**Constitution of Pride**

**Article 1: Name, Purpose, and Non-Discrimination Policy**

***Section 1: Purpose***

PrideOSU at The Ohio State University helps educate our local community by engaging in extensive events and programming. We envision a national and local community where gay, lesbian, bisexual, transgender, queer, intersex, and allied students can be open, honest and safe at home, at work and in the OSU community.

***Section 2: Non-discrimination Policy***

Any member affiliated with PrideOSU at The Ohio State University shall not discriminate against any individual based upon protected status, which is defined as age, color, disability, gender identity or expression, national origin, race, religion, sex, sexual orientation, or veteran status.

**Article 2: Organization Membership**

There will be two forms of membership: voting membership and non-voting membership. Voting membership is limited to currently enrolled Ohio State undergraduate and graduate students who have attended at least two general meetings.  Others, such as faculty, alumni, and community members are encouraged to become members, but cannot vote. If a member happens to purposely disrespect or hurt another member or the organization as a whole (physically or verbally) once, they will get a written warning and it will be kept on record. If this behavior happens again, the member will be asked to no longer participate with our organization and will be terminated.

**Article 3: Organization Leadership**

Numerous leaders will collectively form the executive board (E-Board) of the organization.  The Chair(s), Treasurer, and Secretary are mandated positions, whose term lasts from the election at which they were selected to the next general election.  The term of any appointed position will last from the time of appointment to the next general election.

***Section 1: Chairs***

At least one but no more than two Chairs will serve as primary leaders for the organization. General duties include, but are not limited to: organizing meeting times and places, performing all duties to oversee the success of all PrideOSU organization meetings, acting as key speaker(s) of the group, and working closely with the group's advisors.

With regards to University student organization leadership requirements, one of the Chairs will hold the title of "President"/"Primary Leader".  If there is a second Chair, they will hold the title of "Other Leader".  If there is no second Chair, the position of choice will hold the title of "Other Leader" instead.  All Chairs must fulfill the University requirements for their assigned titles.

***Section 2: Treasurer***

An elected Treasurer will serve the organization. General duties include, but are not limited to: keeping track of all income/expenses, reporting money issues and disputes to Chair(s), writing grants when money is requested from different organizations, groups, and/or the university, ensuring that the organization keeps a balanced checkbook, keeping an account of all monies, and coordinating group fundraising activities.  With regards to University student organization leadership requirements, this person will hold the title of “Treasurer Leader”, and must fulfill all University requirements for this role.

***Section 3: Secretary***

One Secretary will perform various duties for the organization. General duties include, but are not limited to: documenting general meetings and E-Board meetings, keeping track of and archiving all paperwork generated by organization, notifying members of group of upcoming events, compiling an agenda for each meeting, assisting the Chair(s) with any duties they may need assistance with, taking attendance at all meetings, managing the master list of members, and acting as time-keeper for the E-Board and general meetings.

***Section 4: Appointed Positions***

The E-Board may unanimously decide to appoint other positions.  These appointed positions are considered full E-Board members, and thus are granted the same rights shared by officers.  The terms of such positions begin from the time of appointment up until the next general election, at which point the newly elected E-Board may decide whether to keep the position (not necessarily with the same person) or discontinue it.

**Article 4: Organization Advising**

***Section 1: Faculty Advisor***

One faculty advisor will serve the organization.  This advisor will be registered with the University as the “Advisor”, and must meet all University criteria for the position.  General duties of the advisor include: working closely with Chair(s) and other members of the executive board to make sure they are on task, dispute arbitration, providing direction for the group, and providing help for anything that is asked from the organization.  The advisor has no set term, and can be replaced or dismissed at will by the E-Board by a two-thirds majority.

***Section 2: Other Advisors***

The E-Board may decide to appoint other advisors.  These advisors have no specific requirements, but can have special duties assigned by the E-Board.  Such advisors may consist of past Chair(s) who no longer hold executive positions within the group, people affiliated with the HRC Columbus steering committee or national organization, or other people with an interest of the operation of the student organization.  One such advisor may be registered with the University as the “Co-Advisor”, and must meet all University criteria for the position.  These advisors have no set term, and can be replaced or dismissed at will by the E-Board by a two-thirds majority.

**Article 5: Electoral Process**

***Section 1: Frequency and Timing of Elections***

General elections must be held once a year during spring quarter, no later than April 1st.  Such elections will determine the officers for the subsequent school year, as per the term lengths described in Article 3.  The Chair(s) are responsible for declaring the date of the general election at least two weeks in advance.  General elections must take place during a general meeting of the organization.

***Section 2: Nomination and Election Process***

Once a general election has been declared, nominations can be made at any general meeting preceding the election meeting.  The member must be nominated by a member of his or her peers, at which point the member must accept or decline the nomination.  Alternatively, a member may self-nominate themselves either at a meeting or expressly in writing to the Chair(s) and Secretary.  The deadline for nominations is one week before the election. In order to be an eligible nominee one must attend at least 2 meetings in the voting Semester. Write-in candidates are only permitted if they have notified the Chair(s) and Secretary at least a day before the election.  Only voting members are eligible to hold a position.  Students are allowed to advertise their candidacy in any way possible, provided that such means do not incorporate official organizational methods of communication (such as the mailing list or Facebook page) or otherwise imply official endorsement by the organization.

The advisors will be responsible for running elections.  Should no advisors be available to run an election, the duty then falls to the Chair(s).  However, no candidates are allowed to run an election.  The E-Board is responsible for selecting this election coordinator.   Once selected, the election coordinator is responsible for making all election-day decisions and resolving related disputes.  Decisions of the election coordinator may only be overruled by unanimous vote of the E-Board (excluding any Chair(s) that are running the election).

Elections will be held via secret ballot.  If a candidate is running unopposed, they automatically win.   All candidates for contested positions are eligible to make a speech to the general membership body.  However, while each individual candidate is speaking, all other candidates must be outside of the meeting room.  After all speeches are concluded, the candidates remain outside of the room.  At this point, the general membership body can discuss the different candidates.  The election coordinator may regulate the length of both candidates' speeches and the discussion period.  After the discussion period has ended, the balloting procedure begins with the candidates still outside of the meeting area (but able to cast votes).  Once all votes have been submitted, the candidates are invited back into the room and the results are tallied and announced by the election coordinator.

Normally, voters may cast only one vote for a given position.  If more than one candidate is selected for a given position, none of the votes for that position will count for the total.  However, if more than one candidate is running for the position of Chair, special rules apply.  In this instance, voters may cast two votes for Chair.  Additionally, a “No Second Chair” option will be added to the list of candidates for this position.  The person with the most Chair votes will assume the title of President/Chair.  The person with the second-highest number of votes will also assume the office of Chair, provided that their total is higher than the “No Second Chair” total.

If there is a tie for the greatest number of votes at any position, a runoff vote is held between the tying candidates.  Such a vote will take place immediately after the results have been tallied and announced.  Again, all remaining candidates must exit the meeting room during runoff votes.  This process is repeated until a clear winner has been determined.  In runoffs, voters may cast only one vote for a given position, even for the position of Chair.

***Section 3: Transition of Leadership***

After a new E-Board has been determined in a general election, a transition period for the organization begins.  This period will last two months, during which both the new and old E-Board will cooperatively attend E-Board meetings and run general meetings.  At the end of the two month period, the new E-Board will assume complete control of the organization.

If, during this time, a member of the new E-Board determines that they are unable to fulfill the duties of their position, the position will be offered to the first runner up.   If that person is unable or unwilling to assume the position, a special election is triggered.

***Section 4: Special Elections***

When an elected officer resigns, is impeached, or is in any other way unable to fulfill the duties of the position insofar as Article 5, Section 3 is concerned, a special election will be triggered.  Nominations will be taken at the next possible general meeting and an election for the vacated position will be held at the subsequent general election.  If circumstances demand it, the E-Board, with the consent of the faculty advisor, may appoint an interim officer until the special election can be held.

**Article 6: Arbitration, Succession, Resignation, and Impeachment Processes**

***Section 1: Arbitration Process***

The responsibility of arbitrating disputes first falls to the Chair(s).  If however, the Chair(s) are unable or otherwise unwilling to reach a consensus, the faculty advisor will have final say in the disputes.   If there are other advisors affiliated with the organization, the faculty advisor is urged to consider these viewpoints as well, but it is not a requirement.

***Section 2: Succession Process***

Normally, there is no succession from one position to another.  The only exception is a second Chair assuming the title of President should the other Chair/President position be vacated.   In the case of a vacated elected position, a special election is triggered under the rules of Article 5, Section 4.  Should an appointed position become vacant, it will not result in a special election.

***Section 3: Resignation Process***

Any officer may resign their position if they deem it necessary.  To take effect, an officer must notify the faculty advisor, in writing, of their resignation.  A copy of this letter must also be delivered to the Secretary.

***Section 4: Impeachment Process***

Any officer, elected or appointed, is eligible for impeachment.  A voting member of the organization can initiate a motion for impeachment, which must then be seconded by a member of the E-Board (or a voting member, if the initiator is already an E-Board member).  If the motion passes, the voting membership must then set a date for impeachment proceedings, which must take place at a general meeting no sooner than a week after the initial motion.

The impeachment proceedings will consist of a debate among the general membership, with a simple majority of voting members required for cloture.  The actual impeachment vote will follow, with a two-thirds majority and quorum of nine members required to impeach.  If an officer is successfully impeached, they are barred from appointed positions or running in elections until the next general election.  Such a restriction can be prematurely rescinded by a unanimous vote of the E-Board.

**Article 7: Amendment Process**

Constitutional amendments can be proposed by any member of the E-Board.  Proposed changes must be announced and posted online for two weeks, after which point the changes are discussed and voted on at the next available general meeting.  A two-thirds majority and quorum of nine members is required.  Only voting membership present at such a meeting are eligible to vote.

**Article 8: Dissolution Process**

If deemed necessary, the Chair(s) may initiate a vote to dissolve the organization.  Once initiated, a discussion must take place as soon as possible during the next general meeting, and no other business may be addressed until the vote is resolved.  A motion for cloture must be seconded and supported by half of the voting membership, after which point the dissolution vote will be conducted.  A two-thirds majority is required to dissolve the organization.

Statement of nondiscrimination prohibiting discrimination 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 basis in accordance with [Student Organization Registration and Funding Guidelines](https://activities.osu.edu/posts/documents/student-organization-registration-guidelines-updated-may-2021.pdf).