**Women in Medicine**

**Constitution**

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

**Section 1: Name:** Women in Medicine (WIM) at The Ohio State University

**Section 2: Purpose:** WIM is dedicated to increasing the representation, visibility, and unity of women in academic and clinical medicine.  Medicine is in a time of flux as the number of female physicians rises in a historically male-dominated profession.  This changing climate provides an opportunity to redefine roles and expectations for the best interest of all physicians, whether female or male.  Our goal is to highlight topics relevant to both genders that are not typically discussed in other settings. In addition, we aim to establish opportunities for mentorship among women who are dedicated to pursuing medical careers. It is not aimed at women only, for we strive to attain cohesiveness between the genders and discuss issues that each faces both together and separately. Finally, we aim to utilize our platform to promote women’s health issues in the community.

**Section 3: Non-Discrimination Policy:**  Women in Medicine and its members shall not discriminate against any individual(s) on the basis of age, ancestry, color, disability, gender identity or expression, national origin, genetic information, HIV/AIDs status, military status, race, religion, sex, sexual orientation, protected veteran status, or an other bases under the law, in its activities, programs, admission, and employment. The name of this organization being “Women in Medicine” should in no way indicate or instigate discriminatory action against or unequal treatment of men, for we equally welcome both genders to attend our events.

***Article II:*** *Membership: Qualifications and categories of membership.*

Voting members of Women in Medicine are limited to current Ohio State students enrolled in the College of Medicine and Public Health at The Ohio State University. Faculty, alumni, and other medical professionals are encouraged and welcomed to take part and become associate or honorary members but will not hold the privilege to vote due to the nature of this student-initiated, student-lead and student-run organization.

Process for removal of a general member: Members who are noted or reported to be in violation of the terms stated in this constitution or of the professionalism policy at the College of Medicine while representing Women in Medicine will be subject to removal from the organization. The officers will meet with the advisor and the general member to discuss the situation and develop a plan of action, including, but not limited to, a probationary period or removal from the organization.

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

The leaders of this organization, who represent the Executive Committee and the general membership, include the President, Vice President, and Treasurer. They shall be elected by the general body of voters, those of whom are specified in Article II, by receiving the highest number of votes for that particular position. The tasks of the President include overseeing the organization, delegating tasks to other members of the leadership team, determining which activities can and should be accomplished during the year, leading meetings and bringing coordination to the other leadership positions; the Vice President shall perform the following tasks: advertising and publicizing the organization’s events, heading meetings when the President is unable to attend, and the Treasurer shall be in charge of the financial aspects of the organization, including banking records, check writing and reimbursements. These leaders shall serve a one-year term; therefore, elections will take place each year. A person may serve more than one term if he/she is elected to do so.

Process for removal of an officer: Officers who are noted or reported to be in violation of the terms stated in this constitution or of the professionalism policy at the College of Medicine while representing Women in Medicine will be subject to removal from positions of leadership. All officers will meet with the advisor to discuss the situation and develop a plan of action, including, but not limited to, a probationary period, removal of officer status or removal from the organization. If removal of officer status or removal from the organization occur, the duties filled by that officer will be divided among the remaining officers.

***Article IV:*** *Executive Committee: Size and composition of the Committee:*

The Executive Committee shall consist of the Leadership team, including the President, Vice President, and Treasurer. Other executive roles include the Physician Coordinator, Mentorship Coordinators, Admissions and Events Coordinator, Advocacy/ SARNCO coordinator, Diversity Chair, and the Women’s Health Coordinator. The members of the Executive Committee shall be voted into office in the same manner as the Leadership Committee.

***Article V:*** *Standing Committees****:*** *Names, purposes, and composition.*

Due to the small nature of this organization, the Leadership and Executive Committees shall carry out the functions of this organization, without need for Standing Committees.

***Article VI:*** *Adviser(s) or Advisory Board: Qualification Criteria.*

The adviser(s) of Women in Medicine must be a full-time member of The Ohio State University College of Medicine and Public Health faculty or Administrative and Professional staff. The adviser(s) shall serve as a guide to the organization’s leaders and members when making critical decisions, and shall aid the organization when necessary. The adviser(s) must be willing to attend meetings.

***Article VII: Meetings of the Organization: Required meetings and their frequency.***

There should be a general body meeting once each term, except summer quarter, and if more are deemed necessary, more than one may take place. These meetings should involve an update by the leadership team as to the state of each area of the organization.

***Article VIII: Method of Amending the Constitution: Proposals, notice, and voting requirements.***

Amendments should be proposed in writing and read aloud at a general body meeting. The notice will then be distributed via email to all members before the very next meeting, at which point voting will take place. Key points must be discussed and the effect on the organization must be made clear to all members. The amendment must be approved by 2/3 majority of voting members. An amendment cannot be proposed and voted upon in the same meeting; rather, the process shall occur in two consecutive meetings.

***Article IX: Method of Dissolution of Organization.***

When there is no longer interest or leadership for this organization, dissolution may occur. All debts must be paid, and if fundraising is required to pay debts before dissolution, it must be done. If there is an excess of funds after all debts are paid, the remainder shall be given to a charity of choice, as elected by majority vote of the Leadership and Executive Committees.

***By-Laws***

Due to the small size of this organization, the by-laws are covered in appropriate detail in the Constitution. Therefore, the Constitution shall be the governing article.