

APPROVED
by the Order of the Ministry of Culture
of Ukraine
No. _____ of _____ 2025
Deputy Prime Minister
for Humanitarian Policy of Ukraine —
Minister of Culture of Ukraine
_____ Tetyana BEREZHNA

CHARTER
OF THE NATIONAL MUSEUM
OF THE HOLODOMOR-GENOCIDE
(NEW EDITION)

EDRPOU code: 36588948

Kyiv 2025

GENERAL PROVISIONS

1.1. The National Museum of the Holodomor-Genocide (hereinafter referred to as the Museum) is a state-owned research, methodological, cultural, and educational institution. The Museum is under the jurisdiction of the Ministry of Culture of Ukraine (hereinafter referred to as the Authorized Governing Body).

1.2. The Museum was established as the State Museum “Memorial to the Victims of the Holodomor in Ukraine” by Order of the Cabinet of Ministers of Ukraine No. 435-p of 22 April 2009 “On the Establishment of the State Museum ‘Memorial to the Victims of the Holodomor in Ukraine’”.

The State Museum “Memorial to the Victims of the Holodomor in Ukraine” was awarded the status of a national museum by Decree of the President of Ukraine No. 188/2010 of 18 February 2010 “On granting the State Museum ‘Memorial to the Victims of the Holodomor in Ukraine’ the status of a national museum”.

The National Museum “Memorial to the Victims of the Holodomor in Ukraine” was transferred to the jurisdiction of the Ministry of Culture by Order of the Cabinet of Ministers of Ukraine No. 133-p of 14 February 2011 “On the transfer of national institutions to the jurisdiction of the Ministry of Culture”.

By Order of the Ministry of Culture of Ukraine No. 559 of 31 July 2015, the name of the National Museum “Memorial to the Victims of the Holodomor in Ukraine” was changed to the National Museum “The Holodomor Victims Memorial”.

By Order of the Ministry of Culture of Ukraine No. 625 of 8 August 2019, the name of the National Museum “Memorial to the Victims of the Holodomor” was changed to the National Museum of the Holodomor-Genocide.

In accordance with the Order of the Cabinet of Ministers of Ukraine No. 1419-p of 27 December 2019 “Certain Issues of Management of State Property by the Ministry of Culture and Information Policy” (as amended and supplemented by Resolution of the Cabinet of Ministers of Ukraine No. 231 of 23 March 2020), the National Museum of the Holodomor-Genocide was transferred to the management of the Ministry of Culture and Information Policy of Ukraine.

By Resolution of the Cabinet of Ministers of Ukraine No. 1028 of 6 September 2024 “On renaming the Ministry of Culture and Information Policy of Ukraine and the Ministry of Community, Territory, and Infrastructure Development of Ukraine,” the Ministry of Culture and Information Policy of Ukraine was renamed the Ministry of Culture and Strategic Communications of Ukraine.

By Resolution of the Cabinet of Ministers of Ukraine No. 1396 of 29 October 2025

“On Renaming the Ministry of Culture and Strategic Communications of Ukraine,” the Ministry of Culture and Strategic Communications of Ukraine was renamed the Ministry of Culture of Ukraine.

1.3. Name of the Museum:

In Ukrainian: full name – **Національний музей Голодомору-геноциду**, abbreviated name – **Музей Голодомору**

In English: full name – **the National Museum of the Holodomor-Genocide**, abbreviated name – **the Holodomor Museum**

1.4. Location of the Museum: 3 Lavrska Street (Pecherskyi District), Kyiv, 01015, Ukraine

1.5. In its activities, the Museum is guided by the Constitution of Ukraine, the Laws of Ukraine “On Culture”, “On Museums and Museum Affairs”, “On Scientific and Scientific Technical Activities”, “On the Holodomor of 1932–1933 in Ukraine”, the Regulations on the Museum Fund of Ukraine approved by Resolution of the Cabinet of Ministers of Ukraine No. 1147 of 20 July 2000 (as amended by Resolution of the Cabinet of Ministers of Ukraine No. 1007 of 3 November 2010), the Regulations on the National Institution (Establishment) of Ukraine approved by Decree of the President of Ukraine No. 451/95 of 16 June 1995, the Instructions on Organizing Inventory for Museum Items approved by Order of the Ministry of Culture of Ukraine No. 580 of 21 July 2016 and registered with the Ministry of Justice of Ukraine on 12 August 2016 under No. 1129/29259, other normative acts of the Verkhovna Rada of Ukraine, acts of the President of Ukraine, the Cabinet of Ministers of Ukraine, orders of the Authorized Governing Body, other normative and legal acts, and this Charter.

2. PURPOSE AND MAIN ACTIVITIES OF THE MUSEUM

2.1. The Museum was established to commemorate and honor the victims of the Holodomor, conduct research related to the Holodomor as a crime of genocide, highlight its causes and consequences, collect, preserve, and promote museum items that bear witness to the Holodomor, disseminate objective information about the Holodomor among the citizens of Ukraine and the international community, promote the consolidation and development of the Ukrainian nation, its historical consciousness, and culture, and foster a sense of patriotism among the citizens of Ukraine.

2.2. The main activities of the Museum include:

2.2.1. Scientific and research activities:

Designing scientific concepts for the development of the Museum;

Organizing and conducting scientific research on archival documents, including those from other countries, related to events of that period to identify documentary evidence of the Holodomor and facilitate their inclusion in scientific literature;

Studying Museum items and collections;

Organizing efforts to locate (or identify) and document burial sites of Holodomor victims;

Performing scientific assessment of items of museum value;

Creating a comprehensive register of documentary evidence, building databases, and collecting memoirs from eyewitnesses of the Holodomor, the artificial mass famines of 1921–1923 and 1946–1947, as well as those affected by the Russian-Ukrainian war;

Hosting scientific conferences, forums, symposiums, panel discussions, seminars, round tables, and similar events;

Formulating long-term and annual plans for research, academic, collection, exhibition, methodological, and publishing activities.

Conducting research on the history of the Holodomor of 1932–1933 as a genocide of the Ukrainian nation, including its preconditions, causes, course, consequences, and various aspects of these subtopics, as well as on the history of the artificial mass famines of 1921–1923 and 1946–1947;

Searching for, selecting, preserving, using, and publishing archival documents that form the basis for studying the history of the Holodomor and artificial mass famines of 1921–1923 and 1946–1947 in Ukraine, to create a comprehensive collection, ensuring the preservation of gathered documents, utilizing them for further scientific research, exhibition and display activities of the Museum, along with excursion, educational, and sociocultural projects and events;

Conducting comprehensive scientific research on genocide as a phenomenon, crimes of genocide committed by totalitarian regimes in the 20th century in Ukraine, crimes against humanity, war crimes, and other forms of mass violence and persecution of the civilian population of Ukraine, including crimes during the Russian-Ukrainian war (since 2014), which became possible in part due to the failure to condemn the crimes of the communist regime, especially the Holodomor and communist ideology, for decades;

Preparing scientific manuscripts (such as monographs, collections of materials

and documents, abstracts and materials from scientific conferences, publications on archaeographic or source studies), scientific and methodological recommendations, popular science publications, and catalogs of Museum collections, etc.;

Developing recommendations and analytical reports on shaping the state's humanitarian policy strategy regarding the historical memory of the Holodomor and the implementation of commemorative practices;

Collecting, preserving, researching, and interpreting testimonies from witnesses of the Holodomor and other artificial mass famines of 1921–1923 and 1946–1947, as well as victims of the Russian-Ukrainian war, particularly through oral history methods;

Implementing scientific findings into Museum practice.

2.2.2. Educational excursion activities and national-patriotic education:

Conducting guided and thematic tours in the Hall of Memory and on the Museum grounds for all categories of visitors;

Educating visitors about the crime of genocide committed by the communist totalitarian regime against the Ukrainian nation, as well as the mechanisms and history of genocides that occurred in Ukraine, crimes against humanity, war crimes, and other forms of mass violence during the Russian-Ukrainian war through lectures, interactive lessons, film screenings, and other visitor engagement methods;

Organizing and hosting events to honor the victims of the Holodomor;

Developing and managing both internal and external museum communications using exhibitions and displays supported by information technology, including scientific support for the Museum's virtual information space;

Planning, organizing, and implementing leisure activities within special educational programs aligned with the Museum's theme and tailored to meet the needs, interests, and capacities of all community groups.

2.2.3. Scientific acquisition of museum collections and collection-related activities:

Acquisition of items of museum value for the Museum's collections, organization of scientific trips and special expeditions;

Overseeing the inventory of museum items and items of museum value, providing scientific descriptions, systematizing museum items from both main and auxiliary scientific collections, ensuring proper storage conditions, and protecting the use of museum items from the collection in accordance with current Ukrainian legislation;

Cataloging collections;

Digitizing museum items and implementing electronic inventory – photographing and describing items, storing data in a unified electronic format within the Museum’s information and search system;

Exchanging duplicate and non-core materials with other museums, institutions, and collectors.

2.2.4. Exhibition and display activities:

Creating a permanent exhibition;

Creating stationary exhibitions and displays, implementing joint exhibition projects with scientific and archival institutions, museums (or museum establishments), and civic associations;

Developing scientific concepts, thematic and exhibition plans for new displays and thematic exhibitions; preparing electronic sets of traveling displays on topics such as the Holodomor, artificial mass famines of 1921–1923 and 1946–1947, as well as crimes of genocide committed by totalitarian regimes in the 20th century on the territory of Ukraine, crimes against humanity, war crimes, and other forms of mass violence and persecution of the civilian population of Ukraine, especially during the Russian-Ukrainian war (since 2014);

Exchanging museum information and exhibitions with museums and memorial complexes in Ukraine and other countries, and providing exhibits for a limited period for exhibitions, particularly abroad.

2.2.5. Scientific and methodological activities:

Conducting research in the field of museum studies;

Providing practical and methodological assistance to museums in creating exhibitions and displays on the Holodomor;

Developing conceptual approaches to studying the Holodomor genocide, its causes and consequences;

Offering scientific and methodological support for the professional development of the museum’s scientific staff;

Organizing internships.

2.2.6. Information and publishing activities:

Preparing for the publication of scientific manuscripts, scientific and methodological recommendations, popular science publications, museum collection catalogs, booklets, guidebooks, postcards, etc.;

Providing content for the Museum’s website and pages on other internet

platforms;

Creating and maintaining an archive of publications, photographs, and videos related to the Museum's activities;

Offering informational support for Museum events held on and off the premises, and organizing support for public initiatives and events at the Museum;

Interacting with the media, government, public, and commercial organizations, as well as individuals;

Organizing press conferences and public meetings; preparing materials for print media covering the Museum's events and activities.

2.2.7. International activities:

Participating in international scientific and cultural cooperation based on multi- and bilateral agreements and international scientific programs;

Engaging in mutual exchange of museum information, exhibitions, and studying international experience in museum organization;

Organizing and taking part in international conferences, congresses, symposiums, and exhibitions, as well as developing publishing projects;

Maintaining and strengthening ties with the Ukrainian diaspora.

2.3. Provision of paid services to legal entities and individuals in accordance with the procedure established by the current legislation of Ukraine, in particular:

Hosting educational, cultural, and artistic events (projects); screening videos and films; organizing informational, entertainment, and other events. Displaying advertising products and structures during these events;

Conducting classes in studios and clubs;

Holding exhibitions of books and fine and decorative arts;

Providing services for organizing and hosting cultural and scientific events, such as international symposiums, forums, scientific and practical conferences, educational events (seminars, master classes, training sessions, creative laboratories, and workshops), seminars, workshops, exhibitions, and other cultural and artistic projects;

Showing slide films, film programs, laser shows;

Manufacturing and selling in non-specialized stores such as kiosks and stalls, through e-commerce platforms of publications about the Museum's collections and activities, reference and bibliographic products, and information products (in electronic format – compact discs), reproductions, sets of postcards, posters, and placards (including those depicting works of art, literary monuments, as well as

souvenirs, badges, folk craft products, decorative and applied arts, fine arts, photographic art, etc.);

Photographing, filming, and videotaping the Museum's premises and interiors, its territories, items, individual exhibits, exhibitions, and specific pages of documents from the Museum's collections, both within and around the Museum at the request of legal entities and individuals;

Serving tour groups and individual visitors during their visits to exhibitions, displays, and other Museum activities;

Visiting the Museum and its exhibitions;

Compiling bibliographic lists for term papers, theses, and research projects, along with catalogs for personal and institutional libraries;

Preparing and providing written references – such as thematic, factual, analytical, and others – for individuals and legal entities;

Designing exhibition stands, creating and decorating Museum exhibitions, and developing thematic plans for Museum displays;

Leasing premises, small architectural forms, and grounds;

Providing parking spaces for cars and other vehicles;

Photocopying, scanning, photographing, and creating digital copies of books, brochures, newspapers, magazines, museum items, items of museum value, and documents from the Museum's collections;

Providing restaurant and catering services to organize leisure and recreation for the public;

Providing rental services for vehicles, equipment, property, and tools owned by the Museum.

In cases specified by current Ukrainian law, the Museum shall obtain the necessary permits (licenses) to conduct specific types of activities.

3. LEGAL STATUS OF THE MUSEUM

3.1. The Museum is a legal entity under public law. It acquires the rights and obligations of a legal entity from the date of its registration with the state.

3.2. The Museum operates based on the current legislation of Ukraine, international treaties, and this Charter, approved by the Authorized Governing Body.

3.3. The Museum is a budget-funded, nonprofit institution (cultural organization).

Its activities are financed from the state budget (general and special funds), charitable contributions from individuals and legal entities, and other sources not prohibited by law.

3.4. The Museum owns separate property, maintains an independent balance sheet, and has the right to enter into contracts (agreements) on its own behalf, to hold and acquire property and personal non-property rights, to assume corresponding obligations, and to act as a plaintiff or defendant in courts, commercial courts, and arbitration courts.

3.5. The Museum shall be responsible for its obligations within the limits of its property in accordance with current Ukrainian legislation. The Museum shall not be responsible for the obligations of the state or the Authorized Governing Body. Likewise, the state and the Authorized Governing Body shall not be liable for the Museum's obligations.

3.6. The Museum has the right to open registration accounts with branches of the State Treasury Service of Ukraine and other banking institutions, including foreign currency accounts, in accordance with Ukrainian law, and to utilize all types of banking services.

3.7. The Museum has the right to independently conduct foreign economic activities in accordance with Ukrainian law.

3.8. The Museum has the right to affiliate with other museums by forming national, regional, and specialized associations (organizations, unions, etc.), and to join international museum organizations and foundations in accordance with Ukrainian legislation.

3.9. The Museum has its own seal featuring the State Emblem of Ukraine, its own name, and the name of the Authorized Governing Body, along with stamps, official letterheads, and symbols (such as the emblem, logo, etc.).

3.10. The Museum is owned by the state of Ukraine and is not subject to privatization.

3.11. The Authorized Governing Body, in accordance with its responsibilities for state property management concerning the Museum, exercises the following rights and obligations:

Exercises control over the activities of the Museum;

Makes decisions regarding the reorganization and liquidation of the Museum, appoints a reorganization commission and a liquidation commission, and approves the transfer act and distribution balance sheet;

Approves the Museum's Charter and amendments to it, and monitors compliance with these;

Organizes and conducts competitions for the position of General Director of the Museum in accordance with the procedures established by Ukrainian law, concludes and terminates the contract with the Museum's General Director, and supervises its implementation;

Terminates the contract with the Museum's General Director early based on reasons specified by Ukrainian labor law, the Charter, and the contract terms;

Approves the Museum's organizational structure and staffing plan;

Monitors the financial activities of the Museum and ensures the conduct of financial, economic, and external audits according to the procedures set by law;

Ensures the financing of the Museum in accordance with established standards and its activities;

Receives information on financial and economic operations;

Exercises control over financial and economic operations, as well as the proper use and preservation of property recorded on the Museum's balance sheet, in accordance with the law;

Exercises control over the staffing discipline of the Museum;

Approves the appointment and dismissal of the Chief Custodian of the Museum's collections;

Carries out other powers granted by Ukrainian legislation.

4. MUSEUM PROPERTY

4.1. To ensure the Museum's activities as outlined in the Charter, the Museum shall be granted the right of usufruct over state-owned buildings, property complexes, premises, and other necessary property used for studying the Museum's collection, storing and exhibiting museum items, accommodating administrative, scientific, technical, and service staff, as well as conducting economic activities.

4.2. The Museum's property includes tangible and intangible assets, fixed assets, and current assets, as well as other valuables that are state-owned and transferred to the Museum under the rights of usufruct of state property. These cannot be withdrawn or transferred to any enterprises, institutions, or organizations, except in cases specified by current Ukrainian legislation.

4.3. Property accounting is reflected in the Museum's independent balance sheet

according to the procedure established by current Ukrainian legislation.

4.4. In accordance with current Ukrainian legislation and with the consent of the Authorized Governing Body, the Museum may write off from the balance sheet, sell, exchange, or lease to legal entities and individuals its fixed assets and other non-current tangible assets.

4.5. The Museum shall not have the right to transfer its property to legal entities or individuals for free use, except in cases provided by Ukrainian legislation.

4.6. Damages caused to the Museum due to violations of its property rights and legitimate interests by citizens, legal entities, or state bodies shall be compensated to the Museum according to the procedure established by current Ukrainian legislation or by court decision.

4.7. The design and operation of Museum premises shall consider the needs of children, persons with disabilities, and elderly citizens to ensure access to cultural heritage.

5. MUSEUM TERRITORY

5.1. The territory of the Museum includes land plots that, in accordance with Ukrainian legislation, are owned by, used by, or allocated to the Museum to support its operations.

5.2. The territory designated for the Museum belongs to lands of historical and cultural importance. Any activities on this land and within the Museum's buildings (structures), which conflict with its core purpose or could harm the preservation of the Museum's collection or are otherwise incompatible with the Museum's role as a cultural institution, are prohibited.

The territory designated for the Museum is subject to spatial and functional zoning.

5.3. On the territory designated for the Museum, the following zones may be established:

Protected zone – for storing and safeguarding the most valuable historical and cultural memorial complexes and individual items;

Exhibition zone – for the permanent display of large-scale Museum items and their use for cultural and educational purposes;

Research zone – for conducting scientific research activities;

Recreational zone – for rest and services for Museum visitors, including the

placement of Museum shops, buffets, cafes, and other food service points, as well as hosting artistic and cultural-educational events and guest parking areas;

Service zone – for the placement of auxiliary service facilities, parking spaces for official vehicles, and other transportation means.

5.4. The boundaries of each zone, along with the rules for their use, are established by the Museum.

5.5. The Museum shall utilize the land plots transferred to it and shall be responsible for adhering to the rules for their protection and proper use in accordance with current legislation of Ukraine.

5.6. The Museum shall ensure that measures are taken to prevent and address violations of the legislation on the protection of cultural heritage within the territory of the Museum and, if necessary, shall take measures within its authority to overcome the negative consequences.

6. MUSEUM COLLECTION

6.1. Museum items, museum collections, and museum holdings (hereinafter referred to as “the museum fund of the Museum”) belong to the state part of the Museum Fund of Ukraine, constitute a national treasure, and are an integral part of Ukraine’s cultural heritage, protected by law.

6.2. The museum fund of the Museum is scientifically formed, catalogued, stored, protected, studied, and used in accordance with the Law of Ukraine “On Museums and Museum Affairs,” the Regulations on the Museum Fund of Ukraine approved by Resolution of the Cabinet of Ministers of Ukraine No. 1147 of 20 July 2000 (as amended by Resolution of the Cabinet of Ministers of Ukraine No. 1007 of 3 November 2010), the Instructions on Organizing Inventory for Museum Items approved by Order of the Ministry of Culture of Ukraine No. 580 of 21 July 2016 and registered with the Ministry of Justice of Ukraine on 12 August 2016 under No. 1129/29259, and other regulatory and legal acts in the field of museum affairs.

6.3. The Museum ensures the preservation of the museum fund and contributes to its replenishment in accordance with the procedure provided by current legislation.

6.4. Museum items, museum collections, and museum holdings that make up the state part of the Museum Fund of Ukraine are assigned to the Museum under the rights of usufruct of the state property.

6.5. Museum items from the Museum’s collection and items of museum value that are to be included in the state part of the Museum Fund of Ukraine may not be pledged, privatized, destroyed for ideological reasons, or otherwise alienated, except

for exchange with other museum items in accordance with the procedure established by the current legislation of Ukraine.

6.6. The museum fund of the Museum is not included in the property reflected on the balance sheet and is accounted for as part of special inventory documents.

6.7. The collections of the museum fund of the Museum are formed by:

Purchasing items of museum value in accordance with established procedures, using funds from the state budget (general and special funds) and other sources not prohibited by law;

Receiving items of museum value free of charge from enterprises, institutions, organizations, associations of citizens, and individuals;

Transferring museum items and items of museum value that have been converted into state revenue according to Ukrainian legislation;

Transferring, following established procedures, items of museum value discovered during expeditions, construction, repair, or restoration work – including precious metals, precious stones, and treasures;

Replenishing museum collections by other means permitted by law.

6.8. The classification of items of museum value as part of the museum fund of the Museum — whether the main fund or the auxiliary scientific fund — is conducted according to the procedure outlined in the Regulations on the Museum Fund of Ukraine approved by Resolution of the Cabinet of Ministers of Ukraine No. 1147 of 20 July 2000 (as amended and supplemented). This process is based on the scientific evaluation carried out by the collection and acquisition commission of the Museum.

6.9. The acceptance and transfer of museum items and items of museum value for either permanent or temporary storage to museums shall follow the relevant regulations and be in accordance with the decisions of the collection and acquisition commission.

6.10. The removal of museum items belonging to the main fund from the Museum's inventory records is performed based on the conclusion of the Museum's collection and acquisition commission and in accordance with a decision by the Authorized Governing Body, adopted based on the minutes of the Expert Collection Commission of the Authorized Governing Body and formalized through an official order.

6.11. To preserve museum items, museum collections, and items of museum value, the Museum establishes appropriate material and legal conditions that ensure adherence to specialized, scientifically grounded storage conditions. The Museum

carries out conservation and restoration activities and creates a security fund for inventory documents.

6.12. The Museum is responsible for cataloging museum items, collections, and holdings, as well as their protection, storage, and preservation as part of the museum fund of the Museum.

7. FINANCING AND MATERIAL SUPPORT FOR THE MUSEUM

7.1. The Museum is funded through appropriations from the State Budget of Ukraine (both general and special funds) based on an approved budget estimate, and these funds are used for their designated purposes.

7.2. The sources of funding for the Museum are:

Funds from the State Budget of Ukraine;

Own revenues received in accordance with the procedure established by the current legislation of Ukraine;

Grants, charitable contributions, voluntary donations, monetary contributions, and material assets received from individuals and legal entities, including foreign ones;

Other sources not prohibited by the legislation of Ukraine.

7.3. The allocation of funds for the Museum's needs is carried out independently to support the Museum's statutory activities, following the procedures and conditions established by Ukrainian law and this Charter, in accordance with the estimate and appropriation plan approved by the chief administrator of funds (the Authorized Governing Body).

7.4. The Museum's relations with other enterprises, institutions, organizations, legal entities, and individuals in the established areas of economic activity shall be conducted in accordance with the legislation of Ukraine.

7.5. The Museum shall independently set prices for all types of services and define the list of individuals who are entitled to privileges when paying for such services, within the limits established by the legislation of Ukraine.

The Museum annually sets the payment amount for paid services in Ukrainian national currency.

The list of paid services offered by the Museum is approved by the Cabinet of Ministers of Ukraine.

The procedure for providing paid services by the Museum is approved by the Authorized Governing Body.

7.6. The terms of remuneration at the Museum are determined by the legislation of Ukraine for budgetary institutions and other regulatory and legal acts.

7.7. The Museum independently manages its administrative, accounting, and financial tasks, maintains statistical and financial reports, and submits them according to the established procedures to the Authorized Governing Body, supervisory agencies, and other government entities.

7.8. The procedure for accounting and reporting is governed by the current legislation of Ukraine.

7.9. Audits of the Museum's financial and economic activities are carried out in accordance with the current legislation of Ukraine.

7.10. Unspent balances of funds in the special budgetary fund are not subject to withdrawal and may be used by the Museum.

7.11. Income (profits) received by the Museum, or any part thereof, cannot be distributed among its founders (participants), members, employees (except for payment of their labor and accrual of the unified social contribution), members of the Authorized Governing Body, or other related parties.

7.12. Income (profits) received by the Museum shall be used exclusively to fund the Museum's operating expenses and to support the achievement of its goals, objectives, tasks, and areas of activity as defined in this Charter.

7.13. The Supervisory Board of the Museum and its members serve voluntarily, are not considered part of the Museum's staff, and do not receive salaries or other regular compensation.

7.14. The Expert Council of the Museum and its members serve voluntarily and do not receive salaries for their work on the Expert Council.

8. ORGANIZATIONAL STRUCTURE OF THE MUSEUM

8.1. The structure and staffing table of the Museum are determined by the General Director within the limits of the established salary fund and number of employees, and approved by the Authorized Governing Body.

8.2. The Museum includes structural subdivisions whose operations are governed by the provisions and job descriptions of employees in these subdivisions, which are approved in accordance with the established procedure by the General Director.

8.3. The Museum may have branches and departments that are not legal entities and are created by the Authorized Governing Body.

8.4. The structure of the Museum may be adjusted as needed to fulfill its statutory objectives.

8.5. Regardless of where its structural subdivisions are located, the Museum operates as a unified cultural, educational, and research complex.

9. MUSEUM MANAGEMENT

9.1. The Museum is overseen by the General Director, who is appointed to the position through a five-year contract based on competition results and can be removed by the Authorized Governing Body according to the current legislation of Ukraine. The early removal of the General Director may be based on grounds specified in the contract and in accordance with Ukrainian legislation.

The General Director is accountable to the Authorized Governing Body.

9.2. Tasks and responsibilities of the General Director:

Independently makes decisions on matters related to the Museum's activities, except for those within the scope of the Authorized Governing Body;

Organizes and oversees the professional, creative, scientific, administrative, as well as financial and economic activities of the Museum, ensuring effective coordination among its structural units;

Manages the Museum's operations in accordance with Ukrainian law, aiming to generate the revenue needed to support maintenance and internal development;

Ensures the completion of assigned tasks, approved programs and plans, and reports on the Museum's activities to the Authorized Governing Body;

Determines the structure and staffing of the Museum within the limits of the salary fund approved by the Authorized Governing Body;

Implements various work organization methods and flexible work arrangements in compliance with Ukrainian law;

Appoints and dismisses Museum employees in accordance with Ukrainian labor law and concludes employment contracts or agreements with them;

Creates conditions for highly productive work of employees using material and other incentives, and ensures compliance with Ukrainian legislation;

Imposes penalties within the limits of Ukrainian labor legislation, issues organizational and administrative documents, and certifies documents;

Is responsible for the accuracy, reliability, and completeness of accounting and statistical reporting, and for providing information on the preservation of the Museum's collection;

Creates suitable conditions for organizing and maintaining records, storage, use, and protection of museum items and items of museum value from the Museum's collections, as well as for the accounting and preservation of inventory documents;

Ensures conditions for the effective operation of the Museum (such as working conditions and occupational safety) in accordance with Ukrainian legislation;

Independently makes decisions on matters related to the Museum's activities, except for those assigned by this Charter to the competence of the Authorized Governing Body;

Creates the necessary conditions for proper accounting;

Approves the forms of auxiliary accounting documents based on instructions approved by the Authorized Governing Body;

Approves, in the prescribed manner, the regulations that govern the Museum's structural divisions and the job descriptions of its employees, as well as the regulations on advisory and consultative bodies.

9.3. The General Director of the Museum has the authority to:

Without a power of attorney, enter into contracts (agreements) on behalf of the Museum, sign payment and other financial documents, and perform legal actions aimed at acquiring, modifying, or terminating the Museum's civil and other rights and obligations;

Represent the Museum without a power of attorney in dealings with government authorities, local self-government bodies, legal entities, individuals, including foreign or international organizations, and in court cases related to the Museum's activities;

Manage all funds and property of the Museum and oversee their proper use;

Develop and submit to the Authorized Governing Body for approval draft programs, plans, and proposals related to the Museum's activities;

Open accounts with branches of the State Treasury Service of Ukraine and other banks, and manage the Museum's funds in accordance with Ukrainian laws;

Hire, appoint, transfer, and dismiss Museum employees in line with Ukrainian labor laws;

Determine and approve by order the duties of deputies and how their powers are distributed among them, including what they exercise in their absence;

Assign duties among employees, define their functions, and specify their levels of responsibility;

Within the limits of their competence and in accordance with the law, issue orders and other acts, give instructions that are binding on all units and employees of the Museum;

Establish the visiting hours of the Museum and its facilities;

Approve organizational and administrative documents according to the established procedures;

Apply moral and material incentives and impose penalties on Museum employees in accordance with Ukrainian labor legislation;

Set the terms of remuneration in line with Ukraine's current labor laws;

Review audit and inspection reports on the Museum's financial and economic activities and make decisions based on their findings;

Determine the objects and frequency of the Museum's inventory (for the entire institution or specific items), except where such inventory is required by Ukrainian law.

Conclude legal transactions on behalf of the Museum in accordance with the law;

Issue orders and powers of attorney on behalf of the Museum;

In the event of the temporary absence of the General Director, the General Director has the authority to delegate their duties to the Deputy General Director through an official order, and must notify the Authorized Governing Body of this in writing. In the absence of the General Director and the Deputy General Director, the duties of the General Director will be assigned to an official, which shall be reported to the Authorized Governing Body.

Address other matters assigned to the competence of the General Director by legislation, the Authorized Governing Body, the Museum's Charter, or the contract;

Designate individuals, by entering them into the Unified State Register of Legal Entities, Individual Entrepreneurs, and Public Organizations, as persons authorized to act on behalf of the legal entity in matters of self-representation with all the rights granted to parties to a case under the law, without obtaining the approval of the Authorized Governing Body;

Exercise other powers in accordance with the legislation of Ukraine and the contract.

9.4. The General Director is obliged to:

Notify the Authorized Governing Body of any law violations detected on the Museum's territory and premises;

Take measures to recover any losses caused to the Museum;

Ensure the creation of safe working conditions for Museum staff in accordance with Ukrainian labor laws and occupational safety regulations; Submit the Museum's annual activity report, along with quarterly and yearly financial and operational reports, to the Authorized Governing Body;

Establish a collective agreement with the Museum staff;

Take steps to recover losses caused to the Museum by individuals or entities violating Ukrainian laws on cultural heritage and environmental protection;

In agreement with the Authorized Governing Body, appoint and dismiss the Chief Custodian of the Museum's collections according to the legally established procedures.

Pay salaries in accordance with Ukrainian labor legislation;

Conclude employment contracts with Museum employees, define their job responsibilities, and apply incentives and disciplinary measures as required by law. When establishing employment contracts and setting working and rest conditions, the General Director shall follow applicable laws, regulations, this Charter, the sectoral agreement, and the collective agreement, considering the Museum's financial capabilities.

10. ADVISORY (CONSULTATIVE) BODIES OF THE MUSEUM

10.1. To ensure proper conditions for carrying out its activities and achieving its objectives, the Museum has the right to establish the following collegial advisory (consultative) bodies:

The Scientific and Methodological Council (hereinafter referred to as the SMC) is a collegial advisory body of the Museum's self-governance. It promotes the improvement of the Museum's research, educational, and excursion activities, exhibition and display work, information and publishing efforts, collection management, and scientific-methodological work. The SMC maintains close cooperation with scientific institutions and organizations in Ukraine and other

countries, involving them in the Museum's activities and addressing matters of international cooperation.

The Collection and Acquisition Commission (hereinafter referred to as the CAC) is a permanent advisory and consultative body of the Museum responsible for conducting scientific evaluations of cultural valuables, including matters related to their inclusion in or removal from the museum fund of the Museum, as well as other functions in accordance with the law.

10.2. To assess the professional qualifications and work qualities of the Museum's employees based on objective and justified criteria, considering their performance results, and for the purpose of identifying opportunities for their professional and career growth, an Attestation Commission is established by order of the General Director of the Museum.

10.3. For the purpose of conducting a competition to fill vacant scientific positions at the Museum, a Competition Commission for Filling Vacant Scientific Positions of the Museum is established by the order of the General Director.

10.4. The procedure for the formation, activities, and powers of collegial advisory (consultative) bodies shall be determined by regulations approved in accordance with the established procedure by the General Director of the Museum.

10.5. Other collegial advisory (consultative) bodies (organizations, councils, associations, etc.) may be established at the Museum, provided that their formation does not contradict current regulations.

11. SUPERVISORY BOARD OF THE MUSEUM

11.1. The Supervisory Board of the National Museum of the Holodomor-Genocide (hereinafter referred to as the Supervisory Board) is a specialized oversight body responsible for supervising the activities of the Museum and its staff. It operates within the powers granted by this Charter and in accordance with the provisions of the Law of Ukraine "On Museums and Museum Affairs."

11.2. The Supervisory Board operates on a permanent basis with the goal of ensuring a balance of interests between the state, society, and cultural entities in its activities, as well as ensuring compliance with the principles of legality, independence, and objectivity.

11.3. The Supervisory Board shall consist of twelve members, each serving a five-year term.

11.4. The Supervisory Board is deemed competent if at least nine of its members have been appointed.

11.5. The Supervisory Board consists of Ukrainian and international experts, scholars, representatives of Ukrainian public associations, international organizations, and/or international non-governmental organizations, civil society organizations of Ukrainian diaspora, descendants of victims of the 1932–1933 Holodomor in Ukraine, and other qualified individuals in the fields of culture and national memory policy who possess an impeccable professional reputation, high public authority, and are recognized experts in their respective fields.

11.6. The Supervisory Board shall consist of six members proposed by Ukrainian public associations and six members proposed by international organizations and/or international non-governmental organizations, as well as civil society organizations of Ukrainian diaspora.

11.7. The composition of the Supervisory Board shall be formed based on the principles of legality, openness, transparency, objectivity, gender equality, non-discrimination, conflict of interest prevention, inclusiveness, and professional integrity.

11.8. The composition of the Supervisory Board shall be approved by a decision of the Authorized Governing Body.

11.9. To form the composition of the Supervisory Board, the Authorized Governing Body shall establish a working group for selecting its members.

11.10. The working group for selecting members of the Supervisory Board may include representatives from the Authorized Governing Body, the Museum, independent experts, and representatives of public associations and international organizations.

11.11. The composition of the working group for selecting members of the Supervisory Board, as well as the Chairperson of the working group, shall be approved by an order from the Authorized Governing Body.

11.12. Members of the working group for selecting members of the Supervisory Board must notify the group if they have a potential or actual conflict of interest. If there is a conflict of interest with a public association or organization that recommends a candidate for the Supervisory Board, or with a candidate whose documents have been submitted for selection, that member must refrain from participating in the consideration of that candidate, the public association, or the organization.

11.13. The working group for selecting members of the Supervisory Board shall approve, by voting at its meeting, the list of information and documents that must be submitted by a public association or organization to participate in the selection. The working group shall also develop and approve the rules of procedure for selecting Supervisory Board members. The list, along with the regulations governing the activities of the working group and the minutes from the meeting where the relevant requirements were approved, shall be published on the official website of the Authorized Governing Body along with the announcement of the start of the selection process.

11.14. The deadline for submitting proposals from public associations and organizations regarding candidates for selection to the Supervisory Board shall be at least 10 working days from the date of the announcement of the selection.

11.15. To ensure an effective selection process, the working group for selecting members of the Supervisory Board may develop and approve internal documents by vote, including:

The procedure for processing and verifying documents received as part of the selection process;

The rules for conducting interviews with candidates;

The criteria and methodology for evaluating organizations, institutions, and candidates;

The procedure for communicating and publishing decisions of the working group for selecting members of the Supervisory Board.

11.16. The stages of the candidate selection process shall be determined at a meeting of the working group for selecting members of the Supervisory Board.

11.17. The working group for selecting members of the Supervisory Board approves the results of the selection through a vote at its meeting and submits them for approval to the Authorized Governing Body.

11.18. Members of the Supervisory Board cannot be civil servants, individuals with unexpunged or pending criminal convictions, those subject to sanctions under Ukrainian law, persons declared legally incompetent or with limited legal capacity by a court, or individuals who, within the year before their appointment, have faced administrative penalties for corruption-related offenses.

11.19. The same individual cannot be appointed as a member of the Supervisory Board for two consecutive terms.

11.20. The powers of the Supervisory Board include:

Providing the Museum's management with proposals (recommendations) for enhancing its activities;

Facilitating the attraction of additional funding sources for the Museum's programs;

Exercising oversight to ensure the Museum's compliance with the provisions of its Charter;

Approving the decisions of the General Director of the Museum regarding the conclusion of agreements (contracts) for an amount exceeding 500 times the minimum wage established on 1 January of the reporting (tax) year;

Monitoring:

the performance of the General Director of the Museum in fulfilling the duties outlined in the Museum's Charter and the contract concluded in accordance with the established procedure;

the Museum's financial and economic activities.

11.21. The Supervisory Board has the authority to:

Hear reports from the General Director of the Museum on issues related to the Museum;

Submit requests to central and local executive authorities, local self-government bodies, enterprises, institutions, and organizations on issues within the competence of the Supervisory Board;

Submit proposals to the General Director of the Museum regarding the formation of an Expert Council;

Monitor the status of material, technical, and financial support for the Museum.

11.22. The activities of the Supervisory Board are founded on the principles of the rule of law, legality, professional competence, impartiality, integrity, transparency, collegiality, responsibility, and non-discrimination.

11.23. The Supervisory Board is headed by a Chairperson, who has one Deputy. The Chairperson, Deputy Chairperson, and Secretary of the Supervisory Board are elected through open voting from among the Board members at a Board meeting.

11.24. The Chairperson of the Supervisory Board is responsible for providing organizational support for the Board's activities.

11.25. The Chairperson of the Supervisory Board manages its operations, convenes meetings, signs minutes and other documents, and represents the Supervisory Board

in dealings with government agencies, institutions, organizations, individuals, and legal entities.

11.26. In the absence of the Chairperson of the Supervisory Board, their duties will be carried out by the Deputy Chairperson of the Supervisory Board.

11.27. The Secretary of the Supervisory Board is responsible for preparing materials, taking minutes of meetings, organizing internal documentation, and facilitating communication among the members of the Supervisory Board and the Museum.

11.28. The Supervisory Board shall approve its rules of procedure through a vote at its meetings.

11.29. The powers of a Supervisory Board member shall be terminated early in the following cases:

Submission of a resignation statement at their own request;

Inability to perform duties due to health reasons;

Repeated absence from Supervisory Board meetings without a valid justification (more than three times in a row);

Enforcement of a court decision holding them liable for an administrative offense related to corruption;

Enforcement of a criminal conviction against them;

Enforcement of a court ruling declaring them legally incompetent or restricting their civil capacity, declaring them missing, or declaring them deceased;

Their death;

Other circumstances that prevent the member from performing their duties on the Supervisory Board.

Proposals for the early termination of the powers of a member of the Supervisory Board shall be submitted by the Chairperson of the Supervisory Board (or, in their absence, by the Deputy Chairperson) to the Authorized Governing Body.

11.30. The main form of work of the Supervisory Board is meetings, which shall be conducted at least once a quarter.

11.31. Extraordinary meetings may be called by the Chairperson of the Supervisory Board, the Deputy Chairperson, or upon the request of at least one-third of its members, as well as at the request of the Authorized Governing Body.

11.32. A meeting of the Supervisory Board shall be considered valid if at least two-thirds of its members are present.

11.33. Decisions of the Supervisory Board shall be made based on the results of discussion through open vote, taking into account the proposals made by the members of the Supervisory Board.

11.34. A decision by the Supervisory Board shall be considered adopted if at least two-thirds of its members vote in favor.

11.35. Meetings can be held in person or remotely.

11.36. Meetings of the Supervisory Board shall be recorded in minutes. The minutes shall be signed by the Secretary of the Supervisory Board, the Chairperson of the Supervisory Board, and, in their absence, the Deputy Chairperson of the Supervisory Board.

11.37. The Supervisory Board shall carry out its activities in close cooperation with the Authorized Governing Body, the General Director of the Museum, and scientific, cultural, and public organizations.

11.38. The Authorized Governing Body shall assist the Supervisory Board in performing its duties and shall furnish the necessary information, documents, and materials.

11.39. The Museum's management is required to attend Supervisory Board meetings when invited and to provide information on financial, economic, scientific, cultural activities, and other related issues.

11.40. The Supervisory Board may engage experts and consultants, including those from abroad.

12. EXPERT COUNCIL OF THE MUSEUM

12.1. The Expert Council of the National Museum of the Holodomor-Genocide (hereinafter referred to as the Expert Council) is a permanent advisory and consultative body that oversees the scientific activities of the Museum.

12.2. The main goal of the Expert Council is to enhance the Museum's research, educational, and excursion activities, exhibition and display work, information and publishing efforts, collection management, and scientific-methodological work.

12.3. The Expert Council operates on the principles of legality, professionalism, objectivity, independence, openness, transparency, collegiality, accountability, gender equality, social inclusion, and non-discrimination.

- 12.4.** The Expert Council is deemed competent if at least nine of its members have been appointed.
- 12.5.** If, due to the departure of its members, the total number of members of the Expert Council falls below nine, a new selection process shall be announced.
- 12.6.** Members of the Expert Council may include scientists, researchers, and specialists who have achievements in studying the history of the Holodomor, artificial mass famines, genocides, mass repressions, political persecutions, Ukraine's 20th-century history, museum studies, archival science, exhibition design, memory policy, and humanitarian studies.
- 12.7.** The Expert Council shall consist of six experts and/or scholars nominated by Ukrainian public associations and scientific institutions, and six experts and/or scholars nominated by international organizations, international non-governmental organizations, and foreign scientific bodies.
- 12.8.** The Expert Council is formed through an open selection process announced on the official website of the Authorized Governing Body.
- 12.9.** The composition of the Expert Council shall be formed based on the principles of legality, openness, transparency, objectivity, gender equality, non-discrimination, conflict of interest prevention, inclusiveness, and professionalism and integrity.
- 12.10.** The composition of the Expert Council shall be approved by the decision of the Authorized Governing Body.
- 12.11.** To select the members of the Expert Council, the Authorized Governing Body shall establish a working group for selecting members of the Expert Council.
- 12.12.** The working group for selecting members of the Expert Council may include representatives from the Authorized Governing Body, the Museum, independent experts, representatives of scientific institutions and non-governmental organizations.
- 12.13.** The composition of the working group for selecting members of the Expert Council, as well as the chairperson of the working group, shall be approved by order of the Authorized Governing Body.
- 12.14.** Members of the working group for selecting members of the Expert Council must inform the group about any potential or actual conflict of interest. If there is a conflict of interest involving a public association, organization, or institution that proposes a candidate or has submitted a candidate's documents for selection, that member must abstain from participating in the consideration of that candidate, association, organization, or institution.
- 12.15.** The working group for selecting members of the Expert Council shall approve, by vote at its meeting, the list of information and documents to be submitted by a

public association, organization, or institution for participation in the selection process. It shall also develop and approve the rules of procedure for the working group. The list, along with the rules of procedure governing the activities of the working group and the minutes of the meeting where the relevant requirements were approved, shall be published on the official website of the Authorized Governing Body, together with the announcement of the start of the selection process.

12.16. The deadline for submitting proposals from public associations, organizations, and institutions regarding candidates for selection to the Expert Council shall be no less than 10 working days from the date the selection is announced.

12.17. To ensure an effective selection process, the working group for selecting members of the Expert Council may develop and approve, by voting, internal documents, including:

The procedure for processing and verifying documents received as part of the selection process;

The rules for conducting interviews with candidates;

The criteria and methodology for evaluating organizations, institutions, and candidates;

The procedure for communicating and publishing decisions of the working group for selecting members of the Expert Council.

12.18. The stages of selecting candidates will be determined at a meeting of the working group for selecting members of the Expert Council.

12.19. The working group for selecting members of the Expert Council approves the selection results through voting at its meeting and submits them for review to the Authorized Governing Body.

12.20. The Expert Council shall consist of twelve members, each serving a five-year term of office.

12.21. The powers of the Expert Council include advising the Museum's management on:

Organizing and conducting scientific research on archival documents, including those from foreign countries;

Integrating the Museum into the global scientific community to enhance and expand international cooperation;

Developing design and technical plans for Museum exhibits.

12.22. The Expert Council has the authority to:

Receive, in accordance with established procedures, from the General Director and the heads of scientific subdivisions the information and materials necessary to perform its designated tasks;

Involve leading scientists and representatives of Ukrainian and international higher education institutions in conducting an independent assessment of the Museum's scientific results;

Inform the Authorized Governing Body about the state of the Museum's scientific activities and submit proposals for measures to address any identified violations.

12.23. The Expert Council is headed by a Chairperson, who has one Deputy. The Chairperson, Deputy Chairperson, and Secretary of the Expert Council are elected from among the Council members through an open vote at a Council meeting.

12.24. The organizational support for the activities of the Expert Council is provided by the Museum.

12.25. The Chairperson of the Expert Council organizes its activities, convenes meetings, signs minutes and other documents, and represents the Expert Council in dealings with government agencies, institutions, organizations, individuals, and legal entities.

12.26. When the Chairperson of the Expert Council is unavailable, the Deputy Chairperson shall perform their duties.

12.27. The Secretary of the Expert Council is responsible for preparing materials, taking minutes of meetings, organizing internal documents, and facilitating communication between the Expert Council members and the Museum.

12.28. The Expert Council shall approve its rules of procedure through a vote at its meeting.

12.29. The powers of an Expert Council member shall be terminated early in the following cases:

Submission of a resignation statement at their own request;

Inability to perform duties due to health reasons;

Repeated absence from Expert Council meetings without a valid justification (more than three times in a row);

Enforcement of a court decision holding them liable for an administrative offense related to corruption;

Enforcement of a criminal conviction against them;

Enforcement of a court ruling declaring them legally incompetent or restricting their civil capacity, declaring them missing, or declaring them deceased;

Their death;

Other circumstances that prevent the member from performing their duties on the Expert Council.

Proposals for the early termination of the powers of a member of the Expert Council shall be submitted by the Chairperson of the Expert Council (or, in their absence, by the Deputy Chairperson) to the Authorized Governing Body.

12.30. The main form of work of the Expert Council is meetings, which shall be conducted at least four times a year.

12.31. Extraordinary meetings can be called by the Chairperson of the Expert Council, the Deputy Chairperson, or at the request of at least one-third of its members, as well as upon request from the Museum or the Authorized Governing Body.

12.32. A meeting of the Expert Council shall be considered valid if at least two-thirds of its members are present.

12.33. Decisions of the Expert Council shall be made based on the results of discussion through open vote, taking into account the proposals made by the members of the Expert Council.

12.34. A decision by the Expert Council shall be considered adopted if at least two-thirds of its members vote in favor.

12.35. Meetings may be held in person or remotely.

12.36. Meetings of the Expert Council shall be documented in minutes. The minutes shall be signed by the Secretary of the Expert Council, the Chairperson of the Expert Council, and, in their absence, the Deputy Chairperson of the Expert Council.

13. MUSEUM STAFF

13.1. The Museum staff consists of employees who work at the Museum under an employment contract (agreement) or other forms that regulate the employment relationship between the employee and the Museum.

13.2. The Museum staff participates in concluding a collective agreement in accordance with the legislation of Ukraine, discusses, and approves the draft collective agreement.

13.3. The Museum staff, along with the General Director, addresses issues related to improving working conditions, living standards, health standards, and other matters of social development in accordance with the legislation of Ukraine, this Charter, and the collective agreement.

13.4. Socio-economic issues related to the Museum's activities are addressed by the General Director and staff and are reflected in the collective agreement. The agreement also covers issues of occupational safety, production, and labor relations between the staff and the Museum's administration.

13.5. The authority of the Museum staff is exercised through the general staff meeting.

13.6. A trade union may be formed at the Museum to represent and defend the workers' labor, socio-economic rights, and interests.

13.7. The right to sign the collective agreement on behalf of the owner is granted to the General Director of the Museum, while the authority on behalf of the staff is determined by the general meeting of the Museum staff.

13.8. The provisions of the collective agreement apply to all employees of the Museum and are binding on both the General Director and the staff.

13.9. Any disputes resulting from the conclusion or enforcement of the collective agreement shall be resolved according to the procedure established by the legislation of Ukraine.

14. TERMINATION OF THE MUSEUM

14.1. The termination of the Museum as a legal entity shall occur through reorganization (merger, consolidation, division, transformation) or liquidation, decided by the Authorized Governing Body or court, according to the procedures established by the legislation of Ukraine.

14.2. In the event of reorganization or liquidation of the Museum, the procedure for the subsequent use of museum collections shall be determined by the Authorized Governing Body.

14.3. The reorganization or liquidation of the Museum shall be considered complete, and the Museum shall be regarded as having ceased its activities, from the moment the relevant entry is made in the Unified State Register of Legal Entities, Individual Entrepreneurs, and Public Organizations.

14.4. If the Museum ceases its activities (through liquidation, merger, division, accession, or transformation), its assets shall, by decision of the Authorized Governing Body or the court, be transferred to one or more non-profit organizations of the same type or credited to the revenues of the State Budget of Ukraine.

14.5. In the event of the reorganization or liquidation of the Museum, the rights and interests of dismissed employees shall be protected in accordance with the labor laws of Ukraine.
