

## Black X Bold Official Constitution

**Mission Statement:** Black X Bold magazine is a publication with a special focus on uplifting underrepresented communities. Founded by two Black journalism students in 2018, we aimed to give all aspiring writers and creatives an outlet to showcase their talent. We write to explore culture at Ohio State and within the Columbus Community. We pride ourselves on being a trusted source of news and information for audiences and prospective viewers. We hope to deliver content through storytelling and multimedia that upholds the foundation of this magazine: unity, power, truth, creativity, and justice.

### Constitution

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

**Section 1: Name:** Black X Bold Magazine

**Section 2 - Purpose:** Our purpose is to share the stories and talents of underrepresented groups at the Ohio State University and surrounding communities. Through news articles, art, and other forms of digital media, we hope to create a lasting legacy for students and university affiliates.

#### **Section 3 - Non-Discrimination Policy:**

*“The Ohio State University is committed to building and maintaining a diverse community to reflect human diversity and to improve opportunities for all. The university is committed to equal opportunity, affirmative action, and eliminating discrimination. This commitment is both a moral imperative consistent with an intellectual community that celebrates individual differences and diversity, as well as a matter of law.*

*Ohio State 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.” {00312468-1}*

*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, Black X Bold Magazine 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>.*

*If you or someone you know has been sexually harassed or assaulted, you may find the appropriate resources at <http://titleIX.osu.edu> or by contacting the Ohio State Title IX Coordinator at [titleIX@osu.edu](mailto:titleIX@osu.edu).*

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

The organization’s voting membership should be limited to currently enrolled Ohio State students. Other non-student members, such as faculty, alumni, professionals, etc., may become members, but only as

non-voting associate or honorary members. For educational and leadership development reasons, student organizations are to be student initiated, student lead, and student-run.

*II.a. 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 an organization. Community or other non-student members may be temporarily suspended with a majority vote of the Executive Committee.*

### **Removal Policy for General Body Members (Contributors)**

Members of the organization will be subject to immediate removal from all virtual entities and ban from all events if exhibiting the following behaviors

- Verbal, emotional, or physical abuse of fellow members
- Theft or abuse of property meant for collective use by the organization
- Outright slander of the publication's principles, including but not limited to;
  - Outburst during meetings and/or events
  - Physical flyers and propaganda
  - Posts on social media platforms

Any objections to membership removal will have to be appealed within five business days by reaching out to the publication's Editor-In-Chief followed by a panel consisting of three members of the executive board and two members of the general body.

### ***Article III – Methods for Removing Executive Staff Members***

#### **Expectations for Executive Staff:**

- Attend ALL training sessions
- Attend AT LEAST 13 of the 16 Executive Board Meetings per semester
  - Only two absences can be used for academic reasons

Attend AT LEAST 10 of the 16 General Body Meetings per semester

- If you are missing a staff meeting, you must let the Editor-In-Chief or Liason know!
- If you will be late to a staff meeting, you must let the Editor-In-Chief know!
- If you are more than 15 minutes late to the meeting, it will count as an unexcused absence.
- You are allowed **3** unexcused (with prior warning) absences per semester for both Executive board meetings and General Body meetings
- 3 unexcused absences: Conversation with the Editor-In-Chief
- 4+ unexcused absences: Dismissal from E-Board

#### **What counts as an Excused Absence?**

- Illness
- Family Matters (Death, visit, etc.)
- Exam during meeting time
  
- Out of town

- Class
- Anything that is urgent and unpreventable
- Studying for an exam

#### **What counts as an Unexcused Absence?**

- Forgot about the meeting
- Being more than 15 minutes late to a meeting
- Anything that is preventable and not urgent
- Out of town

#### **Strike Policy**

- You are allowed 3 strikes per year
  - **1 Strike:** Written Warning
  - **2 Strikes:** Verbal Warning
  - **3 Strikes:** Dismissal from Executive Staff

#### **Removal Policy**

III.a. *If an elected officer 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 elected officer will automatically be removed if they attain three strikes unless they request to put it up to a majority vote of the Executive Board. If they decide the latter, the officer will be required to present methods on improvement and/or provide justifications for their behavior. From there, the Executive Staff will decide whether or not the officer should remain in the position.*

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 this organization, including violations of the Student Code of Conduct, university policy, or federal, state, or local laws. The Executive Board may act for removal based on the strike system set into place.*

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}*

III.d. *A strike system will be placed into effect to monitor the behavior of Executive Staff members. Each officer is allowed three strikes per year. More than three strikes will result in removal from the position.*

III.e. *Upon removal of the officer, the officer has five business days to return any property, physical or digital copies of records belonging to the organization to the current highest ranking officer. It is the removed member's responsibility to set up a rendezvous to accomplish this.*

**Outlined below are various behaviors and activities that will result in a strike:**

1. Failure to perform duties assigned more than three times warrants one strike.
2. Three unexcused absences warrant two strikes.
3. Four or more unexcused absences warrants three strikes.

***Article IV - Organization Leadership:***

Required leadership positions:

General Requirements for all the Executive Staff:

1. Contribute and present material during staff meetings
2. Regular attendance at weekly staff meetings on Thursdays
3. Regular attendance at weekly executive staff meetings on Sundays
3. Regularly report to the Editor-in-chief
4. Complete all required training

Primary Leader (Editor-in-Chief)-Full academic year:

1. Contribute and present material during general body meetings
2. Attend bi-weekly E-board meetings as well as general body meetings
3. Facilitate both Executive and General Body meetings
4. Complete all required trainings
5. Follow up with fellow executive board members
6. Implement Strike System

Secondary Leader (Liaison)-Full academic year:

1. Contribute and present material during general body meetings
2. Attend bi-weekly E-board meetings as well as general body meetings
3. Regularly report to the President
4. Complete all required training
5. Assist President in tasks
6. Facilitate Executive and General Body Meetings in absence of Editor-In-Chief

Treasurer-Full academic year:

1. Maintain past and current financial records
2. Lead fundraising activities
3. Monitor the Black X Bold banking account
4. Apply for funding for NAPS
5. Promote Black X Bold Meetings and Events on social media, GroupMe, etc.
6. Any other responsibilities as assigned by the President

Copy Editor(s)-Full academic year:

Photo Editor-Full academic year:

1. Promote Black X Bold Meetings and Events on all NAPS social media, GroupMe, etc.
2. Take pictures at NAPS Meetings and Events and share them on social media
3. Maintain all Black X Bold social media by posting regularly and consistently
4. Create visually-appealing fliers for meeting and events
5. Collaborate with Graphic Designer
6. Any other responsibilities as assigned by the President

Design Editor-Full academic year:

1. Design the PowerPoint Presentation for Black X Bold General Body Meetings and events
2. Design Black X Bold merchandise
3. Collaborate with Marketing Director
4. Promote Black X Bold Meetings and Events on social media, GroupMe, etc.
5. Any other responsibilities as assigned by the President

Digital Editor-Full Academic Year

1. Make room/venue reservations for Black X Bold E-staff meetings, general body meetings, and events
2. Be in charge of the logistics of all events (besides General Body Meetings)
3. Manages AV/Tech for Black X Bold
4. Initiates and maintains collaborations with other organizations
5. Creates agendas/schedules for GBM and other events
6. Promote Black X Bold Meetings and Events on social media, GroupMe, etc.
7. Any other responsibilities as assigned by the Editors

Advisor

1. Assisting the executive staff
2. Providing aide with certain tasks
4. Experience working with student organizations
5. Approves registration documents

All positions will be chosen by appointments.

#### ***Article V- Election / Selection of Organization Leadership***

*Executive Staff applications/elections will take place annually during spring semester. In order to be eligible for office members must fulfill these requirements:*

1. *Be full-time Ohio State students*
2. *Be a Ohio State student for the entire academic year*
3. *Be able to attend weekly E-Staff Meetings on Sundays*
4. *Be able to attend weekly staff meetings on Thursdays*

*In order to be considered for the Executive Staff, members must complete applications even if they have held a certain position before. Once an application has been submitted, interviews will be conducted to determine the skills and experience of the candidate. After interviews have commenced, the President and*

*Vice President will decide the best candidates for each position. The two Co-founders, Daniel McNatt and Attiya Toure, will remain the organization's Co-Editors until they graduate.*

*If someone resigns or is impeached, a replacement will be found immediately either by appointment by the Editor-In-Chief or through an application and interview process (if necessary). The executive board will split the responsibilities of the lost position until a replacement is found.*

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

Advisors of student organizations 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.

Via. Expectations of advisor: See article IV

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

Required meetings and events and their number should be specified in the governance documents and should reflect the organization's expectations for all members. For example:

*IX. Two general meetings and attendance at all or 50% of events hosted may be required for membership each academic term except for summer.*

***Article VIII– Attendees of Events of the Organization: Required events and their frequency.***

*The organization reserves the right to address member or event attendee behavior where the member or event attendee's behavior is disruptive or otherwise not in alignment with the organization's constitution.* {00312468-1}

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

*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. The constitution should not be amended easily or frequently.*

***Article X– Method of Dissolution of Organization***

Requirements and procedures for dissolution of the student organization should be stated. Should any organization assets and debts exist, appropriate means for disposing of these assets and debts should be specified clearly and unequivocally. Upon the official dissolution of the organization, Student Activities staff must be contacted to remove organization information from the website. {00312468-1}

We acknowledge the priority that is mental health for everyone associated with our organization but cannot be held responsible if we fail to accommodate conditions affected individuals that do not disclose to us directly.'