

Egregious Conflict of Interest in Relation to the SSSC Election Process

Editorial Note (March 2023):

Because of the information in this document, shared on May 17, 2022, which brought to light *the improprieties of numerous conflicts of interest, the SSSC was pressured to make changes to the election process.*

On May 19, 2022 the SSSC made a [Motion to Provide Assurance to All of a Fair Election of the SSSC Board of Trustees](#) with the following language:

“Whereas, the SSSC has determined that widespread trust in the election process for the open seats on its Board of Trustees is in the best interests of all members of our community around the world.

Whereas, the SSSC has determined that to ensure widespread trust in the process the 2022 election will be overseen by independent auditors, who will rely on objective criteria to manage the 2022 election process, ensure fairness, and certify its results.

Whereas, the SSSC has determined that additional time will be needed to engage the election auditors and implement their work; Therefore, the SSSC Board authorizes Lewis Roca to engage an independent accounting firm to manage the 2022 election process and certify the results....” [See full motion here.](#)

One change that was made to address one of the biggest concerns brought forth in this document was the involvement of the Khalsa Council Executive Committee, directed by the Secretary General of the Khalsa Council, in overseeing the SSSC election process. (Most of the Executive Committee members were either already on the SSSC board themselves, were employed by the SSSC, were family members working for the SSSC, and/or were candidates to be reelected to sit on the SSSC board.) This is a big conflict of interest in relation to approving potential voters and other aspects of the SSSC election process. The Khalsa Council Executive Committee no longer has a direct role in the SSSC election process. However, the role of the independent firm hired to manage the SSSC election process is not completely separate. The SSSC and their staff are still involved.

Here is the information that was originally published on May 17, 2022, and put pressure on the SSSC to make changes:

The Sikh Dharma/ 3HO community needs to be aware of extremely unethical voting irregularities and a failure of the Democratic Voting Process in the SSSC election. This includes egregious conflicts of interest.

Previously, when community members have voiced their concerns about the election process, members of the SSSC staff told them that a 3rd party organization fully handled the election process.

It seems there was a discrepancy between what some people consider the election process. The SSSC staff seem to have the understanding that the election process is simply how the election is conducted, which is done by a 3rd party. However, the qualifications of the electorate, how those qualifications are determined and who vets the candidates against those qualifications and who ultimately approves them, is done by a very small and conflicted group of people.

It is in these areas where our system is failing.

The Secretary General and the Executive Committee of the Khalsa Council play a key role in the election process of the Siri Singh Sahib Corporation (SSSC) Board by reviewing the voter applications and determining whether they are qualified to vote in the SSSC Board election.

The first part of the election process is the vetting of the voter applicants. During this stage, the Secretary General and the Executive Committee of the Khalsa Council review the applications of voter candidates and either approve or deny them as voters. Then, once approved, their names are sent to the 3rd party voting company to conduct the actual voting process.

Here are the actual steps listed in the “Application Process for Community Members who want to Become a Voter”:

1. Complete the online application. This application will be available on this page starting March 25, 2022. Application period ends June 30, 2022 by 8pm EST/6pm MST/5pm PST.

2. Get 3 letters of recommendation from Ministers in Good Standing, Active Khalsa Council members and/or Active Lead and Professional Lead Trainers in the ATA Academy. You will need the information (name, email and phone number) for your three recommenders before starting the online application. **Note:** Letters of recommendation cannot be written by relatives. Send them <https://www.sssc.org/recommendation-process.html> for them to fill out the online recommendation. NO LETTERS OR PDF RECOMMENDATIONS will be accepted. They have to fill out the online recommendation.
3. **Candidates for the SSSC cannot write letters of recommendation for persons applying to be in the electorate. If a recommender becomes a candidate after writing a letter of recommendation, the person applying to be in the electorate will be asked to provide an additional letter.**
4. Online recommendation have to be submitted by the recommenders by June 30, 2022 by 8pm EST/6pm MST/5pm PST.
5. **After the packet is submitted it will be sent to the SDI Secretary General as well as the Office of Dharmic Counsel for review.**
6. **Once vetted, the application will be sent to the Khalsa Council Executive Committee for approval.**
7. **The Khalsa Council Executive Committee will review and make a decision on your eligibility. The Election team will reach out to you to let you know of your approval status.**
8. **If approved, you will then receive a voter ID the day voting beings.**

Why are candidates of the SSSC “not allowed to write letters of recommendation for persons applying to be in the electorate” (#3 above), BUT the Secretary General and other members of the SSSC board and some of their family members and staff who all sit on the Executive Committee, completely handle the approval process of the voters themselves? (#5-#8 above)

There is a big discrepancy in the messaging here. On one hand, #3 is supposedly addressing conflict of interest issues, but then #5-8 completely immerse members of the SSSC and some of their staff or family members into a state of egregious conflict of interest.

Who is on the Executive Committee?

The following four main leadership roles on the Khalsa Council of Sikh Dharma International (SDI) are responsible for setting the agendas and running the Khalsa Council meetings. They are also members of the Executive Committee of the Khalsa Council which approves or denies the applications of people applying to be part of the electorate which votes to appoint SSSC Board members. These are the people who currently fulfill these roles (as of April 2022) Their names and the position for which they sit on the Executive Committee are in bold and any connection to the SSSC is bolded in orange:

1. **Gurujot Kaur – Secretary General** – her role of Secretary General of the Khalsa Council and the CEO of SDI is a paid position. **She also sits on the SSSC Board** and was a member of the CRT, which oversaw the implementation of the AOB report.
2. **Guru Jodha Singh – Khalsa Council Chairperson** and **SSSC Board member**. Also, his wife receives a salary as the Executive Director of the Office of Ethics and Professional Standards (EPS). The EPS is directly overseen by the SSSC.
3. **Atma Kaur – Chief Facilitator (Whip)**. In late 2020, Atma Kaur replaced Pritpal Kaur as the Chief Facilitator (Whip). Atma Kaur is a **paid staff person of the SSSC**. (As of April 2022, it is not clear whether Atma Kaur is still the Chief Whip or not.)
4. **Kartar Singh - SDI Chancellor** – this position is an autonomous role, completely separate from the SSSC and is responsible to look out for the best interests of SDI and the Khalsa Council. **His work is directly overseen by the Secretary General, (who sits on the SSSC board). Historically, in his capacity as SDI Chancellor, he would have certified the SSSC election as a “independent check and balance separate from the SSSC”. However, that function has now been taken over by Amrit Kaur, who was the previous SDI Chancellor and is now the SSSC Chief Dharmic Counsel, a paid SSSC position. Recently, the SDI Chancellor was hired to conduct legal work for the SSSC. Kartar Singh also sits on the ODC (Office of Dharmic Council) which is the SSSC’s inside counsel and the ODC is in charge of vetting the SSSC candidates who will be running in the SSSC election.**

The Executive Committee members of the Khalsa Council set the Khalsa Council agendas and approve people to be voters in the election of the SSSC Board. Below is the complete list of Executive Committee members of the Khalsa Council (as of April 2022) and where applicable, concerns of conflicts of interest are indicated. Their names and the position for which they sit on the Executive Committee are in bold and any connection to the SSSC is bolded in orange:

1. **Gurujot Kaur - Secretary General of the Khalsa Council and CEO of SDI**. In addition, **she is an SSSC board member, whose seat on the SSSC is up for**

reelection. As far as we know, she will be a nominee for her seat on the SSSC which is opening up, unless she now decides not to run for reelection, and therefore will not be on the ballot. If she is going to run to be appointed to the SSSC board again, how can she also be in a position to vet and approve voters in an election for which she is a candidate? As the SDI CEO and Secretary General, Gurujot Kaur is one of the few people on the SSSC who has a paid position. Between her and her husband, they have been pulling in more than \$250,000 per year in salaries for many years. also worked closely with Gurujot Kaur as a member of the CRT which oversaw the implementation of the AOB report

2. **Guru Jodha Singh - Khalsa Council Chairperson** and also **sits on the SSSC Board**. His wife is employed as the Executive Director of the EPS. (Note: the KC Chairperson for the prior two years was Guruka Singh, who was also an SSSC Board member and whose wife was previously employed as the Executive Director of the EPS).

3. **Sahaj Singh – Chairperson of the SSSC Board**. In addition, his seat is up for reelection. In all likelihood, he will be running in the upcoming election to fill his open seat on the SSSC Board, unless he now decides not to run for reelection, and therefore will not be on the ballot. If he is going to run to be appointed to the SSSC board again, how can he also be in a position to vet and approve voters in an election for which he is a candidate?

Sahaj Singh is also on the KIIT Board which pays its board members approximately \$3000/month.

4. **Viriam Singh - LGBTQIA Task Force member** and is also an **SSSC Board Member**
5. **Amrit Kaur - Chief Dharmic Counsel for the SSSC, a paid SSSC position.**

A historical note about Amrit Kaur, the former SDI Chancellor, who moved into the role with the Office of Dharmic Counsel (ODC):

More than a decade ago, when SDI brought the lawsuit against the UI (the Unto Infinity Board which was the leadership body which was the precursor to the SSSC board) and who sought to steal millions from our Dharmic businesses, Amrit Kaur was the Chancellor of SDI. She assisted with the victory of our Dharma in that case. Once the lawsuit was over, the SSSC board was seated for the first time and many of the leadership who had been fighting the lawsuit against UI were elected to that board.

At that time, Amrit Kaur's official role was still SDI Chancellor, but she continued working with the newly formed SSSC board on the "in-house" legal issues that the SSSC was facing. This was a natural progression, given her involvement with helping with the lawsuit and the high degree of unity our community had at that time, after having fought a long and hard legal battle together. Even though her role had gravitated more and more to working with the SSSC, she continued sitting at the leadership table of the SDI Khalsa Council (in the official capacity of SDI Chancellor), even though when people started asking, they were also told that she was the SSSC Chancellor.

Over time SDI started expressing their needs for having a Chancellor dedicated to SDI, as they always had in the past, since Amrit Kaur's focus was now working with the SSSC. At that same time, some members of the SSSC board and Amrit Kaur, also suggested making a drastic move of making Amrit Kaur's title officially, the SSSC Chancellor, and to move the SDI Ministry, including the Office of the Secretary of Religion, to be directly under the SSSC instead of SDI. They said that as SSSC Chancellor, she could provide legal counsel to all of the boards affiliated under the SSSC, including SDI.

Of course, the SDI Board did not agree, and they proceeded to install Kartar Singh, the current SDI Chancellor, as "acting" SDI Chancellor and he and the SDI Board and Officers proceeded to research and make their case to the full SSSC Board that the SDI Ministry and SDI Chancellor should remain with SDI. They prevailed and Kartar Singh became the official SDI Chancellor and Amrit Kaur instead became the "Chief Dharmic Counsel" for the "Office of Dharmic Counsel" which serves the SSSC.

As part of this history, it should also be noted that the role of the SDI Chancellor (which Amrit Kaur was officially fulfilling at the time) was to **certify the SSSC board election** – The idea being that the SDI Chancellor in their autonomous role on the Khalsa Council, separate from the SSSC board, would oversee this process and not the SSSC board itself. Our community had just come off of the lawsuit against UI, and people wanted to be sure that there was an "arm's length" procedure in place for the election process.

As mentioned previously, over time Amrit Kaur's role had continued to gravitate away from representing the interests of SDI as the SDI Chancellor and

representing the interests of the SSSC. And with that transition, over the years, few people have noticed that now the certification of the SSSC election no longer sits with the SDI Chancellor, but with Amrit Kaur and the ODC, the SSSC's in-house counsel.

This is important to note in the context of this document because it demonstrates a precedent of members of our leadership “guiding things in a different direction” often times without any formal decision and people are not aware of how it was done previously, and then before we know it, there's a “the new way of doing things” which now is taken for granted.

The current procedure is that the ODC (the SSSCs in-house legal counsel) now participates in the SSSC election process by, (along with the Executive Committee which includes SSSC board members who are up for election, their staff and/or family members), vetting and approving voters, as well as vetting the SSSC board candidates themselves.

In addition, recently it has come up that there are “new rules” in the current SSSC Election Process, where members of our community (and even SSSC board members themselves) have asked questions about how these “new rules” were decided and no one seems to have any answers—no one owns up to having made the changes. Once again, this is a situation where “things just start to happen differently” without any kind of official process being documented, and the people who are affected question what is happening and have to “make their case” about what is wrong with the process. There is no transparency regarding policies on how the electorate are decided and how or why changes to the process are made. One of the purposes of this document is to shine a light on this – changes need to be made.

6. Sat Want Singh - Executive Director of the SSSC and husband of Gurujot Kaur (Khalsa Council Secretary General, SDI CEO and SSSC Board Member). Between Sat Want Singh and his wife, they have been pulling in more than \$250,000 per year in salaries for many years.

7. Atma Kaur – Chief Whip - SSSC paid staff member in her role as the CRC Coordinator and SSSC Assistant Executive Director. (as of April 2022, it is unknown whether she is still the Chief Whip)

8. **Siri Ved Kaur** – **Executive Director of the EPS** – a position overseen by the SSSC. Her husband, **Guru Jodha Singh**, is both an SSSC Board Member and the newly elected **Khalsa Council Chairperson**. Her assistant, which is also a paid position, is **Satshabad Kaur**, the wife of **Sahaj Singh**, Chairperson of the SSSC.

9. **Sada Bahar Kaur** - **Secretary of the Khalsa Council**, and is overseen directly by **Gurujot Kaur (Secretary General, SDI CEO and SSSC Board Member)**

10. **Kartar Singh** - **SDI Chancellor** - his work is overseen by **Gurujot Kaur (Khalsa Council Secretary General, SDI CEO and SSSC Board Member)** Recently, he was hired to conduct legal work for the SSSC.

11. **Kirtan Singh** – **Chairperson of the Bhai Sahiba Section**. He is also **COO of SDI**, and his work is directly overseen by **Gurujot Kaur (CEO of SDI, Khalsa Council Secretary General and SSSC Board Member)**

12. **Pritpal Kaur** – **CEO of 3HO** – she was formerly the Chief Whip of the Khalsa Council but remains on the Executive Committee in her role as CEO of 3HO, even though this is the only legacy nonprofit CEO who in on the Executive Committee. Pritpal Kaur also worked closely with Gurujot Kaur as a member of the CRT which oversaw the implementation of the AOB report

13. **Satshabad Singh** – ****Chairperson of New Millennium Section**, who is one of three sangat members advocating to “help get as many people as possible registered to vote in the next SSSC election so that we can sweep the board with progressive candidates”. The “Vote for Progress” platform promoted by Satshabad Singh is: 1) Improve therapy services; 2) Take accountability for the past; and 3) Unlock millions in restitution. The obvious conflict of interest here is that Satshabad sits on the Executive Committee to determine whether people qualify to vote in the SSSC board election, and yet he himself is organizing an effort to gather “a specific kind” of voters. Based on the language in the “Progressive SSSC Voter Registration form” [[Progressive SSSC Voter Registration Form \(paperform.co\)](#) also see screenshot in Addendum A below], it is clear that Satshabad Singh has a strong bias in terms of what kind of voters he would like to see approved.

Our global community, including the SSSC is split, and having someone in the role who is not maintaining neutrality and actively promoting “sweeping the board with progressive candidates” is particularly troubling

Note: Japa Kaur, who along with Satshabad Singh, is one of the 3 people sponsoring the “Vote for Progress” (and is now employed by the EPS), sent multiple communications to community members with the following messaging:

“We would like to win this election so that there is funding for the Restorative Justice process, including Compassionate Reconciliation, counseling and reparations for those harmed by Yogi Bhanan or our institutions over the past several decades. We look for ongoing accountability and transparency from these organizations.”

The SSSC attorneys have made clear that the messaging from our Dharmic entities should not include language about harm by Yogi Bhanan and yet an employee of the EPS is promoting a platform based on this narrative.

Japa Kaur also said: *“For the first time, anyone who has practiced this lifestyle for at least 7 years, can vote in this election. This is ground-breaking and represents more inclusivity.”* This information is incorrect. The rule of practicing this lifestyle for at least 7 years was in place for recent elections as well.

14. **Nirvair Singh - **Chairperson of the Central Section.** He was also a member of the CRT which oversaw the implementation of the AOB report

15. **Bibiji - SSSC Board Member** and Bhai Sahiba of SDI

16. **Dr. Sat Kaur–SDI Secretary of Religion,** an officer of the SDI Board

17. **Chairperson of SDI** – currently no chairperson

18. **Guru Raj Kaur–Deputy Bhai Sahiba**

19. **Speaker of the House** - our understanding is that the previous Speaker of the House resigned; as of April 2022, it is unknown who the replacement is

There is a serious conflict of interest when Executive Committee members also sit on the SSSC board and vet the applicants who will be voting for or against them. At least two Executive Committee members are up for reelection on the SSSC board and others are being paid either directly or indirectly by the SSSC. These people will be directly affected by who potential voters vote for and should not be deciding who can and cannot vote in the SSSC election.

The Executive Committee is overseen and appointed by the Secretary General. As someone who directly benefits from the actions of the Executive Committee, she should not be deciding who comprises the Executive Committee.

Knowing that the election was coming up soon, community members brought their concerns about conflicts of interest to the SSSC staff weeks ago. Their concerns were summarily dismissed (see one example below).

Consequently, these concerns were not addressed and now the vetting of voter candidates has already begun. Members of our community are now very concerned about the integrity of this election process. It is imperative that these conflict-of-interest issues be dealt with and corrected immediately.

There has been much discussion on the SSSC board over the years, as to whether individual SSSC board members should sit on the non-profit and for-profit boards which they oversee. They finally decided to put one of their board members on those boards, but as NON-VOTING members. They obviously understood the importance of conflict-of-interest concerns for these situations.

However, somehow, even though numerous conflicts of interest concerns have been brought up to the SSSC board over the last couple of years, either “officially” by the Students of Yogi Bhajan, or “unofficially” by other Sangat members, the SSSC board has completely missed the mark in dealing with the issue of SSSC board members sitting on the body which is so closely involved with approving voters who determine who will sit on the SSSC board. This is arguably an even more important issue, since it has to do with the integrity of the SSSC board itself.

The SSSC’s lack of taking this issue seriously is evident in a recent email communication between Sat Want Singh Khalsa, the Executive Director of the SSSC and a Student of Yogi Bhajan (SYB) who brought up concerns about conflicts-of-interest. Below is Sat Want Singh’s reply and the SYB response:

Sat Want Singh: *“SSSC conflicts are addressed by a Conflicts of Interest Policy available on the SSSC website <https://ssscorp.org/about/articles-policies-bylaws/> and the SSSC bylaws which are also available on the same site. **None of the issues raised violated the SSSC Conflicts policy.**”*

SYB Response: Here are some of the relevant sections of the SSSC Conflict of Interest Policy which support our conflict-of-interest concerns:

SIRI SINGH SAHIB CORPORATION CONFLICT OF INTEREST POLICY

1. PURPOSE

The purpose of this Conflict-of-Interest Policy (the “Policy”) is to foster public

confidence in the integrity of the Siri Singh Sahib Corporation (“SSSC”) to protect the interests of the SSSC and its “Related Entities,” ...by requiring disclosure of each and every personal interest that might influence a person’s judgment in relation to decision-making on behalf of SSSC. Such personal interests include any commitment, investment, relationship, obligation, or involvement, financial or otherwise, direct or indirect, which may influence a person’s ability to act in the best interest of SSSC. Some conflicts of interest may be hard to recognize.

2. PERSONS COVERED BY THE POLICY

This policy applies to “Covered Persons,” defined as any SSSC director, officer, or member of any committee of SSSC’s Board of Trustees that has authority to act on behalf of the Board of Trustees. Every Covered Person shall complete an ANNUAL Conflict of Interest Questionnaire.

Does the SSSC review and follow its Conflict of Interest policy? Is the SSSC in violation of its Conflict-of-Interest policy? When was the last time the SSSC Board members “completed an ANNUAL conflict of interest questionnaire”?

4. CONFLICT OF INTEREST

No Covered Person may engage in any transaction or arrangement or undertake positions with Related Entities or other organizations that involve a conflict of interest, except in compliance with this Policy. Covered Persons should avoid both actual conflicts and the appearance of conflicts of interest.

a. Actual Conflict. The Board of Trustees may from time to time a recurring transaction or arrangement or recurring category of transaction or arrangement evaluate and determine that such arrangement or transaction constitutes an actual conflict of interest under this Policy (an “Actual Conflict”). **The President or the President’s designee, with the advice of the Chancellor, shall identify and disclose to the Board of Trustees when an Actual Conflict arises, and the Covered Person shall be recused.** A list of transactions or arrangements which the Board of Trustees determines constitute an Actual Conflict shall be attached hereto and incorporated herein as Exhibit 2. (Not included in the document)

b. Potential Conflict. A Covered Person may have a conflict of interest with respect to a transaction or arrangement whenever he or she, or any of his or her Family Members:

(i) Has or anticipates having any ownership interest, investment interest, or serves or anticipates serving as a director, officer, or employee of, any

entity that is: (a) a Related Entity; (b) sells goods or services to, or purchases services from SSSC or any of its Related Entities; (c) has any other transaction or arrangement with SSSC or any of its Related Entities; or (d) competes with SSSC or any of its Related Entities.

(iii) Serves or anticipates serving as a director, officer, employee of, or consultant (paid or unpaid) to, any Related Entity of SSSC.

Does the SSSC review and follow its Conflict-of-Interest policy? Is the SSSC in violation of its Conflict-of-Interest policy? When was the last time the SSSC Board members “completed an ANNUAL conflict of interest questionnaire”?

Sat Want Singh’s response continues:

“I think a better approach would be for you to interface with Khalsa Council on these issues and either get the Khalsa Council to institute a conflicts policy or have them do a Motion for Advisement to the SSSC with specific recommendations how to address the conflicts you raise by amending their conflicts policy. That would work better in my opinion than singling out specific examples.”

SYB Response: Over the last several years, the number of SSSC board members or people paid by the SSSC (i.e., SSSC/EPS staff) who sit on the Executive Committee of the Khalsa Council has continued to grow. Currently (as of April 2022) nine of the nineteen Executive Committee members are directly related to the SSSC.

There are grave concerns when such a large number of people sitting on the Executive Committee also either sit on the SSSC board themselves, they or a family member receives compensation as a result of their connection with the SSSC, or they or a family member receives compensation from an entity which the SSSC oversees – and they also decide who the voters are who will reelect them or employ them.

Essentially, nearly half of the Executive Committee is connected to the SSSC. So, how likely are they to “get the Khalsa Council to institute a conflicts policy or do a Motion for Advisement to the SSSC (themselves) with specific recommendations how to address the conflicts” when this means they must police themselves.

This is a seemingly never-ending circle of “passing the buck” – Sangat members and the Students of Yogi Bhajan bring up the issues, nothing is handled at the SSSC level, but the people who bring up the concerns are told to bring it to the Khalsa Council, who in turn sit on the SSSC.

Sat Want Singh’s response continues:

One bit of information is that Guruka Singh (the past KC Chairperson) was elected by the Khalsa Council which was aware of his position on the SSSC Board. As I recall, there were also no other volunteers, so he ran unopposed.”

SYB Response: Sat Want Singh’s response misses the whole point of there being a conflict of interest. It is not about whether someone is elected, unopposed. It is the fact that an SSSC board member is allowed to be considered for the position in the first place. SSSC board members should not even be considered as possible candidates for being Chairperson of the Khalsa Council, because that means that person will automatically sit on the Executive Committee, which approves the voters who will then vote on whether they will be reelected to the SSSC Board.

The person with the most apparent conflicts of interest is Gurujot Kaur, wife of Sat Want Singh. She has leadership roles in multiple intersecting organizations and unlike most of the SSSC Board, she is well paid by SDI, one of the legacy organizations under the SSSC.

The SDI bylaws state that the position of CEO of Sikh Dharma International and the Secretary General, are held by the same person. The Secretary General is appointed by the Siri Sikdar Sahiba. Upon the resignation or death of the Siri Sikdar Sahiba, the Secretary General becomes the Siri Sikdar Sahiba and appoints the next Secretary General. So, unlike a normal CEO position, who is accountable to the board of the organization, the only person who has any legal oversight over the Secretary General is the Siri Sikdar Sahiba. For the last two years, the Siri Sikdar Sahiba has been, and continues to be, on a leave of absence, per the recommendation of the previous SSSC attorneys.

The danger of the incestuous relationships expressed in this document is precisely what happened more than a decade ago, when Unto Infinity and their attorney, Roy Lambert, facilitated the attempted theft of the multi-million-dollar company,

Golden Temple, by selling it to individuals for \$100 each -- there were no checks and balances or recognition of real and potential conflicts of interest. Have we learned nothing from that dark chapter in our history?

How to Make this Right

Best practices for successful corporate governance, are that even when actual conflicts of interest are debatable, even the appearance of conflict of interest should be avoided.

There are many obvious and potential conflicts of interest here which need to be addressed. The SSSC should take a close look at their Conflict-of-Interest Policy and follow the best practices it describes.

The right thing for the SSSC Board to do in its role to protect and maintain the integrity of our Dharmic organization, is to ensure that our entities are operating free of such egregious conflicts of interest as described in this document.

The SSSC does not have any kind of check and balance. The Khalsa Council, as a leadership body of our Dharma, is the only possible entity which can fulfill that role. Even though the SSSC does not have to follow the advice of the Khalsa Council, by being autonomous and giving its advice, at least the leadership of the Khalsa Council should have the opportunity provide differing perspectives that originate from a body of conscious individuals who represent the Sangat as a whole.

For this reason, the two organizations should be independent without overlapping leadership roles.

The Secretary General of the Khalsa Council should work solely for the interests of SDI, its Khalsa Council and its Ministry. By sitting on both the SSSC board and being Secretary General of the Khalsa Council, she has an outsized influence and potential conflicts of interest. Therefore, the Secretary General of the Khalsa Council should not also be an SSSC board member.

Our community is extremely polarized, and it would be extremely difficult for anyone on either side to remain neutral when the decision of this election will mean their fundamental beliefs and concerns will be addressed or not. Because of this and all of the conflict-of-interest items listed in this document, and in order for the current election to be considered legitimate, the SSSC should take the following actions:

1. The current election process, including vetting voters, needs to STOP IMMEDIATELY and a completely separate INDEPENDENT body needs to conduct ALL ASPECTS of the COMPLETE election process
2. The Secretary General of the Khalsa Council, who is also an SSSC Board member needs to choose whether to resign from the Khalsa Council, or to resign from the SSSC board.

Addendum

Vote for Progress

Register to elect an SSSC board which can:

- Improve therapy services
- Take accountability for the past; and
- Unlock millions in restitution

We're a group of people (Satshabad, Dharam, and Japa) who want to help get as many people as possible registered to vote in the next SSSC election so that we can sweep the board with progressive candidates.

This form is only the first step, next we'll reach out to help you complete the registration process so that you can vote in the election.

What is your name?*
