

# Statutes

Association: HackYourFuture  
CVR: 38533193

## § 1. Purpose and Vision

*Subsection 1.* The association's purpose is to:

- a. We educate persons with limited access to higher education and the labor market (especially refugees and asylum seekers) in coding and programming to help them to carve out a basis for finding future-proof work.
- b. We help our students to get in touch with employers in Denmark's IT industry.
- c. We help our students integrate into Danish society, through networking, community and integration in the labor market.
- d. We have a special focus on women getting jobs in the IT industry.
- e. We create value for Denmark's economy by educating professional employees who can contribute to growth in Denmark's IT companies, which benefit society financially.
- f. Our educators and mentors are IT professionals who take responsibility for sharing their knowledge and passion for technology with people who need it most.
- g. We treat everyone equally, while acknowledging the different backgrounds of our students. We offer equal opportunities for all by creating a supportive and inclusive learning community.
- h. Our screening and selection process takes into account both the applicant's technical skills and the degree of marginalization.
- i. We change the perception of what our students can achieve in Denmark through ambitious and meaningful projects. We create and celebrate role models that future generations can be inspired by and strive for.
- j. We want to create a lasting impact on the lives of our students and thus their social environment. We do not give up on anyone so easily.

*Subsection 2.* The association's vision is:

HackYourFuture strives to be an inclusive, self-sustaining and sustainable community of tech professionals. A community that proves the talent of individuals who face challenging situations in Denmark. We want to be the first name that comes to mind in connection with inclusivity and diversity in Denmark's IT industry. Our goal is to employ the students in the technology industry. This in turn leads to more diversity in the industry itself.

## **§ 2. Name and domicile**

*Subsection. 1.* The name of the association is *HackYourFuture*, abbreviated HYF.

*Subsection 2.* The association's domicile is the City of Copenhagen.

## **§ 3. Membership**

*Stk. 1 as a **private member*** Anyone who has the desire and willingness to work for the association's purposes is admitted. Membership gives the right to participate in the general assembly.

*PCS. 1.1.* Registration is done by contacting the association via [members@hackyourfuture.dk](mailto:members@hackyourfuture.dk) and stating the name and email address, payment of the membership fee and approval of the registration.

*PCS. 1.2.* The membership runs for 1 year from the date of payment of the membership fee. Withdrawal can be done by contacting the cashier with effect from the end of the month.

*PCS. 1.3.* Exclusion of private members during the period of membership occurs if a member acts against the interest of the association's purpose, or does not live up to the association's core values (as mentioned in § 1)). The decision on exclusion can be made by a board member in consultation with two other board members.

*Stk. 2 as **company members** (partners)* Anyone who admitted wants to support the association and support the association's values and purposes mentioned in § 1 is. Company members are *not entitled* to attend the general assembly.

*PCS. 2.1.* Registration is by contacting HackYourFuture's secretariat, payment of the membership fee and approval of the registration.

*PCS. 2.2 ..* The membership runs for 1 year from the date of payment of the membership fee. Unsubscribe can be done by contacting HackYourFuture's secretariat with effect from the end of the month.

*PCS. 2.3.* Exclusion of members occurs if a member acts against the interest of the association's purpose, or does not live up to the association's core values (as mentioned in § 1). The decision on exclusion can be made by a board member in consultation with two other board members.

## **§ 4. Membership Fee**

*Stk. 1. The members pay a membership fee determined by the general assembly, which applies to the current calendar year.*

*PCS. 2. Membership is divided into two categories:*

- a) private ("Members")
- b) companies ("Partners")

*Subsection. 3. The quotas:*

- a) DKK 250 or desired amount over DKK 250

Agreement with a member / private person on membership involves an exclusively financial support membership or involves other voluntary activities in the association.

- b) Possible as a simple donation that gives 1 year membership. The size of the donation gives access to 3 different tiers ([Membership Pricing](#)). The amount for the 3 types of company memberships can be changed on an ongoing basis by the project manager.

## **§ 5. General assembly**

*Subsection. 1. The general meeting is the highest authority of the association.*

*PCS. The Annual General Meeting is held once a year at a time determined by the Board of Directors and convened with at least 14 days warning stating the agenda by e-mail to members of their specified contact.*

*PCS. 3. The agenda of the Annual General Meeting shall include at least the following points:*

1. Election of tellers
2. Election of chairman and secretary
3. Report by management
4. Accounting
5. Consideration of proposals
6. Determination of quotas
7. Approval of the budget
8. Election of front person
9. Election of deputy person
10. Election of treasurer
11. Election of additional board members
12. Election of auditor
13. Possibly

*Subsection. 4. Proposals that are to be considered at the general meeting must be received by the board of directors no later than 7 days before the general meeting. Proposals for amendments to the articles of association that are to be considered must be Board received by the Directors no later than 1 month prior to the Annual General Meeting.*

*PCS. 5. The general meeting is chaired by a chairman who does not have to be a member of the board, but may well be.*

*PCS. 6. The general meeting takes its decisions by simple majority (more than half of the validly cast votes) and by show of hands. Written voting, however, is used when requested by just one meeting participant. In the case of personal elections where more than the number to be elected has been proposed, a written vote is always taken. In such personal elections, the rule of simple majority is applied.*

#### **§ 5.1. Extraordinary general assembly**

*. 1. An extraordinary general meeting can be held when the Board deems it necessary, and shall be held when at least three of the members shall make a written reasoned request for it to chairperson and a board member. In such cases, the general meeting must be held no later than 3 months after the request has come to the prior person's knowledge.*

*PCS. 2. The notice period for an extraordinary general meeting is 14 days after approval by the Board of Directors.*

### **§ 6. Board of Directors**

*Subsection. 1. The association's daily management consists of the board, which in addition to the front person consists of the deputy front person, the treasurer, mentor representative and student representative. The Board of Directors is elected at the general meeting and sits until the next general meeting.*

*PCS. 2. The board of directors leads the association in accordance with these articles of association, core values and the resolutions of the general meeting. Staff changes in the management of the projects running under the association's name must be approved by the board and the contract must be signed by the association's subscriber.*

*PCS. 3. The Board of Directors also determines its own rules of procedure. It may set up subcommittees and working groups to carry out specific tasks. Board meetings are held every other month, unless otherwise agreed by the board members.*

*PCS. 4. The chairperson - and in her or his absence the deputy chairperson - convenes and chairs board meetings. Notice is given in writing stating the agenda when the front person deems it necessary, or at least three members of the board make requests to the front person. In such cases, the meeting will be held no later than 4 weeks after the request has come to the prior person's knowledge.*

*PCS. 5. The Board of Directors has a quorum when at least 3 Board members are present.*

*PCS. The decision to exclude other board members must be made at an extraordinary general meeting and with the approval of at least  $\frac{2}{3}$  by the board.*

### **§ 7. Finance, accounting and auditing**

*Subsection. 1. The association's financial year follows the calendar year.*

*PCS. 2. The treasurer is responsible to the general meeting for budget and accounts.*

PCS. 3. The association's accounts are kept by the treasurer, who also keeps the association's membership register.

PCS. 4. The accounts are presented and audited by the elected auditor.

PCS. 5. As a control body, the Board of Directors has the right to display and access HYF's online bank through an "internal auditor", while the treasurer only has the right to dispose of accounts. The internal auditor is elected at the General Meeting.

## **§ 8. Subscription rules and liability**

*Subsection. 1.* The association is signed externally by the signature of the treasurer. When taking out a loan and when selling / mortgaging real estate, the association is signed by the treasurer and at least 1 other board member.

PCS. 2. The members of the association are not personally liable for the obligations incumbent on the association.

## **Articles of 9. Amendments to the Association**

*Subsection. 1.* These articles of association can only be amended by a 2/3 majority at a general meeting, where the proposed amendment appears on the agenda.

PCS. 2. Amendments to the articles of association enter into force with effect from the general meeting at which they are adopted.

## **§ 10. Resolution**

*Subsection. 1.* Dissolution of the association can only take place with a 2/3 majority at two general meetings, which are held at least 1 month apart.

PCS. 2. The dissolution of the association's assets *the following priority list*, in accordance with the provisions of the dissolving general meeting.

- a. Refugees Welcome DK
- b. Mellempfolkelig Samvirke
- c. DISIE
- d. HYF's other departments (distributed equally between all)

## **§ 11. Dating**

*Stk. 1.* Thus adopted at the association's general meeting on 01.02.2021.