Fostering Achievement Network Constitution

***Article I- Name, Purpose and Non-Discrimination policy of the Organization.***

**Section 1- Name:** Fostering Achievement Network (FAN)

**Section 2- Purpose:** Only 3% of former foster youth achieve a bachelor's degree in their lifetime. The purpose of the Fostering Achievement Network (FAN) is to eliminate this statistic and cultivate community among our brothers and sisters of the foster care system. FAN is comprised of former foster youth seeking higher education as well as mentors and community partners offering a network of support. Each student is invited to participate in a monthly Lunch & Learn series focused on building relationships and equipping students with the tools needed for academic and personal success. Students are also eligible for stipends and other incentives to support their achievement, including emergency financial aid, professional attire when entering the workforce, and milestone achievement awards. FAN is partially funded by Ohio Reach (<https://ohioreach.org/> ) and partners with a community-based organization called El'lesun (<https://ellesun.org/>).

**Section 3- Non-Discrimination Policy:** Fostering Achievement Network 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.

As a student organization at The Ohio State University, Fostering Achievement Network 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.

***Article II- Membership: Qualifications, categories of membership and membership benefits.***

**Section 1- Qualifications:** Any individual with a background in the child welfare system is invited to apply for membership in Fostering Achievement Network. Those who have experience in foster, residential, kinship and respite care as well as their support persons are welcome. Interested student applicants are required to fill out an application form here: <https://forms.gle/JECNZdx5ijjwKAxZ9> .

**Section 2- Categories of Membership**: Fostering Achievement Network voting membership is limited to currently enrolled Ohio State Students. As required by the Guidelines for Student Organization, 90% of Fostering Achievement Network must include current Ohio State students. Other non-student member such as faculty, alumni, mentors, professionals and community partners may become members as a support for a student member, but only as non-voting associate or honorary members.

**Section 3- Membership Benefits**: Student members of Fostering Achievement Network are invited to a monthly Lunch & Learn event where enrichment activities will take place. Students will be engaged in workshops that will help them build relationships and equip them will the tools needed for academic and personal success. Students are eligible for achievement stipends when grant funding becomes available and emergency financial aid (up to $500) though Ohio Reach. Students are also eligible for a no cost professional attire suiting when they are preparing to enter the workforce or other service learning, clinical or internship environments where professional attire is needed. Professional attire suiting is provided through community partnership with El’esun. Students are connected right away and become aware of campus resources, financial or otherwise, in and outside of the university.

***Article III- Methods for Removing Members and Executive Officers.***

III. a. If a member engages in behavior that is detrimental to advancing the purpose of this organization, violates the organization’s constitution or by-laws, or violates the Code of Student Conduct, university policy, or federal, state or local law, the member may be removed through a majority vote of the officers in consultation with the organization’s advisor.

III. b. Any elected officer of the chapter may be removed from their position for cause. Cause for removal includes, but is not limited to: violation of the constitution or by-laws, failure to perform duties, or any behavior that is detrimental to advancing the purpose of this organization, including violations of the Student Code of Conduct, university policy, or federal, state, or local laws. The Executive Committee may act for removal upon a two-thirds affirmative vote of the executive board in consultation with the organization’s advisor.

III. c. In the event that the reason for member removal is protected by the Family Educational Rights and Privacy Act (FERPA) or cannot otherwise be shared with members (e.g., while an investigation is pending), {00312468-1} the executive board, in consultation with the organization’s advisor, may vote to temporarily suspend a member or executive officer.

***Article IV- Organization Leadership: Titles, terms of office, type of selection and duties of leaders.***

Organization leaders represent the Executive Committee and general membership and are appointed from the ranks of the organization’s voting membership.

*President (1 Position):* The president presides over all organization meetings and oversees all activities done by the organization. They are responsible for making meeting agendas and sending out agenda electronically to members prior to the beginning of the meeting. The president is in charge of making final decisions in the event the organization cannot come to an agreement on a particular issue. The president is permitted to deposit and withdraw money from the organization bank account when necessary. The president can create additional leadership roles as the organization progresses and expands for justifiable reasons. The President’s term will last until they graduate, and they are responsible for appointing their replacement.

*Secondary Leader (1 Position):* The Secondary Leader will act as the president in the event that the president is unavailable to perform their duties. The secondary leader will take on secretary type roles such as taking meeting notes, recording meetings, and sending a recap of said notes to organization members not later than 48 hours after meetings are adjourned. The Secondary Leader’s term will last until they graduate, and they are responsible for appointing their replacement.

*Treasurer (1 Position):* The Treasurer is in charge of the organization bank accounts. They must be able to calculate simple math, understand how to create and implement budgets for the organization. They must always be able to provide financial status information to the President, Secondary Leader and Advisor by maintaining an up to date account record. They are permitted to deposit and withdraw money from the organization bank account when necessary. The Treasurers term will last until they graduate, and they are responsible for appointing their replacement.

*Advisor (1 Position):* The advisor is responsible for overseeing and approving the Goals of the organization and checking in at least twice per semester to evaluate progress toward Goals. The advisor can be consulted when club issues arise and can help to oversee fundraising ideas and efforts. The advisor’s term will last until they determine they no longer want to participate as a member of the organization and are responsible for identifying at least two persons that are capable of acting as an advisor for an organization serving underrepresented students.

***Article V- Selection of Organization Leadership***

In order to be appointed by a departing member of organization leadership, the individual must have at least two semesters of successful experience as a student and active member of the Fostering Achievement Network. The individual must have lived experience in the child welfare system in some capacity. As stated above, each organizational leader (President, Secondary Leader, Treasurer, Advisor) are responsible for identifying and appointing their replacement. Appointments of new leadership within the organization will take place in the month of which the departing member is graduating. In the event of a resignation or impeachment of any person that is not the President, the President will temporarily take over the duties of said person until a suitable replacement is determined and chosen. In the event of a resignation or impeachment of the President, the Secondary Leader will temporarily take over the duties of said person until a suitable replacement is determined and chosen.

***Article VI- Meetings and events of the Organization.***

A Lunch & Learn event (virtual or in person) will be held and recorded each month. Student members not in organizational leadership are required to attend at least 2 of the 3 lunch and learn meetings or review the recorded version of the event before the next meeting takes place. Lunch & Learn events will be scheduled each semester based on poll results of availability from active members.

Organizational leadership consisting of President, Secondary Leader, Treasurer, and Advisor are required to meet at least twice a semester to touch base about organization status & activity. This includes but is not limited to reviewing the goals of the organization and progress toward such goals, adopting plans to reach goals, discussing community service and advocacy opportunities, and organization budget.

***Article VII- Attendees of Events of the Organization.***

The organization reserves the right to address member or event attendee behavior where the member or event attendee’s behavior is disruptive or otherwise not in alignment with the organization’s constitution.

***Article VIII- Method of amending Constitution.***

Any proposed amendments should be presented to the organization in writing and should not be acted upon when initially introduced. Upon initial introduction, the proposed amendments should be read in the general meeting, then read again at a specified number of subsequent general meetings and the general meeting in which the votes will be taken, and should either require a two-third or three-quarter majority of voting members (a quorum being present) or a majority or two-thirds of the entire voting membership of the organization, present or not. The constitution should not be amended easily or frequently.

I \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, have received a copy of the Fostering Achievement Network Constitution. By signing my name below, I acknowledge and understand its contents and agree to abide by it so long as I am an active member of the organization.

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(Signature) (Date)