

# THE CONSTITUTION OF EMPOWER MENTORING

## ARTICLE I

### Section I. Name:

The name of this organization shall be Empower Mentoring

### Section II. Mission:

Empower Mentoring prepares current High Schoolers in underserved communities to be successful in college and in their careers.

### Section II. Purpose:

Empower Mentoring shall be an organization dedicated to serving underserved high schoolers in the Columbus area providing financial literacy and post-secondary skills.

## ARTICLE II

### Section I. Non-Discrimination Policy:

Empower Mentoring does not discriminate on the basis of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, protected veteran status, or any other bases under the law, in its activities, programs, admission, and employment.

### Section II. Sexual Misconduct Policy:

Empower Mentoring expects its members to conduct themselves in a manner that maintains an environment free from sexual misconduct. All members are responsible for adhering to University Policy 1.15, which can be found here: <https://hr.osu.edu/public/documents/policy/policy115.pdf>. If you or someone you know has been sexually harassed or assaulted, you may find the appropriate resources at <http://titleIX.osu.edu> or by contacting the Ohio State Title IX Coordinator at [titleIX@osu.edu](mailto:titleIX@osu.edu).

### Section II. Anti-Hazing Policy:

Empower Mentoring does not tolerate hazing in any form. "Hazing," defined by the Ohio Revised Code, means "doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person. No person shall recklessly participate into the hazing of another."

### ARTICLE III

#### Section I. Membership:

- A. Any undergraduate student who would like to serve the Columbus community by being a role model and promoting the financial welfare of Columbus youth shall be eligible for membership in Empower Mentoring.
- 2. For a student to be accepted as a member of Empower Mentoring, that person must submit to an interview.
- 3. Any active or conditional member who is absent from one mentoring shift or two unexcused meeting absences shall be reviewed by the Executive Committee.
- 4. Any member who has an unpaid bill of thirty-five days shall be deprived of membership unless said member has secured, in writing, a waiver or deferment of payment from the Treasurer. Ultimately, these cases will be handled by the Empower Mentoring Executive Committee and be on a case-by-case basis.

#### Section III. Active Membership:

- A. Active members shall consist of those students who are actively mentoring during a given semester or attending the weekly meetings.
- B. Active member shall carry with it all the rights, privileges, and duties of the organization.
- C. Active membership shall be terminated when one of the following conditions has been met:
  - a. Resignation intent is submitted to the Executive Committee
  - b. Graduation from the University
  - c. Withdrawal from the University
  - d. A member commits an infraction of the Empower Mentoring Discrimination Policy, the Empower Mentoring Anti-Hazing Statement, or the Ohio State University's Code of Student Conduct; or in any way misrepresents the organization to the university, the community, the high school partner, or the nation office, that member may be removed from the organization based upon review by Executive Committee.

#### Section IV. Inactive Membership:

- A. Members who are unable to participate in their roles as Empower Mentoring may request inactive membership. Inactive membership will usually be limited to one (1) semester per academic year, except in the case of extraordinary academic or personal circumstances.
- B. A request for inactive membership must be initiated by a letter setting forth the basis for this request to the Executive Committee.
- C. Those members who hold an office shall forfeit same upon acceptance of inactive membership and shall not resume said office upon their return to the organization, unless deemed proper by the Executive Committee.

### ARTICLE IV

#### Section 1. Officers:

- A. The following officers shall be elected: President, Vice President, Treasurer, Operations Chair, Marketing Chair, Recruitment Chair
  - a. President: Assume all prior responsibilities, delegate new tasks to the rest of the executive board, set firm deadlines and ensure exec members achieve their goals in a timely manner, create the long term goals of the club while maintaining short run efficiency. Termed at one year.
  - b. VP: Act as liaison between exec and general membership, makes sure interclub communication is clear and concise, play a large role in presenting weekly topics
  - c. Treasurer: Assume all prior responsibilities, act as a check on the authority of president
  - d. Operations Chair: Head of scheduling for the semester, communicates with teachers and mentoring groups directly, deals with logistical problems that arise
  - e. Marketing Chair: Run website, social media, all activities related to organizational branding. Redefine the image of the club and how we are communicating with students outside the organization
  - f. Recruitment Chair: Engineer a clear and concise plan to double the number of prior applicants, execute plan to collaborate with the assistance of the President, lead interviewing process

#### Section II. Election Procedure:

- A. President and VP run as a team and are elected by general members in the spring.
  - a. Treasurer general election on the same night as VP and President.

- b. The other positions are interviewed by the President, Vice President, and a current exec board member.

## ARTICLE V

### Section I. Amending Procedures:

- A. The introduction of a proposed amendment shall constitute the first reading. The amendment will be voted on by the Executive Committee at the next Exec meeting. If instituted the amendment will be read at the next general body meeting and will be written into the Constitution by a member of Exec.
- B. The proposed amendment shall be adopted by the affirmative vote of a majority of the Executive Committee.