

The Treasurer shall ensure that adequate financial records are kept and shall be responsible for the proper administration of Rainbow Devils'

financial affairs. The Treasurer will be responsible for ensuring that Rainbow Devils' funds are maintained in an account as decided by the Committee. Withdrawals from the account shall be by authorised signature of at least two Officers. The Treasurer shall submit a statement of balances and an income and expenditure account to the AGM in the year following that to which the accounts relate.

6 Annual General Meeting (AGM)

6.1 An AGM should be held once annually in the off season between Premier League seasons at a time determined by the Committee.

6.2 *AGM Communications*

6.2.1 The Secretary shall ensure that all members are sent notification of the date, time and place for the AGM not less than twenty-one days before it is due to take place.

6.2.2 An agenda for the AGM and a draft constitution (if changes have been made since the previous AGM) shall be distributed not less than seven days before it is due to take place.

6.3 Copies of the minutes of the previous AGM and Rainbow Devils' Annual Report shall be available at the AGM, if applicable.

6.4 The Annual Report shall contain statements on Rainbow Devils' work during the year from the Officers and Committee members as appropriate.

6.5 The Treasurer will be responsible for ensuring that a balance sheet and an income and expenditure account is provided in writing to the AGM in the year following that to which the accounts relate.

7 Committee Meetings

7.1 The Committee shall consist of all Officers and Committee members, whether elected at the AGM, or subsequently co-opted.

7.2 Rainbow Devils policy shall be determined at Committee Meetings, subject to ratification at the next AGM.

- 7.2.1 In cases of urgency the Officers may decide policy by majority decision, and shall report all such decisions to the membership.
- 7.3 The Committee can, by majority vote, decide to hold a ballot of members on any matter it so decides. The result of any ballot shall be binding on the Committee, and may only be changed by decision of the AGM or an EGM.
- 7.4 It is the duty of all Officers present to ensure that the views of members not present, but which are communicated to the Officer prior to the meeting are reported accordingly.
- 7.5 Votes will normally be by an open show of hands. A secret ballot will be held if requested by at least one-third of the Committee members present.
- 7.6 The Committee shall strive to ensure that Rainbow Devil's structures, meetings, communications mechanisms and employment policies respect and promote the concept of equal opportunities.
- 7.7 The Committee shall establish such sub-committees as it considers necessary. Each sub-committee shall appoint a Committee member as chair, to report on the activities and decisions of the sub-committee. Unless previously agreed, sub-committees' decisions must be endorsed by the Committee before they are acted upon.
- 7.8 The Committee shall establish or support charitable trusts, associations or institutions in line with the objects of Rainbow Devils.
- 7.9 The Committee has the power to do all such lawful things as are necessary for the achievement of the objects.

8 Extraordinary General Meetings (EGM)

- 8.1 An EGM may be called by either of the following:
- 8.1.1 Resolution of the majority of the Committee.
- 8.1.2 Members constituting at least 25% of the total number of members submitting written notice to the Secretary of their desire for such a meeting.
- 8.2 The Secretary shall convene an EGM within six weeks of receipt of such a requisition unless agreed otherwise with the requisitioners. The Secretary shall send notice of and

the agenda for the EGM to all supporting members not less than seven days before the date of the EGM.

- 8.3 With the exception of dissolution (see section 10), resolutions may be passed at an EGM with the approval of a majority of members present.

9 Amendments to these rules

- 9.1 Amendments to these rules may be proposed by the Committee or by any member.
- 9.2 Any proposed amendment from a member to these rules shall be submitted to the Secretary in writing not less than seven days prior to the date of the AGM or EGM called for the purpose.
- 9.3 An amendment to these rules shall require a two-thirds majority of members present.

10 Dissolution

- 10.1 A motion to dissolve Rainbow Devils shall only be considered at an AGM or EGM of which all members have received at least four weeks written notice. The notice of the meeting shall contain the motion to dissolve the Association. A motion to dissolve Rainbow Devils may be proposed by the Committee or by a proposal signed by at least 25% of members.
- 10.2 To dissolve Rainbow Devils, three-quarters of the members present must vote in favour of a resolution proposing dissolution.
- 10.3 On the dissolution of the organisation, once any debts have been settled, any outstanding monies or property of the association shall be given to an organisation with similar aims and objectives. The beneficiary organisation shall be as decided by the Committee.
- 10.4 It will be the responsibility of the former Officers of Rainbow Devils to dissolve the organisation in line with the wishes expressed at the General Meeting.

11 Code of Conduct

- 11.1 All members, Officers and Committee members of Rainbow Devils shall be committed to:
- 11.1.1 Supporting, promoting and furthering the objects of Rainbow Devils.

- 11.1.2 Rejecting violence, abusive behaviour, or discrimination of any kind.
 - 11.1.3 Making Rainbow Devils an inclusive and welcoming group that represents Rainbow Devils fans from all backgrounds.
 - 11.1.4 Recognising that decisions made by Rainbow Devils are reached democratically by way of ballot, and respecting the outcome of each ballot.
- 11.2 All members, Officers and Committee members of Rainbow Devils shall be prohibited from:
- 11.2.1 Making communications in the name of Rainbow Devils without express permission.
 - 11.2.2 Profiting from activity associated with Rainbow Devils without express permission.
 - 11.2.3 Complicating or sabotaging the objects, activities or communications of Rainbow Devils.
 - 11.2.4 Bringing Rainbow Devils into disrepute by any other means.