

# CONSTITUTION

## The Khmer Student Association at The Ohio State University

### ARTICLE I: NAME

Section A. The name of the organization shall be The Khmer Student Association at The Ohio State University.

### ARTICLE II: ORGANIZATION PURPOSE

Section A. The Khmer Student Association (KHSa) is a cultural, non-profit organization to enable and empower student leaders in a context of Cambodian identity and exploration. Its purpose shall be to provide a safe space for students of Khmer interest, in which they develop leadership and networking skills in a collegiate, professional, and cultural context. With consideration to the lack of Cambodian representation in academic institutions and the marginalization of Cambodian struggles among the AAPI communities and beyond, KHSa intends to provide a support system for students of Khmer interest to succeed academically. Students are encouraged and prepared to become tomorrow's leaders, working professionals, and role models, to advance the Khmer community. The vision and missions of KHSa are driven by three initiatives which reflect our past, present, and future: Khmer Culture, Community Engagement, and Professional Development. These three initiatives reflect in the three core values of the Khmer Student Association: Culture, Community, and Competency.

### ARTICLE III: UNIVERSITY REGULATIONS

#### Section A. Harassment and Discrimination, including Sexual Misconduct

The Khmer Student Association agrees that it will not engage in sexual misconduct nor any harassment or 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 the Student Organization Registration Guidelines.

#### Section B. Hazing

The Khmer Student Association agrees to maintain a zero-tolerance policy for hazing, in compliance with The Ohio State University and Collin's Law. All members must conduct themselves in a manner that supports an environment free from hazing. Hazing includes any activity, regardless of consent, that causes or creates a substantial risk of physical, mental, or

emotional harm or humiliation to any individual as part of membership or affiliation with the student organization. If found responsible for hazing, members and/or the organization may face disciplinary actions.

## Section C. Bylaws

The Khmer Student Association retains the right to maintain separate bylaws to outline the day-to-day operations of the organization and to clarify policies and procedures otherwise not included in the previous articles. Bylaws and/or other guiding documents may not take precedence over the requirements set forth by local, state, and federal laws. The Ohio State University's regulations, policies, and procedures, and the Council on Student Affairs (CSA) Student Organization Registration Guidelines. Organizations may make amendments and changes to the bylaws without consulting the Ohio Union & Student Activities department, and changes to bylaws do not require approval. All elements of organizational bylaws shall be consistent with the organization's currently approved constitution on file and CSA constitution requirements.

## ARTICLE IV: MEMBERSHIP

Section A. Membership in the organization shall be open to those who:

- a. Have an interest in Khmer culture or advancement
- b. Want to participate in organizational efforts and events
- c. Formally reach out to current executive board members and/or active members about active involvement.
- d. Was referred to by executive board members.

Section B. Steps to Gain Membership:

- a. An interested individual must join the official KHSA GroupMe.

Section C. Membership Timeline:

- a. Once a member joins, they will be automatically added to the organization. This is rolling throughout the year. Whenever a new recipient wants to join they will be added to the GroupMe, thus initiating their membership in The Khmer Student Association.

Section D. Member Removal

- a. If a member conducts themselves in such a manner deemed detrimental to advancing the purpose of this organization, violates the organization's constitution or by-laws, violates the OSU Code of Student Conduct, or is in violation of university policy, the member may be removed through a three-fourths majority vote of the officers.
- b. Any elected officer of the organization 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, or university policy. The Executive Committee may act for removal upon a three-fourths majority vote of the executive board.

## ARTICLE V: ADVISOR

Section A. Advisors of The Khmer Student Association must be full-time faculty members or Administrative & Professional staff at The Ohio State University. If a person serving as an advisor does not meet these criteria, a co-advisor who satisfies the University's classification requirements must also be appointed. Responsibilities include, but are not limited to:

- a. Providing overall guidance and support to the organization, including supervising and advising the Executive Committee.
- b. Ensure the organization operates in alignment with its mission. Constitution, and university policies.
- c. Offer advice on strategic planning, goal-setting, and long-term development.

### Section B. Advisor Term

- a. Once an advisor is committed to the organization, they are intended to serve, but not limited, to one academic year.

### Section C. Advisor Selection

- a. Advisors will be selected and chosen by the President and Vice President of the organization.

### Section D. Advisor Replacement

- a. In the occurrence of an official advisor being unable to continue serving for the organization, the Vice President and President will be alerted of this two weeks prior and will immediately begin searching for a new one.

## ARTICLE VI: ORGANIZATION LEADERSHIP

Section A. Officers will consist of two groups: Senior Officers and Junior Officers. The Senior Officers of this organization shall include one Primary President, Vice President, Vice President of Finances (Treasurer), Vice President of Communications (Secretary) and Primary Advisor. Junior Officers will be approved Team Leaders for respective objectives. Officer leadership structure looks as follows:

- a. President: Face of the Club, also runs and helps manage each leadership role to make sure everyone is doing their diligence in their roles.
- b. Vice President: Reviews and checks the President's action.
- c. Vice President of Finances (Treasurer): Reviews and checks all finances of the club. Also helps in planning fundraisers to earn income for the club.
- d. Vice President of Communications (Secretary): In charge of organizing events for the club.
- e. Primary Advisor: Supervisors the club leadership and helps in any role they can when the club is in need of help.

Section B. To be eligible for any office, Senior and Junior, candidates must be regularly enrolled students at The Ohio State University and attend at least 3 meetings in the semester of election.

Section C. Nominations for office shall occur throughout the academic school year. Elections shall occur in April at the end of an academic school year. The term of office shall be for one year and shall begin May 1st of the current year and end April 30th of the following year. With each position of The Khmer Student Association there will be a separate individual voting process for said position. Thus the majority vote for each position will dictate who will fulfill the leadership roles of the club.

Section D. Any elected officer of the organization 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, or university policy. The Executive Committee may act for removal upon a three-fourths majority vote of the executive board.

## ARTICLE VII: METHOD OF DISSOLUTION

### Section A.

- a. For a dissolution to be determined, the organization must be voted as inactive by all members of the executive board in a meeting.
- b. Should any dissolution arise in a meeting, the Presidents will make the final decision. In any case regarding assets and debts all assets of The Khmer Student Association will be returned to their owners, and or donated to a different club. For all debts within the club, this will be dealt in accordance by our Treasury and paid as soon as possible.

## ARTICLE VIII: METHOD OF AMENDING CONSTITUTION

Section A. Any proposed amendments or constitutional revisions at the beginning of each academic year shall be presented to The Khmer Student Association Executive Committee for review prior to a general body vote. These propositions should be announced one week prior to an executive board meeting and may be amended through a two-thirds majority decision.