



Netherlands Au Pair Organization (NAPO)

Regulations I : Membership Admission Policy

4th revised version as established by NAPO's
members at the general assembly
on November 15th 2007

Definitions:

* If the regulations specify a member all members including candidate and special members are understood to be included.

Members and admission:

Article 1.

A member of NAPO should adhere to all pertinent legal regulations and rules as well as all regulations of NAPO.

Article 2.

2.1. Any organization that as part of its organization's activities aims to mediate between au pair and host family and has been in business for at least 12 months can become a member of NAPO. This to be proven through an extract from the Chamber of Commerce to be added to the application for NAPO membership.

2.2. An organization who becomes member of NAPO will become a candidate member of NAPO during the first 24 months. Only if the organization during 24 months after membership works still according to the in article 1 mentioned regulations it can become a member of NAPO.

2.3. Only organizations that are indirectly involved with au pairs and their host families can become special members of NAPO such as for instance travel organizations, insurance companies, etc.

Article 3.

3.1. Membership to NAPO can be requested through an application form to be obtained from the secretary of NAPO.

3.2. After having received the application form the organization will be visited by (a representative) of the NAPO board of directors.

3.3. During the visit the aspiring member will be asked questions which will enable NAPO to determine whether or not the aspiring member meets NAPO criteria. Should it come to light that an aspiring member does not meet the criteria; the aspiring member will be offered the opportunity to amend its business method and/or practice so as to still allow the aspiring member to become a member of NAPO.

Article 4.

Should the working method, business practise or contracts of the aspiring member be on par with the regulations of NAPO, the aspiring member will then be passed on to the General Assembly (ALV) and the members will be asked whether or not they have any grievances against the aspiring member.

Article 5.

Additional requirements for NAPO members:

- a member must be located in an office which is a minimum of a secure room used primarily for the purpose of the au pair business;
- the member can be contacted by phone during regular working hours at least 10 hours per week;
- members will provide costumers with their general terms and conditions. Opening hours and contact information;
- has an emergency telephone number available 24/7

Article 6.

Any grievances that NAPO members might have against the membership of the aspiring member must be substantiated with irrefutable proof of shortcoming(s) of the aspiring member or the working methods as used by the aspiring member. If the grievance is substantiated the aspiring member will be given a final opportunity to change its working methods and/or refute its shortcoming during a 4 week period.

Article 7.

In order to promote the image of NAPO each member of NAPO shall carry the NAPO logo on its letter head, website and such, within 6 months of their membership date. A candidate member will only be allowed to carry the NAPO logo if it is clearly marked with the word “candidate”.

Article 8.

8.1. The General Assembly (ALV) of NAPO is at all times competent to amend the regulations with a majority vote ruling.

8.2. If as a result of a Law or Legal ruling one or more terms, rules, regulations or conditions becomes (partially) obsolete, this will not affect other terms, rules, regulations or conditions.

8.3. These regulations are governed solely by Dutch Law.

8.4. Every NAPO member will adhere unconditionally to rulings of the Arbitration Committee.