

Constitution of People Recognizing Individual Differences Exist (PRIDE)

Article I. Name

Section 1. Name

The official name of this organization is “People Recognizing Individual Differences Exist”.

Section 2. Abbreviation

“PRIDE” is understood in all cases to be synonymous with “People Recognizing Individual Differences Exist.”

Article II. Affiliation

This organization is not affiliated with any local, state, national, or international organizations, at this time.

Article III. Purpose and Objectives

The purpose of PRIDE is to provide educational, political, historical, social, support programs and resources for lesbian, gay, bisexual, transgender, intersex, queer and questioning and allied (LGBTIQA) students, faculty, and university community; to improve the quality of LGBTIQA lives and increase understanding and acceptance of LGBTIQA individuals in the general university community and greater Wilmington.

PRIDE shall also strive to reach our mission at the state and national levels as well, based on the desires of our group; to seek justice, dignity, and to defend the human rights of all people, regardless of sex, race, color, national origin, religious, or political affiliation, age, disability, gender identity, and sexual orientation; to aid in the prevention of prejudice, discrimination, and bias based on gender identity and sexual orientation on the campus and the community; and to promote and encourage interaction and involvement with the Wilmington LGBTIQA community and to be available for students to seek peer counseling in a casual and comfortable environment.

Article IV. Membership

Section 1. General Requirements.

Membership is open to all members of the university community without regard to sex, race, color, age, religion, national origin, disability, gender identity or sexual orientation. Membership in this student organization may be limited to individuals, who show goodwill towards the lesbian, gay, bisexual, transgender, intersex, queer and questioning and allied community.

Section 2. Non-exclusionary Membership Clause.

This organization practices an open membership policy for members of the university community without regard to sex, race, color, age, religion, national origin, disability, gender identity or sexual orientation. Membership and participation in a student organization must also be open to all currently registered students without regard to gender, unless exempt under Title IX.

Section 3. Categories of Membership

There are five types of membership in this organization: active, inactive, faculty, alumni, and honorary.

Section 4. Qualification and Privileges

Section 4.1. Active Membership

Active members in this organization must be UNCW students and attend weekly meetings and participate in PRIDE sponsored events. Members must attend 2/3 meetings during either academic semester (Fall or Spring) to be considered active. Active members have full voting privileges and are eligible for election onto the executive board.

Section 4.2. Inactive Membership

Inactive members in this organization must be UNCW students. Inactive members are not required to attend weekly meetings, but must participate in PRIDE sponsored events. Members are not required to attend any number of meetings during a semester, but must be on the organization's mailing list and must attend at least one PRIDE sponsored event during the semester. Inactive members have no voting privileges and are not eligible for election onto the executive board.

Section 4.3. Faculty Membership

Faculty members in this organization must be UNCW faculty. Faculty members are required to offer their support to the organization. Faculty members are not required to attend any number of meetings during a semester, but must show clear support for the organization and its members. Faculty members do not have voting privileges and are not eligible for election onto the executive board but are allowed to speak and advise members on certain topics.

Section 4.4. Alumni Membership

Alumni members in this organization must be UNCW alumni. Alumni members must have been active members in the organization for a minimum of one (1) year. Alumni members may attend weekly meetings and participate in PRIDE sponsored events. They may also be on the PRIDE mailing list. There is no requirement for attending meetings or events. Alumni members do not have voting privileges and are not eligible for election onto the executive board.

Section 4.5. Honorary Membership

Non-members may gain honorary membership to this organization by showing outstanding achievement and effort in supporting LGBTIQA programs and assistance in the community. Non-members, who are students at local schools or prospective UNCW students, may also qualify as honorary members. Honorary members do not have voting privileges and are not eligible for election onto the executive board.

Section 5. Judicial Action Against Members

The Executive Board members may, by majority vote, take disciplinary action against PRIDE members, including but not limited to: suspension of verbal warning (1st offence), letters of censure (2nd offence), suspension of voting privileges (3rd offence), and exclusion from PRIDE functions (4th offence). The executive board reserves the right to depart from these disciplinary guidelines depending on the severity of the offence.

Article V. Meetings

Section 1. Meeting Schedule

Meetings for PRIDE will be held once a week, at a designated time and place decided by the executive board during the summer. PRIDE will meet only during the Spring and Fall semesters. Meetings will be at the designated time and place unless otherwise noted. The membership will be notified of location changes at least 24 hours prior to the meeting.

Section 2. Counsel

The President will serve as the parliamentary authority during meetings to ensure that the members' voices are heard fairly and equitably. If for any reason this ceases to work, PRIDE will refer to Robert's Rules of Order, Newly Revised for counsel.

Section 3. Voting

Voting will be conducted by quorum. A minimum 50% of active members must be present to vote on a matter. Voting will go by majority rules (50% +1). If at any time, someone feels that the voting method is unfair, a committee will be appointed to investigate the matter.

Section 3.1. Notification of Voting

Notice will be given of major events, constitutional issues, and election. Smaller decisions will be left to quorum votes.

Article VI. Advisor

Section 1. Qualifications

Faculty/Staff advisors or co-advisors may be nominated by the membership and elected by majority vote. Advisors for PRIDE must be allies to (or members of) the LGBTIQA community and must want to assist in supporting the UNCW LGBTIQA community.

Section 2. Responsibilities

Faculty/Staff advisors or co-advisors are asked to attend the first meeting of each semester and at least one other meeting during the semester. Advisors do not have voting rights, but may advise the membership of their voting opinion.

Article VII. Officers

Section 1. Qualifications

Executive Board members must be currently attending the University of North Carolina Wilmington as a student (undergraduate, graduate, or post-graduate) during their term in office. Members are able to run for all offices except President after two full semesters (one (1) year) as an active member. Members wishing to assume the office of President must have been active members of PRIDE for four complete semesters (two (2) years) or have one (1) year of Executive Board experience. It is expected that all executive members will maintain their active member status during their term.

Section 2. Positions

The Executive Board consists of no more than eight positions: President, Vice-President, Secretary, Treasurer, Historian, Events Coordinator, Political Action Coordinator, and Outreach Coordinator.

Section 2.1. President

Responsibilities to Organization:

- · Responsible for University administration duties and relations
- · Oversees and coordinates meetings
- · Serves as a liaison to the university
- · Work with Treasurer to determine budget and budget modifications
- · Work in conjunction with Executive Board to plan PRIDE agenda
- · Serve as moderator during debates. Allow different sides of issue to be presented

Responsibilities to Students:

- · Voice student concerns to university
- · Attempts to develop programs to address these concerns
- · Seek student opinions

Responsibilities to Faculty/Administration

- · Keep faculty/administration informed on significant developments
- · Arrange direct dialogues between educators and students
- · Work with faculty/administration to enhance educational atmosphere
- · Point out problems with university policy before they become crises

Responsibilities to Community:

- · Attend other organization meetings
- · Speak at local civic organization meetings
- · Invite civic leaders to speak at school

Other Responsibilities:

- · Maintain an accurate file of all correspondence the president receives or sends
- · Keep a journal indicating successful procedures and what problems were encountered throughout the year
- · Keep a neat phone and address book of contacts

Section 2.2. Vice-President

- · Be prepared to assume the responsibilities of the President at any time. (see: Responsibilities of President)

- · Assist in the preparation of budgets and agendas
- · Help the President coordinate the work of committees
- · Help explain the opinions of the president to council
- · Contribute ideas during meetings
- · Work with all council members to iron out any differences between parties
- · Head the organizing committee for World AIDS Day

Section 2.3. Secretary:

- · Keep an accurate record of the issues considered by the organization (This recording is called the minutes)
- · Help the group reach decisions that may be clearly recorded
- · Contribute personal ideas and opinions whenever appropriate
- · Take attendance via a roster
- · Keep order at meetings
- · Keep an accurate index of all meeting minutes
- · Type neatly all letters that are to be officially sent by the organization
- · Create a file to keep all correspondence sent and received by the organization
- · Send out the attendance policy to the listserv the beginning of each semester
 - Maintain the timmy drive

Section 2.4. Treasurer

- · Work with fiscal assistant to understand policies for organization finances
- · Work with President, Vice-President and E-Board members to formulate an active budget
- · Make cost analysis of proposed activities and projects
- · Make financial statements and report to the E-board each semester
- · Make budget proposals when necessary
- · Propose and present budget to SGA each Spring semester

Section 2.5. Historian

- · Gather historical data from sources such as CAIC archives, news files, and photographs, as well as collect data sources such as books, pamphlets, and periodicals
- · Trace historical development of PRIDE through social, cultural, and political history
- · Conduct historical research on behalf of the organization
- · Save copies of all pertinent PRIDE correspondences, flyers, newsletters, etc. in print and electronic format as available
- · Organize print records in a logical manner and present them at the end of the term in a portfolio to the President and the Board
- · Take pictures at group events and upload them to the PRIDE social media account
- · Manage website with the knowledge that there may be minor updating on a weekly basis
- · Holds a copy of the Constitution along with the President

Section 2.6. Events Coordinator

- · Plan and coordinate activities for PRIDE
- · Reserve locations, pick dates/times, and announce activities in a timely fashion
- · Work with Treasurer and other officers to apply for funding for larger activities
- · Work with other organizations to coordinate activities
- · Interact with students to encourage involvement in PRIDE activities
- · Create committees to get members involved in the planning of PRIDE activities

Section 2.7. Political Action Coordinator

- · Stay up to date on LGBTIQA politics
- · Inform the membership on politics and lobbying opportunities
- · Create programming pertaining to LGBTIQA issues each semester

- · Organize and collect political materials when necessary at organization meetings
- · Organize the writing and collection of letters to political figures
- · Responsible for sending all letters and postcards to the appropriate place
- · Responsible for researching and understanding LGBTIQA-related politics

Section 2.8. Outreach Coordinator

- · Serve as a source of information and activities for community involvement
- · Provide activities for members to interact and get to know each other outside the organization
- · Oversee the planning of all organization philanthropic and service events
- · Gives announcements during meetings for community events
- · Maintain database of local LGBTIQA organizations
 - Serve as delegate to greater Wilmington-area LGBTIQA groups

Section 3. Board Meetings

All Executive Board members are expected to give reports at every Board meeting on topics relating to their held office; create topics for general body meetings; facilitate general body meetings; coordinate with the other Board members as needed; and recruit volunteers to assist the President with his/her/zir respective programs.

Section 4. Removal

Executive Board members may be removed from office for the following reasons: not fulfilling the duties of their office, not attending mandatory Executive Board meetings/functions without notifying the other Executive Board members, or for any other reason that the Executive Board sees as grounds for removal. In extraneous cases, removal can be petitioned by 50% + 1 of the active membership. The Executive Board must vote unanimously in favor of removing the offending member from office.

Section 5. Appeal

Appeal can be granted if a standing Executive Board member is willing to act as sponsor to the offending Executive Board member. The offending Executive Board member will be reinstated under a month long probationary period where the member's actions will be supervised by their sponsor. If the standing Executive Board feels that the offending member is still not fit for office the offending member can be expelled by a 2/3 vote with no chance for appeal.

Section 6. Replacement

If a position becomes vacant at any point, the position may be filled by a current board member or by any member who has been active for one (1) complete semester (Spring or Fall). The vacancy should be announced to the body with a posting time of one week. Applicants will meet the Executive Board and the Executive nomination will required a 2/3 approval by the General Body.

Section 6.1 Emergency Replacement

In the event that no qualified member runs for the open position, the Executive Board may open the position to members active in the current semester.

Article VIII. Elections

Section 1. General Elections

All executive board members are elected to their positions by the membership. Each term in office is one academic year. A person may hold the same office for three consecutive years. Elections occur during the spring semester. The out-going officer will train the officer elected to that position during the ending weeks of that semester.

Section 2. Nominations

Nominations will occur no later than April 1st every year. Nominations will be open for a week (7 days total) and can be submitted at a meeting or via email to the President. Nominees will be notified and given the opportunity to accept or reject each executive nomination. Elections will be held the next membership meeting and will be done through the use of paper ballots. Nominations must be expressly accepted.

Article IX. Committees

Section 1. Executive Committee

It is recommended that the Executive Board meet once a week before meetings to discuss meeting plans.

Section 2. Standing Committees

Standing Committees will be created by the order of the President and will be led by an Executive Board member or an appointed committee head. Committee membership is limited to active members.

Current Standing Committees are as follows:

Gender Education Community Organizing (GECO) Committee

- Led by an appointed committee head

PRIDE Week Committee

- Led by the Events Coordinator

World AIDS Day Committee

- Led by the Vice President and Events Coordinator

Constitutional Review Committee

- Led by the President

Section 3. Ad-hoc Committees

Ad-hoc Committees can be formed and dissolved to address a specific need. Such committees can be established by an Executive Board member, but must be approved by a 2/3 vote of the Executive Board. All active members are eligible to serve on an ad-hoc committee and may volunteer to do so.

Article X. Finances

Section 1. Primary Responsibility

It is the primary responsibility of the Treasurer to deal with the finances of the organization. The Treasurer will perform budget proposals and submit and present the budget to the Student Government Association (SGA) for approval each Spring semester.

Section 2. Dues

Dues will be decided on an annual basis by the Executive Board.

Article XI. Adherence

This organization will adhere to all University rules, regulations, and policies, as well as to all local, state, and federal laws.

Article XII. Amendments

Section 1. Approval

All amendments to this constitution must be approved by a 2/3 vote of the membership. Propositions to alter or amend this document must be submitted to the Constitutional Review Committee. After the Constitutional Review Committee has discussed alterations or amendments to this document, the membership must vote to add the approved changes to the Constitution.

Section 2. Voting

Amendments will be voted on independently of each other – each Amendment must be read aloud and voted on. Members have the option to petition a motion to vote jointly.

Article XIII. Nonprofit Clause

PRIDE is organized exclusively for charitable, religious, educational, or scientific purposes, including, for such purposes, the making of distribution to organizations that qualify as exempt organizations under section 501 (c) (3) of the Internal Revenue Code of 1954. No part of the net earnings of the organization shall inure to the benefit of its members, directors, officers, or other persons except that the organization shall be authorized to and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the

exempt purposes of the organization. In the event of dissolution, the residual assets of the organizations will be turned over to one or more organizations with similar purposes or to one or more organizations described in section 501 (c) (3) of the Internal Revenue Code of 1954.