

TED^x Thaltej Youth

^x = independently organized TED event



NFGS Audit Report (For April 2025)

Nirmaya Foundation Green Standard (NFGS) Monthly Audit Report

Week: Fourth Week of April

Submitted by: Fenil Shah, Organizer

Certification Level: NFGS Recognized Entity

Location: Ahmedabad, Gujarat

1. Introduction

This report documents the actions, values, and decision-making approaches followed by TEDxThaltej Youth in alignment with the principles of the Nirmaya Foundation for Good Standards (NFGS). Our mission continues to be rooted in **ethical behavior, fairness, youth empowerment, and public accountability**, all key pillars of NFGS.

During this week, significant internal restructuring, communication challenges, and decisions around speaker representation tested the ethical and operational systems of our team. Every action was taken through a lens of integrity, transparency, and responsibility, true to the vision of NFGS.

2. Upholding Integrity in Speaker Management

This week, the TEDxThaltej Youth team made the **difficult yet necessary decision** to respectfully remove a speaker, Ms. Krupa Nishar, from the final lineup. While the speaker's profile and prior experience were appreciated, the internal review panel—backed by the Compliance Team—found her delivery and engagement misaligned with the expectations set for this edition.

The removal process involved:

- Repeated communication and feedback loops
- Access to submit reworked materials
- Respectful closure with the option of future collaboration
- Public clarification through a **press release**

At every stage, **honesty and professional courtesy** were maintained, avoiding defamation or harsh commentary. This upholds NFGS's value of ethical exit protocols and emotional safety for all parties.

3. Restructuring the Operations Team

The Operations Team, a key pillar for on-ground execution, experienced leadership gaps and absence-related disruptions. As per documentation:

- Two Incident Reports were filed with supporting evidence
- The Office of the Organizer took structured corrective action
- A new Deputy Director (Ms. Kaneesha Shah) was appointed to restore discipline and ensure daily coordination

This restructuring aligns with NFGS principles of **role clarity, responsibility distribution, and timely escalation**.

All notices, warnings, and orders were documented formally and distributed through secure internal systems.

4. Youth Leadership and Ethical Governance

Despite the Organizer (Fenil Shah) being unavailable due to academic exams, the TEDxThaltej Youth team functioned through **empowered delegation and structured authority**.

The Co-Organizer and Office of the Organizer took charge, ensuring that all decisions were:

- Discussed with advisory members
- Communicated with professionalism
- Documented as official records

No arbitrary decisions were made. Voting, feedback from experts, and team discussions were used to determine outcomes. This upholds NFGS ideals of **democratic decision-making and youth-led ethical governance**.

5. Inclusivity, Consent & Privacy

Upon the decision to remove the speaker:

- Email access, login credentials, and internal data were withdrawn within hours
- A Data Protection email was issued, outlining the speaker's rights and our obligations
- All submitted material was confirmed to be retained only for five years, encrypted and protected

No public shaming or blame was allowed on internal or external platforms. The Compliance Team ensured **language sensitivity and reputational safety**, as per NFGS standards.

6. Documentation and Communication Culture

In alignment with NFGS values of transparency and traceability:

- Every internal action (removal, reassignment, warnings, and new appointments) was supported by a named and dated PDF document
 - All materials are stored on Google Drive folders and backed up to secured digital repositories
 - Attendance, meeting notes, feedback loops, and warnings are kept in structured formats for accountability
-

This culture of recordkeeping ensures no verbal or informal action goes undocumented, and it also sets a benchmark for youth-run organizations to follow responsible documentation norms.

7. Community Impact and Emotional Wellbeing

The team showed **remarkable maturity** in dealing with emotional responses—both internal and external. The speaker’s feedback, concerns, and disagreement were acknowledged and stored respectfully.

The internal team—especially members of the Speaker Support and Compliance Committees—remained composed, kind, and professional in all replies. At no point were any unkind or defensive statements made, preserving the **core NFGS value of empathy in disagreement**.

8. Closing Summary

This week served as a test of TEDxThaltej Youth’s ethical backbone, decision-making ability, and leadership distribution. Instead of reacting impulsively, the team used a thoughtful, respectful, and inclusive process to handle difficult decisions while protecting the integrity of the event and the well-being of all participants.

By maintaining transparency, upholding ethical standards, ensuring clear documentation, and staying true to the TEDx spirit, TEDxThaltej Youth continues to uphold the standards outlined by the **Nirmaya Foundation for Good Standards (NFGS)**.

[END OF AUDIT REPORT]