

The Physicians for Human Rights Student Program at The Ohio State University Constitution and By-Laws

Article 1:

Name: The Physicians for Human Rights Student Program at The Ohio State University

Physicians For Human Rights is a non-profit non-government organization that works with healthcare workers, scientists, lawyers and community leaders to document and advocate against human rights violations and pursue justice for all people across the world.

Their efforts focus on documenting abuse through science to establish a fact based record, enable partners to use this record to expose and challenge human rights abuses, and use our position as community leaders to advocate for the change of legal policies and practices that are unjust.

Purpose: Provide a framework for pre-professional and graduate health professions students to learn about human rights abuses both globally and in our own communities, and address these abuses through direct advocacy and scientific documentation.

Non-Discrimination Policy: This organization 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, The Physicians for Human Rights Student Program 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>.

Our organization acknowledges that our members may have different levels of experience and awareness with inequities in today's society and in response, we commit to educating each other about these issues when appropriate. All students are welcome to join, but as student members we expect that we all uphold these personal standards of behavior:

-Practice active listening: Build a space that amplifies our colleagues voices. Recognize that our voices are strongest when we speak in unison; this work begins when every voice is respectfully heard.

-Open communication: Give and receive feedback openly and without judgement, even when it is difficult to hear. Hold each other mutually accountable as we work together to

maintain an organizational culture that respects each member's personal needs, beliefs and feelings.

-Maintain accountability: Commit to self reflection and overcoming the attitudes, assumptions and implicit biases that we all carry. Challenge these modes of thinking in each other if they arise, and once aware of these biases, personally commit to addressing them through active learning and self education.

-Practice empathy: Recognize that we all have room to learn from each other and will all make mistakes. Treat each other with mutual respect, engage with each other respectfully when conflict arises, and actively seek reconciliation via genuine apology when appropriate.

Article II:

Membership Qualifications: As a student organization at The Ohio State University, we are entirely student run, although we welcome support and assistance from members who are not current students. In order to maintain student leadership, we will have two categories of membership:

-Voting members: any member of our organization who is currently enrolled as an undergraduate or graduate student within any college at The Ohio State University will be expected to vote and participate in group decision making as needed.

-Honorary (non-voting) members: Any faculty, alumni, or local professionals who share our common goals and are willing to commit to our standards of personal behavior as noted above is welcome to join our organization. We recognize that they may have unique skills, experiences and expertise that can benefit our mutual efforts, and welcome opportunities for collaboration.

Membership Benefits: All members may benefit from the educational and service opportunities that our organization provides. However, when decisions must be made about specific projects to work towards and funding distributions, student members will retain the benefit of being able to vote on these decisions in accordance with a student led organizational structure. Input from honorary members is always welcome, but these members cannot by definition cast votes on these matters.

Article IIa:

As required by the Guidelines for Student Organizations, 90% of the membership of a student organization must include current Ohio State University students. Active members and Executive Committee are able to make decisions regarding the membership of community and other non-student members of our organization in order to maintain this ratio if necessary. Community or other non-student members may be temporarily suspended with a majority vote of the Executive Committee.

Article IV:

Organization Leadership: The following positions comprise our Executive Committee, and all will be elected by majority vote of all student members. In the event that a student vote is inconclusive, an election by popular vote will be held amongst Executive Committee members to determine their replacements.

All leadership positions will be held through the academic year for which they are elected (spring and fall semesters required, summer semester encouraged if programming is active). Elections for the following year should be completed by the end of the spring semester.

Primary Leadership: All members will be expected to participate in group decision making processes while remaining fair and impartial. Primary leadership will be expected to lead these conversations and solicit input from secondary leadership.

-President(s): The president(s) of our organization are responsible for providing a general framework for the activities of the organization and support for student led projects; Facilitating conversations amongst the executive board regarding the delegation resources including personnel and funding to support these projects, and ensuring that all decisions requiring the input of all members and/or executive board members are made via fair and impartial electoral processes. Present proposals to executive board for approval of funding, communicate purchase requests to treasurer, and schedule and reserve space for PHR general meetings. They will maintain contact with the national organization as well as with faculty advisors and The Ohio State University Department of Student Activities, with the exception of contact related to approval and disbursement of university funding.

*Our initial iteration of this organization has two presidents; this structure may be replicated or revert back to one president as future elections dictate.

Secondary Leadership: All members will be expected to participate in group decision making processes while remaining fair and impartial

-Media Manager: Generate a monthly newsletter and send out to members and interested parties within the community. Maintain listserv and social media accounts for organization. Draft emails notifying members of upcoming events, manage organization email account with assistance from other members as necessary, and assists with non-digital methods of communication (generating and placing flyers, etc).

-Collaboration Liason(s): Establish and maintain contact with community partners, as well as fellow student organizations to facilitate collaboration on events. Present proposals to executive board for approval of funding, communicate purchase requests to treasurer, and schedule and reserve space for collaborative events.

-Education Chair(s): Plan and coordinate activities related to educational goals of the organization. Present proposals to executive board for approval of funding, communicate purchase requests to treasurer, and schedule, reserve space and run educational events.

-Advocacy Chair(s): Plan and coordinate activities related to educational goals of the organization. Present proposals to executive board for approval of funding, communicate purchase requests to treasurer, and schedule, reserve space, and run advocacy events.

-Treasurer: Prepare and presents an annual budget & calendar, maintain financial records, and generate a summary of financial record at end of the year. Submit funding requests to Department of Student Activities, obtain funds once disbursed, and reimburse other members who may have incurred costs as needed.

-Faculty Advisor(s): Represent the organization in an official capacity within The Ohio State University, and provide guidance and support to executive board members. As a participant in the organization, present ideas and share insights to aid common goals of the organization.

Article V:

Leadership Election Procedures: Any student within The Ohio State College of Medicine is eligible to apply for a leadership position. A digital application will be sent out to solicit applications during the spring semester to all medical student cohorts, and after all students have had a chance to self nominate, a vote will be taken amongst existing members. If general members cannot come to a decision amongst themselves, the Executive Board will deliberate to make a decision. In the event that a leadership position needs to be filled during a term, a special election will be held amongst the medical student community using the above procedures.

Article VI:

Executive Board size and composition: The Executive Committee is comprised of all students who hold primary and secondary leadership positions as specified above. The number of student leaders in these positions will vary year to year as a function of student interest, so the size of our Executive Board will vary as well. The PHR student program President(s) will be responsible for organization affairs and any communication with the national organization.

Article VII:

Standing Committees are not anticipated to be needed at this time. If such a need arises, the current Executive Board shall determine their composition and role.

Article VIII:

Advisor(s) Qualification Criteria: Advisors must be full-time members of the University faculty or Administrative & Professional staff. If a person is serving as an advisor who is not a member of the above classifications, a co-advisor must be chosen who is a member of these University classifications. Advisors are expected to provide guidance and leadership for members as needed, to represent the student organization to the community at large, and to contribute to the work that the organization does.

Article IX:

There will be at least two general meetings held during the spring and fall semesters; attendance at one of the general meetings and one event during each semester is required for membership. This does not apply to summer terms.

Article X:

If any attendee at an event or meeting (student or non-student) behaves in a manner inconsistent with our standards of personal conduct, the Code of Student Conduct, University Policy, or Federal, State or local laws, they will be asked to cease the behavior immediately. If the behavior is violent or malicious in nature, appropriate authorities will be contacted. If the behavior does not constitute an immediate threat to the safety and wellbeing of members and attendees at the event, the disruptive person will be given one chance to resume appropriate behavior. If they persist in their disruptive behaviors, they will be asked to leave. In the event that the disruptor is a member of the organization, a member wide vote will be held to determine if they should be allowed to continue as a member. In the event that the disruptor is not a member, they will be disqualified from attending or participating in future events.

Article XI:

Method of Amending Constitution:

-Proposal of an Amendment: If a member has a proposal for an amendment, they are to email the president(s) prior to the next general meeting with the article they wish to amend, the proposed amendment, and their rationale for said proposal.

-Provision of Notice: members will be notified in person at general meetings, and an email will be sent after the meeting to all members detailing the proposal for anyone who doesn't attend in person. At the next general meeting, time will be set aside for discussion of the amendment, including questions and answers. The person who proposed the amendment must attend this discussion. Following the discussion, email correspondence will be sent to all active members that includes details about how to vote on ratifying the amendment, along with the timeframe in which a vote must be cast.

-Voting Requirements: a two thirds majority vote from all active members must be obtained to ratify the amendment. This is higher than the typical percentage required in our votes to discourage frequent modifications to our constitution.

Article XII:

Method of Dissolution of Organization: If sufficient student interest to maintain the organization does not exist, the prior presidents shall contact Student Activities Staff to remove organization information from their website. The organization must maintain a balanced budget during each year of leadership, and will not incur debts that it has not appropriated funding for. In the event that a budget surplus exists, the excess funds will be returned to the granting organization along with a letter expressing thanks.