

Article I - Name, Purpose, and Non-Discrimination Policy

I.a. Name: Graduate Women in Economics

I.b. Purpose: Building a support network for women undertaking graduate studies in economics so that we may better identify and fight against gender bias in our graduate programs and as professionals. This includes meeting with female faculty from other departments, sharing our own personal experiences, supporting each other, and educating others on how to be good allies.

I.c. Non-Discrimination Policy: Graduate Women in Economics 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, Graduate Women in Economics expects its members to conduct themselves in a manner that maintains an environment free from sexual misconduct.

Article II - Membership Qualification and Types of Membership

II.a. To become a member, one meeting of Graduate Women in Economics must be attended. Membership will be open to all women in Ph.D. programs who would like to join with no dues to be paid. Termination of membership will be available at anytime after discussion with the President.

II.b. Voting membership is limited to students currently enrolled at The Ohio State University and have attended 50% of the total number of meetings throughout the Fall semester and the Spring semester until the election date.

Article III – Member Code of Conduct

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 women in economics, including violations of the Student Code of Conduct, university policy, or federal, state, or local laws. The Graduate Women in Economics University Executive Committee shall hold a formal hearing or to be represented by counsel. The officer may present any defense to the charges before any action is taken. 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 – Removal of Executive Officers

IV.d. Grounds for impeachment include absence from more than 50% of Executive Committee meetings or absence from more than 50% of club meetings, violation of the Code of Conduct (see Article III), failure to complete and/or neglect of executive position duties, and/or action or behavior (including on social media) in conflict with the purpose and interests of Graduate Women in Economics.

IV.e. Impeachment Process: Any voting member or Executive Committee member may file a complaint for impeachment based on the grounds above. The Executive Committee will then vote on whether or not there should be a vote for impeachment. This will require a simple majority of the executive committee. If this is tied, the tie will be decided by a simple majority among the President, Vice-President, and Treasurer. If this number is reached, there will be held at the next club meeting a vote for impeachment in which any voting member (laid out in Article XIII) may vote. This vote will also require a simple majority. If this number is reached the offending executive member will be immediately removed from office. Their responsibilities will be delegated to another executive member until a replacement is voted on.

IV.f. Replacement Process: Nominees for a replacement executive member will be taken immediately after impeachment. Re-election should occur as soon as possible and in the same manner as laid out in Article XIII. The new executive member however, will take office immediately following their election.

Article V - Organization Leadership

V.a. Organization leaders represent the Executive Committee and general membership, and are elected or appointed from the ranks of the voting membership of the Graduate Women in Economics. Terms of office last one academic year (both fall and spring semester) after a spring election.

V.b. President: Responsibilities include but are not limited to overseeing the club as a whole by providing leadership in all club activities, facilitating group meetings, presiding over executive committees, and delegating responsibility of group activities to board members.

V. c. Vice-President: Responsibilities include but are not limited to the sharing the responsibilities of the President as well as assuming the duties of the president in their absence and assisting all other Executive Committee members.

V. d. Treasurer: Responsibilities include but are not limited to overseeing the financial administration of the club including budgeting, financial planning, and cash handling. Tasks also include management of the bank account, and attendance of training sessions as mandated by The Ohio State University Union. The treasurer is to work with the rest of the Executive Committee to plan the funding of activities, and secure sources of funding, including but not limited to: The Ohio State Union, and relevant academic departments.

V. e. Field Representatives: Responsibilities include but are not limited to outreach to their respective fields about club events and activities, and managing other official group communications.

Article VI – Appointment of Executive Committee

VI. The appointment of new Executive Committee members will occur yearly in the spring semester on a first come first serve basis. These appointments will be open to any member who attended 50% of events held in the preceding fall semester and those held in the spring up to the date of their appointment. They will be self-nominated and approved by the current sitting executive committee board. This appointment will take place tentatively in March and upon appointment of the newly elected Executive Committee members will attend at least one executive meeting in the Spring with the acting Committee members. They will then begin serving in the fall of the following academic year.

Article VII – Executive Committee Responsibilities

VII. The Executive Committee's responsibilities to membership will include organizing activities for the group, attending at least 50% of activities and committee meetings, as well as other outreach activities to be delegated by the President.

Article VIII - Advisor Responsibilities

VIII. Expectations of the advisor in the organization include continuous support of the organization, availability to meet with officers when needed, and attendance at speaker events if necessary.

Article IX - Meetings and Events of the Organization

IX. Meetings and events will occur monthly or once per semester, depending on the activity. The days and times will be determined based on the availability of members and speakers and members will be notified in advance via email. Events will include, but are not restricted to: social events such as coffee meetings or happy hours, research presentation support talks, meetings with faculty, mentorship program. Additionally, the group will provide a center place where women in economics can find other resources. Some of those resources may be provided by us, or we can direct them to other places in the university or the general academic network.

Article X – Attendees of Events

X. Graduate Women in Economics reserves the right to address any member or event attendee behavior where the member or event attendee's behavior is deemed disruptive or otherwise not in alignment with our constitution.

Article XI - Method of Amending Constitution

XI. 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.