

AUSTRALIAN ACCOUNTABILITY COUNCIL CHARTER

Intention & Purpose:

- To uphold the intention of the HAI mission statement.
- To provide a forum to deal with intern/assistant/participant interactions that either compromise intern or assistant agreements, the wellbeing of a participant, or the integrity of HAI.
- To determine the appropriate response to the interactions(s) under consideration.
- To promote growth and healing.
- To avoid blaming and shaming, support forgiveness and a return to a place of love and integrity.
- To provide options and mediation, and to work with the individual/s involved to come to a win-win outcome.
- To support each other using clear communication and active listening in an effort to reach resolution.
- To keep confidentiality, only sharing information with the relevant people involved and on occasion with those people who have been engaged to support the process. To be mindful of protecting the privacy of each person and only sharing what is required to support a resolution.
- To uphold the written intern/assistant agreements * and the spirit behind the agreements
- To be objective and balanced in our viewpoints and to remain separate from gossip and personal energy around issues.
- To follow our hearts, our instincts and to stay in love and integrity.

Methods:

- a. To review specific issues and decide on a case by case basis whether a response is required by the Accountability Council. (AC)
- b. If a response is deemed necessary, the appropriate response is decided upon and carried out by a nominated member or members of the AC.
- c. The AC promote the use of the following steps:
Step one: request where appropriate those involved talk directly to each other, clearing concerns and feelings.
Step two: If this cannot/should not occur or the issue still feels unresolved, support individual/s involved to meet with a member or members of the AC and/or a third party mediator.
- d. When dealing with questions regarding team/participant interactions, all persons involved have the right to choose another graduate as a support person during discussions and are informed of such rights prior to the answering of the questions.
- e. If the person(s) involved are not satisfied with the determination of the Accountability Council they have the right to bring their case before the US Accountability Council.
- f. The AC seeks advice/guidance from relevant persons, eg Facilitators, if required.
- g. The relevant recommendations are communicated at the first available opportunity, which may be at the next meeting, by phone or in writing.

* The Assistant & Intern Coordinator is outside of the AC, and this person's role is to liaise with and support Team members who are unable to, or concerned about, meeting their team commitments, ie requesting an extension, unable to attend TWS or training. Such concerns can escalate to the AC for hearing and be brought by either the Asst & Intern Coordinator or the Team member, if one or both parties are not satisfied with the suggested outcome or result.

The Australian intern body may, with a 2/3 majority vote of active interns, have an individual member of the Accountability Council dismissed or the whole Council dismissed if it is viewed that the Intention, Purpose and Methods of the AC Charter are not being met. If this happens - with the exception of the SPACE committee representative - the intern body will subsequently call for nominations and vote in another individual and/or Council. In the event that the person dismissed is the SPACE representative, then that person shall be replaced with another SPACE committee member.

The 4 positions on the AC are available for nomination at the first Team Workshop of each year.