



On the basis of articles 30, 45 and 46 of the Law on Institutes (Official gazette of Republic of Slovenia No. 12/91, 17/91, 55/92, 66/93, 8/96 and 36/2000) and the Resolution on establishing of Institute the Council of the Institute at its session on 29th of May 2009 adopted the following

STATUTE

OF THE EUROPEAN INSTITUTE FOR REALITY THERAPY

I. GENERAL PROVISIONS

Article 1

This Statute defines and regulates the organization of the European Institute for Reality Therapy, its officers, their authority and powers, as a private institute. The decision-making processes and other issues relevant to the operation and performance of activities which are not regulated by Statute or by Resolution on establishment of the Institute.

Article 2

The European Institute for Reality Therapy (hereinafter called "The Institute") is a legal entity established as an institution, with the legal authority to carry out its activities pursuant to the rights, responsibilities and obligations prescribed by law and pursuant to the Resolution on Establishment of the Institute and this Statute.

Article 3

Name: **EUROPEAN INSTITUTE FOR REALITY THERAPY**

Name in Slovene language: **EVROPSKI INŠTITUT ZA REALITETNO TERAPIJO.**

The Registered Office of the institute is: **Koroška cesta 21, 4000 KRANJ, SLOVENIA, EU.**

The Institute may not change its name and/or Registered Office without the consent of the Founders.

Article 4

The Institute stamp is round, 40mm in diameter, having the following inscription at the edge: Evropski Inštitut za realitetno terapijo – European Institute for Reality Therapy and the logo of the Institute in the middle.

Article 5

The Institute is established to promote mental health and wellbeing and it is intended to fulfil this objective through the following:

- The expansion of Choice Theory ideas and its application in psychotherapy, counseling, education and lead management;
- The development and implementation of the RT training program leading to the award of the title of Reality Therapy Psychotherapist;
- The development and implementation of programmes applicable to social welfare, education, healthcare, economics and other areas;
- The organization, development and application of psychotherapeutic practices in Reality Therapy;
- The organization of congresses, symposia, professional meetings, lectures, conferences research teams and research activities;
- Book publishing and publishing of other publications;
- Cooperation with The William Glasser Institute, the European Association for Reality Therapy (EART), the National Umbrella Association for Psychotherapy, European Association for Psychotherapy (EAP) and other psychotherapeutic modalities nationally and internationally and with the purpose of achieving membership of any one or more of these;
- and other activities with the objective of providing non-profit activities.

Article 6

Activities from the 5th Articles are classified according to standard classification as:

P85.59 Other education n.e.c.
M72.20 Research and experimental development on social sciences and humanities
Q86.220 Specialist medical practice activities
J63.110 Data processing, hosting and related activities
M70.220 Business and other management consultancy activities
P85.600 Educational support activities
Q88.99 Other social work activities without accommodation n.e.c.
M74.900 Other professional, scientific and technical activities n.e.c.
S96.090 Other personal service activities n.e.c.
Q86.909 Other human health activities n.e.c.
J58.110 Book publishing
J58.130 Publishing of newspapers
J58.140 Publishing of journals and periodicals
J58.190 Other publishing activities
J63.990 Other information service activities n.e.c.
M73.200 Market research and public opinion polling
S94.120 Activities of professional membership organizations

The Institute may not amend or extend the activities without the consent of its founders.

II. FOUNDS FOR THE WORK OF THE INSTITUTE , MUTUAL RIGHTS AND OBLIGATION OF FOUNDERS AND INSTITUTE, DUTIES AND RIGHTS OF LEGAL SERVICES IN ESS

Article 7

The Institute has the power to enter into legal transactions with third parties without limitation, in the course of carrying out its activities, as entered in the register.

The Institute has the power to manage and control all its funds.

Article 8

Funding for the establishment and launch of the Institute were provided by its founders.

The Institute founders have contributed funds for the start-up needs and the launch of the Institute and lodged funds in a special deposit account.

The Institute will provide the assets, needed to carry out its activities, in the following ways:

- additional funding from the founders
- through payments for services rendered
- from subscriptions and through receipt of payment for seminars and training programmes
- through gifts, bequests and donations
- open tender
- through concessions and other sources.

Article 9

The Institute is a non-profit organisation. Any surplus of revenue over expenditure will be used by the Institute to implement and develop its activities and to carry out all ancillary activities, which positively contribute to the development of the principal actions.

The EIRT Council shall decide in consultation the founders about the manner in which disposal of surplus income shall be allocated.

Article 10

In the case of a deficit of funds in respect of the Institute, which can not be covered from the funds of the Institute, the founders and the EIRT Council shall decide how this deficit will be managed.

Article 11

The Institute shall discharge its liabilities from the funds available to it.

The Founders shall not be personally liable for the obligations of the Institute.

III. ORGANIZATION OF THE INSTITUTE

Article 12

The general acts define the organization and work of the Institute in detail, especially those which define the internal organization and its functioning and are adopted by the EIRT Council at the proposal of the Director.

Article 13

Organizational units are appointed by the EIRT Council on the proposal of the Director. Organizational units may also be modified or withdrawn by the EIRT Council on the proposal of the Director.

Article 14

Individual organizational units or activities of the Institute will be run by lead manager, who is appointed by the EIRT Council on the proposal of the Director.

Article 15

The following are the roles, responsibilities and competencies required of a lead manager of an EIRT individual organizational unit:

- to represent the organizational unit;
- to direct and coordinates the work of organizational unit;
- in collaboration with colleagues to organize and coordinate the operations of the organizational work unit;
- within the structure of accepted plans, to propose and, with colleagues, to coordinate ways to obtain, utilize and arrange financial resources;
- in collaboration with colleagues to prepare an investment plan;
- under accepted programme plans and financial plans, to propose projects for individual organizational units of the institute,
- to target the effective and efficient use of all funds received by the project
- any other powers in deemed appropriate by the institute.
- in collaboration with colleagues to propose projects of the individual organizational unit of the institute in accordance with program guidelines and objectives of the institute which have not been planned in the program plans of the financial year;
- in collaboration with colleagues to prepare final reports on projects of individual organizational unit of the institute;
- ongoing monitoring of the implementation of activities and programs of the organizational unit;
- in collaboration with colleagues to propose organizational changes or improvements for individual organizational units of the institute;
- to coordinate the work within organizational units;
- to inform and keep colleagues up to date about the progress of work colleagues within the organizational unit of the institute;

- any other roles, responsibilities and competencies as decided by the institute.

V. BODIES OF EIRT, THEIR COMPETENCES AND DECISION-MAKING

Article 16

Bodies of the Institute are:

- a) The EIRT Council ,
- b) Director,
- c) The EIRT Expert Council (EC) and
- d) The EIRT Faculty Board.

a) The Council of Institute

Article 17

The EIRT Council is the administrative body of the Institute and includes seven (7) members.

Article 18

Members of EIRT Council shall serve for five years. Members of the EIRT Council may be reappointed after the expiration of their term of office.

Article 19

Duties of The EIRT Council are:

- to adopt statute with the consent of the founders and to rule on its amendments and additions;
- to adopt programs of work and developments of Institute;
- to elect and dismiss the Director of the Institute, the President of the EIRT Council and members of the Expert Council of the Institute;
- to adopt the annual reports on program implementation of the Institute,
- to adopt the financial plans and annual business report of Institute;
- to decide on the allocation of any annual financial surplus;
- to adopt other general acts of Institute;
- to propose to the founders, amend or extend activities within the Institute;
- to define organizational units of Institute;
- to offer initiatives, suggestions and opinions on specific issues to the Founders and Director that affect the business, management and organization of the Institute;
- gives initiatives for amend of Resolution on establishing of Institute and

- to perform any other duties in accordance with this Statute, the general acts of the Institute and other regulations.

Article 20

The EIRT Council meetings are convened and chaired by the President, or in his absence, by the vice president.

The President of the EIRT Council will convene a meeting of the Council on the request of at least two members of the EIRT Council or the Director. Failure to do so, may result in a meeting of the EIRT Council being convened by the Vice President or the Director of the Institute.

Article 21

The EIRT Council shall not transact any business unless a quorum of four (4) members of the Council are present.

Article 22

The EIRT Council shall call an election of members of the EIRT Council at least 45 days before the expiry of their term.

The resolution for the proposal of the election of officers, shall the date, time and place of elections and the number of EIRT Council members to be elected.

Article 23

Founders, colleagues and members have the right to propose a candidate for membership of the EIRT Council.

Article 24

Elected candidates are those who receive the most votes.

Article 25

The EIRT Council members' term of office expires before the expiry of the period for which he was elected:

- if they were removed from office;
- if their resignation was accepted ;
- if there are any conflicts of interest, which are incompatible with membership of the EIRT Council.

b) Director

Article 26

The Director organizes the work of the Institute and has expertise in the business of the Institute. The Director represents the Institute and is responsible in ensuring that the Institute acts within the accepted legal confines of the work.

Article 27

The Director is elected and dismissed by the EIRT Council with the consent of the founders.

The Director is appointed for an indefinite period of time, unless otherwise decided by the EIRT Council.

The appointment of director by public election or advertising is not required but may be conducted in this manner in so far as all the founders are in agreement.

The EIRT Council appoints the terms and condition for the position of the director of the Institute in consultation with the founders.

Article 28

The Director may have an alternate to replace him during any absence and in case of force majeure, when the Director is unable to carry out the functions of director.

The Terms of Resolution on the establishment of the Institute and this Statute relating to the appointment of the director shall also apply to the appointment of the deputy director.

Article 29

Duties of the Director are:

- to run the business of the Institute and represent it;
- to lead the professional work of the institute and is responsible for the legality of its work;
- to suggest an annual program and business plan of the institute and take measures for their implementation;
- to report on business results;
- to implement the resolutions and decisions of the EIRT Council and other bodies of the institute;
- to propose pricing for the provision of the Institution's activities;
- to ensure the sustainable allocation of resources of the institute in respect of the various sections within the Institute accordance with the financial plan on an annual basis;

- to propose the utilisation of current funds to EIRT Council
- to decide about the purchase, replacement and write-off of fixed assets as specified within the financial plan;
- to be responsible for Human Resources in accordance with the law, collective agreements and the general acts of the institute and in accordance with the EIRT Council;
- to ensure the continual professional growth and quality of relationships within the Institute;
- to assist colleagues in the achievement of performance and progress at work;
- to encourage and support the ongoing training and development of colleagues;
- to implement disciplinary policies and procedures for employees and, in cooperation with them, seek the most appropriate solution to any problems;
- to propose to the EIRT Council and adopt resolutions, orders and other individual acts in the field of labor relations and to establish commissions, working groups and other working bodies to examine specific issues or to carry out certain tasks, unless this is the express responsibility of the or other bodies of the institute;
- to adopt the general acts of the Institute
- to perform any other duties in accordance with this Statute, the general acts of the Institute and other regulations.

Article 30

The Director may be relieved of duties before the expiry of the term of office:

1. if requested to outline and resolve issues in a written statement;
2. if the Director in his work does not comply with the regulations and general acts of the institute or does not fulfill resolutions of the EIRT Council or acts contrary to them;
3. if the Director acts in an incompetent or improper manner which causes significant damage to the Institute, or if he neglects or performs his duties negligently so as to cause or potentially cause any serious disruption to the implementation of the Institute's activities.

At dismissal under second (2.) and third (3.) points, the EIRT Council must inform the Director about the reasons for dismissal before the decision to dismiss is made and give the Director opportunity to consider the reasons, comment and propose appropriate solutions to rectify any damage caused or incurred.

The Director has right to request judicial protection against the decision to dismiss.

c) The EIRT Expert Council

Article 31

The Institute has the Expert Council (EC) as a professional supervisory and advisory body that monitors and maintains the professionalism of the institute and assists to the Director in the major professional decisions.

The EC is appointed by the EIRT Council in consultation with the EIRT Faculty Board.

The EC consists of seven (7) experts in the field of the institute's activities.

Article 32

Duties of the EC are:

- to ensure the quality and development of an integrated program of education in Reality Therapy and maintenance of educational and ethical standards;
- to ensure the quality of applied programs which are offered to external bodies by the Institute;
- to confer titles and accredit teachers in educational programs;
- to endeavour to resolve appeal proceedings in accordance with the Regulations on appeals procedures;
- to endeavour to resolve any professional problems and give expert opinions on specific problems regarding external bodies;
- to give opinions on the programmatic work of the institute;
- to give opinions on the annual programs and financial plans of the Institute;
- to deal with professional issues and offer its opinions, suggestions and initiatives to the Director and the EIRT Council;
- to monitor and evaluate the implementation of Institute activities;
- to make suggestions regarding the programmatic activities of the institute;
- to take responsibility for professional and publishing activities;
- to take responsibility for scientific and research activities;
- to propose and plan symposia, congresses and other forms of education and training;
- to participate in drafting legal acts of the Institute on issues relating to professional development;
- to perform any other tasks as deemed necessary by the EIRT Council and the Director.

Article 33

Members of the EC elect a chairperson from among their own members.

Members of the EC are appointed for a term of five (5) years and after the expiration of the term may be reappointed.

The Director has the right and duty to participate in the work of EC.

The EC must be informed on any matters on which it gave its opinion or instruction.

d) The EIRT Faculty Board

Article 34

The EIRT Faculty Board consists of the faculty that teach in Slovenia, Croatia and Bosnia and Herzegovina.

The EIRT Faculty Board is responsible for the Institute Training Program.

The EIRT Faculty Board has an advisory role as a body of the Institute.

The organization and activity of the EIRT Faculty Board is regulated by the EIRT Faculty Board Regulations.

VI. REPRESENTING THE INSTITUTE

Article 35

The Institute is represented by the Director, who concludes contracts and performs other acts in the name of and on behalf of the Institute.

There are no limits in the representation of the Institute where assuming the obligations which are in accordance with the annual work plan and financial plan is considered.

Article 36

In the case of the absence of the Director, the Institute is represented by the person who is determined by the decision of the Director.

VII. CONFIDENTIALITY

Article 37

The following documents and data are covered under this clause:

- data that were noted as confidential by the national authority or other legal entity;
- the state credits;
- the business records outlining fees and wages of workers with the exception of basic wages;
- any personal data on workers and colleagues to the extent provided by the law on the protection of personal data;
- the personal data of users of the Institute's services to the extent provided by the law and Code of ethics;
- any other data determined as confidential by the EIRT Council or by any special general act.

Article 38

Members of the Institute, employees and co-workers must protect the confidentiality of any information obtained through their work or in connection with their work and any decision-making body of which they are members.

Transmission of confidential information to unauthorized entities means a serious breach of professional conduct for which the offender is liable to disciplinary action and liable to having to make recompense.

VIII. GENERAL ACTS OF THE INSTITUTE

Article 39

The General acts of the Institute are:

- Statute of the EIRT,
- The EIRT Book of Regulations for Reality Therapy Psychotherapy Training
- The EIRT Book of Regulations for RT Faculty Training
- The EIRT Faculty Board Regulations
- The EIRT Trainee Complaints and Appeals Procedures
- The Code of Ethics
- The Resolution on the establishment of the Institute
- Other acts, which govern other relationships that are important for managing and operating the institute.

Article 40

- The provisions of this Statute have been prepared in accordance with the law, the Resolution on the establishment of the Institute, and other regulations which govern the activities, organization and business of the Institute, including its bodies and their working area, working methods, rules, education and the awarding of titles, including RTP and teacher of Reality Therapy, including the implementation of rights and obligations of workers, co-workers and students, and other issues relating to the activities and business of the Institute.

Article 41

The General acts, except for the Statute and Code of Ethics, are adopted by the director of the Institute. The Code of Ethics is adopted by the EIRT Council at the proposal of the Director.

IX. TRANSITION AND FINAL PROVISIONS

Article 42

This Statute may not be amended or supplemented and the legal status of the Institute may not be altered without the agreement of the founders.

Article 43

This Statute is adopted by Council of the Institute with the consent of the founders. This Statute will be put into force immediately following its adoption by the Council and with the consent of the founders.

EIRT Council President :

Barbara Krnc