

Constitution of the United Students Against Sweatshops at The Ohio State University

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

Section 1 - Name:

This organization shall be known as United Students Against Sweatshops (USAS) at The Ohio State University

Section 2 - Mission and Vision:

United Students Against Sweatshops (USAS) is a grassroots organization run entirely by youth and students. We develop youth leadership and run strategic student-labor solidarity campaigns with the goal of building sustainable power for working people. We define "sweatshop" broadly and consider all struggles against the daily abuses of the global economic system to be a struggle against sweatshops.

We envision a world in which society and human relationships are organized cooperatively, not competitively. We struggle towards a world in which all people live in freedom from oppression, in which people are valued as whole human beings rather than exploited in a quest for productivity and profits.

Section 3 - 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.

Article II - Membership: Qualifications and categories of membership.

Open membership structure to students of The Ohio State University.

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

Titles and Roles:

Primary Leader - Attends President's training and all meetings. Delegates responsibilities when appropriate. Makes sure officers and committees are on track - ultimate bottom liner, manages room reservations, creates calendar of events, meets each week pre-meeting with facilitator, in communication with Union/CWA (floating duty), updating constitution.

Secondary Leader - Attends all meetings. Assists primary leader in all responsibilities.

Treasurer - Attends treasurer training and manages finances. Manages bank account and plans fundraisers.

Communications Director - Sends weekly email updates to general membership including meeting minutes and upcoming events. Manages the Facebook, Twitter, and website. Posts to Facebook and twitter immediately after actions.

Art Director: Bottom lines media items like posters, flyers, banners for direct action.

Outreach Director: Builds and maintains coalitions, reaches out to allies or potential coalition members as well as maintains contact with Ohio State student organization allies and community partners, such as CWA Local 4501 or community organizations.

Terms of office: Academic school year.

Type of Selection: Elected by general membership.

Article IV - Executive Committee.

We have no formal executive committee because we believe in collaborative and communal forms of leadership and decision-making.

Article V - Standing Committees (if needed): Names, purposes, and composition.

No standing committees, however if need be USAS will enact "working groups" assigned to handle a specific and temporary task.

Article VI – Method of Selecting and/or Removing Officers and Members.

Member status is voluntary and members may only be removed by request of officers if they 1. have violated the sexual assault agreement (see Article XI), 2. have stopped showing up to meetings and participating, 3. intentionally compromise the mission or goals of USAS.

Officers are elected in Spring Semester preceding their term by majority vote of general membership. Officers may be removed from their positions if they 1. fail to perform duties expected of them 2. have violated the sexual assault agreement (see Article XI), 3. have stopped showing up to meetings and participating, 4. intentionally compromise the mission or goals of USAS. In the case of sexual assault officers are to be removed immediately from their position. If other violations have occurred, proposed removal may be brought forward by any general member or officer of USAS, should be in writing, should not be acted upon but read in the general meeting in which removal is proposed, should be read again at 1 subsequent general meeting and voted upon at the first subsequent meeting after the initial meeting in which removal is proposed. Approval requires at least two-thirds of voting members present. To conduct any business quorum should be present at a business, which is 50% + 1 of total organization members).

Article VII – Advisor(s) or Advisory Board: Qualification Criteria.

Advisor must be member of the University faculty or Administrative & Professional staff. Responsibilities include attending Advisor training and being open to email communication if their presence or review is needed for USAS activities.

Article VIII – Meetings of the Organization: Required meetings and their frequency.

Meetings are held weekly. General members are not required to attend a specific number of meetings.

Article IX – Method of Amending Constitution: Proposals, notice, and voting requirements.

Proposed amendments should be in writing, should not be acted upon but read in the general meeting in which they are proposed, should be read again at 1 subsequent general meetings and the voted upon in the 2nd subsequent meeting general meeting after the initial meeting in which they are proposed. Approval requires at least two-thirds of voting members present. To conduct any business quorum should be present at a business, which is 50% + 1 of total organization members). The constitution should not be amended easily or frequently.

Article X – Method of Dissolution of Organization

We will dissolve our organization when the members decide that they no longer wish to participate, or when our mission has been achieved. Should any debt exist, the members must fundraise the appropriate amount to repay before dissolving the organization.

Article XI — Sexual Assault Within USAS

All individuals who sexually assault* someone while in USAS will be immediately banned in all capacities from USAS. This will include both USAS and non-USAS members. Once a person has sexually assaulted* someone they will be immediately removed from all leadership positions, membership status and activity within local chapters. Furthermore, the individual will no longer be welcome to attend national or regional conferences in any capacity nor participate in any future events, meetings or conference calls that USAS organizes, endorses or sponsors in any matter.

USAS will allow the sexual assault* survivor to handle their relationship with the sexual assault* perpetrator as they best see fit and support them in doing so. However, because sexual assault* is a safety concern for all USAS members, all people who have sexually assaulted* someone will be immediately removed from USAS in all capacities.

Sexual assault* reports will be brought to the Coordinating Committee and staff members of USAS. These two bodies will be responsible of taking into consideration the accusations and will decide who will be in charge of removing the person from USAS. They will also be responsible of keeping the report private, not spreading information in regards to the sexual assault* to other USAS members and of keeping the sexual assault* survivor as safe as possible.

USAS will ensure that there be a clear explanation of consent in all USAS spaces and that it be clearly communicated to all that people who do not practice consent will be banned from the organization.

* SEXUAL ASSAULT: USAS defines sexual assault as all sexual activities of any kind that happen without the clear consent of the people receiving and/or engaging in these activities. All activities that happen without people clearly stating that they are willing and comfortable to engage in them will be considered sexual assault. In addition, people engaging/receiving sexual activities must be in a position to consciously consent to sexual advances and activities. Consent while inebriated or in any way unable to consciously consent will be considered sexual assault.

By-laws

Article 1 – Parliamentary Authority

The rules contained in the Paris Commune shall govern the organization in all cases to which they are applicable, and in which they are not inconsistent with the by-laws of this.

Article II- Membership

No dues are necessary to be a member of USAS. Anyone who attends USAS meetings are eligible to contribute their thoughts to the decision making process. New voices are encouraged. To obtain voting privileges, one must attend at least 3 USAS meetings within two months.

Article III- Election / Appointment of Government Leadership

Any student who has attended a majority (over 50%) of the USAS meetings per semester is eligible to apply for a leadership position. A discussion and open group vote will take place to determine who fulfills which leadership role. Students will discuss the appointments in spring, and appointments will take effect beginning of the summer semester. Should a student resign, another discussion will be had to determine who is to take his/her/their place. A student will not be impeached unless he/she/they 1. has violated the sexual assault agreement (listed above), 2.

has stopped showing up to meetings and participating, 3. intentionally compromise the mission or goals of USAS.

Article IV- Executive Committee (if needed)

We have no executive committee because we believe in collaborative and communal forms of leadership and decision-making.

Article V- Standing Committees (if needed)

No standing committees, however if need be USAS will enact “working groups” assigned to handle a specific and temporary task.

Article VI - Advisor/Advisory Board Responsibilities

The advisor is responsible to go to advisor training. Beyond that, the advisor need not attend any meeting nor take part in any decision making process. The advisor does need to be available to the students should they request a meeting or consultation with him/her.

Article VII - Meeting Requirements

We strive toward discussion until consensus/compromise is reached. No specifications are required of voting members. All who show up for a general meeting are eligible and encouraged to contribute their thoughts to the decision making conversation. To obtain voting privileges, a member must attend 3 meetings in two months.

Article VIII - Method of Amending By-Laws

Proposed amendments should be in writing, should not be acted upon but read in the general meeting in which they are proposed, should be read again at 1 subsequent general meetings and the voted upon in the 2nd subsequent meeting general meeting after the initial meeting in which they are proposed. Approval requires at least two-thirds of voting members present. To conduct any business quorum should be present at a business, which is 50% + 1 of total organization members).