

СВІЙ ДО СВОГО



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Ukrainian Community Issues Newsletter
СВІЙ ДО СВОГО Ukrainian Community Issues – No. 35, 27 March 2018



2017 AGM Association of Ukrainians in Victoria Absolutely disgraceful meeting

The Association of Ukrainians in Victoria, 2017 Annual General Meeting occurred in two parts: firstly 12 November 2017, and secondly 18 February 2018.

The main purpose of convening the AGM in two parts, was to enable an amendment to the Constitution, so the President could work with a smaller 'select' Executive Committee. Common sense prevailed and the Motion was defeated.

Both sessions of the AGM could reasonably be seen a total farce, to say the least and reflects sentiments espoused in July 2017 by Yuriy Verkhatsky, AUV Director, who wrote in an email to the Executive Committee stating:

"During our meetings I could not believe that I'm in Australia in 21st century as it looks as I got back in time in the USSR in 1970s to communist party meeting"

Yurij Verkhatsky, in his resignation, wrote to the Executive Committee:

*"I would like to resign as director (board member) of AUV, effective immediately.
I have enough of the politics and other rubbish going around.
I have enough of personal attacks and everything else happening
at board meetings and outside of them."*

Those comments, from a recent arrival from Ukraine, are significant, but fell on deaf ears. Nevertheless, it resonated through 2016 and 2017 Annual General Meetings and each of the Executive Meetings during 2017.

At the February AGM, I was verbally attacked. Thanks to who I regard as the most philanthropic family in the Victorian Ukrainian community, Mr. Victor and Mrs. Mimi Rudewych expressed disgust in the manner the meeting was conducted and left the meeting in protest.

This is a significant indication of the unruly behaviour of a certain individual in our community, particular Directors, and the length to which the Chairman had gone to condone that behaviour by not controlling the meeting effectively; allowing certain members to speak freely while severely restricting me in justifying my position in my 'Right of Reply', allowing interjections and wrongly accepting a 'Points of Order' during my "Right of Reply".

The attitude to office staff was also high questionable, with Andriana Kobas saying in her resignation email:

"Due to ambiguous aspirations of certain persons, lack of policies, procedures and direction together with inconsistent and conflicting directions, I have been deprived of fair and equitable treatment by the administration and management".

"I have been reprimanded, accused of incompetents, subject to fabricated unsubstantial claims regarding my performance to a point of bullying".

The above comments paint a picture of total dysfunctionality of the Executive Committee.

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A. Chairmanship

1. The Chairman made statements, for all intents and purposes, were not appropriate:
 - a. at the November session he stated, words to the effect:
"...If there are any untoward problems at this meeting he will close down the meeting immediately....."
 - b. Yet again, the Chairman, at the February session stated, words to the effect:
"...that if there were any untoward problems, he as the Chairman can evict the offending person...."

These extraordinary comments by the Chairman, without any prior discussion, it would be reasonable to assume that:

- i. he may have come to the meeting with a preconceived view that controversial issues may be raised by others; and
- ii. is it logical to assume that he may have been briefed by others or be in possession of certain information, which no one else is aware of.

I certainly hope not, as the Chairman is, for all intents and purposes, supposed to be objective, deal with facts, remain neutral, independent and transparent.

2. On 28 January 2018, following the first session of the AGM in November 2017, I had reason to write to the Chairman pointing out issues that concerned me:
 - a. it was brought to my attention, that he may be in breach of "Conflict of Interest" provisions in performing the role of the Chairman of the AGM;
 - b. I had alleged that he was bias against me and severely restrained my ability to speak.
 - c. At the continuation of the AGM in February, the Chairman chose to ignore my request to stand aside as Chairman.

B. Appalling Meeting Behaviour

1. When I said the AGM was a disgrace, I meant a total disgrace. I have never in the whole of my professional career seen anything so appalling.

It was obvious that some members were being treated differently and allowed the right to speak freely, whilst others grossly restrained and gagged by bogus "Motions" and "Points of Order".
2. The Chairman allowed individual members to resort to personal attacks on myself and disallowed my "Right of Reply". At one stage while speaking to my "Right of Reply", the Chairman allowed an inappropriate "Point of Order" to be put, to "gag" me.
3. The meeting was out of control with innuendos and "free for all" comments coming from some certain members.
4. The Chairman further allowed Liana Slipetski to accuse me of 'bullying' three (3) people and threatening one (1) other, without justification. He said:
"if it is the truth I will allow it".

How could he know that these people were about to tell the truth?

I was not permitted to defend myself and was heckled by a select group.

C. Liana Slipetski's Accusations

Ms. Liana Slipetski made accusation as to my behaviour at Board Meetings throughout the year. The Chairman, yet again severely restrained my "Right of Reply" to defend myself. Accordingly, I write here to voice my concerns and my Right to defend myself against these contrived allegations.

Note: My defence is supported by documentary evidence presented to the Executive Committee at the time. In the interest of transparency, those documents are presented for information, as Appendices and include:

1. **Abusing Liana at a Board meeting 29 March 2018. [Appendix A](#)**
 - a. I documented this incident in my Director's Position Paper and distributed to all Directors and the Audit Committee as an incident record at the time.
 - b. Liana's behaviour was well and truly within the bounds of 'bullying' as documented.
 - c. I was the victim and not the perpetrator.
 - d. I was provoked by Liana
 - e. This incident would not have occurred if the AUV President exercised his primary responsibility in controlling the monthly meeting.
 - f. This falls fairly and squarely on the Presidents shoulders who failed to manage the meeting, which could have avoided this situation.
 - g. As a result of the President appearing not to understand what his major role is on the Executive Committee, I published my Director's Position Paper relating to the Responsibilities of the President and Directors – [Refer to Appendix B](#)
2. **Insulting Linda Sydor, Secretary of the Geelong Branch, [Appendix C](#)**
 - a. This incident followed the deliberate and unlawful disclosure of the Minutes of Meeting to persons outside of the Executive Committee by the President.
 - b. This incident would not have occurred if the President consulted with the Executive Committee and obtained Board approval in the first instance.
 - c. The President had No authority to disclose confidential information to anyone else.
 - d. This falls fairly and squarely on the Presidents shoulders who failed to manage the meeting which could have avoided this situation.
3. **Bullying Irene Stawiski, [Appendix D](#)**
 - a. This occurred as a direct result of Irene Stawiski's email (referred to in the appendix) where she was being sarcastic towards me as a Director and mocking my Director Position Papers.
 - b. Irene Stawiski showed total disrespect of me as a Director created a situation where I was provoked in acting to defend good administrative process.
4. **Threatening Felix Figurek – English Translation, Refer [Appendix E](#)**

D. Additional Related Matter

1. "Colourful language" President abusing Directors.

- a. Myself and other Members have been accused of just about everything imaginable and have done everything possible to distracted the effective and efficient operation of the AUV Executive Committee business.
- b. Consider the following atrocious acts committed by the President:
 - i. I am reliably informed, prior to the commencement of the 2017 AUV Administration the President had discussion with a "Director elect" where the President used of some very colourful language that could not be repeated. He made sure that the "Director elect" knew where he stood. (this was reported to the Executive Committee in an email dated 11 July 2017.)
 - ii. The same Director, after asking a simple question relating to the lack of financial reports, the President called him a "Свиня" (Pig) in the most demeaning and defaming manner, at the meeting, for all to hear.
 - a. In the Ukrainian Community calling someone a Pig is a serious indictment against that person.

iii. The same Director, after being refused a copy of the legal opinion presented at the meeting, but NOT tabled, the Director politely and rightly insisted in sighting the legal opinion, the President called him a "Смаркач" (Smart Aleck).

This derogatory word mainly refers to younger people being insubordinate to an elderly person. In Ukrainian this word has a stronger derogatory meaning.

2. I add this section which is not directly associated with the above email, however it has relevance.

- a. On 6 September 2017, I asked for protocol be followed for a certain procedure to which the President objected to and uttered for a few members to hear, calling me an "Arsehole".
- b. At a meeting, in my absence, it was reported that the President, upon being questioned about a matter before the Executive Committee, became frustrated (for no apparent reason) and with the full force of his fists thumped the desk that startled members present.

I ask the members, to ask themselves, whether this behaviour is acceptable of the President. Is this person suitable to represent the Ukrainian community.

3. Bullying of Andriana Kobas

Absolutely atrocious behaviour by certain women at the AUV.

In the early weeks of the 2017 AUV Administration, Andriana became quite stressed and as a result took sick leave to recover from her illness.

Upon her return, one of two women placed a vase with dead flowers and putrid smelly water on her desk, with a "Welcome back" note. Andriana told me that certain women were giggling at the time.

I find this to be absolutely atrocious behaviour, which I consider to be bullying.

Upon addressing this matter at a Committee Meeting, this was dismissed as just a joke. Unfortunately, Andriana did not see this as a joke. This was the ultimate trigger that initiated her resignation.

The woman whose hand writing appears on the note should tender her resignation immediately.

See photograph below.

The following are extracts from Andriana Kobas' letter of resignation:

"Over the past several weeks my health has declined rapidly due to the stress in my workplace".

"However, recently I realised that clarity, security, transparency, office politics, leadership, administration and management incompetence and inflated egos would prove to be big obstacles. To date I received neither clarity, fair pay, certainty of employment nor strong leadership".

"Due to ambiguous aspirations of certain persons, lack of policies, procedures and direction together with inconsistent and conflicting directions, I have been deprived of fair and equitable treatment by the administration and management".

"I have been reprimanded, accused of incompetents, subject to fabricated unsubstantial claims regarding my performance to a point of bullying".

"I refuse to settle for any form of disrespect or mistreatment particularly from individuals whose only credibility resides in their job title as opposed to demonstrated leadership. Lack of clarity, transparency and obligations are further evidence of AUV management inability to provide direction and procedures".

"It has recently become obvious that I am not treated as a valued AUV employee despite working unsupervised for more than five years. This has caused me undue stress which has affected my health. My health has declined rapidly, suffering physically and psychologically".



Removal of Board Member

- a. There was an attempt to remove me as a Director from the Executive Committee, which had failed.
- b. This was an unlawful move by the President.
- c. Despite being told that it is an unlawful Motion the Chairman and his supporters moved and passed the Motion only to find that the Motion had to be rescinded at the following meeting, as it was unlawful.

At the Executive Committee meeting on 26 April 2017, The President moved a motion to add the following to the By-Laws of the Association.

Extract from Minutes of Meeting

'Removal of Board member:

The Executive Committee (The Board) shall have the right, by a simple majority vote, to remove or strike off a Board member from the Board and/or from the AUV membership if that Board member:

- i. Wilfully behaves in a manner that the Board considers to be detrimental or against the objectives of the Board and/or interest of the AUV members.*
- ii. Contravenes his obligations under the Confidentiality deed*
- iii. Behaves in an unethical manner*
- iv. Behaves in such a manner that prevents the Board from functioning effectively*
- v. Commits a criminal deed'*

Motion raised by Slawko Kohut and seconded by Felix Figurek.

Votes: For 9. Against 1. Abstained 2.

It was pointed out this this by-law contravenes the Constitution and Common Law and is not permitted by the Corporation Act. At the following Executive Committee this motion was withdrawn after the President received legal advice.

The President should have sort a "Legal Opinion" prior to moving this Motion.

The reason for the Motion was that the President and others claimed that I breached "Confidentiality" by publishing the:

[СВІЙ ДО СВОГО Ukrainian Community Issues 26 – 20 April 2017 titled "Secret Plans Unveiled, The Ukrainian Community in Victoria Are we being deceived?"](#)

(Hyperlinked to document – click to retrieve)

My comments regarding the alleged breach of Confidentiality - please refer to **Appendix F** for details

Motion to disallow my nomination to the Executive Committee

The AGM Chairman stated that a “Legal Opinion” was obtained that the membership of the Association can disallow a member from being nominated for any position at an election.

It should be noted that the Chairman, being a Lawyer, immediately distanced himself from this “Legal Opinion” by stating emphatically word to the effect “It was not me”.

1. There is no provision in the Constitution that eliminates a member from nominating for any position at an election.
2. There is no provision at Common Law that eliminates a member from nominating for any position at an election.
3. If a “Legal Opinion” is presented, it is required to be Tabled and read to the membership.
4. Remember well, this is just an “Opinion” it is not the Law.
5. Any “Legal Opinion” shall be attached to the AGM’s Minutes of Meeting as an appendix.
6. No such “Legal Opinion” was tabled and as such it is only hearsay.
7. As this so called legal opinion is only hearsay, the motion had no validity.

Given the secrecy surrounding this “Legal Opinion”, it has been alleged that this opinion may have been prepared by a lawyer or a person who has access to legal advice. It had been further alleged that this person may have been one of the nominees for a position on the Executive Committee or someone who is associated with a member of the Executive Committee.

By removing me as a nominee, ensured that this person may gain advantage by having a clear run without going to an election. If this is the case, this would be a gross breach of “Conflict of Interest”.

During the debate to this motion, it was claimed by the President that I breached “Confidentiality” by publishing the:

[СВІЙ ДО СВОГО Ukrainian Community Issues 26 – 20 April 2017 titled “Secret Plans Unveiled, The Ukrainian Community in Victoria Are we being deceived?”](#)

(Hyperlinked to document – click to retrieve)

My comments regarding the alleged breach of Confidentiality - please refer to **Appendix F** for details

Appendix A

Accusation 1 - Abusing Liana Slipetski at a Board meeting 29 March 2018.

At the February 2108 AGM Liana Slipetski accused me of abusing her at a meeting. Fortunately for me, at the time of this incident I write my Director's Position Papers for a number of reasons and these papers are distributed to the Executive Committee and the Audit Committee.

The following is an extract from my Position Paper No.3 dated 29 March 2018, Titled: Incident between Liana Slipetski and Myself, which happens to detail the exact events which took place at the meeting.

The following was stated in the Position Paper:

1. Incident between Liana Slipetski and myself during the Executive Committee Meeting of 29 March 2017, I was given the opportunity to speak by the Chairman.
2. During my speech, I was interrupted several times by Liana Slipetski (First Deputy President) by making snide remarks and was mimicking my hand gestures.
3. As Directors we have full rights to express our opinion and be heard without interruption.
4. Despite the Chairman knowing what she was doing, he did not intervene allowing Liana to continue.
5. Consequently, knowing the Chairman was allowing the unruly behaviour, in my frustration I abuser her, to which I immediately apologised profusely and regret my actions.
6. I surprised myself as I have always respected Liana Slipetski and considered her to be more than just a friend, as we had a previous business arrangement.
7. Unfortunately, when continuing with my speech, Liana continued a barrage of interjection.
8. The Chairman still did not control the meeting as he should have. In my frustration, I raised my voice say "Liana" "Liana" "Liana".
9. I told her that if she did not stop I would abuse her again.
10. She finally stopped her unruly behaviour and was physically upset, saying "you're not my father".
11. It was quite obvious that other members of the Board laid the blame on me.
12. I attribute this incident fairly and squarely on the shoulder of the Chairman who knew full well what she was doings and did nothing to intervene.
13. The Chairman should have intervened and not allowed her unruly behaviour.
14. As a result of the President acting inappropriately I attached an appendices to this Position Paper titled "President's / Chairman's and Directors Responsibilities" Refer next page as Appendix B (next page)

Commentary

I believe the above detail is self-explanatory. I do not believe I have to defend myself any further as the above extract of the Position Paper is quite clear and decisive and was not challenged at the next Board Meeting

Michael Karaszewycz

Director, Association of Ukrainians in Victoria

Position Paper No. 5

President's and Directors Responsibilities

President's / Chairman's and Directors Responsibilities

We, the Directors and the President of AUV have been elected as representatives to act for and on behalf of the Ukrainian Community in Victoria. Our responsibilities are to interpret what we believe Ukrainians in Victoria would want so we can grow and foster kinship amongst each other. We as Directors and the President have not been elected to foster our own personal beliefs, views or the views of Ukrainian organisation we may be members of, associate or affiliated with. We have to act in the best interest of the Ukrainian community in Victoria, to the absolute exclusion of our own personal beliefs.

Directors Rights and Responsibilities

1. All Directors have been elected to act fairly and responsibly for and on behalf of the whole Ukrainian Community state wide, irrespective whether they are members of AUV or not.
2. The Directors have not been elected to represent any faction, political or other interest groups in the community and are to act as individual independent Directors democratically.
3. All Directors are equal in every respect and have the same rights as all other Directors. All Directors are equally responsible for the actions of other Directors.
4. Directors have the right to speak and be heard expressing their point of view without fear or favour.
5. Directors has the right to speak without interruption and criticism.
6. No Director has the right to make inappropriate remarks or derogatory comment towards another Director.
7. No Director has the right to make inappropriate gestures or negative body language toward another Director.
8. Should a Director have an opposing view to that of another speaker, they may state their view after the Chairman has indicated they may speak.
9. All Directors should respect the democratic principle we live under in Australia. The Directors are the only decision makers for and on behalf of the Association of Ukrainians in Victoria.

President's Rights and Responsibilities

The President is the Chairman of the Board.

1. The Chairman is equivalent to that of the Speaker of the House of Representative, President of the Senate etc. within the Governments of Australia under the Westminster System.
2. According to our Constitution the Chairman has equal voting rights on issues before the Board and in the case of equal vote on an issue, he can exercise the Casting Vote.
3. The Chairman must ensure the meeting is conducted democratically and allow free discussion.
4. The Chairman is legally liable for any illegal acts; hence care must be taken that meetings act in accordance with the law and legal priorities:
5. Statutory requirements and The Constitution
6. Common Law and in accordance with the Westminster System of Governance.
7. The Chairman is the servant to the meeting and guides the meeting
8. The Chairman cannot make a statement or show preference on any issue before the Board and remains independent and impartial.
9. The Chairman carries out the will of the meeting
10. An important function of the Chairman is to ensure that all speakers are fairly treated:
11. Those who are "Vocal" more than others may need to be toned down
12. Those who are "Timid" need to be nurtured so as they express their views more clearly
13. The Chairman is not the decision maker.
14. **It is the Chairman's responsibility is to disseminate all information coming to the notice of AUV to all directors immediately by email without edit or comment.**

Appendix C

Accusation 2. Insulting Linda Sydor, Secretary of the Geelong Branch

On 22 May 2017, all Directors and Audit Committee members received the Minutes of Meeting of meeting 26 April 2017.

This email was also addressed to Linda Sydor, Secretary, Geelong Branch.

As all Board meeting minutes are Confidential to the Board and the Audit Committee, the President, without Board consultation or approval unilaterally decided to send the Geelong Branch the Minutes of the Meeting.

Knowing this was not lawfully approved, I wrote the following email to Linda Sydor.

“Dear Linda Sydor

I noted that you have received the AUV 26 April 2017 Board Minutes and Agenda for the AUV 24 May 2017 Board Meeting.

These documents are considered confidential and highly classified within AUV and contain information that is was not approved for distribution by the AUV Board.

Given that you received these documents, you are not permitted to distribute them in anyway or verbally discuss or advised anyone of their existence including Members and President of the AUV Geelong Branch Board or Committee.

You are required to treat sighting of these documents as you have not seen them. You are also required to delete all reference to these documents from your email server and computer system immediately.

Should it be detected that the contents of the said email and the attached documents, namely AUV 26 April 2017 Board Minutes and Agenda for the AUV 24 May 2017 Board Meeting, be divulged to anyone, appropriate legal action will be considered.

I certainly hope that you have the emotional maturity to understand the confidential and classified nature of these documents.

Regards

Michael Karaszkewycz

Director AUV Board”

Commentary

- a. The point of contention in this email as advised to me was the words:
“I certainly hope that you have the emotional maturity to understand the confidential and classified nature of these documents”.
- b. I have shown this sentence to a number of independent person who consider it can be interpreted in to ways. However, they have stressed, the level of anxiety surrounding this clause will largely depend on the level of discomfort you wish to create the writer.
- c. I wrote this in good faith, hoping the recipient would understand the gravity of the situation.
- d. I lay the full blame fairly and squarely on the shoulders of the President who acted without Board consultation and approval.
- e. If the President followed proper protocols and consulted with and sought proper approval from the Executive Committee this situation would NEVER have occurred.

Given the President knew that acted inappropriately, he is shifting the blame onto others and making a “mountain out of a mole hill”.

Accusation 3. Bullying Irene Stawiski

This incident commenced with my enquiry as to the incorrect mailing of members notices. This came shortly after I discovered that my personal address was listed in "Great Britain". Following on from this there had been a number of incorrectly addressed notices to members. It has been quite frustrating as the Board made it a priority to sort out the addressing problem.

I advised the Board I could sort out this problem as I had the time and was available to do so. But my offer was rejected.

One in particular notice, being incorrectly addressed, was brought to my notice. I brought this to the attention of Irene Stawiski to which she responded. In my frustration I wrote the following email dated 23 October 2017:

"Off course she is not a paid-up member – her membership renewal went to the wrong address. Can't you get the addresses right.

Your comment: "Are you serious Michael Karaszewycz???"

YES I am serious. You had had months to get it right.

Evidence proved you have FAILED on several occasions.

The reason for no notification was that the addressee had just returned from a long stay overseas.

All of you had more than ample time to rectify a simple Membership List.

It is obvious someone has been sitting on their hands.

Your sarcastic statement:

"Eagerly awaiting a position paper on this very important issue"

An employee being sarcastic to a Director.

Who the HELL do you think you are !!!!!!!!!!!!!

This what I would call total insubordination.

How DARE you be insubordinate to a Director.

If I had my way, I would sack you immediately.

I have noticed lately that your attitude has been becoming more and more sarcastic.

Several people have made comment about your rude attitude.

Regards

Michael Karaszewycz"

Commentary

- a. The point of contention was my comments "*If I had my way, I would sack you immediately.*"
- b. On 24 October 2017 Mr. Laba (Chair of the Audit Committee) wrote an email stating:
".....please consider the extent (if any) that Michael Karaszewycz's email should be regarded as a workplace bullying incident and treated accordingly."
- c. It should be noted, as pointed out at the Executive Committee, that Irene Stawiski was getting more and more sarcastic as the months rolled on, for reasons unknown, toward me leading up to this incident.
- d. All of this could have been avoided if the Executive Committee delegated the correction of the Membership List to myself as originally offered; it would have been rectified within 30 days instead has taken months, and even then, there were no guarantees.

Facebook Posting by Felix Figurek

Felix Figurek on Wednesday 6 December 2017 published on Facebook a scathing attack on me following my publication of a newsletter defending my position following the President having made defamatory comments, at the AGM, about my performance whilst on the Executive Committee.

Felix Figurek stated (English Translation)

"During the Euromaidan (Revolution of Dignity), whose anniversary we celebrated the other day, the following words were often heard.

"Ukraine's biggest mistake in 2010 was electing V. F. Yanukovych as president."

We all know well what Yanukovych did and what he still wanted to do, but the sacrifice of our brave heroes did not allow him to do so, and now Ukraine is on the path to changes which will still require a lot of contributed effort.

Reading the latest writings under the name "[Ukrainian Community Issues Newsletter No. 29, False and Misleading Statements by Omission](#)" (Hyperlink to document – click to open) I am convinced that in the almost 70 years existence of the Ukrainian Community in Victoria, the biggest mistake made by the Ukrainians of Victoria was electing the author of the newsletter to the Board of Directors of the Association of Ukrainians in Victoria in February this year.

If the Board is dysfunctional, it is only due to the esteemed author, because he blocks all good undertakings, criticises the thoughts of others and not only does not respect (them) but ridicules them.

QUESTIONS: Yanukovych's behaviour and business were geared to the collapse of Ukraine and we know who he was guided by? The behaviour and deeds of the author seem to be aimed at the collapse of the AUV, but who is he guided by? Is it the unfortunate hand of "Big Brother" intruding here and directing the author, while he, like a naive child, thinks he is doing good deeds?

No, he cannot be naive, but seems to be wholly and deliberately working to destroy that which our fathers, grandfathers and great-grandfathers achieved in the last 70 years.

There is one satisfying aspect, that on the Board there are people who are ready to forget about everything especially the insults that are often heard from his mouth, and to work for the good of the Association of Ukrainians in Victoria. No matter how hard the "Muscovites" have tried, they will not ruin Ukraine, instead, Ukraine gets stronger every time they try.

No matter how hard the author tries he will not destroy the AUV, but unfortunately, he is doing a lot of harm. Those who are not familiar with issues and are charmed by his "oratory" are willing to believe him, but we well know that falsehood spreads more quickly through the world than truth and good deeds.

I hope that the well-aware Victorian Ukrainians have already reached their conclusions and will not make the same mistake again, because the welfare and prosperity come after a cleansing.

Glory to Ukraine! Glory to the Heroes! Glory to the Nation- Death to the enemies!"

Irena Krasulak (posting response)

Mr. Felix Figurek I see you support lies, did you not hear members of the Association say the President is lying. Do you have "selective hearing". I was there and heard what was said and for me, I was ashamed of the director who publicly said to a member of the community to "Shut Up". It shows the mentality of some directors' that they are not professionals.

Commentary

- a. Given the last words of Felix Figurek's posting "Смерть Воротом" (Ukrainian version) and "Death to the Enemies" (English version), in the context of the emotional language amongst innuendoes, misleading comments and picturesque story-telling, which does not even attempt to address СБІЙ ДО СВОГО Newsletter No. 29 matters, it is alleged by a Psychologist to be a "death threat" against myself; not only the threats coming from the author, but the possibility of a "fanatic" carrying out his threat.
- b. My legal advisors are still considering what action to take in this matter.

Breach of Confidentiality

Once again, the AGM Chairman curtailed my attempt to exercise my Right of Reply. I take this opportunity to put my point of view.

The publication which is subject to the alleged “Breach of Confidentiality” is the:

[СВІЙ ДО СВОГО Ukrainian Community Issues 26 – 20 April 2017 titled “Secret Plans Unveiled, The Ukrainian Community in Victoria Are we being deceived?”](#)

(Hyperlinked to document – click to retrieve)

The following information was provided to the Executive Committee.

- a) The document in question attached to the Newsletter, was posted to me anomalously with a note stating this copy was found on the floor of the AUV Hall and another in the carpark next to the hall.
- b) The document has no ownership or authors identified.
- c) The document has not been identified as “Confidential” or classified in any manner.
- d) Confidentiality of the document did not apply to me as it was not:
 - i. tabled during the term of my Directorship.
 - ii. an agenda item for discussion during my term of Directorship.
- e) Prior to publishing, I verified through my other sources the authenticity of the document.
- f) I received two confirmations that the contents may be true and correct.
- g) I had discussed this matter with certain persons in authority who stated that it was just a “thought bubble” that has been dismissed.
- h) As a professional in the building and construction industry, I assessed the level of documentation required in its preparation would have cost upwards of \$10,000.
- i) No one would spend such funds, if it was just a “thought bubble”.
- j) Given the extra ordinary and continual high-level reaction and anxiety from many sources, especially the President, over the last 12 months, I firmly believe that there was or still is merit behind this document. It is abundantly obvious I must have hit a sensitive nerve.
- k) Given point g) above, I do not accept any denial that this option does not have merit and has been dismissed.