

Black Students in Psychology & Neuroscience

Constitution and By-Laws

Article I: Name, Mission Statement , and Non-Discrimination Policy

Section I - Official Organization Name

Black Students in Psychology & Neuroscience

Section II - Mission Statement

Black Students in Psychology & Neuroscience (BSPN) is a community created and led by Black students in the psychology and neuroscience departments at The Ohio State University who are interested in encouraging fellowship and continued learning within our respective disciplines. BSPN strives to provide its members with opportunities such as potential research positions, internships, and leadership roles. Members of BSPN will also have information on post-undergraduate opportunities such as graduate school, professional school, and master's programs at their discretion. BSPN also promotes positive mental health practices, with a focus on the Black community and the psychological ramifications its members may face. Our intended membership is - but not limited to - Black psychology majors/minors and neuroscience majors/minors. Anyone who is simply interested in psychology and/or neuroscience but is not a major or minor in any of those respective fields of study are welcomed and encouraged to join BSPN during the academic year.

Section III - Non-Discriminatory Policy

Here at BSPN we do not discriminate against any form of identity, whether it be gender, sex, race/ethnicity, sexual orientation, religion, nationality, or any other form of identity. Any form of identity discrimination will not be tolerated in this organization. Anyone found committing discrimination in the organization will be immediately dismissed from the organization affiliation.

Article II: Categories of Membership and Membership Qualifications

First and foremost, we have the BSPN general body, which consists of any member of the organization. Next comes the executive board of the organization in which consists of:

1. President
2. Vice President
3. Treasurer
4. Programming Ambassador
5. Marketing Ambassador

6. Outreach Ambassador

Details about the responsibilities of each of these positions will be explained in Article III. There is also our esteemed advisor who stands as a support system for BSPN and its operations.

In order to qualify to be a member of Black Students in Psychology & Neuroscience, you must be an affiliated student of The Ohio State University. You must also be a faculty member of the university, in the event that the organization seeks a new advisor. Let it be noted that for students you do not have to be majoring or minoring in psychology or neuroscience in order to join this organization. If you just simply have an interest in these fields and how they pertain to issues in the Black community, then you are absolutely welcomed to join BSPN.

Article III: Executive Board Officer Responsibilities

Section I - President

The president shall oversee all organizations events, collaborations, outreach, finances, and planning. The president will ensure that everyone in the other positions does their duties and shows leadership.

Section II - Vice President

The vice president shall be the primary consultant for the president, make decisions for the organization, be a second opinion for the president, and also present creative ideas for the organization.

Section III - Treasurer

The treasurer shall ensure that the events are within an affordable budget range and manage the organization's finances during the academic year.

Section IV - Programming

The programming ambassador shall plan meetings to be interactive and engaging with additional help from the president and vice president.

Section V - Marketing

The marketing ambassador shall create and monitor social media accounts for the organization while appropriately advertising events to the general body.

Section VI - Outreach

The outreach ambassador shall contact other organizations for collaborations and work to recruit new general body members during the academic year.

Article IV: Methods for Removing Members

Section I - Dismissal of General Body Members

Any member found to be violating any of the following policies will be served with a warning and then dismissed immediately from all organization activities and arrangements if the violation occurs again:

1. The Non-Discriminatory Policy in Section III of Article I
2. Spreading shared personal information of another member with others without the member's permission.
3. Any of the organization By-Laws

Dismissal decisions of any members from the organization will be voted on by the executive board.

Section II - Dismissal of Executive Board Officers

Any executive board members who are not doing their duties, fulfilling their responsibilities, or violating the by-laws of the organization will be served with the following progression of disciplinary action:

1. Served with a warning
2. If the lack of responsibility to the organization continues then the executive board position will be suspended for the member along with its responsibilities and duties
3. If the lack of responsibility to the organization continues then the member will be relieved of and terminated from their executive board position indefinitely/permanently.

Suspension or termination of executive board officers will be voted on by the rest of the executive board.

Article V: Organization By-Laws

Section I - Non-Discriminatory Policy

No amount of discriminatory actions are allowed in this organization. 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.

Section II - Title IX

As a student organization at The Ohio State University, BSPN 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.

Section III - Judgement Free Zone and Safe Space

As an organization, it is important to provide all members with a comfortable environment to express themselves freely without physical, emotional, or verbal harm. This includes not being judged, criticized, harassed or discriminated against due to any topics that may be discussed within each meeting. Any member that violates this By-Law will be suspended or dismissed from future meetings. Below are the progressive disciplinary actions if an executive board officer violates this By-Law:

1. A warning will be given promptly.
2. The executive board member will be suspended until further notice.
3. Immediate dismissal from the executive board position and organization.

Below are the progressive disciplinary actions if a general member violates this By-Law:

1. A warning will be given promptly.
2. Immediate dismissal from the organization.

Section IV - Academic Integrity and Misconduct

As an organization based on academia and social change, we adhere to The Ohio State University's policies on academic integrity and misconduct. Any member found sharing sensitive content from university classes such as homework answers or exam material will be immediately dismissed from our organization. We expect our members to have the utmost academic integrity. For more information on these matters, please consult <https://oaa.osu.edu/academic-integrity-and-misconduct>.

Section V - Conflict Resolution

Members of the executive board share responsibility for overseeing the well-being of its officers and members. Should conflict arise, those involved should actively work towards:

1. Identifying the issue unbiasedly
2. Discussing the issue constructively and efficiently
3. Seek a compromise or resolution for involved parties

If conflict proves to be more serious, executive board officers may seek a mediator such as an advisor or neutral member within the organization's membership. All members should

keep private information confided in them confidential, unless given explicit permission to share, or if the information may be potentially harmful/offensive to others.

Section VI - Financial Matters

All organization events and activities that require funds have to be first approved and reviewed by the Treasurer, who will then consult with the Vice President and President.

Section VII - Election Methods

To qualify for the President or Vice President positions, potential candidates must already have been assigned to another officer position within BSPN for at least one (1) academic year. Potential candidates for the President position will be interviewed in the spring semester by the current Vice President and another executive board officer. Potential candidates for the Vice President position will be interviewed by the same process, but by the current President and another executive board officer. Following the potential candidates' interviews, the interviewers will present each candidate to the rest of the executive board, and the board will vote in favor of the most qualified and trustworthy candidate to fill the position. To qualify for the Treasurer, Programming Ambassador, Marketing Ambassador, or Outreach Ambassador positions, potential candidates must already have been general body members of BSPN for at least one (1) academic year. Potential candidates will be interviewed in the spring semester by the current Vice President and President. Following the potential candidates' interviews, the interviewers will present each candidate to the rest of the executive board, and the board will vote in favor of the most qualified and trustworthy candidate to fill the position.

Section VIII - Constitution Amendments

This constitution is fundamentally flexible and may be subject to change at any point during the academic year with approval from the executive board. All changes to this constitution require a $\frac{3}{4}$ majority vote from the executive board. All potential changes will be disclosed and published in the organization's sources of communication, also being made available to all members and advisors if needed.