

**PAKISTANI AMERICAN ATTORNEYS OF NEW YORK BAR ASSOCIATION
(PAANY)**

MEMBER POLICY

**ARTICLE I
PURPOSE**

Section 1.01. Purpose and Authority. This Member Policy (the “**Policy**”) are adopted by the Board of Directors (the “**Board**”) pursuant to Article IIIf of the Bylaws (the “**Bylaws**”) of the Pakistani American Attorneys of New York Bar Association (the “**Association**”). Any capitalized terms used but not defined in this Policy shall have the meaning assigned to such term in the Bylaws.

This Policy is intended to:

1. Promote professionalism, collegiality, and ethical conduct;
2. Clarify membership rights, responsibilities, and expectations;
3. Establish standards for dues, discipline, and participation; and
4. Protect the integrity, mission, and reputation of the Association.

This Policy may be amended, supplemented, or repealed by the Board from time to time in its sole discretion, consistent with the Bylaws and applicable law.

Section 1.02. Membership Categories.

(a) Membership categories are defined in the Bylaws and currently include:

1. Active Members
2. Law Student Members
3. Supporting Members
4. Honorary Members

(b) Eligibility criteria, rights, and voting privileges for each category are governed by the Bylaws and any resolutions of the Board.

**ARTICLE II
MEMBERSHIP DUES**

Section 2.01. Membership Dues. Except where expressly waived, all Members are required to pay annual Member Dues (as defined in the Bylaws) in the amount and on the schedule established by the Board.

Section 2.02. Dues Amount and Billing.

(a) The Board shall set Member Dues by resolution.

- (b) Dues amounts may vary by membership category.
- (c) Members shall be notified of dues amounts and payment deadlines by reasonable electronic or written notice.

Section 2.03. Waivers and Reductions. The Board may, in its sole discretion:

- (a) Waive or reduce Member Dues due to financial hardship;
- (b) Waive dues for any Members for a specified period; or
- (c) Grant promotional or honorary dues waivers consistent with the Association's mission.

Section 2.04. Lapsed Membership. Failure to pay Member Dues by the applicable deadline may result in:

- (a) Loss of "Good Standing" status;
- (b) Suspension of voting and participation rights; and
- (c) Removal from committees, leadership roles, or event eligibility.

Membership may be reinstated (in the Board's sole discretion) upon payment of outstanding dues and any applicable reinstatement requirements imposed by the Board.

ARTICLE III MEMBER CONDUCT AND PROFESSIONAL STANDARDS

Section 3.01 General Standard of Conduct. All Members shall:

- (a) Act in a professional, respectful, and ethical manner;
- (b) Uphold the mission, values, and reputation of the Association;
- (c) Conduct themselves in a manner consistent with the standards of the legal profession;
- (d) Comply with the Bylaws, this Policy, and all applicable Association Policies.

Section 3.02 Prohibited Conduct. Prohibited conduct includes, but is not limited to:

- (a) Harassment, discrimination, bullying or retaliation against any individual;
- (b) Conduct that is fraudulent, dishonest, or misleading;
- (c) Conduct that brings the Association or legal profession into disrepute;
- (d) Misuse of Association name, logo, funds, platforms, spaces or resources;
- (e) Disruptive, egregious or disrespectful behavior at Association meetings, events, or online platforms;
- (f) Unauthorized representation of the Association, its Members or its positions.

ARTICLE IV USE OF ASSOCIATION NAME AND COMMUNICATIONS

Section 4.01. Applicability. These rules apply to all Association-sponsored or Association-affiliated:

- (a) In-person events, conferences, and networking functions;
- (b) Continuing Legal Education (CLE) programs, panels, and seminars; and

- (c) Online forums, listservs, social media groups, virtual meetings, and electronic communications platforms operated or moderated by the Association.

Section 4.02. Professional Conduct Standard. Members shall conduct themselves in a manner consistent with:

- (a) The New York Rules of Professional Conduct;
- (b) Widely accepted standards of professionalism applicable to bar associations;
- (c) The Association's mission, values, and commitment to inclusion and collegiality.

Participation in Association activities is a privilege and not a right.

Section 4.03. Prohibited Conduct at Events, CLEs and Online Forums. Without limitation, the following conduct is prohibited:

- (a) Harassment, intimidation, bullying, or discrimination based on any protected characteristic;
- (b) Disruptive behavior, including sustained interruption of speakers, panelists, or moderators;
- (c) Use of profane, abusive, threatening, or demeaning language;
- (d) Unwelcome physical contact, harassment or inappropriate advances of a sexual nature or otherwise;
- (e) Conduct that interferes with the educational purpose of a CLE program;
- (f) Unauthorized recording, rebroadcasting, or distribution of CLE or event content;
- (g) Posting or transmitting knowingly false, misleading, or defamatory statements;
- (h) Use of Association platforms to provide individualized legal advice, solicit clients improperly, or engage in conduct inconsistent with New York attorney advertising rules;
- (i) Political campaigning or advocacy not authorized by the Association;
- (j) Retaliation against any person who reports misconduct.

Section 4.04. CLE-Specific Expectations. In addition to the above:

- (a) Members shall comply with all CLE attendance, sign-in, verification, and accreditation requirements;
- (b) Members shall not falsify attendance records or participation certifications;
- (c) Faculty and speakers shall disclose conflicts of interest as required by CLE standards and Association policy.

Section 4.05. Online Forums and Digital Platforms. Members using Association online platforms shall:

- (a) Engage respectfully and in good faith;
- (b) Avoid personal attacks or inflammatory rhetoric;
- (c) Respect confidentiality where reasonably expected;
- (d) Follow moderation rules and directives issued by Association moderators or Officers.

The Association reserves the right to remove content, restrict access, or suspend participation in online forums at its discretion.

Section 4.06. Enforcement at Events and Programs. The Association may take immediate action at events or online platforms, including:

- (a) Issuing verbal or written warnings;
- (b) Removing a participant from an event, CLE, or forum without refund;
- (c) Suspending or revoking access to Association platforms;
- (d) Referring the matter for formal disciplinary action under Article 5 of this Policy.

Section 4.07. Use of Association Name and Communications.

- (a) Members may not speak, make statements, take stances or express views or positions on behalf of the Association unless authorized by the Board, the President or the Chair of the Board.
- (b) Use of the Association's name, logo, branding, or mailing lists for personal, political, or commercial purposes is prohibited without prior written approval of the Board, the President or the Chair of the Board.
- (c) Communications in Association forums or platforms must remain respectful, on topic and in compliance with Association Policies.

Section 4.08. Meetings, Participation and Voting.

- (a) Member participation rights are governed by the Bylaws.
- (b) Only Active Members in Good Standing may vote or hold elected positions.
- (c) Members are expected to conduct themselves respectfully at meetings and comply with meeting rules established by the presiding officer.

ARTICLE V DISCIPLINE AND ENFORCEMENT

Section 5.01. Grounds for Disciplinary Action. A Member may be subject to Disciplinary Action for:

- (a) non-compliance or any violation of the Bylaws or this Policy or any other Association Policy;
- (b) failure to maintain Good Standing in accordance with the Bylaws;
- (c) any conduct that may be deemed detrimental (in the Board's sole determination) to the interests of the Association Conduct detrimental to the interests of the Association;
- (d) any conduct bringing the legal profession or the Association into disrepute.

Section 5.02. Disciplinary Process.

- (a) A Member subject to any Disciplinary Action (such Member, the "**Affected Member**") shall have the opportunity to discuss such Disciplinary Action at a duly convened special meeting of the Board (such meeting, a "**Disciplinary Meeting**"). Any such Disciplinary Action shall only be discussed confidentially with the Affected Member. No other Member may be present at a Disciplinary Meeting without the prior consent of the Affected Member. No Affected Member shall be subject to Disciplinary Action without having the opportunity to be heard at a Disciplinary Meeting; provided that (i) no formal

hearing procedure need be followed for such Disciplinary Meeting and (ii) the Board may take interim Disciplinary Action (if such Disciplinary Action, in its sole determination, is in the best interests of the Association) due to delays in scheduling a Disciplinary Meeting.

- (b) Written notice of any prospective Disciplinary Action and the reasons therefor shall be provided to the Affected Member at least thirty (30) days prior to the date of any Disciplinary Meeting (unless prior notice is waived by the Affected Member).
- (c) Disciplinary Action may only be approved by supermajority (66⅔%) resolution of the Board. The Board may communicate its decision regarding any Disciplinary Action through telephonic or written electronic correspondence to the Affected Member.
- (d) Any Affected Member who receives a decision of the Board regarding any Disciplinary Action may reappeal such decision (and, to the extent such decision involved a suspension or revocation of Association membership, re-apply for membership in the Association) no less than twelve (12) months after the date of such Board decision. The Board may exercise any of its powers under this Article III in reviewing or assessing any re-application by an Affected Member.
- (e) Disciplinary actions may include (but may not be limited to) verbal or written warning, suspension, expulsion, or restriction of privileges.

ARTICLE VI RESIGNATION AND REAPPLICATION

Section 6.01. Resignation and Reapplication.

- (a) Members may resign at any time by written notice to the Secretary.
- (b) Resignation does not relieve a Member of any outstanding financial obligations.
- (c) Members expelled or disciplined may reapply for membership in accordance with the Bylaws and Association Policies.

ARTICLE VII NON-DISCRIMINATION AND HARASSMENT

Section 7.01. Non-Discrimination and Harassment. The Association is committed to a professional environment free from discrimination and harassment in all its forms. Conduct inconsistent with the Association Policies or the Bylaws (including Article XIV (*Non-Discrimination*) thereof) is prohibited and may result in Disciplinary Action.

ARTICLE VIII AMENDMENTS AND INTERPRETATION

Section 8.01. Amendments and Interpretation.

- (a) This Policy may be amended by the Board at any time in accordance with the Bylaws.

- (b) In the event of a conflict between this Policy and the Bylaws, the Bylaws shall control.
- (c) The Board shall have final authority to interpret this Policy.
- (d) The Governance Committee shall periodically review this Policy and recommend updates as appropriate.

This Policy is intended to be read together with the Bylaws and other Association Policies.