

**Approved by the UnMode (then RuNPUD) Board, November 2020.**

*(with additions approved by the General Meeting of UnMode, June 16, 2021, Batumi, Georgia).*

## **UnMode management structure**

**UnMode** — community movement for access to justice is an international civil society network. Geographic coverage: countries of Central and Eastern Europe and Central Asia.

Membership is free and open to people who use/used drugs, prisoners or people with the experience of imprisonment, people who have skills or desire to openly protect human rights, share our mission and goals, follow our principles, and are ready to act within our security framework.

### **Our mission**

Provide access to justice as an effective tool to protect human rights of prisoners/ex-prisoners with experience of drug use.

### **Our values**

Life Freedom Human rights Gender equality Security Team Altruism Personal experience Trust Self-development Personal responsibility Dignity Reputation

### **Our principles:**

- The priority of life — protection and preservation of human life under any circumstances.
- Striving for freedom and supporting this aspiration in other people.
- Active intolerance to violations of the fundamental human rights and freedoms, stigma and discrimination.
- Safety of the members' lives and activities as a basic condition of the organizational development.
- Complementarity, interchangeability, and importance of everyone's contribution as the basis of teamwork.
- Desire to benefit other people and assess one's performance in terms of the positive changes in the society.
- Respect to other people's experiences in any issues related to their lives.
- Striving to build trust both inside the organization and in cooperation with partners.
- Independence and focus on self-development as a personal need of each one of us.
- Personal responsibility and self-discipline as an integral part of the human freedom.
- Respect to the personality of every individual, avoiding pity and paternalism.
- Efficiency. Striving to use time, money and human resources as effectively as possible
- Professionalism and open-mindedness.

### **Membership**

UnMode is an organization of network nature with open membership, consisting of associate members (without voting rights) - individuals and legal entities, and full members (with voting rights) - individuals only.

**The General Meeting**

The supreme governing body of the UnMode is the General Meeting of Members. The General Meeting approves strategic directions of the Organization's activities, annual financial and program reports, elects the Management Board of the Organization, expels UnMode members.

**Board**

The Board is elected from the full members of UnMode by voting at the General Meeting of the Organization. The Management Board accepts new members of the organization, approves organizational strategies developed by the General Meeting, exercises general control over the financial and economic activities of UnMode, conducts annual staff evaluations, appoints the Executive Director, and approves internal Regulations and Policies of the organization.

**Board Members:**

**Ivan Anoshkin**, a member of the UnMode Board of Directors, Togliatti, Russia. Since 1994 he used various psychoactive substances, as a result of which he was imprisoned 3 times. He was repeatedly tortured and discriminated against by the police. He lives with HIV, hepatitis C and has had pulmonary tuberculosis.

From 2013 to the present, he has been working as an outreach worker for the organization «April» (recognized in Russia as a foreign agent), providing harm reduction services: rapid HIV tests, counseling, social support, legal assistance, and representation in court as a public defender. In 2015-2018 I worked as a street lawyer within the Global Fund program, participated in court proceedings defending the interests of people who use drugs.

From 2019 to the present working as a street lawyer in the project «Health and rights of prisoners»: defending the rights of people who use drugs and live with HIV in prisons, bringing cases to strategic conclusion in the ECtHR.

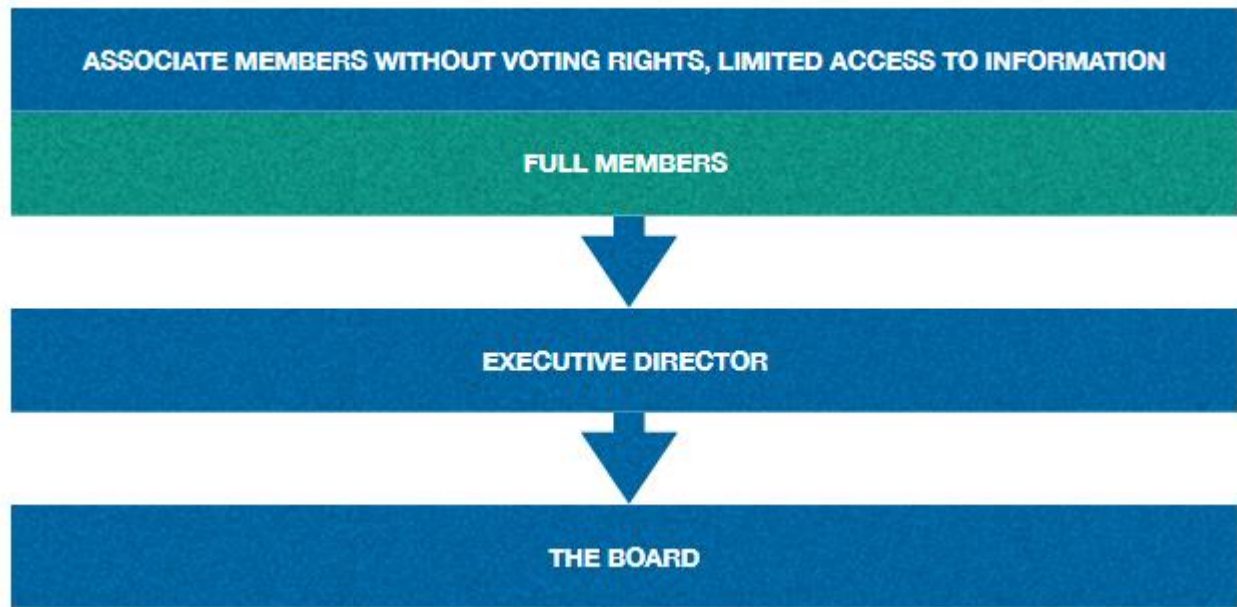
Paralegal at the Elton John Foundation's RADIANT Project from 2021 to the present.

In 2013, he filed personal complaints with the ECHR: first, against the prohibition of substitution therapy in Russia using methadone and buprenorphine for the treatment of drug addiction; second, against the torture and inhuman and degrading treatment he suffered at a police station in Russia. He won the second complaint and received compensation from Russia.

**Peter Us****Giorgi Gogua****Executive Director**

The Executive Director deals with the management of the Organization: optimal financial management, fulfillment of UnMode's strategic goals and objectives, operational planning, and human resource management. The Executive Director hires and is responsible for the work of the financial manager, accountant, project managers and/or lines of business of the Organization. The Executive Director reports annually on the financial and economic activities of the Organization to the UnMode Board.

### Organogram of the RuNPUD management structure



#### Executive structure of UnMode

*The Executive Director* is the sole executive body, has the right to act on behalf of the Organization without power of attorney and is responsible for the financial and economic activities of the Organization.

The Executive Director heads *the UnMode Secretariat is a collegial executive body* formed to achieve the goals and objectives reflected in the Strategic Plan of the Organization.

The Executive Director is fully responsible for the implementation of the UnMode Strategic Plan and for the effectiveness of the Secretariat of the Organization.

In accordance with the UnMode Strategic Plan for 2021-2024 the Secretariat is formed as follows. The Secretariat is formed as follows (*functional responsibilities of each position are outlined in the UnMode staff schedule for 2021-2022*):

#### **An Executive Director**

*Heads the Secretariat, which consists of employees responsible for key areas of the organization.*

##### **1. Media Manager**

*Responsible for the work of the site system administrator, IT specialist, fundraiser, PR specialist, copywriters, fixers, editors, designers, translators.*

##### **2. Legal Work Coordinator**

*Responsible for the work of professional lawyers, attorneys, community mobilizers and street lawyers in UnMode countries, researchers, monitors, interviewers;*

**3. Finance Specialist**

*Responsible for the work of the accountant, human resources specialist, logistician, and other administrative staff*

**4. Coordinator of research activities and educational programs**

*(Position does not involve responsibility for human resources);*

**5. Specialist in external communications and positioning**

*(Position does not involve responsibility for human resources).*

**Organogram of the executive structure (Secretariat) UnMode**