

MEMBER'S CONTRACT

(For Goonj Shiksha Niketan Project)

This Member's Contract ("Agreement") is made and executed on this ____ day of _____, 20____, by and between:

Goonj Shiksha Niketan

(A Social Education Project of Anjveda Vikas Sansthan)

(hereinafter referred to as the "**Foundation / Organization**"),

AND

Mr./Ms. _____

Father's / Husband's Name: _____

Aadhaar Card No.: _____

Permanent Address: _____

(hereinafter referred to as the "**Member**").

The Foundation and the Member shall hereinafter collectively be referred to as the “Parties”.

1. Appointment and Nature of Engagement

1.1 The Member has voluntarily applied for association with Goonj Shiksha Niketan and has been selected after due evaluation, interaction, and verification by the Foundation.

1.2 This engagement is **project-based and contractual in nature** and does not create any employer–employee relationship under permanent service rules.

1.3 The Member understands and agrees that Goonj Shiksha Niketan is a **social welfare and education initiative**, and the engagement is guided by the objectives of public service, social upliftment, and nation-building.

2. Term of Contract

2.1 This Agreement shall be valid for a **fixed term of Eleven (11) months** from the date of joining.

2.2 Upon successful completion of the contract period, the Agreement **may be renewed** for further terms of 11 months each, based on:

- Performance evaluation
- Discipline and conduct
- Project requirements
- Sole discretion of the Foundation

2.3 The Member expressly acknowledges that **Goonj Shiksha Niketan is a long-term project planned for a minimum duration of Twenty-One (21) years or more**, and this Agreement forms a part of that long-term vision.

2.4 Renewal of this Agreement shall not be claimed as a right and shall depend entirely on organizational needs and the Member’s contribution.

3. Duties, Roles, and Responsibilities

3.1 The Member shall perform all duties assigned by the Foundation with honesty, sincerity, dedication, and professional conduct.

3.2 The Member agrees to:

- Actively participate in educational, developmental, and social activities of the project
- Maintain discipline and ethical standards at all times

- Protect the dignity, values, and reputation of the Foundation

3.3 The Member shall submit **Weekly / Monthly Progress or Development Reports** as instructed by the Foundation.

3.4 The Member shall strictly comply with all policies, circulars, guidelines, instructions, and amendments issued by Anjveda Vikas Sansthan / Goonj Shiksha Niketan from time to time.

4. Remuneration / Development Amount

4.1 The Member agrees to work on the **Goonj Shiksha Niketan Development Amount / Honorarium**, as determined and approved by the Foundation.

4.2 The Member clearly understands that:

- No additional payment, allowance, incentive, bonus, or claim shall be made
- Any financial benefit shall be payable only if approved in writing by the Foundation

4.3 The Foundation reserves the right to revise, withhold, or discontinue remuneration in case of non-performance, misconduct, or policy violation.

5. Security Amount (Demand Draft Clause)

5.1 The Member voluntarily agrees to deposit a **Security Amount of ₹_____ (Rupees _____ only)** in the form of a **Demand Draft (DD)** in favor of **Anjveda Vikas Sansthan**.

5.2 The Member confirms that this Security Amount is being deposited **entirely out of free will**, without any force, pressure, or inducement.

5.3 The Security Amount shall be **refundable only after completion of Three (3) years of continuous and satisfactory service** with the Foundation.

5.4 The refund shall be subject to:

- No pending complaints
- No disciplinary or legal issues
- Proper handover of responsibilities and records

5.5 **If the Member resigns, abandons duties, or leaves the organization on his/her own before completing three (3) years of service, or if services are terminated due to misconduct or policy violation, the Security Amount shall stand forfeited and shall not be refundable under any circumstances.**

5.6 The Member irrevocably agrees to this condition and waives any future claim regarding the Security Amount.

6. Conduct, Integrity, and Ethics

6.1 The Member declares that no bribe, money, gift, favor, or illegal consideration has been paid to obtain this engagement.

6.2 The Member shall not:

- Accept or give bribes, commissions, or unauthorized payments
- Engage in corrupt, fraudulent, or unethical practices
- Misrepresent the Foundation in any manner

6.3 Any violation of integrity, honesty, or ethical conduct shall result in **strict disciplinary action, including immediate termination.**

7. Confidentiality

7.1 The Member shall maintain strict confidentiality regarding:

- Organizational data
- Donor information
- Beneficiary details
- Internal policies, strategies, and records

7.2 Unauthorized disclosure or misuse of confidential information shall lead to termination and may invite legal action.

8. Termination and Disciplinary Action

8.1 The Foundation reserves full authority to suspend or terminate the Member if performance is found unsatisfactory.

8.2 In normal cases, termination may be preceded by **three (3) written notices.**

8.3 In cases involving misconduct, bribery, breach of trust, confidentiality violations, or damage to reputation, **termination may be immediate and without notice.**

8.4 The Member expressly agrees **not to initiate any legal, civil, or criminal proceedings** against Anjveda Vikas Sansthan, Goonj Shiksha Niketan, trustees, officers, or associates for any matter arising out of this Agreement.

9. Grounds for Immediate Termination

Termination or suspension may occur due to, but not limited to:

1. Unsatisfactory performance
2. Breach of contract or negligence
3. Misconduct or unethical behavior
4. Violation of organizational policies
5. Misuse or loss of organizational property
6. Conflict of interest
7. Any act damaging the image or credibility of the Foundation

10. Special Authority – Flying Team Clause

10.1 The Member acknowledges that **Anjveda Vikas Sansthan Flying Team** has full authority to conduct inspections and evaluations.

10.2 Based on findings of serious negligence, misconduct, or policy violation, the Flying Team may recommend or execute **on-the-spot termination without prior notice or explanation**.

11. About Goonj Shiksha Niketan

Goonj Shiksha Niketan is a flagship educational initiative of Anjveda Vikas Sansthan, aimed at delivering **free, quality, and value-based education** to children at the grassroots level, including villages, towns, cities, and local communities. The project envisions long-term social transformation through education, discipline, awareness, and moral development, with a strategic roadmap of **21 years and beyond**.

12. Governing Law and Jurisdiction

This Agreement shall be governed by and interpreted in accordance with the **laws of India**, and courts having appropriate jurisdiction in India shall have authority over disputes, if any.

13. Acceptance and Signatures

By signing below, the Member confirms full understanding and unconditional acceptance of all terms and conditions of this Agreement.

For Goonj Shiksha Niketan

(Project by Anjveda Vikas Sansthan)

Name: _____
Designation: _____
Signature: _____
Date: _____

Member

Name: _____
Father's / Husband's Name: _____
Aadhaar Card No.: _____
Address: _____
Signature: _____
Date: _____