

**Governance Committee Report on the independent investigation
on two board members and staff members of AFRINIC**

Mr Abibu Rashid Ntahigiye,
Chair of AFRINIC Board

In the light of certain allegations made in public against AFRINIC staff and Directors, the Board resolved that an independent investigation is desirable. In line with section 3.1.7 of the Governance Committee terms of reference, the Board requested the Governance Committee to perform the following tasks:

1. Develop a Term of Reference for an independent investigation
2. Appoint an independent investigation committee
3. Report back to the Board on findings and recommendation on the findings by 30th April 2018.

The Governance Committee has developed a Terms of Reference and appointed an independent investigation committee, comprising of barristers from a Mauritian chambers.

We hereby submit the independent investigation committee report to the Board which was anonymized, at the request of the IC, to protect the confidentiality of staff members who had deponed under that particular condition.

Unfortunately, due to delays occasioned by the need to clear issues with the AfriNIC Board NDA before certain interviews could take place, we were unable to meet the 30 April 2018 deadline.

We recommend that:

- The Board accept the report;
- the Board publish the relevant parts of the report to the community in the spirit of accountability and transparency; and
- The Board considers the recommendations in the report for further action.

During the investigation and the consideration of IC's report the GC observed that there may be indications of misogyny and gender based discrimination and/or harassment within the AfriNIC community.

As such, the Governance Committee believes it would be remiss to ignore this important issue and requests the Board to engage the community in setting up a task team to consider ways of addressing a cultural and behavioural issue that goes beyond the workplace, to include our community meetings. This is an issue that is occurring at many other Internet related organisation, including ICANN and the IETF and we should address it head-on, including:

- work on a community code of conduct regarding harassment for both staff and the community and in respect of both meetings and mailing list;
- an appropriate complaints procedure for issues of harassment to be reported; and
- appropriate sanctions for infringements of such code, including being barred from attending AfriNIC meetings and posting on mailing lists.

The Governance Committee is available to engage in any queries the Board may have.

Wafa Dahmani,

Chairperson Governance Committee