



## **Association of Data Protection Officers**

Registered Office: Viale Monza, 44 - 20127 Milan (MI)- Italy

Operating Office: Via Brianza, 65 - 22063 Cantù (CO) - Italy

[info@assodpo.it](mailto:info@assodpo.it) - [www.assodpo.it](http://www.assodpo.it)

Tax code 97656960156

VAT No 08258580961 (for commercial activity only)

### **BYLAWS**

#### **ASSOCIATION OF DATA PROTECTION OFFICERS**

##### **Incorporation - Purpose - Offices and Duration**

###### **Article 1 - Incorporation**

The "**Association of Data Protection Officers**", abbreviated as "DPO ASSOCIATION" hereinafter referred to as the "Association", is hereby established (incorporated).

In official documents, the abbreviated form DPO ASSOCIATION or ASSO DPO shall always be followed by the extended form **Association of Data Protection Officers** in order to always allow identification of the type.

The Association is governed by Art. 36 ff. of the Italian Civil Code and by these Bylaws.

###### **Article 2 - Offices**

The Association is based in Milan.

The Association may establish agencies and offices throughout Italy and abroad.

The logotype may be accompanied by a graphic mark, chosen by the President and approved by the Board of Directors (see Annex no. 01).

###### **Article 3 - Duration**

The Association shall continue for a perpetual period, unless the majority of Members ceases to hold office or it is impossible to achieve the purposes of the Association.

###### **Article 4 - Aim and Purpose**

**1.** The Association is voluntary, apolitical, non-partisan and non-profit.

**2.** The aim and purpose of the Association is:

- a. to provide the perfect and most suitable venue and environment where issues related to the application of European and Italian regulations on privacy and data protection will be discussed and explored.

In particular, the Association aims to support and develop the activities of Data Protection Officers, Data Privacy Specialists, Consultants and Chief Privacy Officers, through discussion and exchange of information among members, while maintaining the autonomy of each of them in the performance of their functions;



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- b. to promote research and dissemination of knowledge in the field of legality checks and compliance with Privacy Laws, Ethics guidelines and Information Technology Laws;
- c. to promote the recognition and enhancement of the role of Data Protection Officers and foster their professional growth;
- d. to develop shared solutions to solve the problems resulting from the enforcement of Data Protection and Privacy law and regulation and, in particular, those resulting from the performance of the various tasks regarding data protection and privacy in companies and organisations, possibly also through the development of '*standards*' and '*best practices*';
- e. to be a qualified body to interact with institutions and associations at all levels, in particular with the Data Protection and Privacy Authorities and with the Trade Associations, in order to discuss issues related to privacy legislation and its application, interpretation and evolution;
- f. to perform any act useful or appropriate for the achievement of the Association's purposes, including contract management;
- g. to organise cultural activities, conferences, seminars, debates, meetings, training, qualification and specialisation courses, scholarships, and various activities in the cultural and recreational fields relevant to the corporate purpose, both in Italy and abroad, also in cooperation with other institutional, scientific, cultural, economic, commercial bodies and organisations as well as leading training & development companies;
- h. to sign special agreements to the advantage of Members. The Association may collaborate with and consult public and private bodies, entities, individuals and professionals by entering into special agreements signed by the President of the Association after consultation with the Board of Directors. The Board of Directors governs this matter;
- i. to organise examination sessions on behalf of certification bodies throughout Italy and Europe for the certification of Data Protection Officers.

\* \* \*

## **Members**

### **Article 5 – Membership Categories**

There are five types of membership: Founding, Full, Supporting, Educational and Honorary Members.

All Members shall comply with these Bylaws. Members undertake to cooperate with the Association for the achievement of its purposes and to provide those pieces of information on their activities as may be requested of them by the Association's governing bodies, without prejudice to the paramount confidentiality requirements of each Member that cannot be questioned.



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The Association shall use these pieces of information only to pursue its social purposes and it shall make them public only after express consent of the Members concerned.

### **Article 6 – Founding Members**

Founding Members are those who attend the Founding Members' Meeting convened by the President after the Association is established. Founding Members are also Full Members.

### **Article 7 – Full Members – natural persons**

Full Members are natural persons who work as Data Protection Officers or Privacy Managers or Privacy Specialists or Privacy Experts or Chief Privacy Officers or Privacy Officers, who appreciate the purposes, goals and activities of the Association and join it to share its benefits and advantages and to participate in the life of the Association. Full Members are required to pay an annual ordinary membership fee, the amount of which is set by the Board of Directors. Full Members shall satisfy the requirements of a good reputation, as set out in the Code of Ethics, and have at least three years' experience in the field of privacy or have been certified as Data Protection Officers.

Members shall also continue to honour their commitment to continuing professional development.

Compliance with these requirements shall be verified by the Board of Directors in accordance with Article 11, paragraph 2.

### **Article 8 – Supporting Members – legal entities**

Supporting Members are legal entities, who, through their representative, as a result of their work and activities, have made or can make a valuable contribution to the achievement of the Association's purposes or who are interested in using the services offered by the Association.

The membership fee required to obtain the status of Supporting Member is set annually by the Board of Directors and it can vary every year, based on the size of the Supporting member (e.g. economic volume, number of employees).

The status of Supporting Member confers full entitlement to participate in the association's activities. Supporting Membership is lost for resignation or non-renewal of membership fees or for conduct contrary to the provisions of the Code of Ethics.

### **Article 9 – Educational Members**

Educational Members are natural persons interested in privacy law who have not yet gained 3 years of experience in the field or university students/graduates who want to undertake training through the Association and use its newsletter service.

Upon reaching 3 years of experience or of membership in the Association or after obtaining professional certification as a Data Protection Officer or Privacy Manager, Educational Members will automatically upgrade to Full Members, subject to fee adjustment.

The status of Educational Member confers full entitlement to participate in the Association's activities, but does not allow the use of the ASSOCIAZIONE DPO or ASSO DPO trademark, which is only allowed



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to Full Members who are natural persons. Educational Membership is lost for resignation or non-renewal of membership fees or for conduct contrary to the provisions of the Code of Ethics.

### **Article 10 – Honorary Members**

Honorary Members are those who, on the basis of a resolution of the Board of Directors, can contribute to the pursuit of the Association's purposes by virtue of their professional and academic qualifications and because they have stood out in research activities in the Association's fields of interest.

### **Article 11 – Admission - withdrawal - suspension and exclusion of Members**

- 1.** The Membership Application Form shall be submitted to the Board of Directors together with the relevant documents certifying the requirements of Articles 7, 8 or 9 according to the type of membership. The application can also be sent via web systems.
- 2.** By submitting an application for admission to the Association, the applicant declares his or her acceptance of these Bylaws. The Board of Directors shall take a decision on the Membership Application at its own discretion, in particular by verifying the requirements set out in Article 7. New admissions shall be reported to the General Membership Meeting at the first subsequent session. In the event of a refusal of admission by the Board of Directors, the Association will return the paid fee.
- 3.** A Member may at any time withdraw from Membership by giving notice in writing to the Board of Directors.
- 4.** The withdrawing Member shall not be entitled to the reimbursement of membership fees paid for the current financial year, nor to the waiver by the Association of any fees still due for the current financial year, and the Association shall not grant the withdrawing Member any rights to the common fund referred to in Art. 27.
- 5.** Members who are not up-to-date with their membership fees and do not pay them after a second reminder, cease to be Members upon resolution of the Board of Directors.
- 6.** The Board of Directors may resolve on the suspension and, in the most serious cases, on the exclusion of a Member who has committed a serious breach of the Association's Bylaws and Code of Ethics or who has lost the requirements set out in Article 7.
- 7.** The Board of Directors takes such a decision after hearing the reasons of the person (Member) concerned. In more serious cases, the Board of Directors may decide on the precautionary suspension of the Member.
- 8.** A petition against the resolution referred to in paragraph 7 may be lodged with the *Ethics & Discipline Committee* within 30 days of its notification. The *Ethics & Discipline Committee* shall rule on this matter within 60 days of receipt of the petition.



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9. The suspended Member shall not be entitled to the reimbursement of membership fees paid, nor to the waiver by the Association of any fees still due for the current financial year, and the Association shall not grant the suspended Member any rights to the common fund referred to in Art. 27.

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### **Governing Bodies**

#### **Article 12 – Governing bodies of the Association**

1. The Governing bodies of the Association are the General Membership Meeting, the Board of Directors, the President, the Secretary General, the *Ethics & Discipline Committee* and the Scientific Committee.
2. With the exception of the Members of the Board of Directors, for whom remuneration may be established, the functions pertaining to the aforementioned offices are performed free of charge, except for the reimbursement of regularly documented expenses approved by the Board of Directors.

#### **Article 13 - General Membership Meeting**

1. The General Membership Meeting is convened by the President upon approval of the Board of Directors or upon the request of at least two fifths of the Members in good standing.
2. The place, date, time and agenda of the meeting shall be determined by the President in agreement with the Board of Directors and shall be communicated in writing, also by E-mail to the last E-mail address specified by each Member or by means of a notification published in the Members' area of the Association's website [www.assodpo.it](http://www.assodpo.it). The Notice of Meeting may also specify a second call set for the same day as the first call, and must in any case be received at least five days before the date set for the first call.
3. It is preferable for the Members to provide a certified E-mail address where Notices of Meeting can be received.
4. The Meeting is chaired by a Chairperson appointed by attendees or, if the latter is unable to attend, by a vice Chairperson. The Chairperson appoints a Secretary, who may also not be a Member, who signs the minutes of the Meeting with the Chairperson. The elective meeting is presided over by an electoral commission, the appointment and duties of which are governed by special electoral regulations.
5. The Chairperson conducts the Meeting, controls debate and supervise the voting procedures.



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### **Article 14 – Powers of Members in General Meetings**

1. The Meeting may be held in ordinary or extraordinary session.
2. At the Ordinary General Meeting:
  - a. the number of Members of the Board of Directors is decided and then its Members are elected, except as provided for in Art. 16, paragraphs 4, 6 and 7;
  - b. the Members of the *Ethics & Discipline Committee* and its President are elected;
  - c. the Members resolve on the approval of the Financial Statements of the previous year and of the report on the Association's activities in that year, both prepared by the Board of Directors;
  - d. future general activities of the Association are planned and set up, taking into account the Association's purposes and the work carried out by the Scientific Committee;
  - e. decisions are taken on any matter submitted to the General Membership Meeting by the Board of Directors;
  - f. decisions are taken on the general guidelines proposed by the Scientific Committee.
3. At the Extraordinary General Meeting:
  - a. decisions are taken on proposals to amend the Bylaws;
  - b. decisions are taken on the dissolution of the Association.

### **Article 15 – Progress of the Meeting**

1. Members who are up-to-date with their membership fees are entitled to attend the meeting and to exercise their right to vote. At all meetings, each Member shall have one vote.
2. Every Member having the right to attend the Meeting may be represented thereat by proxy by another Member. No more than three proxies may be conferred on the same person. Proxies must be submitted by E-mail to the Association at least 24 hours before the beginning of the Meeting in first call.
3. The Meeting is duly constituted in first call with the presence, directly or by proxy, of at least half of those entitled to vote.



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4. The Meeting is duly constituted in second call irrespective of the number of Members present.
5. All governing bodies pass resolutions by an absolute majority of those present, unless otherwise expressly provided, and elections are conducted in a strictly proportional manner.
6. For the purpose of appointing the Association's bodies, those obtaining the most votes are elected until the number of Members required for each body is reached. In the event of a tie-vote, a second ballot shall be held.
7. Extraordinary Meetings to amend the Bylaws are valid in first call with the presence of the majority of the Members and resolutions can be passed with the favourable vote of two thirds of those present.
8. In second call, Extraordinary Meetings are valid with any number of members present and resolutions can be passed with the favourable vote of two thirds of those present.

### **Article 16 - Board of Directors**

1. The Board of Directors shall consist of no fewer than five (5) and no more than nine (9) Members. Their number is determined by the General Membership Meeting at the time of appointment.
2. The Members of the Board of Directors are elected by the General Membership Meeting. Members with at least three years of regular membership in the Association are eligible to apply.
3. Board Members hold office for three years and may be re-elected.
4. Should one or more Members of the Board of Directors leave office during the three-year period, the Board shall replace them with the first of the non-elected Members or, failing that, by cooptation. The substitute remains in office until the end of the three-year term. Replacement or cooptation shall be ratified at the first useful General Membership Meeting.
5. The persons so appointed are regular Members of the Board of Directors, but they shall not hold any other association office as set out in these Bylaws. They remain in office until the end of the term of office of the Board of Directors that appointed them and may be re-elected.
6. The first Board of Directors is appointed in the Deed of Incorporation.
7. Except for resignation or re-election, the Founding Members of the Association remain Honorary Members for life without voting rights in the Board of Directors.





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8. The Board of Directors determines the annual membership fee payable by each Member, also at a different rate for each Membership Category. Annual membership fees are calculated on a twelve-month (12) rolling basis from the date of registration.
9. The Board of Directors convenes the General Membership Meeting if the President does not do so.
10. The Board of Directors draws up electoral regulations for its election.

### **Article 17 – Formal procedures of the Board of Directors**

1. The Board of Directors appoints from among its Members:
  - a. the President
  - b. the Vice-President(s), with deputy functions;
  - c. the Treasurer;
  - d. the Coordinator of the Scientific Committee;
  - e. the Technology, Web & Cybersecurity Coordinator;
  - f. one or more Contact Persons for Members;
  - g. a Secretary General (possible role).

The first President, the first Vice-President, the first Treasurer, the first Coordinator of the Scientific Committee, the first Technology, Web & Cybersecurity Coordinator and the first Contact Person for Members are appointed in the Deed of Incorporation.

2. The Vice-President carries out the functions of the President whenever the latter is absent or unable to act.
3. The Treasurer is the trustee of the Association's financial affairs and of the accounts, which he/she keeps according to criteria of transparency and accuracy.
4. The Coordinator of the Scientific Committee convenes and coordinates the activities of the Scientific Committee.
5. The Technology, Web & Cybersecurity Co-ordinator co-ordinates communication activities through technology and web tools on behalf of the Board of Directors and the Scientific Committee.
6. The Contact Person for Members maintains relations with Members and reports to the Board of Directors on any critical issues or proposals for improvement in the Association's activities.
7. The Secretary General is an optional function that:
  - is compelled to attend all meetings of the General Membership Meeting and the Board of Directors, unless there is a legitimate and verified reason;





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- takes the minutes of the General Membership Meeting and Board of Directors meetings and ensures that the minutes are recorded in the Minute Book of the General Meeting and Board of Director;
  - keeps the Register of Members and the Register of Delegates and Territorial Representatives up to date;
  - manages bureaucratic and administrative obligations on behalf of the Association: by way of example but not limited to, the Secretary General requests licences and authorisations, maintains relations with Delegates and Territorial Representatives and with bodies and institutions of all kinds, etc;
  - manages the Association's back office and is the contact person for requests by Members in accordance with the general guidelines provided by the Board of Directors;
  - organises the Annual Congress and association events on behalf of the Board of Directors and in accordance with the general guidelines provided by the Board of Directors.
- 8.** The Board of Directors is convened by the President at least once a year and whenever deemed necessary by the President or requested by at least two members of the Board of Directors.
- 9.** Meetings of the Board of Directors are duly constituted if the majority of the elected Members are present.
- 10.** Meetings of the Board of Directors may also be held by video or teleconference, provided conditions are ensured that allow for the identification and participation of each attendee in the discussion and voting.
- 11.** Resolutions are taken by open vote and by a majority of those present; In the event of a tie-vote during Board meetings, the President of the Board shall have the tie-breaker vote.
- 12.** Some resolutions of the Board of Directors require a unanimous vote of the Members, in particular those concerning:
- authorisation of the Association's bank/financial debt;
  - real estate purchases;
  - bank investments;
  - investments worth more than € 5,000.00 in total or per project.



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### **Article 18 – Powers of the Board of Directors**

- 1.** The Board of Directors is the governing body of the Association and it is vested with the broadest authority and powers for the ordinary and extraordinary management of the Association which does not fall within the remit of the General Membership Meeting.
- 2.** The Board of Directors takes all appropriate measures to implement the purposes of the Association, in accordance with the guidelines laid down in the General Membership Meeting.
- 3.** The Board of Directors shall have the following powers and duties:
  - a. to implement the resolutions of the General Membership Meetings;
  - b. to make the appointments provided for in Art. 17;
  - c. to determine the amount of annual membership fees and any extraordinary fees;
  - d. to prepare - by 31 March of each year - the Financial Statements and the Report on the Association's activities for the previous financial year to be submitted to the General Membership Meeting for approval;
  - e. to call the General Membership Meeting, if the President does not do so, at least once a year;
  - f. to propose amendments to these Bylaws to the General Membership Meeting;
  - g. to delegate its powers to the President, in addition to those already vested in the President under these Bylaws, as well as to its other Members;
  - h. upon incorporation, to draw up and approve the Association's Code of Ethics (see Annex no. 02) and to draw up amendments to the Association's Code of Ethics to be submitted to the General Membership Meeting for approval;
  - i. to make the decisions reserved to it as referred to in Art. 11;
  - j. to take any necessary or advisable action for the pursuit of the Association's purposes;
  - k. to keep the Register of Members up to date;



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- l. to select and appoint from among the Members those who can serve as Members of the Scientific Committee and, if necessary, dismiss them;
  
- m. to draw up and approve all necessary rules and regulations for the proper functioning of the Association's activities.

### **Article 19 – The President**

1. The President is the legal representative of the Association for all intents and purposes. In case of absence or impediment of the President, his/her functions are carried out by the Vice-President, who shall exercise all his functions except those relating to the economic and financial operations specifically delegated to the Treasurer.
  
2. In addition to the powers vested in him/her by the Bylaws and those delegated to him/her by the Board of Directors, the President may, in case of urgency, perform any act falling within the competence of the Board of Directors, with the exception of those provided for in Article 18, paragraph 3, letters c), d), e), g), h) and i), subject to ratification by the Board of Directors at the first subsequent General Membership Meeting.
  
3. The President represents the Association and runs its activities, taking accountability for his/her actions in front of the General Membership Meeting. The President exercises powers of ordinary and extraordinary administration, with the power to delegate to the Board of Directors, such delegation having to be accepted by the delegate. The President ensures common purpose and direction, coordinating any agencies or representatives and/or any Italian or foreign offices.
  
4. The President has the power of representation in dealings with banking institutions and insurance companies in order to enter into contracts and agreements, to open, manage and close current accounts as well as to receive collections. To carry out this activity, the President will be supported by the Treasurer, to whom certain functions and powers may be delegated by him/her, with the Board of Directors being duly informed.
  
5. The President may delegate part of his/her functions to the Vice-President(s).
  
6. The President is the legal representative of the Association in dealing with third parties and in court, with the power to delegate to a professional outside the association.

### **Article 20 – Ethics & Discipline Committee**

1. The *Ethics & Discipline Committee* is an arbitration body, if any, consisting of three Members, elected by the General Membership Meeting. The Members of the *Ethics & Discipline Committee*



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hold office for three years and may be re-elected. The *Ethics & Discipline Committee* appoints its President from among its Members.

**2.** The *Ethics & Discipline Committee* shall have the following powers and duties:

- a. to interpret the provisions of the Bylaws, the Code of Ethics and any other rule and regulation adopted by the Association for its functioning, at the request of the Board of Directors,
- b. to make the decisions reserved to it as referred to in Art. 11;
- c. to settle the disputes referred to in Art. 28.

### **Article 21 – Scientific Committee**

1. The Scientific Committee is composed of privacy law scholars or professionals working in fields closely related to the management of personal data, such as in healthcare, in marketing, in the web and IT industry and in data protection, as well as in others fields to be identified from time to time.
2. The Members of the Scientific Committee are Full or Supporting Members.
3. The Scientific Committee is organised into Working Groups on specific Data Protection issues defined and approved by the Board of Directors. Each Working Group consists of a minimum of 3 (three) and a maximum of 8 (eight) members.
4. The Members of the Scientific Committee Working Groups are appointed by the Board of Directors, based on the nominations received and the criteria of excellence defined by the Board of Directors.
5. The Members of the Scientific Committee remain in office until the end of the term of office of the Board of Directors that appointed them and may be re-elected.
6. The Members of the Scientific Committee lose this role by reasoned resolution of the Board of Directors if they no longer meet the requirements.
7. The Members appointed to the Scientific Committee may not hold any other position or take up another post in ASSO DPO | Association Of Data Protection Officers.
8. Each Working Group is represented by a Coordinator, appointed by the Board of Directors.
9. The Coordinator of each Scientific Committee Working Group:



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- is responsible for coordinating the activities of his/her Working Group;
  - maintains relationships with the Board of Directors;
  - convenes its Working Group meetings at least twice a year;
  - conducts the debate and coordinates the voting of its Working Group;
  - In the event of the resignation or other impediment of the Scientific Committee Working Group Coordinator, the Board of Directors will appoint a new Working Group Coordinator.
- 10.** The Working Groups of the Scientific Committee are coordinated by a specially appointed Member of the Board of Directors.
- 11.** The Scientific Committee guides the Association's scientific studies and draws up the general guidelines for the Association's activities to be submitted to the General Membership Meeting pursuant to Article 14.
- 12.** Each Working Group of the Scientific Committee takes decisions by a two-thirds majority; in the event of a tie-vote, the Coordinator shall have the tie-breaker vote.

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### **Financial Statements and Management Report**

#### **Article 22 – Revenues and assets**

- 1.** The Association's revenue is exclusively intended to finance the Association's activities and is made up as follows:
- a. membership fees and contributions from supporters and sympathisers;
  - b. contributions from private individuals and companies, from the Italian State, from bodies, international organisations and public institutions, all aimed at supporting and financing specific and documented activities or projects;
  - c. donations and bequests;
  - d. revenue from the provision of contracted services;
  - e. revenues from the sale of goods and services to Members and third parties, including through the performance of economic activities of a commercial nature carried out in an auxiliary and subsidiary manner and in any case aimed at achieving the Association's goals;
  - f. revenues from promotional initiatives aimed at the Association's financing;



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- g. revenues from trademark rights, patents, domains, copyrights and other intellectual works owned by the Association;
- h. any other revenues in line with the purposes of the Association;
- i. in no case will proceeds from all activities be distributed to the Members. Any operating surplus shall be reinvested in the Association's activities as provided for in Art. 4 of these Bylaws.

2. The Association's liquid assets are deposited with a financial institution and can be invested in Euro area government securities, according to criteria of sound and prudent management.

The assets of the Association consist of:

- a. membership fees and contributions;
- b. movable and immovable assets;
- c. shares, bonds and other government and private securities;
- d. donations, bequests or inheritances;
- e. trademarks, domains, patents, copyrights and other similar ownerships and rights acquired directly, or resulting from the intellectual work carried out in the course of association activities;
- f. other provisions and assets;
- g. intellectual property of the Association.

The assets of the Association shall be used in the most appropriate manner for the achievement of the Association's purposes, in accordance with applicable laws.

Membership is not transferable. In the event of resignation, exclusion or death of a Member, his/her membership fees remain the property of the Association.

### **Article 23 – Membership fees**

1. All Members shall pay the membership fee determined annually by the Board of Directors pursuant to Art. 16.
2. If the resolution referred to in the preceding paragraph is not passed by 30 June of each year, the amount of the membership fee of the previous year shall be deemed automatically confirmed for the current year as well.



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Tax code 97656960156

VAT No 08258580961 (for commercial activity only)

### **Article 24 – Financial Year**

1. The financial year runs from 1 January to 31 December of each year.
2. By 30 April of each year, the Board of Directors shall approve the annual Financial Statements consisting of the Balance Sheet, the Management Report and the Mission Report to be submitted to the General Membership Meeting by 30 June for final approval. Financial Statements are made available to Members at the registered office of the Association or can be sent to them upon express written request.
3. Any operating surplus shall be used exclusively for the pursuit of the Association's purposes, in accordance with the provisions of these Bylaws. In particular, the distribution, even indirectly, of profits, operating surpluses, funds, capital and reserves during the life of the Association is strictly prohibited, unless the destination or distribution is provided for by law.

### **Article 25 – Dissolution of the Association**

The dissolution of the Association may take place:

- a. when the majority of Members ceases to exist, if it is not reconstituted within the following six months;
- b. by resolution of the General Membership Meeting with the affirmative vote of two-thirds of those entitled to vote;
- c. due to the failure to achieve the purposes of the Association.

### **Article 26 - Liquidation**

In the event of the dissolution of the Association, the Board of Directors arranges for the liquidation of the common fund and resolves on the destination of any remaining balance. The Association's assets will be donated to another association with similar purposes or for the purposes of public utility, unless otherwise required by law.

### **Article 27 - Disputes**

1. Any dispute among Members or between the Members and the Association concerning the interpretation and application of the provisions of these Bylaws and relationships within the Association in general shall be settled by submitting such dispute to the *Ethics & Discipline Committee*.
2. Decisions on each dispute by the *Ethics & Discipline Committee* shall be considered as an expression of the disputing Parties' will and are definitive and unappealable.





### **Association of Data Protection Officers**

Registered Office: Viale Monza, 44 - 20127 Milan (MI)- Italy

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#### **Article 28 - Annexes**

The annexes referred to are an integral part of these Bylaws:

- Annex 1: Graphic design logo of the Association
- Annex 2: Code of Ethics of the Association